



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

██████████
Docket No. 1750-25
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 24 September 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 19 February 2025 decision by the Marine Corps Performance Evaluation Review Board (PERB), the 13 January 2025 Advisory Opinion (AO) provided to the PERB by the Headquarters Marine Corps Performance Evaluation Section (MMPB-23), and your rebuttal of 23 March 2025.

The Board carefully considered your request to remove the fitness report for the reporting period 17 February 2022 to 26 October 2022 due to the report's inaccuracies. Specifically, you contend significant discrepancies exist between the Reviewing Officials' positive narratives and the lower marks¹ you received. You contend the "grades do not accurately reflect [your] performance and achievements, resulting in a misrepresentation of [your] contributions." Further, you contend the "unjustifiably low markings most likely stem from a differen[ce] in personality" between yourself and the Reporting Senior (RS). In your rebuttal statement to the PERB decision and MMPB-23 AO, you noted the decision "contains contradictions and misrepresentations" of the Performance Evaluation System (PES) Manual. Specifically, you contend the PERB's response that your RS's "unique evaluation methodology" was justified is not supported by the PES Manual because "arbitrary grading methods that are not supported by

¹ The Board noted your specific contentions regarding your proficiency grade, intellect and wisdom grade, and performance grade.

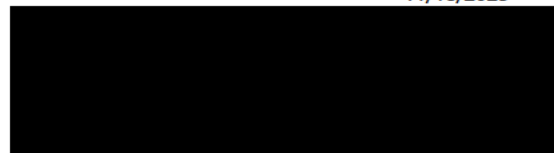
Marine Corps policy undermine the integrity” of the PES. You further note the PES Manual differs from the PERB decision in that the manual explicitly states the RS must ensure comments align with markings. You also contend the PES Manual states the RS must establish and consistently apply a marking philosophy using objective criteria which contradicts the PERB’s claim that there is no PES Manual “gradation scale that directly correlates RS comments with attribute markings, nor would such a scale be feasible or practical.” Additionally, you contend the RS’s own comments regarding your performance are evidence proving the contended personality conflict and also raise questions of personal bias or other subjective factors. Lastly, you contend your subsequent observed report “is strong and consistent with every other one [you] received, aside from the one in question. This suggests that the fitness report in question is an outlier and influenced by factors that are not related to [your] performance.”

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, determined your arguments for relief lack merit. Specifically, the Board determined the markings and comments do not need to “match” because a gradation scale that directly correlates RS comments with attribute markings does not exist nor is it feasible or practical. In its own reading of the RS comments, the Board also substantially concurred with the AO and determined the RS’s comments were unremarkable and your contention the comments did not match with the attribute markings is without merit. Lastly, the Board determined your argument that your subsequent observed report suggests your contested report is “an outlier and influenced by factors that are not related to [your] performance” was also without merit. You admit in your rebuttal statement that you lack tangible evidence to support this argument and the Board agreed that the record of evidence is insufficient to support such a finding. 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,

11/18/2025

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Executive Director

Signed by: 