

DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS 701 S. COURTHOUSE ROAD, SUITE 1001 ARLINGTON, VA 22204-2490

> Docket No. 1030-25 Ref: Signature Date

Dear

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 11 June 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations and policies, as well as the 14 January 2025 decision by the Marine Corps Performance Evaluation Review Board (PERB) and the 27 December 2024 Advisory Opinion (AO) provided to the PERB by the Headquarters Marine Corps Performance Evaluation Section (MMPB-23). Although you were afforded an opportunity to submit a rebuttal, you did not do so.

The Board carefully considered your request to remove the annual (AN) fitness report for the reporting period 7 September 2023 to 29 February 2024 because the report does not provide an unbiased evaluation of your performance during the reporting period. Specifically, you contend the Reporting Senior (RS) collected Master Brief Sheets (MBS) from all the Marines he reported on and considered the MBSs when evaluating yourself and your peers. You contend the RS's knowledge of the past performance of the report group "skewed his ability to provide an unbiased evaluation of individual performance during the reporting period."

The Board, however, determined the AN fitness report was valid as written and filed, in accordance with the applicable Performance Evaluation System Manual guidance. The Board, substantially concurring with the AO, noted you did not provide any evidence to support your claims of bias or unfair evaluation by the RS nor did you provide evidence to "substantiate a claim for higher ratings than those awarded." Additionally, the Board noted this was your first

observed evaluation in the grade of lieutenant colonel "which limits the relevance of any claims regarding impartiality in the absence of prior grade-specific markings for comparison." Based on the available evidence, the Board concluded there is insufficient evidence of an error or injustice warranting your requested relief.

