



# BIOGRAPHY

## UNITED STATES AIR FORCE

### MAJOR ANDREW C. ESLINGER

Maj. Andrew C. Eslinger is a native of Laramie, Wyo. He is currently an Assistant Professor at the University of Wyoming, where he promotes scholarship opportunities. He has held a variety of flying assignments at the squadron and group level. He also deployed to United States Central Command headquarters in support of multiple operations. Prior to his current position, Maj. Eslinger served as the Chief of Flight Safety, 582d Helicopter Group, Francis E. Warren Air Force Base, Wyoming.

Maj. Eslinger earned his commission through the United States Air Force Academy in 2012. He completed Undergraduate Pilot Training in 2014 and received his initial qualification in the UH-1N in 2015. He has held a variety of flying assignments at the squadron and group level. He also deployed to United States Central Command headquarters in support of multiple operations. Prior to his current position, Maj. Eslinger served as the Chief of Flight Safety, 582d Helicopter Group, Francis E. Warren Air Force Base, Wyoming.

Maj. Eslinger is a senior pilot with more than 1,500 flying hours.



### EDUCATION

2012 Distinguished Graduate, Bachelor of Science, Foreign Area Studies, United States Air Force Academy, Colo.  
2014 Undergraduate Pilot Training, Ft. Novosel, Ala.  
2015 UH-1N Initial Qualification, Kirtland Air Force Base, N.M.  
2018 Distinguished Graduate, Squadron Officer School, Maxwell AFB, Ala.  
2024 Distinguished Graduate, Master of Arts, World History, Arizona State University  
2025 Air Command and Staff College, Correspondence

### ASSIGNMENTS

1. February 2015 – November 2018, UH-1N Pilot, 1st Helicopter Squadron, Joint Base Andrews, Md.
2. November 2018 – April 2022, UH-1N Pilot, 40th Helicopter Squadron, Malmstrom Air Force Base, Mont. (November 2019 – April 2020, Emergent Requirements Division Chief, CENTCOM J3-Forces, MacDill AFB, Fla.)
3. April 2022 – October 2023, Resource Advisor and UH-1N Evaluator Pilot, 37th Helicopter Squadron, Francis E. Warren AFB, Wyo.
4. October 2023 – June 2025, Chief of Flight Safety, 582d Helicopter Group, Francis E. Warren AFB, Wyo.
5. June 2025 – Present, Recruiting Officer/Assistant Professor of Aerospace Studies, University of Wyoming, Laramie, Wyo.

### FLIGHT INFORMATION

Rating: Senior Pilot  
Flight hours: more than 1,500  
Aircraft flown: T-6, TH-1, and UH-1

**MAJOR AWARDS AND DECORATIONS**

Meritorious Service Medal

Aerial Achievement Medal

Air and Space Commendation Medal

Air and Space Achievement Medal

Joint Service Achievement Medal

**EFFECTIVE DATES OF PROMOTION**

Second Lieutenant May 23, 2012

First Lieutenant May 23, 2014

Captain May 23, 2016

Major March 1, 2022

**(Current as of July 2025)**

**Name:** Maj ESLINGER ANDREW C

**Projected Grade:** DAFSC: 81T0

**DOR:** 01-Mar-2022

**PAS:** FW0JFG8D

**Base:** LARAMIE

**Depndnts:** 03

**Functional Cat:** PERMANENT PARTY

**PSN:** 0J0106566

**Sex/Race/Ethnic:** M/WHI/NOT HISPANIC OR LATINO

**SSAN:** 0667

**Duty Title:** ASST, PROF OF AEROSPACE STUDIES

**Command:** AETC

**Office Sym:** DET 940

**Phone:** 3077662384

**Spouse SSAN:**

**Record Status:** 10

\*\*\*\*\*RESTRICTIONS\*\*\*\*\*

**Asg Avl Code/Date:** / . . / . .

**Asg Lim Code/Date:** / .

**DDA AFSC/RSN/Date:** / / . .

**LPTI/Doc:** /

**BTZ:**

**ASD:**

**PP/DP:** 0/

**Weight Cont:**

**UIF:**

**1st Asgn:**

**P-PAS:**

**P-Base:**

**RNLTD:**

**AAN:**

\*\*\*\*\*DUTY STATUS\*\*\*\*\*

**Duty Status:** 00-PRESENT FOR DUTY

**Proj Duty Status:** NO PROJECTED DUTY STATUS

**Start Date:** 17 Jun 2025

**End Date:**

**Start Date:**

**End Date:**

\*\*\*\*\*SERVICE DATES\*\*\*\*\*

**DAS:** 17-Jun-2025

**ADSCD:** 13-Feb-2032

**Reason:** 94

**TAFCS**D:23-May-2012

**DEROS:**

**DDLDS:** 16-Jun-2025

**DOS:**

**PAY:**23-May-2012

**ODSD:** 23-May-2012

**EAD:** 23-May-2012

**TFCSD:** 23-May-2012

**TYSD/PLSD:**

**STRD(#):** 23-May-2012 (.)

**TAFMSD:**23-May-2012

**RSSP:**

**RegAF Date:**

**RET/SEP:**

**1405 Date:**

**GPA:**

**EDLV**LSEL: L1: L2: L3:

**Status:**

**AFIT SP:** ///

**FY-IND:**

**ELIG-INEL Stat:**

**Prior-Mo:**

**Entry-DT Stat:**

\*\*\*\*\*AFIT INFORMATION\*\*\*\*\*

\*\*\*\*\*PME INFORMATION\*\*\*\*\*

**IDE - AIR COMMAND AND STAFF COLLEGE (ACSC)**

**NON-RES** 2025

**PDE - SQUADRON OFFICER SCHOOL (SOS)**

**RESIDENCE** 2018

\*\*\*\*\*PROJECTED TRAINING\*\*\*\*\*

**Course Num/ST/GD:** / /

**Course Num/ST/GD:** / /

**Course Num/ST/GD:** / /

**SpecSel:**

**SP1:**

**SP2:**

**SP3:**

**Citizen:**BY BIRTH IN UNITED STATES

**DOB:**09-Dec-1989

**Comm Src:**AFACDDG

**Non-CONUS Res:**

\*\*\*\*\*OTHER INFORMATION\*\*\*\*\*

\*\*\*\*\*ACQUISITION INFORMATION\*\*\*\*\*

**Crit Acq Billet:** NO

**DLAB:** 147

**APDP-Fld & Lvl:**

**LANG1:** PORTUGUESE BRAZILIAN DT: 1704 S- L-2+ R-3

**LANG2:** NONE DT: . S- L- R-

**Acq-Corps ID:**

**LANG3:** NONE DT: . S- L- R-

**LANG4:** NONE DT: . S- L- R-

**Acq-Posn-Cat:**

**LANG5:** NONE DT: . S- L- R-

**LANG6:** NONE DT: . S- L- R-

**Acq-Posn-Type:**

\*\*\*\*\*LANGUAGE INFO\*\*\*\*\*

\*\*\*\*\*SECURITY DATA\*\*\*\*\*

**Security Clearance:**SCI(DCID 1/14 ELIG)

**Clearance Date:**27-Oct-2017

**PAFSC:**Q11H3C

**2AFSC:**S11H3C

**Core Flag:**11H

**Type Clearance:**

**PRP Stat:**

**SAFSC:**

**3AFSC:**

**LOPD:** /

\*\*\*\*\*AFSC INFORMATION\*\*\*\*\*

\*\*\*\*\*ACADEMIC INFORMATION\*\*\*\*\*

**DEGREE**

**ACADEMIC SPECIALTY**

**SCHOOL LOCATION**

**YR**

**METHOD**

**MAS** 9DYY HISTORY ARIZ ST U AZ 2024 NONE-NA

**BAC** 2DYY FOGN LAG/AREA STUDY USAF ACADEMY CO 2012 MIL SVC ACAD

**OE**V/YS9/ / / / / /

\*\*\*\*\*SPECIAL EXPERIENCE IDs\*\*\*\*\*

\*\*\*\*\*RATED INFORMATION\*\*\*\*\*

**Aero Rating:** SENIOR PILOT

**Combat Hours:** 0

**Combat Support Hours:** 0

**Fly-Act-Cat:** 1

**API:** 0

**SEI(1-5):** OEV

**GATES:** 138

**Aircraft:** UH001N

**CSUH**1N

**HH**060G

**AVSD:** 121001

**Primary Hrs:** 629

**9**

**0**

**RT** RTD: 3rd - 4/1/2030

**Inst/Eval Hrs:** 212/60

**2/0**

**0/0** / / /

**AFSVC** CD/DT: 2A/01-Oct-2024

**Years/Hours:** 2502/1369

**2501/19**

**1501/1** ./ ./ ./

**RDTM:** JA

**Total/Jet:** 1584/

\*\*\*\*\*OPR DATA\*\*\*\*\*

\*\*\*\*\*O/S HISTORY\*\*\*\*\*

\*\*\*\*\*DEPLOYMENT HISTORY\*\*\*\*\*

**20220419** 20210419 20200531 20190531 20180531 -

**06-Nov-2019-29-Apr-2020** US -

**MAJ** YE CPT Y CPT YE CPT YE CPT YE -

-

-

**20170818** 20160818 20150818 -

-

-

**CPT** YE CPT YE 1LT YE -

-

-

\*\*\*\*\*DECORATIONS - NOTE: This screen only shows personal medals not awards.\*\*\*\*\*

**Decoration**

**Auth No.**

**No**

**Seq**

**Close Date**

**Approval Date**

**Approving Unit**

**Reason**

**MERIT** SVC MEDAL 453E3 02 L 01-Jun-2025 202505 FWGSFVYK PCS

**AIR** ACHV MDL 58151 01 M 21-Feb-2018 201805 R ACH

**AF** COMM MEDAL 58153 01 N 02-Jun-2018 201805 R PCS

**AF** ACHIEV MEDAL 18326 01 O 29-Jul-2016 201612 AFPC ACH

**J** SVC ACH MEDAL 26728 01 O 24-Apr-2020 202004 ACH

\*\*\*\*\*DUTY HISTORY\*\*\*\*\*

**DAFSC**

**DUTY TITLE**

**OFC**

**UNIT**

**ORGANIZATION**

**TYPE**

**CMD**

**LOCATION**

**ST/CNTY**

**EDD**

**JNT**

**-81T0** ASST, PROF OF AEROSPACE STUDIES 0940 0000 AFROTC NW REGION AET LARAMIE WY 17-Jun-2025

**Q11H3C** FLIGHT SAFETY OFFICER 0000 0582 HELICOPTER GROUP GBS F E WARREN WY 01-Oct-2023

Q11H3C	RESOURCE ADVISOR/UH-1N EP	0000	0037	HELICOPTER	SQUADRON	GBS	F E WARREN	WY	27-Apr-2022	
Q11H3C	TRAINING FLT CC	0000	0040	HELICOPTER	SQUADRON	GBS	MALMSTROM	MT	01-Jul-2021	
Q11H3C	CHIEF OF STAN/EVAL	0000	0040	HELICOPTER	SQUADRON	GBS	MALMSTROM	MT	17-Sep-2020	
K11H3C	CHIEF OF SE/UH-1N INS PLT	0000	0040	HELICOPTER	SQUADRON	GBS	MALMSTROM	MT	01-Nov-2018	
K11H3C	ASST FLT CC/SPEC MSNS INSTR PLT	0000	0001	HELICOPTER	SQUADRON	AFW	JB ANDREWS	MD	20-Dec-2017	L0
-11H3C	CHF INSPECTIONS/SPEC MSNS PILOT	0000	0001	HELICOPTER	SQUADRON	AFW	JB ANDREWS	MD	15-Feb-2017	L0
-11H3C	ASST CHF OF TACTICS/UH-1N PILOT	0000	0811	OPERATIONS SUPPO	SQUADRON	AFW	JB ANDREWS	MD	19-Aug-2015	L0
-11H2C	SP MSNS PLT/ASST CHF WPNS&TCTCS	0000	0811	OPERATIONS SUPPO	SQUADRON	AFW	JB ANDREWS	MD	05-Feb-2015	
-11H3C	MISSION PILOT STUDENT	0000	512	RESCUE	SQUADRON	AET	KIRTLAND	NM	09-Sep-2014	
-92T0	STUDENT PILOT	0000	0023	FLYING TRAINING	SQUADRON	AET	FT NOVOSEL	AL	15-May-2013	
-92T0	STUDENT PILOT TRAINING	AFST	0014	STUDENT	SQUADRON	AET	COLUMBUS	MS	27-Jul-2012	

\*\*\*\*\*JOINT SERVICE INFORMATION\*\*\*\*\*

JT-TOURS	START	STOP	R/C	MON	T-TYPE	A-STAT	JSO-JSONOM:
			/				J-FLAG:
			/				GO QUAL:
			/				OSC:
			/				P-CAT-C:
			/				P-CAT-H:
			/				P-JDA

Printed By ESLINGER ANDREW C on 02-Jul-2025 at 10:52:50

Personal Data - Privacy Act of 1974 (5 USC 552a)

Current as of 01-Jul-2025 at 10:52:50

The information herein is For Official Use Only (FOUO) which must be protected under the Freedom of Information Act of 1966 and Privacy Act of 1974, as amended. Unauthorized disclosure or misuse of this PERSONAL INFORMATION may result in criminal and/or civil penalties.

**Maj ESLINGER, ANDREW C.**  
(1368170727)

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**OFFICER PERFORMANCE BRIEF (O-1 THRU O-6)**

DUTY TITLE GROUP FLIGHT SAFETY OFFICER	DAFSC Q11H3C	REASON FOR EVALUATION Annual	PERIOD 1 Jun 24 THRU 31 May 25
	DAYS SUPERVISED 365	DAYS NON-RATED 0	RATEE ACKNOWLEDGEMENT

ORGANIZATION AND COMMAND  
582d HELICOPTER GROUP (AFGSC)

LOCATION  
F.E. WARREN AFB, WY

**DUTY DESCRIPTION**

Manages, evaluates, and advises the commander on critical flight, weapons, and occupational safety programs. Commands helicopter airlift to secure the 90th Missile Wing's 9.6K square-mile missile complex and provides an airborne platform for tactical response forces, integral to nuclear security and recapture abilities. Evaluates tactical, low-level, night vision, aerial gunnery, alternate insertion/extraction, and nuclear security flights.

**RATER ASSESSMENT**

STRATIFICATION  
**THIS SECTION NOT USED**

**EXECUTING THE MISSION**

EFFECTIVELY USES KNOWLEDGE, INITIATIVE, AND ADAPTABILITY TO PRODUCE TIMELY, HIGH QUALITY/QUANTITY RESULTS TO POSITIVELY IMPACT THE MISSION

Maj Eslinger assessed aviation wildlife strike mitigation programs across 3 bases, synchronizing lines of effort, improving compliance, and reducing risk to 308 aircrew and 31 aircraft. He managed manned flying operations notification changes for each Missile Wing's unmanned aerial system operations, decreasing the risk of catastrophic collisions.

**LEADING PEOPLE**

FOSTERS COHESIVE TEAMS, EFFECTIVELY COMMUNICATES, AND USES EMOTIONAL INTELLIGENCE TO TAKE CARE OF PEOPLE AND ACCOMPLISH THE MISSION

Andrew commanded a team of 6 as head investigator for a Class B aviation mishap Interim Safety Board, allowing for swift analysis and corrective actions. He led the Group's Integrating Risk and Readiness campaign kickoff, organizing briefings for 346 Airmen across 7 units with CSAF's vision for the future of Air Force operational risk management.

**MANAGING RESOURCES**

MANAGES ASSIGNED RESOURCES EFFECTIVELY AND TAKES RESPONSIBILITY FOR ACTIONS/BEHAVIORS TO MAXIMIZE ORGANIZATIONAL PERFORMANCE

Maj Eslinger evaluated and performed risk analysis for 27 new helicopter landing zones, increasing diverse training areas for exercising capabilities and interoperability with mission partners. He developed new reporting procedures to improve flightline driving and entry control at helicopter movement areas, protecting \$348.2M in aviation assets.

**IMPROVING THE UNIT**

DEMONSTRATES CRITICAL THINKING AND FOSTERS INNOVATION TO FIND CREATIVE SOLUTIONS AND IMPROVE MISSION EXECUTION

Andrew developed and implemented training for search and rescue techniques in mountainous terrain, bolstering aircrew safety for the Group's most demanding mission set. He attended USSTRATCOM's advanced nuclear concepts course to gain a CCMD-level view of nuclear surety, teaching aircrew how they fit into doctrine and improving tactics.

RATER NAME, GRADE, AND BRANCH OF SERVICE  
PHILIP A. BRYANT, Col, USAF

RATER SIGNATURE

RATER DUTY TITLE  
Commander

RATER ORGANIZATION AND COMMAND  
582d HELICOPTER GROUP (AFGSC)

**HIGHER LEVEL REVIEWER ASSESSMENT**

STRATIFICATION  
**#15/35 Majors**

RATER ASSESSMENT  
**Concur**

Andrew is a model officer whom I trust to always do the right thing. He is dedicated to making our aircrew better professionally and personally. He will be an invaluable role model to ROTC cadets as an instructor, HAF staff after!

HIGHER LEVEL REVIEWER NAME, GRADE, AND BRANCH OF SERVICE  
PHILIP A. BRYANT, Col, USAF

HIGHER LEVEL REVIEWER SIGNATURE

HIGHER LEVEL REVIEWER DUTY TITLE  
Commander

HIGHER LEVEL REVIEWER ORGANIZATION AND COMMAND  
582d HELICOPTER GROUP (AFGSC)

**Maj ESLINGER, ANDREW C**  
(1368170727)

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**OFFICER PERFORMANCE BRIEF (O-1 THRU O-6)**

DUTY TITLE Chief of Safety / UH-1N Evaluator Pilot	DAFSC Q11H3C	REASON FOR EVALUATION Annual	PERIOD 1 Jun 23 THRU 31 May 24
	DAYS SUPERVISED 365	DAYS NON-RATED 0	RATEE ACKNOWLEDGEMENT \\signed, ACE, 1368170727, 25 Jun 24\\

ORGANIZATION AND COMMAND  
582d Helicopter Group (AFGSC)

LOCATION  
F.E. Warren AFB WY

**DUTY DESCRIPTION**

Manages, evaluates, and advises the commander on critical flight, weapons, and occupational safety programs. Commands helicopter airlift to secure the 90th Missile Wing's 9,600 square-mile missile complex and provides an airborne platform for tactical response forces, integral to nuclear security and recapture abilities. Evaluates tactical, low-level, night vision, aerial gunnery, alternate insertion/extraction, and nuclear security flights.

**RATER ASSESSMENT**

STRATIFICATION  
**THIS SECTION NOT USED**

**EXECUTING THE MISSION**

EFFECTIVELY USES KNOWLEDGE, INITIATIVE, AND ADAPTABILITY TO PRODUCE TIMELY, HIGH QUALITY/QUANTITY RESULTS TO POSITIVELY IMPACT THE MISSION

Maj Eslinger adjudicated and released 27 mishap investigation reports, documenting trends and highlighting potential for safer, more effective UH-1N operations. He coordinated with 4 separate wing safety offices to analyze 115 mishaps, providing the 20 AF/CC detailed trends of 5 years of flight, weapons, and ground safety incidents.

**LEADING PEOPLE**

FOSTERS COHESIVE TEAMS, EFFECTIVELY COMMUNICATES, AND USES EMOTIONAL INTELLIGENCE TO TAKE CARE OF PEOPLE AND ACCOMPLISH THE MISSION

Andrew guided the establishment of the 550 HS safety program, ensuring compliance in flight, ground, and weapons safety prior to the first operational MH-139 flight. He led a team of 10 to overhaul Group inspections procedures and tracking, slashing delinquency rates for 99 safety inspections by 56% and improving personnel safety across the Group.

**MANAGING RESOURCES**

MANAGES ASSIGNED RESOURCES EFFECTIVELY AND TAKES RESPONSIBILITY FOR ACTIONS/BEHAVIORS TO MAXIMIZE ORGANIZATIONAL PERFORMANCE

Maj Eslinger ensured required weapons safety approval of MH-139 alert parking and flare storage at FE Warren's new \$130M dollar facility, expediting alert response times. He incorporated MH-139 data into midair collision avoidance programs, disseminating new information local civil aviation communities and reducing the probability of a mishap.

**IMPROVING THE UNIT**

DEMONSTRATES CRITICAL THINKING AND FOSTERS INNOVATION TO FIND CREATIVE SOLUTIONS AND IMPROVE MISSION EXECUTION

Andrew created lessons from Irish Air Corps AW-139 mishap data, arming USAF aircrew with crucial knowledge and strengthening MH-139 crew and aircraft safety. He utilized the Flight Safety Foundation's annual aviation safety summit to transfer civil industry's best practices, mitigating flight risk for the Group's 312 aircrew and 27 helicopters.

RATER NAME, GRADE, AND BRANCH OF SERVICE  
PHILIP A. BRYANT, Col, USAF

RATER SIGNATURE  
\\signed, PAB, 1153631715, 25 Jun 24\\

RATER DUTY TITLE  
Commander

RATER ORGANIZATION AND COMMAND  
582d Helicopter Group (AFGSC)

**HIGHER LEVEL REVIEWER ASSESSMENT**

STRATIFICATION  
**#15/35 Majors**

RATER ASSESSMENT  
**Concur**

Andrew is a superb officer, evaluator pilot, and safety professional. His diligence and advice provides Group leadership the right details to mitigate risk. He is a perfect fit for USAFA/ROTC instructor. He is a must for IDE followed by HAF staff!

HIGHER LEVEL REVIEWER NAME, GRADE, AND BRANCH OF SERVICE  
PHILIP A. BRYANT, Col, USAF

HIGHER LEVEL REVIEWER SIGNATURE  
\\signed, PAB, 1153631715, 25 Jun 24\\

HIGHER LEVEL REVIEWER DUTY TITLE  
Commander

HIGHER LEVEL REVIEWER ORGANIZATION AND COMMAND  
582d Helicopter Group (AFGSC)

**Maj ESLINGER, ANDREW C**  
(1368170727)

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**OFFICER PERFORMANCE BRIEF (O-1 THRU O-6)**

DUTY TITLE Resource Advisor/ UH-1N Evaluator Pilot	DAFSC Q11H3C	REASON FOR EVALUATION Annual	PERIOD 20 Apr 22 THRU 31 May 23
	DAYS SUPERVISED 371	DAYS NON-RATED 0	RATEE ACKNOWLEDGEMENT \\signed, ACE, 1368170727, 29 Jun 23\\

ORGANIZATION AND COMMAND  
37th Helicopter Squadron (AFGSC)

LOCATION  
F. E. Warren AFB WY

**DUTY DESCRIPTION**

Maintains the squadron annual budget, allocates funds, and manages unit TDY orders and vouchers processes. Commands helicopter airlift to secure the 90th Missile Wing's 9,600 square-mile missile complex and provides an airborne platform for tactical response forces, integral to nuclear security and recapture abilities. Evaluates tactical, low-level, night vision, aerial gunnery, alternate insertion/extraction, and nuclear security flights.

**RATER ASSESSMENT**

STRATIFICATION  
#1/7 Majors

**EXECUTING THE MISSION**

EFFECTIVELY USES KNOWLEDGE, INITIATIVE, AND ADAPTABILITY TO PRODUCE TIMELY, HIGH QUALITY/QUANTITY RESULTS TO POSITIVELY IMPACT THE MISSION

Maj Eslinger successfully led the Joint Personnel Recovery Center during the world's largest military simulation exercise that set a new precedent for operations readiness to counter North Korean aggression. Further, he managed 24 aircrew during the Nuclear Surety Inspection exercise, validating and improving the defense of US strategic assets.

**LEADING PEOPLE**

FOSTERS COHESIVE TEAMS, EFFECTIVELY COMMUNICATES, AND USES EMOTIONAL INTELLIGENCE TO TAKE CARE OF PEOPLE AND ACCOMPLISH THE MISSION

Andrew commanded a 16-member team during the unit's first visit to USSTRATCOM, enhancing the understanding of strategic operations and classified UH-1N mission sets. He oversaw 13 travel and GPC officials responsible for executing \$600K annual spend/travel plans, meeting the squadron's needs and budgetary constraints and earning Group FGO OTQ.

**MANAGING RESOURCES**

MANAGES ASSIGNED RESOURCES EFFECTIVELY AND TAKES RESPONSIBILITY FOR ACTIONS/BEHAVIORS TO MAXIMIZE ORGANIZATIONAL PERFORMANCE

Maj Eslinger successfully managed a \$390K unit travel budget, facilitating critical mission training, professional development, and squadron outreach. He secured \$1.2 million Small Business Innovation Research funds for powered cold weather gloves, addressing a considerable hurdle in aerial gunnery capabilities for the UH-1N and MH-139 enterprise.

**IMPROVING THE UNIT**

DEMONSTRATES CRITICAL THINKING AND FOSTERS INNOVATION TO FIND CREATIVE SOLUTIONS AND IMPROVE MISSION EXECUTION

Andrew oversaw the \$25K overhaul of the squadron gym, which boosted morale and achieved a 100% fitness assessment pass rate and 64% "excellent" scores. He voluntarily revitalized the squadron's instrument refresher program, incorporating changes in Air Force regulations which modernized instrument flight competencies in the 37 HS and 582 HG.

RATER NAME, GRADE, AND BRANCH OF SERVICE  
KATHLEEN M. TENPENNY, Lt Col, USAF

RATER SIGNATURE  
\\signed, KMT, 1156988509, 28 Jun 23\\

RATER DUTY TITLE  
Commander

RATER ORGANIZATION AND COMMAND  
37th Helicopter Squadron (AFGSC)

**HIGHER LEVEL REVIEWER ASSESSMENT**

STRATIFICATION  
#6/39 Majors

RATER ASSESSMENT  
Concur

Andrew is an outstanding officer, instructor, and evaluator pilot. He is a multi-faceted leader who is always striving to better himself and those around him. He would make an excellent USAFA/ROTC instructor. Send to IDE, then HAF Staff.

HIGHER LEVEL REVIEWER NAME, GRADE, AND BRANCH OF SERVICE  
PHILIP A. BRYANT, Col, USAF

HIGHER LEVEL REVIEWER SIGNATURE  
\\signed, PAB, 1153631715, 28 Jun 23\\

HIGHER LEVEL REVIEWER DUTY TITLE  
Commander

HIGHER LEVEL REVIEWER ORGANIZATION AND COMMAND  
582d Helicopter Group (AFGSC)



# OFFICER PERFORMANCE REPORT (Lt thru Col)

## I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) ESLINGER, ANDREW C.	2. SSN 520-25-0667	3. RANK Maj	4. DAFSC Q11H3C	5. REASON FOR REPORT Annual	6. PAS CODE MBGSFXT5
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 40th Helicopter Squadron (AFGSC), Malmstrom AFB MT				8. PERIOD OF REPORT FROM 20 Apr 2021 THRU 19 Apr 2022	9. NO. DAYS SUPV. 365 NO. DAYS NON-RATED 0

## II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Training Flight Commander	10. SRID GS582
<ul style="list-style-type: none"> <li>- Commands 15-member trng flight; synchronizes 89 pilot &amp; CEA's trng across MAJCOM's largest helicopter FHP</li> <li>- Executes armed aerial surveillance/security response for 341st Missile Wg nuclear weapons/PL-1 assets worth \$3.3B</li> <li>- Oversees training &amp; SARM shops; ensures mission readiness, personnel development &amp; leads off-station trng msns</li> <li>- Conducts SAR/urgent patient transfer for Joint Chiefs of Staff National SAR Plan utilizing hoist &amp; FLIR capabilities</li> </ul>	

## III. PERFORMANCE FACTORS

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate), Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>
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## IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Oversaw execution of 83 syllabi; mng'd 16 upgrades--enabled 91% CMR rate to secure DOD's largest ICBM complex

- Led Sq ops for 115 Ops Sup shifts; directed 5.5K grnd/flt events--key to efficient use of \$14M FHP/secured nuc wpns

- Sq lead f/DEOCS Action Group; proc'd/prioritized inputs, built pro dev plans--improved inclusivity f/300 Gp prsnl

- Chosen for AETC advanced instruction crs; learned science-backed methods--enhanced techniques for 43 instructors

- Commanded TDY msn for MAJCOM-lvl ex; oversaw 11 mbrs' msn execution--validated SF nuc convoy capability

- Superb leader/aviator! Andrew devours opportunities to learn--on track for Sq leadership, IDE ASAP then HAF staff

Last performance feedback was accomplished on: 20 Oct 2021 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION KENNETH L. GREEN, Lt Col, USAF 40th Helicopter Squadron (AFGSC) Malmstrom AFB MT	DUTY TITLE Director of Operations	SSN 0223	DATE 29 Apr 2022
Type of Signature Digital		SIGNATURE GREEN.KENNETH.L.124844913 2 Digitally signed by GREEN.KENNETH.L.124844913 Date: 2022.04.29 09:33:16 -06'00'	

## V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒ CONCUR ☐ NON-CONCUR

- Oversaw process upgrades; redesigned 6 shop checklists/gradebook review procedures--saved 520 man-hrs per year

- Coord'd 3 MAJCOM/4 Gp-lvl waivers; reviewed packages, ensured staffing--enabled cont'd development of 6 aircrew

- ID'd & fixed crit SERE trng shortfall; dev'd get-well plan w/specialist & 582 OSS--preserved CMR status of 89 aircrew

- Standout ldr/mentor to young ofcrs; Andrew is a quick study & eager instructor--push for IDE soonest & HAF next

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION KEVIN J. WEAVER, Lt Col, USAF 40th Helicopter Squadron (AFGSC) Malmstrom AFB MT	DUTY TITLE Commander	SSN 0545	DATE 03 May 2022
Type of Signature Digital		SIGNATURE WEAVER.KEVIN.JAMES.123427 0172 Digitally signed by WEAVER.KEVIN.JAMES.1234270172 Date: 2022.05.03 11:14:17 -06'00'	

## VI. REVIEWER (If required, limit text to 3 lines)

☒ CONCUR ☐ NON-CONCUR

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION JOHN R. BEURER, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	SSN 7903	DATE 04 May 2022
Type of Signature Digital		SIGNATURE BEURER.JOHN.RAYMOND.1022 949647 Digitally signed by BEURER.JOHN.RAYMOND.1022949647 Date: 2022.05.04 16:54:02 -06'00'	

## VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box) ☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	SSN	DATE
Type of Signature Digital		SIGNATURE	

## VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE Type of Signature Digital	ESLINGER.ANDREW.CLARKE.13 68170727 Digitally signed by ESLINGER.ANDREW.CLARKE.1368170727 Date: 2022.05.15 20:29:46 -06'00'	DATE 15 May 2022
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RATEE NAME: ESLINGER, ANDREW C.		
IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		DOES NOT MEET STANDARDS
1. <b>Job Knowledge.</b> Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.		<input type="checkbox"/>
2. <b>Leadership Skills.</b> Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>
3. <b>Professional Qualities.</b> Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards, dress and appearance, customs and courtesies, and professional conduct.) Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>
4. <b>Organizational Skills.</b> Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
5. <b>Judgment and Decisions.</b> Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
6. <b>Communication Skills.</b> Listens, speaks, and writes effectively.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Career Enlisted Aviator (CEA); Combat Mission Ready (CMR); Defense Organizational Climate Survey (DEOCS); Flying Hour Program (FHP); Forward Looking Infrared (FLIR); Intercontinental Ballistic Missile (ICBM); Operational Support Squadron (OSS); Protection Level 1 (PL-1); Search and Rescue (SAR); Squadron Aviation Resource Management (SARM); Survival, Evasion, Resistance, and Escape (SERE); Security Forces (SF); Supervisor of Flying (SOF)		
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para, 1.10. Specifically,		
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:		
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.		
NAME, RANK, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	Type of Signature      SIGNATURE	
	Digital	
Type of Signature      Digital	SIGNATURE OF RATEE	DATE
INSTRUCTIONS		
<b>ALL:</b> Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.		
<b>RATER:</b> Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.		
<b>ADDITIONAL RATER:</b> Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.		
<b>REVIEWER:</b> Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.		
<b>RATEE:</b> Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR).		
PRIVACY ACT STATEMENT		
<b>AUTHORITY:</b> Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended.		
<b>PURPOSE:</b> Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.		
<b>ROUTINE USES:</b> May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.		
<b>DISCLOSURE:</b> Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.		
<b>SORN:</b> F036 AF PC A, Effectiveness/Performance Reporting Records		
AF FORM 707, 20150731, V1 (PREVIOUS EDITIONS ARE OBSOLETE) PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.		

# OFFICER PERFORMANCE REPORT (Lt thru Col)

## I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) ESLINGER, ANDREW C.	2. SSN 520-25-0667	3. RANK Capt	4. DAFSC Q11H3C	5. REASON FOR REPORT CRO	6. PAS CODE MBGSFXT5
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 40th Helicopter Squadron (AFGSC), Malmstrom AFB MT				8. PERIOD OF REPORT FROM 1 Jun 2020 THRU 19 Apr 2021	9. NO. DAYS SUPV. 323 NO. DAYS NON-RATED 0

## II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief of Standardization and Evaluations	10. SRID GS582
<ul style="list-style-type: none"> <li>- Evaluates armed airborne surveillance and security for DoD nuclear convoys &amp; security forces emergency response</li> <li>- Conducts SAR/urgent patient transfer for Joint Chiefs of Staff National SAR Plan utilizing hoist &amp; FLIR capabilities</li> <li>- Manages unit exercises as well as MICT inspection cycle &amp; trends analysis; ensures compliance with HHQ guidance</li> <li>- Leads 6-mbr shop in administration of 76 unit aircrew evaluations on helicopter ops qualifications and certifications</li> </ul>	

## III. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate), Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Directed 76-mbr flight eval folder scrub; refined shop processes--upheld veracity of 126 records crit to AFGSC quals

- Dev'd/taught helo avalanche awareness; applied mountain rescue techniques to UH-1 ops--bolstered safe SAR tactics

- Orchestrated late night acft recovery; delivered mx & returned crew from austere PL locations--2 acft/14 prsnl recov'd

- Oversaw requal for 4 HHQ/HG pilots; scrubbed, updated FEF/coor'd evals--increased readiness among UH-1 leaders

- Dep Msn/CC for 3 day Wg lvl convoy ex; prepared 70 SF troops for msn & validated huey ops--lauded by 20 AF/CC

- #3/17 Capts; highly competent & motivated, mentored 3 in CCV to win Gp awds--IDE next, then send to HAF staff

Last performance feedback was accomplished on: 20 Jan 2021 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION KEVIN J. WEAVER, Lt Col, USAF 40th Helicopter Squadron (AFGSC) Malmstrom AFB MT	DUTY TITLE Commander	SSN 0545	DATE 18 May 2021
Type of Signature Digital		SIGNATURE WEAVER.KEVIN.JAMES.12342 70172 Digitally signed by WEAVER.KEVIN.JAMES.1234270172 Date: 2021.05.18 17:10:53 -06'00'	

## V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒ CONCUR ☐ NON-CONCUR

- Led MAJCOM dir'd system upg; moved 80 FEF to digital format--beat deadline by 1 mo/paved way for Gp stan/eval

- OIC for 13 hour mountain SAR; coord'd w/aircrew, AFRCC & 3 county Sheriff offices--ensured rescue: 2 lives saved

- Upgraded to flt examiner; oversaw processing of 117 qual/124 cert for 80 Gp aircrew--validated Sq's 95% CMR rate

- #7/67 Gp Capts; Andrew is a phenomenal officer! Great mentor to Sq prsnl--send to IDE soonest & then to HAF staff

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION JOHN R. BEURER, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	SSN 7903	DATE 19 May 2021
Type of Signature Digital		SIGNATURE BEURER.JOHN.RAYMOND.102 2949647 Digitally signed by BEURER.JOHN.RAYMOND.1022949647 Date: 2021.05.19 11:01:12 -06'00'	

## VI. REVIEWER (If required, limit text to 3 lines)

☒ CONCUR ☐ NON-CONCUR

THE ADDITIONAL RATER IS ALSO THE REVIEWER.

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION JOHN R. BEURER, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	SSN 7903	DATE 19 May 2021
Type of Signature Digital		SIGNATURE BEURER.JOHN.RAYMOND.1022 949647 Digitally signed by BEURER.JOHN.RAYMOND.1022949647 Date: 2021.05.19 11:01:39 -06'00'	

## VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box) ☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	SSN	DATE
Type of Signature Digital		SIGNATURE	

## VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE Type of Signature Digital	ESLINGER.ANDREW.CLARKE.13 68170727 Digitally signed by ESLINGER.ANDREW.CLARKE.1368170727 Date: 2021.05.20 10:52:50 -06'00'	DATE 20 May 2021
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<b>RATEE NAME:</b> ESLINGER, ANDREW C.		
<b>IX. PERFORMANCE FACTORS</b> (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		<b>DOES NOT MEET STANDARDS</b>
<b>1. Job Knowledge.</b> Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.		<input type="checkbox"/>
<b>2. Leadership Skills.</b> Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>
<b>3. Professional Qualities.</b> Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards, dress and appearance, customs and courtesies, and professional conduct.) Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>
<b>4. Organizational Skills.</b> Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
<b>5. Judgment and Decisions.</b> Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
<b>6. Communication Skills.</b> Listens, speaks, and writes effectively.		<input type="checkbox"/>
<b>X. REMARKS</b> (use this section to spell out acronyms from the front)		
Air Force Rescue Coordination Center (AFRCC); Commander's Standardization and Evaluations (CCV); Combat Mission Ready (CMR); Flight Evaluation Folder (FEF); Higher Headquarters (HHQ); Management Internal Control Toolset (MICT); Officer In Charge (OIC); Opposition Forces (OPFOR); Precautionary Landing (PL); Search & Rescue (SAR)		
<b>XI. REFERRAL REPORT</b> (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para, 1.10. Specifically,		
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not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.		
NAME, RANK, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	Type of Signature      SIGNATURE Digital	
Type of Signature      Digital	SIGNATURE OF RATEE	DATE
<b>INSTRUCTIONS</b>		
<p><b>ALL:</b> Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.</p> <p><b>RATER:</b> Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.</p> <p><b>ADDITIONAL RATER:</b> Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.</p> <p><b>REVIEWER:</b> Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.</p> <p><b>RATEE:</b> Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).</p>		
<b>PRIVACY ACT STATEMENT</b>		
<p><b>AUTHORITY:</b> Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended.</p> <p><b>PURPOSE:</b> Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.</p> <p><b>ROUTINE USES:</b> May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.</p> <p><b>DISCLOSURE:</b> Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.</p> <p><b>SORN:</b> F036 AF PC A, Effectiveness/Performance Reporting Records</p>		

# OFFICER PERFORMANCE REPORT (Lt thru Col)

## I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) ESLINGER, ANDREW C.	2. SSN 520-25-0667	3. RANK Capt	4. DAFSC K11H3C	5. REASON FOR REPORT Annual	6. PAS CODE MBGSFXT5
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 40th Helicopter Squadron (AFGSC), Malmstrom AFB MT				8. PERIOD OF REPORT FROM 1 Jun 2019 THRU 31 May 2020	9. NO. DAYS SUPV. 366 NO. DAYS NON-RATED 0

## II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief of Safety/UH-1N Instructor Pilot

10. SRID

GS582

- Executes armed airborne surveillance for DoD nuclear weapon movements & emergency security response missions
- Conducts SAR/urgent patient transfer for the Joint Chiefs of Staff Natl SAR Plan utilizing hoist & FLIR capabilities
- Verifies compliance w/all safety directives; provides ground, flt, laser and wpns safety training for 76 Gp/Sq aircrew
- Supervises and oversees all safety programs; advises CC on risk management solutions and risk mitigation measures

## III. PERFORMANCE FACTORS

DOES NOT MEET STANDARDS ☐ MEETS STANDARDS ☒

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate), Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)

## IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Solved 44 emerging requirements; coord'd capabilities w/7 CCMDs--provided 46K troops for overseas contingency ops
- Crafted crit force request; acquired 25K-strong jt force/sec'd US interests--expedited CENTCOM Iran threat response
- Led 2 urgent C3 taskings; delivered mx tms/supplies to alpine comm sites--restored Wg/CC's battlespace awareness
- Headed perfect facility insp; val'd workplace safety of 52K sq-ft/3 bldgs--0 discrepancies/ensured welfare of 205 prsnl
- Guided defense assurance for Kingdom of Saudi Arabia; key to dev of HQ CF-KSA--ensured oversight of 4K troops
- #5/20 Capts; Andrew's a peerless ofcr/ldr--my next evaluator & Chief of Stan/Eval, follow w/IDE & MAJCOM staff

Last performance feedback was accomplished on: 25 Oct 2019 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION BRYAN B. TUINMAN, Lieutenant Colonel, USAF 40th Helicopter Squadron (AFGSC) Malmstrom AFB MT	DUTY TITLE Commander	DATE 01 Jun 2020
SSN 2827	SIGNATURE TUINMAN.BRYAN.BERFENTI 1257215632	Digitally signed by TUINMAN.BRYAN.BERFENTI.1257215632 Date: 2020.06.01 11:35:51 -0600

## V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒ CONCUR ☐ NON-CONCUR

- Authored Title 10 foreign forces rqmt; provided 3 tms for Jordan Engagement Prgm--bolstered coalition partnership
- Coord'd 150 CENTCOM force mvmts; orchestrated troop posture for 20-nation AOR--equipped ongoing global ops
- Managed CJTF-OIR/USFOR-A svcs rqmts; prep'd J3 briefs for CENTCOM/CC--informed CJCS/POTUS decisions
- #3/60 Gp IPs; "#1/2 jt CGOs" (CENTCOM/Div Chief); superb 6-mo deployment--eval pilot, then IDE & MAJCOM

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JERRY L. CRIGGER, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 02 Jun 2020
SSN 6153	SIGNATURE CRIGGER.JERRY.L.JR.1106508 620	Digitally signed by CRIGGER.JERRY.L.JR.1106508620 Date: 2020.06.02 10:35:14 -0600

## VI. REVIEWER (If required, limit text to 3 lines)

☒ CONCUR ☐ NON-CONCUR

THE ADDITIONAL RATER IS ALSO THE REVIEWER

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JERRY L. CRIGGER, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 02 Jun 2020
SSN 6153	SIGNATURE CRIGGER.JERRY.L.JR.1106508 620	Digitally signed by CRIGGER.JERRY.L.JR.1106508620 Date: 2020.06.02 10:35:29 -0600

## VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)

☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

## VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.

Yes No  
☒ ☐

SIGNATURE

DATE

<b>RATEE NAME:</b> ESLINGER, ANDREW C.		
<b>IX. PERFORMANCE FACTORS</b> (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		<b>DOES NOT MEET STANDARDS</b>
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<b>4. Organizational Skills.</b> Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
<b>5. Judgment and Decisions.</b> Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
<b>6. Communication Skills.</b> Listens, speaks, and writes effectively.		<input type="checkbox"/>
<b>X. REMARKS</b> (use this section to spell out acronyms from the front)		
Area of Responsibility (AOR); Command, Control, Communication (C3); Combined Forces-Kingdom of Saudi Arabia (CF-KSA); Combined Joint Task Force, Operation Inherent Resolve (CJTF-OIR); Combatant Command (CCMD); Forward Looking Infrared (FLIR); Search & Rescue (SAR); United States Forces, Afghanistan (USFOR-A)		
<b>XI. REFERRAL REPORT</b> (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para, 1.10. Specifically,		
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:		
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
<b>INSTRUCTIONS</b>		
<b>ALL:</b> Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.  <b>RATER:</b> Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.  <b>ADDITIONAL RATER:</b> Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.  <b>REVIEWER:</b> Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.  <b>RATEE:</b> Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).		
<b>PRIVACY ACT STATEMENT</b>		
<b>AUTHORITY:</b> Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended. <b>PURPOSE:</b> Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis. <b>ROUTINE USES:</b> May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply. <b>DISCLOSURE:</b> Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated. <b>SORN:</b> F036 AF PC A, Effectiveness/Performance Reporting Records		



# OFFICER PERFORMANCE REPORT (Lt thru Col)

## I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) ESLINGER, ANDREW C.	2. SSN 520-25-0667	3. RANK Capt	4. DAFSC K11H3C	5. REASON FOR REPORT Annual	6. PAS CODE MBGSFXT5
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 40th Helicopter Squadron (AFGSC), Malmstrom AFB MT				8. PERIOD OF REPORT FROM 1 Jun 2018 THRU 31 May 2019	9. NO. DAYS SUPV. 151 NO. DAYS NON-RATED 0

## II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief of Safety/UH-1N Instructor Pilot

10. SRID

GS582

- Executes armed airborne surveillance for DoD nuclear weapons movements/341st Missile Wing contingency msn
- Conducts SAR/urgent pt transfer for the Joint Chiefs of Staff National SAR Plan utilizing hoist & FLIR capabilities
- Verifies compliance w/all safety directives; provides ground, flight, laser and weapons training for 73 Gp/Sq aircrew
- Supervises and oversees all safety programs; advises CC on risk management solutions and risk mitigation measures

## III. PERFORMANCE FACTORS

DOES NOT MEET STANDARDS ☐ MEETS STANDARDS ☒

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate), Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)

## IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Dep Msn/CC for MAJCOM ex; led 10-mbr tm providing aerial fires for nuc convoys--Wg's msn validated to CDR
- Commanded time-crit alpine SAR; searched 8 hrs/reduced search area by 70%--efforts contributed to one life saved
- Drove risk mgmt overhaul; crafted/vetted inputs & executed improvements--zero mishaps to-date using new process
- Led survival workshop for mass casualty ex; postured 5 agencies for emer actions--prep'd base for casualty disasters
- Masterminded \$218K laser integration plan; crafted new trng option w/Wg--non-kinetic program saves \$42K yearly
- #2/16 instr pilots; great 1st yr in AFGSC, Sq Aircrew OTQx2 & Aircrew OTY--IDE ASAP, Flt/CC & eval pilot next

Last performance feedback was accomplished on: 15 Nov 2018 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION BRYAN B. TUINMAN, Lieutenant Colonel, USAF 40th Helicopter Squadron (AFGSC) Malmstrom AFB MT	DUTY TITLE Commander	DATE 31 May 2019
SSN 2827	SIGNATURE TUINMAN.BRYAN.BERFENTI 1257215632	Digitally signed by TUINMAN.BRYAN.BERFENTI 1257215632 Date: 2019.05.31 12:34:27 -06'00'

## V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)



CONCUR



NON-CONCUR

- Manag'd SOF pre-deploymnt trng; integrated helos w/spec ops in alpine scenarios--bridged inter-service cmbt tactics
- Led orientation/fam flt for 22 civil air patrol cadets; demo'd helo impact on nuc deterrence--role model for future ldrs
- Coord'd flawless safety insp; validated safety of 9 sections--zero discrepancies/Wg lauded as "most proactive" shop
- #8/73 instr pilots; Andrew leads safety w/prowess & ingenuity--send to IDE soonest; Flt/CC & evaluator pilot next

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOSHUA D. BOWMAN, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 06 Jun 2019
SSN 4564	SIGNATURE BOWMAN.JOSHUA.D.11578290 30	Digitally signed by BOWMAN.JOSHUA.D.1157829030 Date: 2019.06.06 13:53:37 -06'00'

## VI. REVIEWER (If required, limit text to 3 lines)



CONCUR



NON-CONCUR

THE ADDITIONAL RATER IS ALSO THE REVIEWER.

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOSHUA D. BOWMAN, Colonel, USAF 582d Helicopter Group (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 06 Jun 2019
SSN 4564	SIGNATURE BOWMAN.JOSHUA.D.11578290 30	Digitally signed by BOWMAN.JOSHUA.D.1157829030 Date: 2019.06.06 13:53:37 -06'00'

## VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)



FUNCTIONAL EXAMINER



AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

## VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.

Yes No



SIGNATURE

ESLINGER.ANDREW.CLARKE.136  
8170727

Digitally signed by  
ESLINGER.ANDREW.CLARKE.1368170727  
Date: 2019.06.07 14:02:26 -06'00'

DATE

07 Jun 2019


<b>RATEE NAME: ESLINGER, ANDREW C.</b>		
<b>IX. PERFORMANCE FACTORS</b> (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		<b>DOES NOT MEET STANDARDS</b>
1. <b>Job Knowledge.</b> Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.		<input type="checkbox"/>
2. <b>Leadership Skills.</b> Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>
3. <b>Professional Qualities.</b> Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards, dress and appearance, customs and courtesies, and professional conduct.) Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>
4. <b>Organizational Skills.</b> Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
5. <b>Judgment and Decisions.</b> Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
6. <b>Communication Skills.</b> Listens, speaks, and writes effectively.		<input type="checkbox"/>
<b>X. REMARKS</b> (use this section to spell out acronyms from the front)		
Air Force Global Strike Command (AFGSC); Combatant Commander (CCDR); Forward Looking Infrared (FLIR); Search and Rescue (SAR); Special Operations Forces (SOF);		
<b>XI. REFERRAL REPORT</b> (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para. 1.10. Specifically, _____		
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to: _____		
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
<b>INSTRUCTIONS</b>		
<b>ALL:</b> Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.  <b>RATER:</b> Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.  <b>ADDITIONAL RATER:</b> Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.  <b>REVIEWER:</b> Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.  <b>RATEE:</b> Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).		
<b>PRIVACY ACT STATEMENT</b>		
<b>AUTHORITY:</b> Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended. <b>PURPOSE:</b> Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis. <b>ROUTINE USES:</b> May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply. <b>DISCLOSURE:</b> Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated. <b>SORN:</b> F036 AF PC A, Effectiveness/Performance Reporting Records		



**Report For:**  
ANDREW C ESLINGER

**Base**  
LARAMIE

**Service Component**   
REGULAR

**File Type Name**   
AF OFF ACT MBR

**Report Run:**  
7/2/2025

**Sex**   
M

**Organization Name**  
0000 AFROTC NW REGION 0000

Recent Assessment History

Date	Age	Cardio Score	Strength Score	Endurance Score	Composite Score
4/9/2025	35	53.5	20.0	20.0	93.5
4/15/2024	34	52.0	20.0	20.0	92.0
7/7/2023	33	53.5	20.0	20.0	93.5
4/4/2023	33				
4/11/2022	32	53.5	20.0	20.0	93.5

Last Fitness Level

Fitness Category	Composite Score	Fitness Assessment Due Date
Excellent	93.5	4/30/2026

# Body Composition History

Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
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Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
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Waist to Height Ratio Category					
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Waist to Height Ratio Category					
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Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					

Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
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Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
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Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					
Waist to Height Ratio Date	Height (in)	Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio
Waist to Height Ratio Category					

# Recent Exemptions

Cardio	Exp.	AC	Exp.	Strength	Exp.	Endurance	Exp.
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	

# Fitness History - Details

Date	20M HAMR	Cardio Score	HR Push-ups	Strength Score	Crunch
4/9/2025	51	53.5	40	20.0	47
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)
20.0		93.5	Excellent		
Waist Circumference (in)	Waist Circumference Score		Waist to Height Ratio	Waist to Height Ratio Category	

Date	20M HAMR	Cardio Score	HR Push-ups	Strength Score	Crunch
4/15/2024	53	52.0	40	20.0	47
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)
20.0		92.0	Excellent		
Waist Circumference (in)	Waist Circumference Score		Waist to Height Ratio	Waist to Height Ratio Category	

Date	20M HAMR	Cardio Score	HR Push-ups	Strength Score	Crunch
7/7/2023	58	53.5	40	20.0	47
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)
20.0	30.0	93.5	Excellent		
Waist Circumference (in)	Waist Circumference Score		Waist to Height Ratio	Waist to Height Ratio Category	

Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups
4/4/2023	Exempt		Exempt		Exempt
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)
			Composite Exempt		
Waist Circumference (in)	Waist Circumference Score		Waist to Height Ratio	Waist to Height Ratio Category	

Date	20M HAMR	Cardio Score	Push-ups	Strength Score	Sit-ups
4/11/2022	54	53.5	57	20.0	54
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)
20.0		93.5	Excellent		

Waist Circumference (in)		Waist Circumference Score		Waist to Height Ratio		Waist to Height Ratio Category	
Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups		
10/25/2021	12:16	54.5	Exempt		54		
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)		
20.0		93.1	Satisfactory				
Waist Circumference (in)		Waist Circumference Score		Waist to Height Ratio		Waist to Height Ratio Category	
Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups		
7/30/2020							
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)		
		0.0	Composite Exempt				
Waist Circumference (in)		Waist Circumference Score		Waist to Height Ratio		Waist to Height Ratio Category	
Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups		
1/16/2020							
Endurance Score	AC	Composite Score	Fitness Category	Height (in)	Weight (lbs)		
		0.0	Composite Exempt				
Waist Circumference (in)		Waist Circumference Score		Waist to Height Ratio		Waist to Height Ratio Category	
Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups		
2/12/2019	11:30	53.7	67	10.0	58		
Endurance Score	AC	AC Score	Composite Score	Fitness Category	Height (in)		
10.0	35.0	20.0	93.7	Excellent			
Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category			
Date	1.5 Mile Run	Cardio Score	Push-ups	Strength Score	Sit-ups		
2/23/2018	10:46	56.6	41	7.0	58		
Endurance Score	AC	AC Score	Composite Score	Fitness Category	Height (in)		
10.0	35.5	17.6	91.2	Excellent			

Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category	
<b>Date</b> 2/24/2017	<b>1.5 Mile Run</b> 11:34	<b>Cardio Score</b> 53.7	<b>Push-ups</b> 67	<b>Strength Score</b> 10.0	<b>Sit-ups</b> 58
<b>Endurance Score</b> 10.0	<b>AC</b> 35.0	<b>AC Score</b> 20.0	<b>Composite Score</b> 93.7	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category	
<b>Date</b> 2/26/2016	<b>1.5 Mile Run</b> 11:05	<b>Cardio Score</b> 55.7	<b>Push-ups</b> 67	<b>Strength Score</b> 10.0	<b>Sit-ups</b> 59
<b>Endurance Score</b> 10.0	<b>AC</b> 35.0	<b>AC Score</b> 20.0	<b>Composite Score</b> 95.7	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category	
<b>Date</b> 2/23/2015	<b>1.5 Mile Run</b> 11:22	<b>Cardio Score</b> 54.8	<b>Push-ups</b> 70	<b>Strength Score</b> 10.0	<b>Sit-ups</b> 60
<b>Endurance Score</b> 10.0	<b>AC</b> 35.5	<b>AC Score</b> 17.6	<b>Composite Score</b> 92.4	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category	
<b>Date</b> 2/21/2014	<b>1.5 Mile Run</b> 09:38	<b>Cardio Score</b> 59.3	<b>Push-ups</b> 67	<b>Strength Score</b> 10.0	<b>Sit-ups</b> 58
<b>Endurance Score</b> 10.0	<b>AC</b> 34.0	<b>AC Score</b> 20.0	<b>Composite Score</b> 99.3	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
Weight (lbs)	Waist Circumference (in)	Waist Circumference Score	Waist to Height Ratio	Waist to Height Ratio Category	
<b>Date</b> 11/13/2012	<b>1.5 Mile Run</b> 11:33	<b>Cardio Score</b> 53.7	<b>Push-ups</b> 65	<b>Strength Score</b> 9.5	<b>Sit-ups</b> 58



<b>Endurance Score</b> 10.0	<b>AC</b> 36.0	<b>AC Score</b> 17.0	<b>Composite Score</b> 90.2	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
<b>Weight (lbs)</b>	<b>Waist Circumference (in)</b>	<b>Waist Circumference Score</b>	<b>Waist to Height Ratio</b>	<b>Waist to Height Ratio Category</b>	

<b>Date</b> 3/6/2012	<b>1.5 Mile Run</b> 11:15	<b>Cardio Score</b> 54.8	<b>Push-ups</b> 50	<b>Strength Score</b> 8.4	<b>Sit-ups</b> 58
<b>Endurance Score</b> 10.0	<b>AC</b> 35.0	<b>AC Score</b> 20.0	<b>Composite Score</b> 93.2	<b>Fitness Category</b> Excellent	<b>Height (in)</b>
<b>Weight (lbs)</b>	<b>Waist Circumference (in)</b>	<b>Waist Circumference Score</b>	<b>Waist to Height Ratio</b>	<b>Waist to Height Ratio Category</b>	