

DEPARTMENT OF HOMELAND SECURITY  
U.S. Coast Guard  
OFFICER EVALUATION REPORT (OER)  
**CONCURRENT O3 to O4**

Validation

**PRIVACY ACT STATEMENT**

This information is requested under the authority of 14 U.S.C. 833 to determine an officer's suitability for promotion or job assignment. Submitting this information is mandatory. Failure to provide it could adversely affect promotion opportunities and job assignment or lead to disciplinary action.

**1. ADMINISTRATIVE DATA** I understand my signature below does not constitute agreement or disagreement.  
I acknowledge I have reviewed this report.

(YYYY/MM/DD) (YYYY/MM/DD)

a. NAME (Last)	(Initials)	b. Reported-on Officer Signature	c. DATE OF RANK	d. DATE REPORTED
	. .		/ /	/ /
e. PERMANENT UNIT		f. EMPLID	g. GRADE	h. OFFICER STATUS/ORDERS <i>(Mark only one)</i>
				<input type="radio"/> Regular AD <input type="radio"/> Reserve on EAD <input type="radio"/> Reserve not on EAD
i. PERIOD OF REPORT (YYYY/MM/DD)		j. OCCASION FOR REPORT <i>(Mark only one)</i>		
/ / TO / /		<input type="radio"/> TDY <input type="radio"/> Reserve Short-Term <input type="radio"/> DUINS Internship <input type="radio"/> Other		

**2. DESCRIPTION OF DUTIES:** List primary duty and summarize goals/objectives for period of report.

Position Assigned/Unit where duty performed:

**3. DETAILED DESCRIPTION OF ACCOMPLISHMENTS/PERFORMANCE**

**4. SUPERVISOR AUTHENTICATION**

(YYYY/MM/DD)

a. NAME AND SIGNATURE	b. GRADE	c. EMPLID	d. TITLE OF POSITION	e. DATE
				/ /

**5. COMPARISON SCALE (FOR GRADES O3 TO O4):** Compare this officer with others of the same grade whom you have known in your career.

Performance unsatisfactory for grade or billet	Marginal performer; limited potential	Fair performer; recommended for increased responsibility	Good performer; give tough, challenging assignments	Excellent performer; give toughest, most challenging leadership assignments	Strongly recommended for accelerated promotion	BEST OFFICER of this grade
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6. REPORTING OFFICER AUTHENTICATION**

(YYYY/MM/DD)

a. NAME AND SIGNATURE	b. GRADE	c. E MPLID	d. TITLE OF POSITION	e. DATE
				/ /