

DECONTROL MESSAGE

ROSEN

MPCAS

This is a printed copy of a message previously transmitted by the OER.

P141800Z Oct 78  
FM HQ AFMPC RANDOLPH AFB TX/MPCY

IMC 78-2  
AFR 36-10  
14 Oct 78

UNCLAS E F T O B/493/78

SUBJECT: IMC 78-2 to AFR 36-10

Part I - The changes to AFR 36-10 shown below are effective as follows:

1. For colonels, lt colonels, and lieutenants: effective with OERs closing on or after 10 Oct 1978. ✓
2. For majors: effective with OERs closing on or after 1 Sep 1978.
3. For captains: effective with OERs closing on or after 1 July 1978. ✓

Part II - effective immediately, the following pen and ink changes will be made to AFR 36-10:

1. Page 1-1, para 1-2a: Lines 3 and 4, delete "has a .... evaluation." and change to read "...which focuses on performance and potential for increased responsibility." Delete third sentence.
2. Page 1-1, para 1-5d: Delete first sentence.
3. Page 1-2, para 1-8: Delete last sentence.
4. Page 2-1, para 2-3d: Line 1, delete "...control..." and substitute "OER management."
5. Page 2-1, para 2-4b: Delete
6. Page 2-1, para 2-5: Delete and add new para 2-5, "2-5. indorser. Normally the third individual in the rating chain. The indorser is the final evaluator on an OER unless the report is made referral by the indorser. The indorser must meet the grade requirements of table 4-4. An indorser may defer to an individual higher in the rating chain, if desired, in which case the individual deferred to becomes the indorser."
7. Page 2-2, para 2-9c: Line 1, delete "control" and substitute "OER management." Line 4 thru line 8, delete "The colonel must be designated...avoid the situation."
8. Page 2-2, para 2-14: Second sentence, change to read "... as soon as the indorser has completed the report."

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9. Page 2-2 and 2-3, para 2-16: Line 5, delete rest of para beginning with "change of reporting official ...." through "...31 August for non-EAD officers."

10. Page 2-3, para 2-17: Line 2, delete "...on a given date each year..."

11. Page 2-3, para 2-17: Line 3, change to read "...rules 1 and 2."

12. Page 2-3, para 2-17: Line 3, delete rest of paragraph beginning with "...these reports are reviewed "through" ... 1 July through 31 October."

13. Page 2-3, para 2-18: Delete paragraph

14. Page 2-3, para 2-19: Delete paragraph

15. Page 2-3, para 2-20: Delete paragraph

16. Page 2-3, para 2-21: Line 1, delete, "control" and substitute "OER management." Lines 2 and 3, delete "...designated... to be..." Lines 4 and 5, delete, "...especially the...of ratings, ..." Line 5, delete "...within...groups."

*460 million*  
17. Page 2-3, para 2-22: Change to read as follows: "2-22. Potential. The ratee's capability, relative to that of officers in the same grade known by the evaluator, for expanded/more diverse responsibility. Potential for the purpose of OER rating decisions will be determined primarily by the evaluator's assessment of the ratee's accomplishments during the period of the report and with consideration given to other "whole person" factors, for example, career pattern, integrity, professional military education (PME), etc." *See pg 6 of this msg.*

18. Page 3-1, para 3-1b: Line 7, delete the word "standards" and substitute "policies." Delete last sentence.

19. Page 3-1, para 3-1d(5): Line 2, delete the words "... standard and ..."

20. Page 3-1, para 3-1d(10): Line 1, delete the words "... and control..."

21. Page 3-2, para 3-6a: Line 4, change to read "...indorser has completed the report." Line 7, delete the word "control" and substitute "OER management."

22. Page 3-2, para 3-6a: Line 7 and 8, change to read "... the MAJCOM serves as confirmation that the report has been completed."

23. Page 3-2, para 3-6a: Line 15, delete the words ".... control points or."
24. Page 3-2, para 3-7c(1): Delete paragraph
25. Page 3-2, para 3-7c(2): Delete paragraph
26. Page 3-2 and 3-3, para 3-7c(3): Delete paragraph
27. Page 3-5, table 3-1, make the following changes:
- (a) Column B: Delete in its entirety
  - (b) Rules 4,5,6,10,11,12, and 13: Delete in their entirety
  - (c) Rules 2 and 3, column C: Change "five" to "four"
  - (d) Rules 7,8, and 9, column C: Change "five" to "four"
  - (e) Note 2: Delete
28. Page 3-6, table 3-2, make the following changes:
- (a) Column B: Delete in its entirety
  - (b) Rules 6,7,8,9, and 10: Delete in their entirety
  - (c) Rules 2,3,4, and 5, column C: Change "five" to "four"
  - (d) Note 3: Delete
29. Page 3-7, table 3-3, make the following changes:
- (a) Column A: Delete in its entirety
  - (b) Rules 1,2,3, and 4: Delete
  - (c) Note 2: Delete
30. Page 4-1, para 4-4b(1): Line 1, change "major" to "colonel"
31. Page 4-1, para 4-4b(1): Lines 3 through 6, put a period after "...met" and delete rest of this sentence.
32. Page 4-1, para 4-4b(2): Line 2, change "will" to "may"
33. Page 4-1, para 4-4b(2): Lines 3 through 5, put a period after "...met" and delete rest of this sentence.
34. Page 4-1, para 4-4b(2): Line 5, change "a" to "the"

35. Page 4-1, para 4-4b(3): Line 6, delete the word "controlled"
36. Page 4-1, para 4-4b(3): Line 6 and 7, delete "...at the close...review cycles,..."
37. Page 4-1, para 4-4b(4): Delete paragraph
38. Page 4-2, para 4-5: Line 4 through 9, delete sentence "if an abbreviated report...was referred or not."
39. Page 4-2, para 4-5D: Delete paragraph
40. Page 4-3, para 4-6b: Line 2, change "control policies" to "rating policy."
41. Page 4-3, para 4-6b: Line 3, change "controls" to "management."
42. Page 4-3, para 4-6c: Lines 3 and 4, put a period after "regulation" and delete "...and that the rating standard is met."
- \* 43. Page 4-3, para 4-7: Delete last two sentences and add the following. "OERs are due to the indorser 15 days after the report closeout date, to the CBPO 30 days after the report closeout date, to the MAJCOM 40 days after the report closeout date, and to the office of record 60 days after the report closeout date."
44. Page 4-3, para 4-7c: Delete paragraph
45. Page 4-3, para 4-7d: Delete paragraph
46. Page 4-4, para 4-7e: Delete paragraph
47. Page 4-4, para 4-9j: Delete paragraph
48. Page 4-5, para 4-9n: Delete paragraph
49. Pages 4-6 and 4-7, table 4-1, make the following changes:
- (a) Column E: Delete in its entirety
- (b) Rule 1, column B: Change to read, "1 year has passed since closeout date of last OER or TR"
- (c) Rule 1, column C: Delete "(See note 6 and table 4-9)"
- (d) Rule 2, column B: Change to read, "6 months has passed since closeout date of last OER or TR"
- (e) Rules 10 and 11: Delete in their entirety

(f) Note 1: Delete second sentence  
(g) Notes 2 and 3: Delete  
(h) Note 4: Lines 3 and 4, delete, "...as an abbreviated report..."

(i) Notes 5,6,7,11, and 12: Delete

50. Page 4-12, table 4-4, make the following changes:

- (a) Column a, heading: Delete "(See notes 1 and 2)"  
(b) Column c, heading: Add at end of sentence "See note 5"  
(c) Rules 4,5, and 6, column a: Change to read, "Lieutenant colonel through lieutenant"  
(d) Rules 7,8, and 9: Delete in their entirety  
(e) Notes 1 and 2: Delete

(f) Note 5: Add "5. Neither a Lt Colonel filling a colonel or higher authorization, nor a Lt Colonel selected for promotion to colonel is authorized to act as indorser."

51. Pages 4-13 and 4-14, table 4-6, make the following changes:

- (a) Rule 1, column a: Change to read, "...colonel through captain"  
(b) Rule 1, column b: Change to read, "1 year from closeout date of last OER or TR"  
(c) Rules 2,3, and 4: Delete  
(d) Rule 5, column b: Change to read, "6 months from the closeout date if last OER or TR (see note 1)"  
(e) Note 1: Change to read, "1. ANG and USAFR non-EAD lieutenants receive an "annual" rather than "semi-annual" reports."

(f) Note 2: Delete second sentence

(g) Note 4: Delete "rules 10 and 11: On the day... cycle closeout date."

52. Page 4-15, table 4-7, rule 9: Delete in its entirety

53. Page 4-16, table 4-8: Delete

54. Page 4-17, table 4-9: Delete

55. Page 5-1, para 5-2a: Line 7, delete ".../control point ..."

56. Page 5-1, para 5-2a(3): Delete

57. Page 5-3, para 5-4b: Line 17, delete sentence beginning with "if the report" and ending with "...abbreviated reports".

58. Page 5-3, para 5-6: Change to read; "5-6. Section V, evaluation of potential. Evaluating officials will assign ratings in Section V in accordance with the definition of potential described in para 2-22. *See Item 17,*

*pg 2*  
a. Evaluators must recognize their responsibility to render fair, objective evaluations which accurately differentiate among officers of different potential. In this regard, 'f' below provides a full discussion of all ratings in Section V.

*12.*  
b. OER evaluators have the responsibility to assess the ratee's capability for increased job responsibility. "Promotability", attempting to second guess promotion board actions, should not be a consideration. Promotion decisions are made by Air Force selection boards based on a review of the total record. Potential for the purpose of OER rating decisions is determined primarily by the evaluator's assessment of the ratee's accomplishments during the period of the report and with consideration given to other "whole person" factors, for example, career pattern, integrity, PME, etc. *See pg 2 of this message.*

c. The factors considered below are extraneous and will not be used or considered in the evaluation Process:

- MC 76-6*
- (1) Age
  - (2) Race
  - (3) Sex
  - (4) Religion
  - (5) Previous OERs or OER ratings

d. Generally, there is a correlation between this rating and the officer's demonstrated performance. However, because this is an evaluation which primarily compares the officer with con-temporaries, there is not necessarily a direct correlation between it and the ratings given for the job performance in Section III. An officer could conceivably be rated "well above standard" in job performance factors and still not be rated in the top box in this section. Using ink, place an "X" in the box that best indicates your evaluation of this officer's potential.

e. Specific justification is required if an officer is given the lowest rating. A rating in this block makes the report referral (see paragraph 2-10). The "rater comments" section will include a statement as to whether that officer can continue in his or her current assignment and be expected to perform acceptably. Justification for the rating must include specific examples, and indicate whether weaknesses are the result of insufficient experience and qualifications or lack of motivation and disinterest in the job.

f. Rating criteria:

(1) Ratings of "1" and "2" identify officers who currently demonstrate varying degrees of potential to successfully handle increased responsibility. Specifically, a rating of "1" should be given to those officers who possess the highest degree of potential to successfully handle increased responsibility. A rating of "2" identifies those extremely effective officers who have clearly demonstrated potential for expanded or more diverse responsibility.

(2) A rating of "3" should be awarded to officers who are performing well at their current level of responsibility but whose potential for expanded or more diverse responsibilities needs to be more clearly demonstrated. A stronger pattern of performance, additional experience, training, or maturity, etc., may be necessary before the ratee's potential becomes more evident.

(3) Ratings in the 4, 5, and 6 blocks identify officers, who during the current reporting period, have demonstrated insufficient potential to assume increased responsibility. A "4" rating should be given when performance during the period reflects less than average potential and the officer needs to improve before being awarded increased responsibility. The "5" rating describes the officer whose performance during the period is marginal and does not indicate potential for increased responsibility. The "6" constitutes a referral report (See paragraph 2-10)." Delete g and h.

59. Pages 5-5 and 5-6, para 5-<sup>10</sup>10a: Delete "... (paragraph 6-4)..." Lines 7 and 8, delete "... (unless...report)..."

60. Page 5-6, para 5-10a: Line 11, delete sentence beginning with "for AF Form 707" and ending with "6s (enter number)."

61. Page 5-6, para 5-11c(4): Delete

62. Page 6-1, chapter title: Delete the word "control"

63. Page 6-1, para 6-1: Delete

64. Page 6-1, para 6-2: Delete
65. Page 6-1, para 6-3a: Delete
66. Page 6-1, para 6-3b: Delete
67. Page 6-1, para 6-3c: Line 1, delete, "...revised control..."
68. Page 6-1, para 6-3c: Line 3, delete "distribution of"
69. Page 6-1, para 6-3c: Line 3, delete sentence beginning with "it is his or her" and ending with "that is controlled."
70. Pages 6-1 and 6-2, para 6-3c: Line 7, put period after "restraint" and delete remainder of paragraph
71. Page 6-2, para 6-4a: Lines 4 and 5, delete "reviewer's requirement to meet a distribution, and of the"
72. Page 6-2, para 6-4a: Delete last two sentences of paragraph
73. Page 6-2, para 6-4b: Delete paragraph
74. Page 6-2, para 6-4c: Delete last sentence
75. Page 6-2, para 6-4d: Delete
76. Page 6-2, para 6-5a: Delete "in accordance with table 4-8".
77. Page 6-2, para 6-5b: No change
78. Page 6-2, para 6-5c: Change the terms "control points" to "OER management points"
79. Page 6-3, para 6-6a, b, and c: Delete
80. Page 6-3, para 6-6d: First line, delete "must"
81. Page 6-3, para 6-6d: First line, add "s" to "change"
82. Page 6-3, para 6-6d: Line 2, Delete "...in order to meet the rating distribution, ..."
83. Page 6-4 and 6-5, figure 6-1: Delete
84. Page 6-6 and 6-7, figures 6-2: Delete
85. Page 6-8, figure 6-3: Delete



86. Page 9-2, para 9-5: Delete first sentence.
87. Page 9-2, para 9-5: Lines 4 and 5, delete "...prepared in conjunction with abbreviated reports..."
88. Page 10-1, para 10-5: Delete first sentence.
89. Page 10-1, para 10-5: Lines 6 and 7, delete "...prepared in conjunction with abbreviated reports..."
90. Page A1-2, attachment 1, para I: Delete last sentence
91. Page A3-1, attachment 3, make the following changes:
- (a) Para I, step 5a: Change to read "indicate a rating"
  - (b) Para I, step 5a(1): Delete "...in the review group."
  - (c) Para I, step 5a(2): Delete
  - (d) Para I, step 5b: Delete
  - (e) Para III, step 1: Delete
  - (f) Para III, step 3: Delete "..., and must insure that Air Force rating distribution standards are being maintained."
  - (g) Para III, step 4: Change "40" to "30" and delete "...of the annual or semiannual review (see table 4-8 and para 4-7)."
92. Page A3-3, attachment 3, make the following changes:
- (a) Sec V: Delete "Top Block Controlled"
  - (b) Sec V: Delete sentence which begins "evaluate the ratee's...", and delete the section dealing with abbreviated reports in its entirety.
  - (c) Sec VII: Add an "X" in the nonconcur block.
  - (d) Sec VIII: Change last sentence to read "(Indorser's group size will not be entered on any report.)" and delete the section dealing with review group size.
93. Pages A4-1 and A4-2, attachment 4: Delete
94. All reference to the term "Reviewer" or "Revr" in AFR 36-10 and on AF Forms 707 and 705 will be changed to reflect the word "Indorser" or "Indsr" as appropriate.

Part III - Rationale/Discussion

1. This change eliminates the requirements to: Establish specific reviewers and review groups, hold reports for review, or have a minimum number of reports for review. The indorser, previously referred to as the reviewer under the controlled system, may be any official in the rating chain who meets the minimum grade requirements of table 4-4. Indorser level may vary as long as these minimum grade requirements are met.

2. No more than three evaluators are permitted for any OER. No additional indorsements of any kind will be permitted to AF Form 707 with the exception of those required for referral reports.

3. CBPOs currently holding copies of abbreviated OERs under the provisions of AFR 36-10, table 3-1, note 2, table 3-2, note 3, or table 3-3, note 2, will destroy these copies. Any abbreviated reports already furnished to evaluators with an OER notice may remain with the notice.

4. The requirements for reviewers to send messages to their control points and for control points to send messages to AFMPC regarding ratings are eliminated. The rating certification letters used to transmit the reports to AFMPC are no longer required. Please note, all of the above requirements are still in effect for the Aug 78 lieutenant cycle.

5. A large number of (CRO) reports for the 1978 captain and major cycles have been closed out and prepared by raters and additional raters and are being held for final action by reviewing officials. Due to the system change, raters and additional raters must be given the opportunity to reconsider these reports and to make changes if they desire. Any activity holding such reports must immediately return them to raters for this purpose. Activities returning reports under these provisions should maintain a suspense to insure the reports are forwarded to the appropriate indorser in a timely manner.

a. Once the rater has taken his or her action, the report will be forwarded to the additional rater for similar reconsideration.

b. If the rater makes no change but the additional rater wishes to make a change, the additional rater may have the report retyped and may certify the rater signature in lieu of returning the reaccomplished report for the rater's signature.

\* c. If the rater or additional rater has died, separated, retired, been relieved from duty for cause or been imprisoned, his or her comments and ratings will not be changed. The next evaluator on the report will include the statement "rater (additional rater) evaluation rendered prior to the removal of rating controls" in his or her comments.

Remove controls  
See para 14 this section

Remove CROs  
to raters &  
add'l raters  
for referral

d. Once this process has been completed, the reports will be forwarded to the indorser for final evaluation.

6. AF Form 707 prepared under the provisions of this change will conform to the following rules:

a. In section V, strike out the words "Top Block Controlled". Strike out the sentence which reads "evaluate the ratee's capability, relative to that of officers in the same grade in the group being evaluated, for expanded/more diverse responsibility." The term "Revr" appears in section V in four places. Strike out these terms and substitute the term "Indsr". Also, strike out the term "Reviewer" in section VIII and substitute the term "Indorser." Make these strike out changes using the capital "X" character of a typewriter or line through using a dark ink.

b. Do not complete any entry on the abbreviated report portion of section V.

c. Do not complete any entry in the review group size portion of section VIII.

7. Officers selected for promotions which involve an insignia change will no longer be exempt from OERs; i.e., they will receive OERs in accordance with the provisions of table 4-1.

8. All officers who have not had an OER (abbreviated or controlled) or a TR closing since 10 Oct 77 (10 Apr 78 for lts) will receive a report closing 10 Oct 78 provided they are not in a training or education course for which they will later receive a TR and provided they have 120 days supervision under their current rater. If supervision is lacking, the report will be closed as soon as 120 days supervision is achieved. \*

9. The new rules in table 4-1 specifically apply to annual reports already projected for the 31 Oct 78 capt and 31 Dec 78 major cycles. These reports must meet the new criteria (one year since last report, 120 days supervision). If they do not, the requirement will be cancelled and the officer reprojected for a report IAW the new rules. See pg 4, item 49. (Capts going to Maj & Maj going to LtC)

a. It is recognized that this will preclude rendition of some captain and major OERs until one year has elapsed since the last report now on file or a CRO occurs. To ensure that officers in this circumstance compete equitably when certain selection boards convene in the spring and summer of 1979, AFMPC will direct OERs on all eligibles who have not had the opportunity to receive an OER under the revised procedures. Boards for which OERs are likely to be directed include the five and seven year regular appointment board, and the temporary major and lieutenant colonel boards. The minimum supervision period for these directed OERs will be 60 days. \* 60 days Supr. period

b. With regard to selection boards scheduled later this year (1978), OERs will be managed to ensure all eligibles compete on a fair and equitable basis. For example, no OER closing 10 Oct 78 or later for lieutenant colonels will be filed in the master person records until 1 January 1979. As a result, no lieutenant colonel being considered by the 30 October 1978 permanent lieutenant colonel board or the 27 November 1978 temporary colonel board will have a OER rendered under the revised procedures in their file. Similarly, no OERs rendered under the revised procedures on majors or colonels eligible for the 30 October 1978 permanent lieutenant colonel board will be filed in the master records until after 1 Dec 78.

10. Due to the extent and complexity of the actions directed by this message it is suggested that considerable latitude be given in the granting of extensions to suspense dates. It is recommended that extensions of 30 days be granted, where necessary, to forward reports to CBPOs and to MAJCOMs.

11. Data system modifications required by these policy changes are being worked and will be distributed to the field as soon as possible.

12. All provisions of this message apply to the Air National Guard and non-EAD Reserve. Tables 4-2 and 4-3 are temporarily suspended and changes to these tables will be forthcoming shortly.

13. All provisions of this message apply to chaplains and all corps of the medical service.

14. The decision to discontinue specific limitations on OER top block ratings resulted from an extensive top-to-bottom review of the OER system by the senior Air Force leadership.

a. Because of its rating features, the system which has been in operation for the past four years has received particularly close attention since its implementation. Many of the goals it was designed to meet have been accomplished: The inflation of the predecessor system was checked, commanders and supervisors were provided a more direct means of identifying their top quality officers, and the OER has provided more direct feedback to rates.

b. Any evaluation system, however, involves two sets of often conflicting goals -- between the needs of management and the those of individual officers. Since implementation of the present system, there have been expressions of concern by individual officers, supervisors, and commanders. As the system matured, changes were made to adjust the balance between the requirements of management and the needs of the individual officers. The most recent review came after the system had been in effect for four years.

c. This revision gives evaluators additional responsibility and flexibility for awarding fair, objective ratings which accurately

copy  
to  
OER  
system

See pg 6

reflect performance and potential for increased responsibility.

15. CBPOs should consult command OER management points if any clarifying details regarding this change are needed.

This is a printed copy of a message previously transmitted by the OER.

PL41800Z Oct 78  
FM HQ AFMPC RANDOLPH AFB TX/MPCY

UNCLAS E F T O B/493/78

SUBJECT: IMC 78-2 to AFR 36-10

*Posted  
16 Oct 78  
J*

IMC 78-2  
AFR 36-10  
14 Oct 78

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6. Page 2-1, para 2-5: Delete and add new para 2-5, "2-5. indorser. Normally the third individual in the rating chain. The indorser is the final evaluator on an OER unless the report is made referral by the indorser. The indorser must meet the grade requirements of table 4-4. An indorser may defer to an individual higher in the rating chain, if desired, in which case the individual deferred to becomes the indorser."
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8. Page 2-2, para 2-14: Second sentence, change to read "... as soon as the indorser has completed the report."

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- a. Line 3, delete the word "administrative."
- b. Line 6, change to read: "...report, a senior air force personnel..."
- c. Add the following sentence at the end of the paragraph: "If it is necessary to reaccomplish a report for any other reason, request authority from AFMPC/MPCYO."

9. Page 3-5, table 3-1

- a. Rule 1, column E, change to read: "HQ USAF/MPG Wash DC 20330"
- b. Rule 2, column E, change to read: "HQ AFMPC/MPCO Randolph AFB TX 78148."
- c. Rule 7, column E, change to read: "HQ AFMPC/MPCDOB4..."

10. Page 3-6, table 3-2

- a. Rule 1, column E, change to read: "HQ USAF/MPG Wash DC 20330"
- b. Rule 2, column A, change to read: "colonel through lieutenant and warrant officer."
- c. Note 2, line 1, change to read: "UPRG copy for lt cols and below is retained at servicing CBPO."
- d. Note 2, line 4, change to read: "...MAJCOM, IAW note 1."

11. Page 4-1, para 4-3b(4), line 2, change to read: "...the retired Reserve (ISLRS) within..."

12. Page 4-1, para 4-4b(2), line 1, change to read: "A general officer or civilian in grade GS-16 or above, who is either..."

13. Page 4-2, para 4-5b(1), line 4, change to read: "...and 3-3). CBPO/DPMQ will, at the ratee's request, assist in preparing and typing this indorsement. It is signed..."

14. Page 4-2, para 4-5e(1), last two line, change to read: "...MAJCOM to HQ AFMPC/MPCYO (through the Adjutant General to NGB for non-EAD ANG officers)."