



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE RD
ARLINGTON, VA 22204

[REDACTED]
Docket No. [REDACTED]
Docket No. 3648-25
Ref: Signature Date

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED],

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 10 December 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 8 April 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), and the 24 March 2025 advisory opinions (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23). The AOs were provided to you on 8 April 2025, and you were given 30 days in which to submit a response. Although you were afforded an opportunity to submit a rebuttal, you did not do so.

The Board carefully considered your request to remove your fitness reports for the reporting periods 11 December 2020 to 31 March 2021 and 1 April 2021 to 29 July 2021. The Board considered your contentions that these reports were used improperly as a counseling tool and that the comments in Section I unfairly depicted you as lacking initiative and knowledge about your job. You also contend that you were not counseled and should have received a counseling entry outlining these issues.

The Board however, substantially concurred with the PERB's decisions that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting removal of your fitness reports. The Board determined that your fitness reports are valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System Manual. In this

regard, the contested Section I statements were reviewed and found to be valid performance observations that do not imply deficiencies requiring a separate counseling entry. Furthermore, the Board found no evidence to support your claim that the fitness reports were used as a counseling tool. 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,

12/16/2025

