

Level I

I certify that [REDACTED] has received a rating of Fully Successful for the rating period from 01 January 2005 to 31 December 2005 and has exhibited exceptional performance as indicated below:

I. Summary of why the employee is being awarded and justification for the specific level chosen.

[REDACTED] has shown a depth of dedication, mature judgment, executive ability to his work and his team representing the Agency in interfacing with the customer and contractor. He has used excellent diplomacy and interpersonal skills in navigating the commercial contract waters with the contractor to ensure customer expected outcomes are met. By exhibiting initiative, resourcefulness, and professional confidence, [REDACTED] executed demanding assignments in an outstanding manner and significantly contributed to the effectiveness of the Engineering Team.

II. Specific Accomplishments to support Level chosen.

[REDACTED] served as the lead focal point for providing support to the Department of the Air Force in its effort to challenge the Presidential Budget Decision concerning the C-130J program. [REDACTED] provided critical data, analysis and assessment information that supported the USAF's case for the continuation of the program. He was able to gather critical information working within the constraints of the C-130J commercial contract. This was a challenge within itself because the information needed was not contractually deliverable. [REDACTED] used effective planning with a series of interviews with various LM department heads and process managers. [REDACTED] was able to put together a very detailed report with expert subject matter analysis and executive summaries. [REDACTED] in understanding that the information he would be presenting would be used by a non-technical audience, provided sufficient technical details conveyed in laymen's terms. Information that [REDACTED] provided was directly used in discussion on Capitol Hill with opponents of the C-130J program and provided to Secretary of Defense D. Rumsfeld. [REDACTED] had a direct influence over Honorable Rumsfeld's decision to remove the C-130J program from the PBD list of programs to be terminated.

[REDACTED] again was called upon to provide similar service to the System Program Office in supporting the C-130J Multi-year (MYP) contract to "Evaluate LM Estimate to Complete (ETC) the MYP contract. This evaluation was presented to SAF-AQQ and the DoD IG. This information was then briefed (by SAF-AQQ and DoD IG) and discussed with the Staffer of Senator John McCain. The issue was the cancellation of the Multi-year program. Because the information that [REDACTED] needed was not contractual LM was under no obligation to provide it. [REDACTED] conducted discussions and fact-finding meetings with the contractor department heads and process managers to review actuals, drawings, and bill of materials. Through this approach, he was able to develop an independent government assessment of the Estimate to Complete the MYP and provide cost and technical information to SAF-AQ, and DCAA in a series of meetings with the DoDIG. [REDACTED] effort was very critical in the SPO and SAF defending its position for the MYP. The information was briefed up the chain to Senator McCain and as a result, LM's ETC for the MYP was substantiated and the C-130J program was sustained.

[REDACTED] has demonstrated outstanding qualities of leadership and professional skills and, therefore, has been call upon to lead the Engineering Team on numerous occasions. [REDACTED]

██████████ willingly took on this responsibility without compensation for over three months. Through his capable leadership he inspired other team members who serve with him to such an extent that all assigned task were performed consistently and in a timely manner. ██████████ experience in leadership, attitude and wisdom always placed him first in line as the number one candidate for acting Team Leader during the absence of the supervisor. ██████████ would accept the responsibility even in times of increased work load and critical deadlines. ██████████ never allowed any suspense or deadlines to be missed even with the increased workload.

In the absence of a System Safety engineer, ██████████ took on the responsibility of researching the NESA window issue. There was an ongoing concern for the government over the safety implication of the systems that were in place. ██████████ was able to thoroughly research the issue by reviewing system specification requirements and other affected systems and compared to the LM safety analysis of how the aircraft would perform under the current conditions. Through his research and analysis he was able to establish rationale to support the conclusion that the NESA window did not pose any significant safety risks to the aircraft. This information was provided to General Scott to address inquiries regarding the safety risks caused by NESA window.

Due to the dynamic environment and engineering shortage ██████████ has been called upon to compile, organize and research information to provide assistance in Alpha Contracting, Mid-term / Long-term Sustainment, EVM initiation, Center Wing Box program and COSSURM to name a few. These processes were not originally assigned to ██████████ but were in addition to his normal workload. He willingly assumed these responsibilities, normally performed by others and accomplished the assignments with commendable results.

██████████ has executed his demanding duties in a consistently outstanding manner and contributed his technical knowledge, resourcefulness, and untiring efforts to support the customer. He has never been late or questioned in providing critical input during all Change Request and Engineering Change Proposals to the customer.

III. Customer Feedback

██████████ has received a number of compliments for his professionalism and commitment from the contractor and from the customer for providing data for critical Engineering Change Proposals often on very short notice.

Supervisor Joseph R. Tessier

2 June 2006
Date