



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

█
Docket No. 4595-25
Ref: Signature Date

█
█
█

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 18 February 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 23 April 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and the 3 March 2025 advisory opinion (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23). Although you were afforded an opportunity to submit a rebuttal to the AO, you chose not to do so.

The Board carefully considered your request to remove the fitness report covering the period of 9 June 2022 to 31 December 2022 from your Official Military Personnel File (OMPF). You contend that the fitness report provided a “word-picture” inconsistent with the marks assigned, the marks assigned were not reflective of your actual conduct or performance, and the recommendation you be promoted with contemporaries is less than favorable. As evidence, you offer that you were nominated for meritorious promotion during the reporting period.

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. Specifically, the Board concurred with the AO that although your reporting officials included favorable comments in the fitness report, there is no evidence to suggest they attempted to obscure intentionally assigned lower ratings with positive comments. Additionally, there is no standardized scale to “match” a report’s word picture with attribute or comparative assessment marks. Furthermore, as the AO identified, both your Reporting Senior (RS) and Reviewing

Officer (RO) have fairly mature profiles for your grade, lending reliability to their assessments. Regardless, the perceived competitiveness of a fitness report's relative value or comparative assessment marks is not a valid reason for removing the report. Regarding your contention that a recommendation for promotion with contemporaries is less than favorable, the Board agreed with the AO that this contention lacks merit since there is no assigned metric in the Marine Corps Performance Evaluation System Manual for promotion recommendations. Lastly, regarding your argument that your nomination for meritorious promotion supports your good conduct or performance, the Board noted you did not provide evidence of a nomination and, even so, such a nomination would not invalidate a fitness report. The Board thus concluded there is no probable material error, substantive inaccuracy, or injustice warranting removal of the fitness report. Accordingly, given the totality of the circumstances, the Board determined 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,

3/4/2026

