



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

██████████  
Docket No. 1413-25  
Ref: Signature Date

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Dear Petitioner:

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 20 August 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 17 January 2025 decision by the Marine Corps Performance Evaluation Review Board (PERB) and 12 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 chose not to do so.

The Board carefully considered your request to remove the fitness report for the reporting period 30 June 2023 to 30 June 2024 because the report had "multiple unacceptable entries;" per the Performance Evaluation System (PES) Manual. You also argue that "due to the overall word picture and number of negative words, phrases, and unacceptable comments," removal is warranted. Specifically, you contend the report used negative words and phrases as well as comments "identifying minor limitations, shortcomings, and weaknesses." You explain that the Reporting Senior (RS) repeatedly referred to shortcomings or weakness in your overall positive performance and "used negative words, phrases, and qualifying adverbs."

The Board, however, determined the fitness report was valid as written and filed, in accordance with the applicable PES Manual guidance. The Board concurred with the AO and determined the RS's comments "paint a picture of a Marine who demonstrated dedication and effort yielding sufficient results." The Board agreed that, although not "overly flattering" or "inherently negative," the comments do not render the report invalid or unjust. Based on the available

evidence, the Board concluded there is insufficient evidence of an error or injustice warranting your request to modify the contested report. Accordingly, given the totality of the circumstances, the Board determined that your request does not merit relief.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

9/5/2025

