



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

[REDACTED]
[REDACTED]
[REDACTED]
Docket No. 8075-25

Ref: Signature Date

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED],

This is in reference to your applications 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 applications, 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 applications have been denied.

A three-member panel of the Board, sitting in executive session, considered your three applications, together, on 6 May 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 applications, together with all material submitted in support thereof, relevant portions of your naval record, and applicable statutes, regulations, and policies, as well as the 17 June 2025 decisions furnished by the Marine Corps Performance Evaluation Review Board (PERB), and the 16 June 2025 advisory opinions (AO) provided to the PERB by the Manpower Management Performance Branch (MMPB-23). The AOs were provided to you on 17 June 2025, and you were given 30 days in which to respond. Although you were afforded an opportunity to respond to the AOs, you did not do so.

The Board carefully considered your request to 1) modify your fitness report covering the period of 25 June 2022 to 31 December 2022, to make the Reporting Senior (RS) portion of the report "not observed," 2) modify your fitness report covering the period of 1 January 2023 to 30 September 2023, to make the RS portion of the report "not observed," and 3) modify your fitness report covering the period of 1 October 2023 to 15 June 2024, to make the RS portion of the report "not observed," along with your contention that the RS Section I comments directly violate the Performance Evaluation System (PES) Manual by using fitness report comments as a counseling tool.

As a preliminary matter, upon review of your Official Military Personnel File, the Board noted the PERB has already made corrections to your record by redacting language from the fitness reports. The PERB found your contention that the Section I comments were improperly used for counseling

difficult to substantiate, but determined modifications were nonetheless necessary, because the comments, as written, could be perceived as unduly limiting. The corrections already made include:

For the fitness report covering the period of 25 June 2022 to 31 December 2022, the Section I comment has been modified from, "MRO can multitask but his ability to communicate effectively at times prevented the true projection of his work ethic," to read, "MRO can multitask."

For the fitness report covering the period of 1 January 2023 to 30 September 2023, the Section I comment has been modified from, "MRO can be dependable to complete tasks and can be trusted in leadership roles with minimal guidance" to read "MRO can be dependable to complete tasks and can be trusted in leadership roles."

For the fitness report covering the period of 1 October 2023 to 15 June 2024, the Section I comment has been modified from, "MRO completes every task assigned but verbal communication continues to affect his ability to grow and his ability to lead Marines at the level at which is expected from a Staff Non-Commissioned Officer" to read "MRO completes every task assigned." Additionally, Section I: Modify the sentence that reads: "MRO can be dependable and can be trusted in leadership roles with minimal guidance" to read "MRO can be dependable and can be trusted in leadership roles."

The Board agreed with these modifications. Regarding your request that the RS portion of all three fitness reports be changed to "not observed," the Board also agreed with the PERB in finding that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting this relief. As the PERB explained, change of the RS portion of your reports to "not observed" is not supported by the evidence, because the reporting period for all three reports exceeds the minimum observation time required by the PES Manual for an observed report. The Board thus concluded the corrections already made by the PERB to your fitness reports, by redacting and replacing the Section I comments, sufficiently corrects your record, and no further corrective action is required. As such, the Board determined your request should be denied.

In the absence of sufficient new evidence for reconsideration, the decision of the Board is final, and your only recourse would be to seek relief, at no cost to the Board, from a court of appropriate jurisdiction.

Sincerely,

5/15/2026

[REDACTED]