



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

██████████  
Docket No. 4856-25  
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.

Although your application was not filed in a timely manner, the Board found it in the interest of justice to waive the statute of limitations and consider your case on its merits. A three-member panel of the Board, sitting in executive session, considered your application on 11 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 5 May 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB) and the 13 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 modify your fitness report for the reporting period 1 July 2021 to 31 December 2021 and removal of any associated failures of selection (FOS). The Board considered your contentions that the fitness report: (1) emphasizes your role as a Logistics Section Representative while overshadowing your consistent contributions, (2) included remarks about a "Good of Service package" and removal from a prior role introducing bias, (3) uses general terms without providing specific examples of accomplishments, and (4) alternates between addressing challenges and offering praise for potential, creating ambiguity and misrepresenting the professionalism and dedication demonstrated under adverse conditions.

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 modified in

accordance with the applicable Marine Corps Performance Evaluation System Manual. In its review, the Board noted the PERB granted partial relief by removing the Section I comments: “He showed resilience and resolute dedication to his duties after his removal from his duties as a Production Recruiter due to a Good of Service package. He did not let personal tribulations interfere with the completion of his assigned tasks and duties, as”.

The Board determined your arguments regarding vague language and inconsistent tone lack merit. The Board found that the billet accomplishments and Section I comments appear well-informed and include several quantitative remarks addressing your achievements. The Board also noted that the fitness report’s remarks are not limited to your duties as the Logistics Representative, citing your assistance with combat fitness tests, facility and safety inspections, color guards, and the “Pool” program. Therefore, the Board concluded there is no probable material error, substantive inaccuracy, or injustice warranting removal or further modification of the fitness report. Finally, the Board noted you provided insufficient evidence to conclude the fitness report in question is somehow associated to your FOS. 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,

3/11/2026

