



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

██████████  
Docket No. 1935-25  
Ref: Signature Date

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██  
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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 11 February 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), and the 24 January 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch and your response to the AO.

The Board carefully considered your request to modify your fitness report for the reporting period 1 June 2022 to 30 November 2022 by increasing the comparative assessment mark from block "5" to block "6." The Board considered your contention that you were evaluated in the bottom third of the Reviewing Officer (RO) profile in contrast to the Reporting Senior (RS) marking and the RO intended marks. As evidence, you provided correspondence from your former RO.

In response to the AO, you contend, the RO use of the word "unintentionally" and "corrected" in the context of his letter signifying that an action was mistakenly taken contrary to the AO's observation that the RO desired to make a hindsight revision. You argued that the PERB did not quantify the impact on the other members nor your report. Given the number of individuals written on during this time, the effects would have a nominal effect on the overall profiles of the collective group but a significant positive impact on your overall profile.

The Board, however, substantially concurred with the PERB's decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting modification of your fitness report. The Board determined that your fitness report is valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. In this regard, the Board carefully considered the correspondence from your former RO but found it unpersuasive. The Board acknowledged your RO's desire to correct "unintentionally conveyed mix signals;" however, it determined that comparative assessments are based on the comparison of your performance to other Marines of the same grade known to the RO at the time the report was written. The Board determined a substantive correction to your record is not warranted due to perceived competitiveness or comparative assessment placement after subsequent evaluations. The Board also noted that, contrary to your contention that your requested change would only have a nominal effect on other officers, the requested change would negatively affect 59 percent of the same-grade officers in the RO's profile. The Board found that the AO provided sufficient quantifiable data, specifically when noting that, "revising the report would result in the displacement of 22 peer reports." The Board thus concluded that 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: