



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

██████████
Docket No. 1456-25
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.

Although your application was not filed in a timely manner, the Board found it in the interest of justice to waive the statute of limitations and consider your application on its merits. 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 ██████████ decision by the Marine Corps Performance Evaluation Review Board (PERB), the ██████████ Advisory Opinion (AO) provided to the PERB by the Headquarters Marine Corps Performance Evaluation Section (MMPB-23), and your rebuttal of 12 March 2025.

The Board carefully considered your request to remove the fitness report for the reporting period 1 October 2018 to 14 June 2019 because the “spirit of this fitness report is aligned with that of a ‘welcome aboard’ report.” Specifically, you contend both the Reporting Senior and Reviewing Officer (RO) made comments regarding you being a new Major and, as stated in the Performance Evaluation System (PES) Manual, “there is no place for welcome aboard reports or other techniques that skew performance records.” Further, you contend the RO attributes the low relative value to you being a new Major; even though you had been a Major for eight months. In your rebuttal to the AO, in response to the AO’s comment that you did not provide sufficient evidence, you contend that you are “unable to provide such sufficient evidence since there is no data to quantify and no statement” the reporting officials “would be willing to make to admit such a thing transpired.” Instead, you contend “[t]he only thing that can be done is to critically think and apply logic to the circumstances and the language that was used in both Section I and

K of the fitness report and the perception that was created from the report” because the PES Manual is “not in favor of the individual being written on but instead seems to grant favor the author” of the report. Additionally, in your rebuttal response, you agree that “there is nothing intrinsically incorrect with the data and creation of the fitness report, but the spirit of the report [is] what is called in to question” because there was no need to mention the “newness” of your rank. Lastly, in your rebuttal, you contend that “if it does not meet the criteria to be classified as [a welcome aboard report] then it should instead be removed due to the use of velvet daggers.”

The Board, however, determined the fitness report was valid as written and filed, in accordance with the applicable PES Manual guidance. The Board, substantially concurring with the AO, and carefully considering the language you emphasized and the overall spirit of the comments, determined the report is not a “welcome aboard” report nor does it use “velvet daggers” in its description of your performance during the reporting period. Based on the available evidence, the Board concluded there is insufficient evidence of an error or injustice warranting your request to remove 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,

9/2/2025

