



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

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Docket No. 4578-25
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 21 January 2026. 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 furnished by the Marine Corps Performance Evaluation Review Board (PERB), the █ advisory opinion (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23), and your rebuttal to the AO.

The Board determined that a personal appearance with or without counsel would not materially add to their understanding of the issues involved. Therefore, a personal appearance was not necessary, and the Board considered your case based on the evidence of record.

The Board carefully considered your request to remove your fitness report for the reporting period 1 November 2021 to 19 January 2022. The Board considered your contentions that: (1) you received improper counseling, faced a hostile environment, and were set up for failure with tasks undermined by unauthorized methods, (2) the Reviewing Officer (RO) failed to validate the evaluation or address discrepancies, (3) you were misguided by the Reporting Senior (RS) into signing the adverse fitness report without submitting a rebuttal, (4) you were singled out for personal servitude, and the Request Mast process lacked support, demonstrating bias, and (5) there was poor guidance on fitness report procedures which hindered your response.

The Board, however, substantially 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 your fitness report is valid as written and filed in accordance with the applicable Marine Corps Performance Evaluation System (PES) Manual. In its review, the Board noted you were issued a counseling entry for sending two Marines off-base on an unapproved mission. This formal administrative step was taken after numerous verbal counseling sessions failed to correct deficiencies in your performance. Additionally, a counseling entry dated 2 February 2022 noted your relief for cause as the Company Operations Chief on 19 January 2022; which occurred after you failed to accurately measure the three-mile physical fitness test (PFT) course.

The Board also noted that your RS's justification for the adverse report mirrors the deficiencies detailed in the counseling entries and the RO concurred with this assessment. Moreover, the Third Officer Sighter reviewed your fitness report and found it to be administratively and procedurally correct. Because you failed to make a statement at the time, there were no factual discrepancies for the RO or Third Officer Sighter to adjudicate. The Board also found no evidence of bias by your reporting officials. Additionally, your claims of a hostile environment, personal servitude, and misguided advice were not supported by evidence. Other than your own statements, the Board found no evidence to support your contentions. 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,

2/4/2026

