

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | | |
|---|---------------------------------|---|---|---|---|---|---------------------------------------|------------------------------------|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | | | 2. Rate IS2 | 3. Desig SEAL | 4. SSN [REDACTED] | | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/ 265 <input type="checkbox"/> | 6. UIC 44884 | 7. Ship/Station SEAL TEAM THREE | | 8. Promotion Status REGULAR | 9. Date Reported 01SEP25 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Promotion/ Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/> | | | | Period of Report 14. From: 03JUN16 15. To: 04MAR15 | | | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) SPECIAL01 | | |
| 22. Reporting Senior (Last, FI MI) [REDACTED] | | | 23. Grade [REDACTED] | 24. Desig [REDACTED] | 25. Title XO | | 26. UIC 44884 | 27. SSN [REDACTED] |

28. Command employment and command achievements.
SEAL Team THREE deploys forces to conduct Naval Special Warfare (NSW) operations in USPACOM and USCENCTOM for contingency, OPLAN execution and exercises under, COMTHIRD, FIFTH AND SEVENFLEET'S, and COMSOPAC, COMSOCCENT and COMSOCKOR.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
INTEL DEPT HD PRI: CHARLIE PLATOON Intel Department Head-12. Qualified NSW Operator and Combat Swimmer (SEAL), whose primary duties involve open/closed-circuit SCUBA diving, parachuting, and demolition of explosives. COLL: NSW Scout/sniper. Hand to Hand Department Head-12, Special Operations Tactical Video Systems-12.

| | | | |
|--|--------------------------------------|-----------------------------|---|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 03SEP15 | 31. Counselor [REDACTED] | 32. Signature of Individual Counseled [REDACTED] |
|--|--------------------------------------|-----------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/ reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/ CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

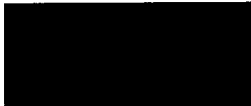
EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

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| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. | | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | <input type="checkbox"/> | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | <input type="checkbox"/> | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficient i.e.t. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 3.86 | | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) DEV GROUP STA PROGRAM | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. [REDACTED] Date: [REDACTED] | | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. COMBAT PROVEN SEAL! IS2 Kyle is a vital member of his platoon. - ASTUTE MANAGER. He superbly maintained over [REDACTED]. His continued demonstration of exceptional leadership and management skills aided SEAL Team THREE CHARLIE Platoon throughout their rigorous pre-deployment work-up. - OPERATIONALLY SOUND. Exhibited exceptional tactical savvy while [REDACTED]. His field skills have set a new "high standard" for SEAL Team THREE. - TEAM PLAYER! He represented Naval Special Warfare by participating in the disaster relief effort for San Diego fires by helping the city of Scripps Poway start to rebuild their community work-up. IS2 Kyle is ready for the increased responsibility of an LPO position. PROMOTE HIM NOW! | | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Awarded Navy Achievement Medal w/"V", Combat Action Ribbon, Meritorious Unit Commendation. Completed NSW Scout/Sniper. | | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> | |
| 45. INDIVIDUAL | | | | | X | | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO CA 92155-5492 | |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 0 | 37 | 10 | | |
| 49. Signature of Sector Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. [REDACTED] Date: [REDACTED] | | | | 50. Signature of Reporting Senior: [REDACTED] Date: 26 MAR 04 Summary Group Average: 4.08 | | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/> Date: [REDACTED] | | | | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report. Date: [REDACTED] | | | | |

MEMO

NAVPERS 1616/23
(Rev 5/97)

| | | | |
|--|-----------------|---|--|
| FITNESS REPORT/ENLISTED EVAL MEMORANDUM ENTRY | | Date: 7 August 2004 CAM PER / REG | Initial: <input type="checkbox"/> 0-3 <input checked="" type="checkbox"/> E-35 |
| Name: KYLE CHRISTOPHER S | Grade/Rate: IS2 | SSN: [REDACTED] | |
| PERIOD OF REPORT FROM: 03JUN16 TO: 04MAR15 | | | |
| This memorandum applies to the section checked below: | | | |
| <input type="checkbox"/> Change dates of report to read: FROM: TO: | | | |
| <input type="checkbox"/> Change block to read: | | | |
| <input type="checkbox"/> Add a block to read: | | | |
| <input type="checkbox"/> This memo entry corrects continuity gap. In view of the member's status (leave, transit, inactive duty, under instruction, etc.,) during the period noted above no report for this period was prepared. | | | |
| <input type="checkbox"/> This memo entry corrects continuity gap. No report for the period can be obtained. | | | |
| <input checked="" type="checkbox"/> Report was received without the signature of <input checked="" type="checkbox"/> member; <input type="checkbox"/> reporting senior. | | | |
| <input checked="" type="checkbox"/> Other: Report was accepted without the member's signature. If desired, SNM may submit a signed copy under a cover letter to PERS-311 requesting the removal and replacement of this report. | | | |
|  CDR, USN Head, Performance Evaluations | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

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| 16. Not Observed Report <input type="checkbox"/> | 17. Regular <input checked="" type="checkbox"/> | 18. Concurrent <input type="checkbox"/> | 20. Physical Readiness P/WS | 21. Billet Subcategory (if any) SPECIAL01 |
| 22. Reporting Senior (Last, FI MD) [REDACTED] | 23. Grade [REDACTED] | 24. Desig [REDACTED] | 25. Title XO | 26. UIC 44884 |
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EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | 2. Rate IS2 | 3. Desig SEAL | 4. SSN [REDACTED] | | | |
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| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.29 | | 41. I recommend this individual for (maximum of two). Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other (Be specific) PLATOON LPO INSTRUCTOR LPO | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. DEPLOYED Date: [REDACTED] | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. Combat hardened warrior! Junior Sailor of the Year! The #1 E-5 at SEAL Team THREE. - Combat proven! Unsurpassed courage under fire while conducting sniper operations in support of [REDACTED] during the siege of Fallujah. His display of unparalleled bravery and skill as a sniper contributed significantly to the success of this strategic victory over the insurgents while reducing the risk of harm to coalition troops. During a seven month deployment to Iraq, IS2 Kyle recorded [REDACTED] enemy KIA as a sniper. His contributions to success over the insurgency in Iraq cannot be overstated! - Operational expert. Deftly served as Naval Special Warfare Task Unit Central's primary navigator while deployed in support of OPERATION IRAQI FREEDOM II. Meticulously ensured precise ground convoy navigation and the safe execution of [REDACTED] in a complex and lethal ground mobility environment. - Exceptional leader. His personal conduct and performance in combat during the most intense urban combat ever experienced by NSW personnel served as an example to all! He has my highest possible recommendation for promotion to E-6 and assignment as LPO. | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. AWARDED: GWOT Expeditionary & Service Medal; Sea Service Deployment Ribbon (2nd award); Combat Action Ribbon (2nd award). | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO CA 92155 |
| 46. SUMMARY | X | 0 | 0 | 0 | 35 | 9 | |
| 49. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> [Signature] Date: 3-31-05 | | | | 50. Signature of Reporting Senior [Signature] Date: 29 MAR 05 Summary Group Average: 3.84 | | | |
| 51. Signature of Regular Reporting Senior on Concurrent Report [Signature] Date: _____ | | | | | | | |



DEPARTMENT OF THE NAVY

SEAL TEAM THREE
NAVPHIBASE CORONADO
2642 TRIDENT WAY
SAN DIEGO, CA 92155-5492

RIP

1610

22 Nov 06

From: [REDACTED] USN, SEAL Team THREE
2642 Trident Way, San Diego, CA 92155-5000
To: Chief of Naval Personnel (PERS-311)
Subj: EVALUATION REPORT EXTENSION

1. Identification of original report

- a. Blocks 1-4: KYLE, CHRISTOPHER, SO1, SEAL, [REDACTED]
- b. Blocks 14-15: 04MAR16 - 05MAR15
- c. Blocks 17-19: REGULAR
- d. Blocks 22, 27: [REDACTED]

2. Extension data

- a. Blocks 10 - 13: Promotion/Frocking
 - b. Blocks 14 - 15: Change to 04MAR16 - 05JUN30
- [REDACTED]

Copy to:
SO1(SEAL) Kyle

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| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) PLT INTEL REP PRI: Platoon Intelligence Department Representative-12. Qualified Combat Swimmer (SEAL) SNEC 5326, whose primary duties involve open and closed circuit scuba diving, parachuting, and the demolition of explosives. COLL: SEAL Sniper, Lead Navigator, Advanced Forces Operator, Special Operations Tactical Video Systems Operator. | | | | | | | |
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| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/ reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilians, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | 2. Rate IS1 | 3. Desig SEAL | 4. SSN [REDACTED] | | | |
|--|--|---|--|---|---|---------------|--|
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | <input type="checkbox"/> | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | <input type="checkbox"/> | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.00 | | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) PLT LCPO DEVGRU | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above standards at 1.0 and 5.0. [REDACTED] 21 NOV 05 | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Form must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. BRAND NEW E-6, FIRST SEAL TO BE ADVANCED UNDER MERITORIOUS COMBAT ADVANCEMENT PROGRAM. MP ONLY BECAUSE OF REPORTING RESTRICTIONS, BUT STILL RANKED IN THE TOP 10 OF 24 SEAL E-6'S. - RECOGNIZED LEADER. Routinely acted as LPO and CPO when his senior enlisted were absent from training, ready for greater responsibility. As Observation Post leader during Special Reconnaissance training, a position normally reserved for CPOs or above, he led [REDACTED] SEALs in the successful clandestine surveillance of [REDACTED] separate target sites, gathering intelligence critical to the 100% successful completion of [REDACTED] Final Training Exercises. - RESIDENT TACTICAL EXPERT. Personally trained [REDACTED] SEAL snipers in urban operations based on his vast experience in over [REDACTED] combat sniper missions in Iraq. As point man he proved invaluable by expertly conducting detailed route planning for over [REDACTED] training exercises drawing on his experience from over [REDACTED] in Iraq. ONE OF THE MOST COMBAT EXPERIENCED OPERATORS IN THE SEAL TEAMS. HE HAS MY STRONGEST PERSONAL ENDORSEMENT FOR PROMOTION TO CHIEF PETTY OFFICER. | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | X | | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO, CA 92155-5492 |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 1 | 0 | 7 | 8 | 5 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. [REDACTED] Date: 11-21-05 | | | | 50. Signature of Reporting Senior [REDACTED] Date: 11/19/05 Summary Group Average: 3.87 | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> [Signature] Date: 11-21-05 | | | | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report [REDACTED] Date: | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | |
|---|---|---|---|---------------------------------------|---|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | | 2. Rate SO1 | 3. Desig SEAL | 4. SSN [REDACTED] |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 44884 | 7. Ship/Station SEAL TEAM THREE | | 8. Promotion Status REGULAR | 9. Date Reported 01SEP25 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/> | | | Period of Report 14. From: 05NOV16 15. To: 06NOV15 | | |
| 16. Not Observed Report <input type="checkbox"/> | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) SPECIAL01 |
| 22. Reporting Senior (Last, FI MI) [REDACTED] | | 23. Grade | 24. Desig | 25. Title CO | 26. UIC 44884 |
| 27. SSN [REDACTED] | | | | | |

28. Command employment and command achievements.
SEAL Team THREE deploys forces to conduct Naval Special Warfare (NSW) operations in USPACOM and USCENTCOM for contingencies, OPLAN execution and exercises under COMTHIRD, FIFTH and SEVENTH FLEETS; COMSOPAC, COMSOCCENT and COMSOCKOR. DEPLOYED TO IRAQ.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
PLT INT DH PRI: Platoon Intelligence Department Head-12. Responsible for \$20,000 worth of equipment and tracking daily intel summaries, maintaining map databases and producing intelligence products in support of an 18-man SEAL platoon-12. COLL: NSW SNIPER-12, AFO-12.

| | | | |
|--|--------------------------------------|-----------------------------|---------------------------------------|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 06MAY15 | 31. Counselor [REDACTED] | 32. Signature of Individual Counseled |
|--|--------------------------------------|-----------------------------|---------------------------------------|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|-------------------------|---|-------------------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | <input checked="" type="checkbox"/> | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | <input checked="" type="checkbox"/> | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | <input checked="" type="checkbox"/> | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|---|-----------------------|-------------------------|----------------------|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | 2. Rate SO1 | 3. Desig SEAL | 4. SSN [REDACTED] |
|---|-----------------------|-------------------------|----------------------|

| PERFORMANCE TRAITS | 1.0 ⁺ Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|--|--------------------------|--|-------------------------------------|---|
| 38. TEAMWORK: Contributions to team building and team results. NOB <input type="checkbox"/> | <ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. <input type="checkbox"/> | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. <input type="checkbox"/> |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | <ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. <input type="checkbox"/> | <input type="checkbox"/> | <ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. <input checked="" type="checkbox"/> |

| | | |
|--|--|---|
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.29 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commanding Programs, Special Warfare Programs, Rating Instructor Duty, Gibes. (Be specific) PLT LPO TRADET CELL LPO | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. [REDACTED] Date: [REDACTED] |
|--|--|---|

43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

*****ONE OF THE MOST EFFECTIVE COMBAT SNIPERS IN U.S. MILITARY HISTORY*****

***UNMATCHED COMBAT LEADERSHIP AND OPERATIONAL SKILL:** Planned and executed [REDACTED] Sniper Overmatch Missions in the City of Ar Ramadi. Personally accounted for [REDACTED] confirmed enemy killed and [REDACTED] enemy killed or wounded. Single-handedly thwarted a large-scale coordinated attack on a [REDACTED]. Killed [REDACTED] enemy fighters in a single operation in support of [REDACTED].

***EXCEPTIONAL TACTICAL EXPERT AND MENTOR:** Delivered exceptional performance as Point Man, Lead Navigator and Assistant Patrol Leader during [REDACTED] resulting in the capture of over [REDACTED] insurgents. Inspired his peers and subordinates throughout six months of sustained combat operations.

***UNMATCHED PERFORMANCE AND DEDICATION:** Responsible for saving both U.S. and Iraqi forces lives throughout six and a half months of sustained combat operations. Received many laudatory comments from Unit Commanders he supported.

IS1 KYLE HAS DEMONSTRATED EXCEPTIONAL COMBAT LEADERSHIP BEYOND HIS PEERS. HIS PROVEN PERFORMANCE UNDER FIRE CANNOT BE OVERSTATED. PROMOTE TO CHIEF PETTY OFFICER IMMEDIATELY!

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.
Awarded: Bronze Star Medal with "V" X 2, Combat Action Ribbon, Presidential Unit Citation and SEAL Team THREE Sailor of the Quarter 3rd Quarter FY-06.

| | | | | | | | |
|--------------------------|-------------------------------------|----------------------|-------------|------------|--------------|---------------|--|
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO CA 92155-5492 |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 13 | 12 | 6 | |

| | |
|---|---|
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. [REDACTED] Date: [REDACTED] | 50. Signature of [REDACTED] Summary Group Average: 4.0 Date: 10/1/06 |
|---|---|

| | |
|---|--|
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/> [Signature] Date: 11/21/06 | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report [REDACTED] Date: [REDACTED] |
|---|--|

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | | |
|---|---------------------------------|---|---|---|---|---------------------------------------|---------------------------------------|---|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | | | 2. Rate SO1 | 3. Desig SEAL | 4. SSN [REDACTED] | | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/ 265 <input type="checkbox"/> | 6. UIC 44884 | 7. Ship/Station SEAL TEAM THREE | | 8. Promotion Status REGULAR | 9. Date Reported 01SEP25 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> | | | Detachment <input type="checkbox"/> | | Promotion/ 12. Frocking <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | |
| 14. From: 06NOV16 | | | 15. To: 07NOV15 | | | | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) SPECIAL01 |
| 22. Reporting Senior (Last, FI MI) [REDACTED] | | | 23. Grade [REDACTED] | 24. Desig [REDACTED] | 25. Title CO | | 26. UIC 44884 | 27. SSN [REDACTED] |

28. Command employment and command achievements.
SEAL Team THREE deploys forces to conduct Naval Special Warfare operations in USPACOM and USCENTCOM for contingencies, OPLAN execution and exercises under COMTHIRD, FIFTH and SEVENTH FLEETS; COMSOPAC, COMSOCENT and COMSOCKOR.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
PLT LPO PRI: Platoon Leading Petty Officer-12. Responsible for the initial setup and organization of the platoon's schools and quals. COLL: Dive supervisor-12, Lead Sniper-12, ROS-12, Dive Maint-12, AFO-12.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)
30. Date Counseled **07MAY15** 31. Counselor [REDACTED]

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | - | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | - | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | - | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | - | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | - | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | - | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | - | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | - | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | - | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | - | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|---|--|-------------------------|--|---|---|----------------------|---|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | 2. Rate SO1 | | 3. Desig SEAL | | 4. SSN [REDACTED] | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.57 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating-Instructor Duty, Other. (Be specific) INSTRUCTOR DUTY PLATOON LCPO | | | | 42. This member against the above marks 1.0. Date: 12 Dec 07 | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. **SUSTAINED SUPERIOR PERFORMANCE AS PLATOON LPO!** *EXCEPTIONAL LEADER: A complete warrior and natural leader, he expertly led [REDACTED] SEALs through [REDACTED] weeks of high intensity training. Expertly led the execution of over [REDACTED] hours of high profile live fire training, demonstrating exceptional tactical prowess as fire team leader thereby ensuring his Platoon was 100% ready for combat. OUTSTANDING MANAGER: Coordinated initial procurement, inventory and maintenance of his entire platoon's logistical load out worth more than [REDACTED]. His expert planning and supervision resulted in the 100% accountability and readiness of all platoons departments throughout a rigorous PRODEV and ULT schedule. He personally coordinated the professional development of [REDACTED] personnel, ensuring all necessary qualifications were met. *EXTRAORDINARY MENTOR: Leads by example. Provided superior mentorship and career guidance to all his subordinates and sage advice to his junior officers, preparing his entire platoon for the challenges on and off the battle field. *READY TO LEAD AS A PLATOON LCPO! PROMOTE IMMEDIATELY!* | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. AWARDED: Bronze Star w/combat distinguishing device. | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO CA 92155-5492 |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 10 | 10 | 6 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0. [REDACTED] Date: 12 Dec 07 | | | | 50. Signature of Reporting Senior [REDACTED] Summary Group Average: 4.10 [REDACTED] [REDACTED] | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> [REDACTED] Date: 12 Dec 07 | | | | 52. Type name, grade, command, UIC, and signature of Reporting Senior on Concurrent Report [REDACTED] Date: | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | | | | | | | |
|---|---------------------------------|-----------------------------------|---|---|---|--|---------------------------------------|---|-----------------------|---|--|---|--|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | | | 2. Rate SO1 | 3. Desig SEAL | 4. SSN [REDACTED] | | | | | | | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/ 265 <input type="checkbox"/> | 6. UIC 44884 | 7. Ship/Station SEAL TEAM THREE | | 8. Promotion Status REGULAR | 9. Date Reported 01SEP25 | | | | | |
| Occasion for Report | | | | 10. Periodic <input type="checkbox"/> | | 11. Detachment of Individual <input type="checkbox"/> | | 12. Promotion/Frothing <input checked="" type="checkbox"/> | | 13. Special <input type="checkbox"/> | | 14. Period of Report From: 07NOV16 To: 08SEP15 | |
| 16. Not Observed Report <input type="checkbox"/> | | | | 17. Type of Report Regular <input checked="" type="checkbox"/> | | | | 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) SPECIAL01 | |
| 22. Reporting Senior (Last, FI MI) [REDACTED] | | | | 23. Grade [REDACTED] | 24. Desig [REDACTED] | 25. Title CO | | 26. UIC 44884 | 27. SSN [REDACTED] | | | | |

28. Command employment and command achievements.
SEAL TEAM THREE deploys forces to conduct NSW operations in USPACOM and USCENTCOM for contingencies, OPLAN execution and exercises under COMTHIRD, FIFTH and SEVENTH FLEETS; COMSOPAC, COMSOCCENT and COMSOCKOR. Deployed 180 days.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
PLT LPO PRI: Platoon LPO-10. Responsible for the daily running of an 18 member SEAL platoon and all associated weapons and equipment. Coll: LEAD NSW SNIPER-10, DIVE SUP-10, ROS-10, DIVE MAINT-10, AFO-10. TAD: 47. Deployed: 150 days.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.)
30. Date Counseled **NOT PERF** 31. Counselor **DEPLOYED** 32. Signature of Individual Counseled [REDACTED]

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | - | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | - | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | - | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | - | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | - | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | - | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | - | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | - | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | - | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | - | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|--|--|--|--|---|---|----------------------|---|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | 2. Rate SO1 | | 3. Desig SEAL | | 4. SSN [REDACTED] | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| 40. Individual Trait Avg. (total of trait scores divided by number of graded traits) 4.14 | | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) INSTRUCTOR DUTY PLATOON LCPO | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0. LEAVE [REDACTED] Date: [REDACTED] | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. <p style="text-align:center;">**EVAL BEING SUBMITTED ON THE OCASSION OF FROCKING TO CHIEF PETTY OFFICER!**</p> <p>OUTSTANDING MANAGER: Coordinated initial procurement, inventory and maintenance of his entire platoons logistical load out worth more than [REDACTED]. His expert planning and supervision resulted in the 100% accountability and readiness of all platoons departments throughout a rigorous PRODEV and ULT schedule. Personally coordinated the logistics for a professional development schedule involving [REDACTED] members of his platoon, his actions ensured all necessary qualifications were met for training and fighting the GWOT.</p> <p>*EXCEPTIONAL LEADER: A complete warrior and natural leader, he has led and mentored [REDACTED] SEALs through the daily operations of his SEAL platoon over the last 12 months. As LPO and squad APL, his experience, superb operational skills and sage advice have made him indispensable to his platoon and troop, salitifiying his place as a key leader.</p> <p>*EXTRAORDINARY MENTOR: -He provides leadership and career guidance to all his subordinates; leading by example he coaches and teaches his men daily, ensuring each man is better prepared for all the challenges they may meet on and off the battle field.</p> <p style="text-align:center;">*READY TO LEAD AS A PLATOON LCPO!*</p> | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. AWARDED: Sea Service Deployment Ribbon, Iraqi Campaign Medal. COURSES: SEAL DIVING SUPERVISOR, PO1 Leadership. Course. | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | X | | | 48. Reporting Senior Address SEAL TEAM THREE 2642 TRIDENT WAY SAN DIE [REDACTED] 5-5492 |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 2 | 2 | 1 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0. LEAVE [REDACTED] Date: [REDACTED] | | | | 50. Signature of Rater [REDACTED] Summary Group Average: 4.43 [REDACTED] 20NOV08 | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> [Signature] Date: [REDACTED] | | | | 52. Type name, grade, command, UIC, and signature of Reporting Senior [REDACTED] Report Date: [REDACTED] | | | |

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

| | | | | | | | | | |
|---|--|---|--|---|--|--------------------------------------|---------------------------------------|---|------------------------------------|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | | | | 2. Grade/Rate SOC | | 3. Desig SEAL | | 4. SSN [REDACTED] | |
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | | 6. UIC 44884 | | 7. Ship/Station SEAL TEAM THREE | | | 8. Promotion Status REGULAR | | 9. Date Reported 07Oct31 |
| 10. Periodic <input checked="" type="checkbox"/> | | 11. Detachment of Individual <input type="checkbox"/> | | 12. Detachment of Reporting Senior <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | | Period of Report 14. From: 08Sep16 15. To: 09Sep15 | |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 19. Ops Cdr <input type="checkbox"/> | | 20. Physical Readiness P/WS | |
| 21. Billet Subcategory (if any) SPECIAL01 | | 22. Reporting Senior (Last, FI MI) [REDACTED] | | 23. Grade CO | | 24. Desig CO | | 25. Title CO | |
| 26. UIC 44884 | | 27. SSN [REDACTED] | | | | | | | |

28. Command employment and command achievements
SEAL Team THREE deploys forces to conduct Naval Special Warfare (NSW) operations in USPACOM and USCENTCOM for contingencies, OPLAN execution and exercise under COMTHIRD, FIFTH and SEVENTH FLEETS; COMSOPAC, COMSOCCENT, and COMSOCKOR.

29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.)

TRAINING CPO

FRI: Sniper (SR) Training CPO-03. Responsible for the training, tactical leadership logistical coordination, mentoring, and combat readiness of deploying SQUADRONS. COLL: ROIC/RSO-03; NSW Sniper-03. TAD 17day.

For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.)

30. Date Counseled
NOT REQ

31. Counselor

32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|--------------------------|--|-------------------------------------|--|
| 33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates. - Lacks ability to manage under stress. <input type="checkbox"/> | <input type="checkbox"/> | - Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others. <input type="checkbox"/> |
| 34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance. NOB <input type="checkbox"/> | - Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience. <input type="checkbox"/> | <input type="checkbox"/> | - Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function. <input type="checkbox"/> |
| 35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/ solving challenges in Chief's Mess. - Continuous learning; Standards of appearance, conduct, physical fitness, qualifications. NOB <input type="checkbox"/> | - Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team. <input type="checkbox"/> | <input type="checkbox"/> | - Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors. <input type="checkbox"/> |
| 36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy. NOB <input type="checkbox"/> | - Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before they significantly impact Sailor readiness. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness. <input type="checkbox"/> |

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS I610-1

| | | | |
|---|-----------------------------|-------------------------|----------------------|
| 1. Name (Last, First MI Suffix) KYLE, CHRISTOPHER S | 2. Grade/Rate SOC | 3. Desig SEAL | 4. SSN [REDACTED] |
|---|-----------------------------|-------------------------|----------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|--------------------------|---|-------------------------------------|---|
| 37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB <input type="checkbox"/> | - Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | <input type="checkbox"/> | - Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. <input checked="" type="checkbox"/> | <input type="checkbox"/> | - Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> |
| 38. ACTIVE COMMUNICATION: - Communication, questioning attitude, energized information flow. NOB <input type="checkbox"/> | - Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. <input type="checkbox"/> |
| 39. SENSE OF HERITAGE: - Know and teach customs and traditions, understand naval history. NOB <input type="checkbox"/> | - Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history. <input type="checkbox"/> | <input type="checkbox"/> | - Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. <input type="checkbox"/> |

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two)
 Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC

| | |
|-----------------|------------|
| PLT LCPO | CWO |
|-----------------|------------|

41. COMMENTS ON PERFORMANCE *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case. Font 10

**** MOTIVATED CHIEF WITH EXCEPTIONAL COMBAT EXPERIENCE! ****

- Supervised a [REDACTED] sniper course for [REDACTED] NSW snipers encompassing [REDACTED]. He managed the daily schedules, assigned RSO's for ranges, de-conflicted air space and provided excellent shooting instruction to SEAL snipers. Additionally, he performed ROIC duties for [REDACTED] evolutions expending [REDACTED] of ammunition. His leadership contributed to the success of this COI and to the training of [REDACTED] snipers preparing for their combat deployment.

- Managed [REDACTED] personnel as the lead RSO during [REDACTED] conducting daily de-confliction with [REDACTED] units. He set up robust training areas involving the placement of [REDACTED] role players, coordinated advanced medical training and QRF platforms and de-conflicted with [REDACTED] personnel throughout the [REDACTED] period. His efforts contributed to a highly successful FBP and [REDACTED] operators receiving exceptional training prior to their deployments.

**** READY FOR A PLT LCPO POSITION! ****

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address |
|--------------------------|-------------------------------------|----------------------|-------------|-------------------------------------|--------------|---------------|--|
| 42. INDIVIDUAL | | | | <input checked="" type="checkbox"/> | | | SEAL TEAM THREE 2642 TRIDENT WAY SAN DIEGO, CA 92155-5492 |
| 43. SUMMARY | <input checked="" type="checkbox"/> | | | 5 | 3 | 3 | |

46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."
 I intend to submit a statement do not intend to submit a statement

Date: 15 SEP 2009

Member Trait Average: 3.86 Summary Group Average: 4.18

Date: 10/26/09

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:



DEPARTMENT OF THE NAVY
SEAL TEAM THREE
NAVPHIBASE CORONADO
2642 TRIDENT WAY
SAN DIEGO, CA 92155-5492

1610

27 Oct 09

From: Commanding Officer, SEAL Team THREE
2642 Trident Way, San Diego, CA 92155-5492
To: Commander, Navy Personnel Command (PERS-311)
Subj: EVALUATION REPORT EXTENSION

1. Identification of original report

- a. Blocks 1-4: KYLE, CHRISTOPHER, SOC(SEAL), [REDACTED]
- b. Blocks 14-15: 08SEP16 - 09SEP15
- c. Blocks 17-19: REGULAR
- d. Block 22: [REDACTED]

2. Extension data

- a. Blocks 10 - 13: Add 11. Detachment of Individual
- b. Blocks 14 - 15: Change to 08SEP16 - 09NOV04

3. If there are any questions, please contact [REDACTED]
at 619-437-[REDACTED] DSN 577 or email [REDACTED]@navsoc.socom.mil.

[REDACTED]
By direction

Copy to:
SOC Kyle



DEPARTMENT OF THE NAVY
SEAL TEAM THREE
NAVPHIBASE CORONADO
2642 TRIDENT WAY
SAN DIEGO, CA 92155-5492

1610

23 Sep 09

From: Commanding Officer, SEAL Team THREE
2642 Trident Way, San Diego, CA 92155-5492
To: Commander, Navy Personnel Command (PERS-311)
Subj: EVALUATION REPORT EXTENSION

1. Identification of original report

- a. Blocks 1-4: KYLE, CHRISTOPHER, SOC(SEAL), [REDACTED]
- b. Blocks 14-15: 08SEP16 - 09SEP15
- c. Blocks 17-19: REGULAR
- d. Block 22: [REDACTED]

2. Extension data

- a. Blocks 10 - 13: Add 11. Detachment of Individual
- b. Blocks 14 - 15: Change to 08SEP16 - 09OCT04

3. If there are any questions, please contact [REDACTED]
at 619-437 [REDACTED] DSN 577 or email [REDACTED]@navsoc.socom.mil.

[REDACTED]
By direction

Copy to:
SOC Kyle

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD. SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) KYLE, CHRISTOPHER SCOTT 2. DEPARTMENT, COMPONENT AND BRANCH NAVY-USN 3. SOCIAL SECURITY NUMBER [REDACTED]

4a. GRADE, RATE OR RANK SOC b. PAY GRADE E7 5. DATE OF BIRTH (YYYYMMDD) 19740408 6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) NA

7a. PLACE OF ENTRY INTO ACTIVE DUTY DENVER MEPS DENVER, CO 80202-2515 b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) [REDACTED] TX

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND SEAL TEAM THREE, NORTH ISLAND, CA b. STATION WHERE SEPARATED PSD, NORTH ISLAND, CA

9. COMMAND TO WHICH TRANSFERRED NA 10. SGLI COVERAGE AMOUNT: [REDACTED]

Table with 3 columns: YEAR(S), MONTH(S), DAY(S). Rows include: a. DATE ENTERED AD THIS PERIOD (99, FEB, 10), b. SEPARATION DATE THIS PERIOD (09, NOV, 04), c. NET ACTIVE SERVICE THIS PERIOD (10, 08, 25), d. TOTAL PRIOR ACTIVE SERVICE (00, 00, 00), e. TOTAL PRIOR INACTIVE SERVICE (00, 00, 00), f. FOREIGN SERVICE (00, 00, 00), g. SEA SERVICE (00, 00, 17), h. EFFECTIVE DATE OF PAY GRADE (09, MAY, 16).

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 5326-COMBATANT SWIMMER (SEAL), (8YRS). GM-0812 SMALL ARMS MARKSMANSHIP INSTRUCTOR (6YRS). 12. RECORD OF SERVICE 13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) GLOBAL WAR ON TERRORISM SERVICE MEDAL, NATIONAL DEFENSE SERVICE MEDAL, SEA SERVICE DEPLOYMENT RIBBON (5), ARMED FORCES EXPEDITIONARY MEDAL (5), COMBAT ACTION RIBBON (2), MERITORIOUS UNIT COMMENDATION MEDAL, NAVY AND MARINE (CONT BLK 18) 14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed) INTELLIGENCE SPECIALIST, CLASS A, 12WKS/JUL99; BASIC UNDERWATER DEMOLITION/SEAL, 40WKS/MAR01; AIRBORNE, 3WKS/APR01; SNIPER, 15WKS, AUG01; DIVING EQUIPMENT MAINTENANCE AND REPAIR, 2WKS/NOV01; SEAL SCUBA DIVING SUPERVISOR, 2WKS/FEB07.

15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM YES X NO b. HIGH SCHOOL GRADUATE OR EQUIVALENT X YES NO

16. DAYS ACCRUED LEAVE PAID 54.5 17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION YES X NO

18. REMARKS CONT BLK 13-CORPS ACHIEVEMENT MEDAL (W/V), GLOBAL WAR ON TERRORISM EXPEDITIONARY MEDAL, NAVY AND MARINE CORPS ACHIEVEMENT MEDAL, NAVY AND MARINE CORPS COMM MDL (W/V), BRONZE STAR (W/V), IRAQI CAMPAIGN MEDAL, SILVER STAR (2), BRONZE STAR (W/V)(5), GOOD CONDUCT MEDAL (3). SER-42827-09-8982-PDM

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (include ZIP Code) [REDACTED] b. NEAREST RELATIVE (Name and address - include ZIP Code) [REDACTED]

20. MEMBER REQUESTS COPY TO BE SENT TO DIRECTOR OF VETERANS AFFAIRS X YES NO

21. SIGNATURE OF MEMBER BEING SEPARATED [Signature] 22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) [REDACTED] BY DIROIC

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only) 23. TYPE OF SEPARATION DISCHARGED 24. CHARACTER OF SERVICE (Include upgrades) HONORABLE 25. SEPARATION AUTHORITY MILPERSMAN 1910 - 104 26. SEPARATION CODE KBK 27. REENTRY CODE RE-R1 28. NARRATIVE REASON FOR SEPARATION COMPLETION OF REQUIRED ACTIVE SERVICE 29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) TL-NONE 30. MEMBER REQUESTS COPY 4 (Initials) ASK