



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

[REDACTED]  
Docket No. 1824-25  
Ref: Signature Date

[REDACTED]  
[REDACTED]  
[REDACTED]

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 11 February 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and 24 January 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. Although you were afforded an opportunity to submit a rebuttal, you chose not to do so.

The Board carefully considered your request to remove your fitness report for the reporting period 2 March 2024 to 29 July 2024. The Board considered your contention that your marks are an inaccurate reflection of your performance and lack of observation by the Reviewing Officer failed to correct the issue. You also contend the comment, "... has the potential to lead Marines" is adverse in nature. You further contend that you were not counseled on any deficiencies or the fitness report. The Reporting Senior (RS) changed the contested statement from "has developing potential" demonstrating the RS engaged in unprofessional acts of retribution once the temporary assignment was official. You claim that the RS did not agree with your selection to deploy and said he wanted to retain you as the operations officer. You also claim the RS assigned you to represent the unit at higher level planning events with positive reviews.

The Board noted that the PERB approved a correction to your record by removing the statement, "... has the potential to lead Marines." The Board, however, concurred with the PERB's

decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting removal of your fitness report. The Board determined that balance of your fitness report is valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. The Board also concurred with the AO that your contentions regarding inaccurate markings or retaliatory acts by your RS are subjective opinions that are not supported by evidence. The Board also agreed that the purported lack of counseling does not support a substantive correction to your record since counseling can take many forms. The Board determined your fitness report is not adverse, therefore, counseling prior to submission of your fitness report is not required. The Board thus concluded there is no probable material error, substantive inaccuracy, or injustice warranting corrective action. 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,

8/29/2025

Executive Director

Signed by: