

**NCO EVALUATION REPORT (SSG-1SG/MSG)**

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

**SEE PRIVACY ACT STATEMENT  
IN AR 623-3**

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) UZZIEL, JAMAAL, S		b. SSN (or DOD ID No.) 1247003360	c. RANK SFC	d. DATE OF RANK 20230314	e. PMOSC 11B40
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND C CO 3RD BN 144TH INF RGMT, SEAGOVILLE, 75126, GB			g. STATUS CODE M-DAY	h. UIC WPEBC0	i. REASON FOR SUBMISSION 02   Annual
j. PERIOD COVERED		k. RATED MONTHS 12	l. NONRATED CODES	m. NO OF ENCLOSURES 0	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil) jamaal.s.uzziel.mil@army.mil
FROM YEAR MONTH DAY 20220803	THRU YEAR MONTH DAY 20230802				

**PART II - AUTHENTICATION**

a1. NAME OF RATER (Last, First, Middle Initial) HAYES, SHENEA, L		a2. SSN (or DOD ID No.) 1081602499	a3. RATER'S SIGNATURE HAYES.SHENEA.LATREICE.1081 Digitally signed by ...	a4. DATE (YYYYMMDD) 20231024
a5. RANK SFC	PMOSC/BRANCH 42A40	ORGANIZATION HHC 372ND BN (CSSB)	DUTY ASSIGNMENT OLS TF WEST S-1 NCOIC	a6. RATER'S EMAIL ADDRESS (.gov or .mil) shenea.l.hayes.mil@army.mil
b1. NAME OF SENIOR RATER (Last, First, Middle Initial) LE, JIMMY, N		b2. SSN (or DOD ID No.) 1411816350	b3. SENIOR RATER'S SIGNATURE LE.JIMMY.1411816350 Digitally signed by ...	b4. DATE (YYYYMMDD) 20231025
b5. RANK CPT	PMOSC/BRANCH 42B00/AG	ORGANIZATION Operation Lone Star Task Force West El Paso	DUTY ASSIGNMENT S1 OIC	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) jimmy.le5.mil@army.mil
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)		c3. RANK PMOSC/ BRANCH	ORGANIZATION DUTY ASSIGNMENT
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE		c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL 20221107	LATER 20230203	LATER 20230508	LATER	d2. RATED NCO'S SIGNATURE UZZIEL.JAMAAL.SHEDEUR.1247 Digitally signed by ...	d3. DATE (YYYYMMDD) 20231025
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**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE <b>INFANTRYMAN</b>	b. DUTY MOSC <b>11B40</b>
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) <b>supervised and lead soldier members of infantry activity that employs individual small arms weapons or heavy anti-armor crew served weapons, either vehicle or dismounted in support of offensive and defensive combat operations. Assigned RRNCOs to ensure compliance with applicable regulatory guidance in the use of GSA vehicles, information technology hardware/software and expense accounts; assigns and assists in the training of administrators assistants; assists in developing, maintaining and analyzing statistical data of assigned area demographics, and Task force climate information</b>	
d. AREAS OF SPECIAL EMPHASIS <b>Reenlistments, Incentives, Business integration &amp; information management Career Counselor, Benefits counselor &amp; Business Consultant</b>	
e. APPOINTED DUTIES <b>Assigned as the Strength Manager the to Task force West production. Counsel and rates administrators assigned to their area in accordance with AR 623-205 and locally established policy.</b>	

**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

a. APFT Pass/Fail/Profile: _____ Date: _____	b. Height: <u>69</u> Weight: <u>195</u> Within Standard? <u>YES</u>
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(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

**o ACFT: PASS 20230316**

c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)  MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>	COMMENTS: <b>o demonstrated impeccable moral and ethical conduct, served as a role model for others to emulate, in support of Army SHARP program</b>  <b>o exhibited exceptional discipline and selflessness; consistently placed the welfare of the Task Force and subordinates above personal interests.</b>
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RATED NCO'S NAME (Last, First, Middle Initial)  
UZZIEL, JAMAAL, S

SSN (or DOD ID No.)  
1247003360

IHRU DATE  
20230802

**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

**d. PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

COMMENTS:  
**o projected a professional and commanding presence, instilling confidence and respect in subordinates and peers**  
**o maintained a physically fit and healthy lifestyle, setting the standard for physical readiness within the unit**  
**o possessed strong communication skills, effectively conveying ideas and instructions to achieve desired outcome**

**e. INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS:  
**o displayed exceptional problem-solving and critical thinking skills by actively exceeding the annual Retention goal by 70%**  
**o demonstrated a thirst for knowledge and continuous self-improvement, consistently expanding intellectual capacity**  
**o used technical expertise; resulting in successfully retaining over 140 soldiers in the Texas National Guard**

**f. LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS:  
**o exhibited exceptional decisiveness and adaptability; effectively lead in bonus payments of 1.6 million dollars paid to Soldiers**  
**o motivated and inspired Soldiers to further their careers, while simultaneously preparing his own**  
**o delegated effectively and empowered 2 NCOs who implemented program to increase Retention with a 100% success rate**

**g. DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS:  
**o inspired Soldiers to reach goals educated them on all available incentives and resources for college programs and other benefits**  
**o researched, developed and implemented various ways to improve overall Retention and Incentive effectiveness for the TF**  
**o shared knowledge and experience; key to Task Force West Retention and Incentive section's 100% operational readiness**

**h. ACHIEVES:** (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS:  
**o achieved outstanding results in assigned tasks and missions, consistently exceeding expectations.**  
**o demonstrated exceptional proficiency in areas of responsibility, using resources to reduce delinquent bonus payments by 74%**  
**o established a workplace and overall climate that fosters dignity and respect for all members of his section**

**RATER OVERALL PERFORMANCE**

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **1** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

j. COMMENTS:  
**o SFC Uzziel is an outstanding NCO who consistently delivers exceptional results**  
**o outstanding achievements, innovative mindset, and unwavering dedication, has proven that he has great potential for promotion to the rank of Master Sergeant; select for SLC immediately**

**PART V - SENIOR RATER OVERALL POTENTIAL**

a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate **2** Army NCOs in this grade.

<input type="checkbox"/> MOST QUALIFIED (limited to 24%)
<input checked="" type="checkbox"/> HIGHLY QUALIFIED
<input type="checkbox"/> QUALIFIED
<input type="checkbox"/> NOT QUALIFIED

b. COMMENTS:  
**SFC Uzziel is my number 1 Strength Manager NCO within the Task Force. His skills and expertise resulted in over 1.6 million of funds to be paid out in retention and incentives as well as exceeding annual retention goal by 70%. Assign this soldier in demanding and critical positions immediately to take full advantage of this soldier's skills and expertise.**

c. List two successive assignments and one broadening assignment (3-5 years).  
Successive Assignment: 1) **First Sergeant** 2) **Operational Sergeant** Broadening Assignment: **Retention NCO**