

ACC 10000 | 45/46 20200/4 AMERICAN OFFICERS

June 1944 - January 1946

AMERICAN OFFICERS

1944 - January 1946

MFAA  
202000/4

No 1

Date	To	Class	Est Sec
2 June			
2 June			
4 June			

Date 20

Issue Est Sec  
2 June 1944  
6 Jan

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THIS FOLDER  
CONTAINS PAPERS  
FOR  
JUNE 44  
, JAN 46

ATALOGUE -

C-O-N-F-I-D-E-N-T-I-A-L

HEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHEAD)  
APO 394

WDC/1am

File: 250.1

13 January 1946

SUBJECT: Conduct of Troops.

TO : Director, Monuments & Fine Arts Sub-Commission, Allied Commission,  
APO 394, U. S. Army.

1. Attached is a copy of a letter from the Commanding General, Mediterranean Theater of Operations, US Army, which will be read by all American officers of your section.
2. In passing the letter care will be taken to preserve its confidential nature.
3. Report must be made to this headquarters not later than 0900 hours on Wednesday, 23 January 1946, that Paragraph 1 has been complied with.

FOR THE COMMANDING OFFICER:

WARD D. CARPENTER, JR  
1st Lt Inf  
Acting Adjutant

Incls:

- #1 - Memo Hq Rome Area, MTOUSA, dtd 15 Jan 46.  
#2 - Ltr Hq MTOUSA dtd 10 Jan 46.

1st Ind

MFAA S/C, HQ AC, APO 394, U S Army. 19 Jan 46.

TO: CO, 2675th Regt AC (Ovhd), APO 394, U S Army.

Par 1 of basic has been complied with.

NORMAN T. NEWTON, 4496  
Maj, AC,  
Director.

CONFIDENTIAL

C-O-N-F-I-D-E-N-T-I-A-L

O-O-E-F-I-D-E-N-T-I-A-L

HEADQUARTERS ROME AREA MTOUSA  
APO 794, US ARMY  
OFFICE OF THE COMMANDING GENERAL.

CLD/JIC

15 January 1946

MEMORANDUM

TO : Commanding Officers, each Unit, this Command and  
Chief of each Staff Section, this Headquarters.

1. Reference paragraph 6 of the attached letter, Unit Commanders and Section Chiefs will read this letter to all officers of their command. The underlying principles covered by paragraphs 1 and 3 will be made clear to all enlisted personnel by Unit Commanders.
2. This letter will not be posted on bulletin boards.
3. Each Unit Commander will report to this Headquarters prior to 1200, Wednesday, 26 January 1946, their compliance with the above.

*Chas. L. Dasher*  
CHAS. L. DASHER  
Brigadier General, US Army  
Commanding

1 Incl  
Ltr CG MTOUSA, 10 Jan 46

1st Ind.

APO U.S. Army, January 1946

TO: Commanding General, Rome Area, MTOUSA, APO 794, US Army

The provision of the above Memo has been complied with by this organization.

Commanding

O-O-E-F-I-D-E-N-T-I-A-L

4495

CONFIDENTIALHEADQUARTERS  
MEDITERRANEAN THEATER OF OPERATIONS  
U. S. ARMY  
Office of the Commanding General

10 January 1946

Dear

1. As the result of unusually rapid redeployment, the military structure of the Army has suffered. This is evident from widespread reports of discontent. Obviously, soldiers are not following the proper procedure, established by regulations and honored by long military tradition, of seeking information from their immediate commanders and appealing for redress of grievances, if any, through military channels. With numerous and almost continuous changes in the chain of command, there arise many opportunities for troublemakers. Our first duty, therefore, is to check and test the chain of command constantly to be sure that our company officers and their immediate battalion or group commanders are not only aware of their own duties and responsibilities, but that they acquaint their soldiers with what is expected of them. It is the right of a soldier to see his immediate commanding officer and, if denied such right, to appeal to his next higher commander and/or to the Inspector General at first opportunity. Each and every soldier should know, by name, who such commanders are and be informed of each Inspector General visit.

2. I am writing to you and other major commanders in this Theater to give this matter your personal attention, to be sure that there are no forgotten units, and that all of the company units and detachments under your orders are commanded by officers familiar with the Articles of War, Army Regulations, and customs of the Service. It is also necessary that the chain of command be verified and tested throughout this Theater, and retested repeatedly.

3. In fairness to all our fine enlisted personnel, and especially to the younger men of shorter service, they should be reminded by their commanding officers of their soldierly status. As soldiers wearing the uniform of their country, and especially in occupied territory, our officers and enlisted men have temporarily given up, for the duration of their service, certain rights which they enjoyed as civilians, such as: the right of unrestrained criticism, and of assembly to the possible discredit of the military establishment or other lawful authority. Such activities for a member of the military service may be properly punishable under the Articles of War, for conduct to the prejudice of good order and military discipline. Certain reported activities as seem to have occurred elsewhere, according to press notices, would not, in my opinion, have occurred were the officers and men serving in good organizations under an effective chain of command. They were probably victims of too-rapid redeployment, and possibly other adverse influences.

4. It is to be expected that subversive influences will be found in this Theater, as elsewhere, seeking to exploit any opportunity of likely discontent.

CONFIDENTIAL

Our splendid military personnel should not be permitted to become victimized and exploited by such influences. Where such influences are discovered, our commanding officers must take prompt measures to place them under restraint, and conduct immediate, full, and impartial investigation, followed by prompt report of action taken or recommended.

5. One of the surest ways of retaining and improving discipline in any organization is to see that the officers and men are usefully and fully employed. This is another task for the chain of command. Nor am I unaware of the difficulties which face you, and our successive commanders, in this Theater. However, it is clearly our mission to employ our military strength fully and efficiently. Where we can replace them, under MTO regulations, with civilian or surrendered personnel, we must do so and promptly assign or transfer the released soldiers to other essential duty. And finally, we are authorized to continue returning to the U.S., without delay, personnel we do not actually need, while observing, of course, the rule of sending back in order, those with longest service and greatest number of points.

6. While I do not desire to have this communication published, either on your bulletin boards or in the press, I am sending you additional copies so that it may be transmitted, as you see fit, to your subordinate commanders. It is my hope that it will be read by or to every American commissioned officer in this Theater, and that the underlying principles, especially those in paragraphs 1 and 3, will be made clear to all enlisted personnel.

JOHN C. W. LEE  
Lieutenant General, U. S. Army  
Commanding

Do not refer to  
those who have volunteered to stay

HEADQUARTERS ALLIED COMMISSION  
APO 394

CIVIL AFFAIRS SECTION

regarding which

Tel. Ext. 525

Ref: 1/19.2/GA.

5 Oct 45

SUBJECT: Release of officers.

TO: See Distribution Below.

1. Permission has been received for the temporary retention of U.S. officers who are key personnel and for whom a replacement is not available. This applies both to Headquarters and to the field.
2. The number to be retained is limited and officers will only be retained on the order of General Attorney.
3. If the loss of any particular key personnel will prevent a Sub-Commission from exercising essential functions, the names of such officers may be submitted with a request that they be retained. All such applications must be accompanied by a short but sufficient description of the essential work, that no replacement is available, and the period of retention.
4. It must be understood that all such retentions will be for a relatively short time.
5. Any applications must reach this office by Tuesday, 9 Oct 45.

*W.H.D. 45*  
S.H. WATTS, Lt Col,  
CGO GA Sec.

DISPOSITION:  
Displaced Persons S/C,  
Education S/C,  
TPV S/C,  
Monuments & Fine Arts S/C,  
Legal S/C,  
Local Government S/C,  
Patriots Branch  
Public Health S/C,  
Public Safety S/C.

4493

200/4

24 MAG.

2-92

HEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHEAD)  
APO 394

FEL/mv

File: 210.061

24 May 1945

SUBJECT: Questionnaires

TO : Director, Monuments, Fine Arts & Archives Sub-Commission, APO 394  
U. S. Army.

1. Transmitted herewith Officers Questionnaires to be completed by each officer assigned or attached to your organization and returned to this Headquarters.

2. It is imperative that these questionnaires be returned to this Headquarters on or before 15 June 1945, when Efficiency Report forms will be distributed. From past experiences this Headquarters has found that many officers have been rated by officers who are not familiar with the work of the officer reported upon. By filling out this Questionnaire properly, each officer will be rated by the officer best suited to judge his work, thereby eliminating all chance of error. For this reason it is requested that the utmost effort be made to see that these forms are completed and returned by 15 June 1945.

BY ORDER OF COLONEL PARKIN:

*Howard E. Lee*  
HOWARD E. LEE, S.  
Captain, Inf.,  
Asst Adj'tant.

2 Incls:  
Officers Questionnaires

Report to  
Copy, Paragon 25 May 1945

A. C. C.
MONUMENTS FINE ARTS & ARCHIVES
SUBCOMMISSION
25 May 1945
FILE No. 5492

24 MAG. 1945

## QUESTIONNAIRE

The following information is required so that any errors or omissions may be corrected on your WD AGO Form 66-1. Much of this information is repetitious, but because many officers cannot report to this headquarters to check their Qualification Card, it is necessary that it be checked in this manner. Wherever possible it is to your benefit to drop into this office and make sure that all entries on your WD AGO Form 66-1 are correct; any errors will be corrected immediately. (This form will be printed or typewritten)

NAME (INCLUDING FULL MIDDLE NAME) .....ASN.....

BRANCH OF SERVICE.....(If detailed in new Branch give authority and if possible send a copy of the order to this Headquarters)

COMPONENT.....(AUS)(ORC)(RA)

LIMITED ASSIGNMENT.....(If "Yes" give authority) DATE OF ENTRANCE ON ACTIVE DUTY.....(This is the date that you actually took the oath, not the date of Ltr of Appointment)

IF POSSIBLE, THE AUTHORITY THAT BROUGHT YOU ON ACTIVE DUTY: Par.....SO.....  
HQ.....DATE.....

DATE OF PRESENT RANK.....

PRESENT POSITION.....

THE NAME OF THE SENIOR AMERICAN OFFICER OR REGIONAL COMMISSIONER FOR WHOM YOU WORK AND YOU FEEL CAN BEST RATE YOU ON THE COMING EFFICIENCY REPORT (1 Jan 45 - 30 June 45). THIS OFFICER MUST BE AMERICAN AND ONE THAT CAN JUDGE YOUR WORK FAIRLY, RENDERING A JUST REPORT OF THE MANNER OF PERFORMANCE OF YOUR DUTIES

.....(RANK) (NAME)

LANGUAGE (Specifying Speak, Write and Translate) Fluently)(Fair)(Little).....  
.....

LEGAL ADDRESS.....(Street & No.) (City) (State)

EMERGENCY ADDRESSEE (Name, address and relationship).....  
.....

DATE DEPARTED UNITED STATES FOR FOREIGN SERVICE.....  
.....

REVIEW OF COUNTRIES YOU HAVE BEEN IN SINCE DEPARTURE FROM THE UNITED STATES WITH THE DATES OF ARRIVAL AND DEPARTURE. THIS IS IMPORTANT SO THAT YOU MAY BE GIVEN CREDIT FOR BATTLE SERVICE STARS.....  
.....  
.....

RELIGION \_\_\_\_\_ IDENTIFICATION CARD NO. \_\_\_\_\_ (If you do not have a new AGO Form 65, it is your responsibility to contact this office in person, or one of the PPS Photo Teams traveling throughout Italy and have one made. If you have one made outside this Headquarters you will forward the new number to this headquarters for entry on your ID AGO Form 66-1.)

SIGNATURE \_\_\_\_\_

RANK & ORGN \_\_\_\_\_

This questionnaire will reach the Adjutant's Office, 2675th Regiment (Ordn) not later than 15 June 1942, so that no officer will be unjustly rated on the current efficiency report. It is to your benefit to see that this is complied with.

CC

## Q U E S T I O N N A I R E

The following information is required so that any errors or omissions may be corrected on your WD AGO Form 66-1. Much of this information is repetitious, but because many officers cannot report to this headquarters to check their Qualification Card, it is necessary that it be checked in this manner. Wherever possible it is to your benefit to drop into this office and make sure that all entries on your WD AGO Form 66-1 are correct; any errors will be corrected immediately. (This form will be printed or type-written)

NAME (INCLUDING FULL MIDDLE NAME).....ASN.....

BRANCH OF SERVICE.....(If detailed in new Branch give authority and if possible send a copy of the order to this Headquarters)

COMPONENT.....(AUS)(CRC)(RA)

LIMITED ASSIGNMENT.....(If "Yes" give authority) DATE OF ENTRANCE ON ACTIVE DUTY.....(This is the date that you actually took the oath, not the date of Ltr of Appointment)

IF POSSIBLE, THE AUTHORITY THAT BROUGHT YOU ON ACTIVE DUTY: Par.....SO.....

HQ .....DATE.....  
DATE OF PRESENT RANK.....

PRESENT POSITION.....

THE NAME OF THE SENIOR AMERICAN OFFICER OR REGIONAL COMMISSIONER FOR WHOM YOU WORK AND YOU FEEL CAN BEST RATE YOU ON THE COMING EFFICIENCY REPORT (1 Jan 45 - 30 June 45). THIS OFFICER MUST BE AMERICAN AND ONE THAT CAN JUDGE YOUR WORK FAIRLY, RENDERING A JUST REPORT OF THE MANNER OF PERFORMANCE OF YOUR DUTIES

.....(RANK)

.....(NAME)

LANGUAGE (Specifying Speak, Write and Translate) Fluently)(Fair)(Little).....

LEGAL ADDRESS.....  
(Street & No.) .....(City) .....(State)

EMERGENCY ADDRESSEE (Name, address and relationship).....

DATE DEPARTED UNITED STATES FOR FOREIGN SERVICE.....

REVIEW OF COUNTRIES YOU HAVE BEEN IN SINCE DEPARTURE FROM THE UNITED STATES WITH THE DATES OF ARRIVAL AND DEPARTURE. THIS IS IMPORTANT SO THAT YOU MAY BE GIVEN CREDIT FOR BATTLE SERVICE STARS.....

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RELIGION \_\_\_\_\_ IDENTIFICATION CARD NO. \_\_\_\_\_ (If you do not have a new VD AGO Form 65, it is your responsibility to contact this office in person, or one of the FES Photo Teams traveling throughout Italy and have one made. If you have one made outside this Headquarters you will forward the new number to this headquarters for entry on your VD AGO Form 66-1.)

SIGNATURE \_\_\_\_\_

RANK & ORGN \_\_\_\_\_

This Questionnaire will reach the Adjutant's Office, 2675th Regiment (Ordnance) not later than 15 June 1945, so that no officer will be unjustly rated on the current efficiency report. It is to your benefit to see that this is complied with.

7 BIU. 1945

Displaced Persons  
Repatriation  
group D. IT Camps 79 - Varese

June 7. 45

Dear Willard: Your letter and enclosures were most welcome - it is very satisfying to think that something some value is appearing on an ever bed. You men riding on a mucky ground in a whirlwind hot things look better for the moment.

If not already done, so will you help me in this way. I cannot secure the papers detailing demobilization for officers and War Dept Circular No 60 dealing with equipment that can be sent home. This should include information about sending home suits, and munition cases, etc., such as we obtained for the office.

Because of the illness of my mother, 86, I am very anxious to arrive home as quickly as it's practical and possible so please get me the necessary information as soon as possible.

Will you or Bernard help in upholding  
20369 P.M.)

on the following?

The hurried departure for this work did not allow for full care of my baggage at the Milano Hotel should that hold close out military for any reason. Major Pollard informed me that we were to keep our hotel rooms and that A.C. had no place to store baggage. Would you kindly check and see if my belongings are OK and where? They include 1 wood box trunk, 1 small metal box (ammunition case), 1 barracks bag (brown canvas.) 2 field jackets, 1 wooden box assorted supplies and rations, 1 large leather hand bag not locked. (First three items are locked)

As Cappolda agreed to care for any things during my absence, any of it could be taken there if necessary. Much of the contents is clothing and irreplaceable photographic and artist's materials which I can hardly afford to loose. My letter to the C.O. and D.C. may not have arrived. I certainly would like a report soon about these matters.

Greetings to all here. Hope to return and leave by July 1st. Sincerely,  
C. Shadouf, Ensign

2 MAG. 1945

HEADQUARTERS ALLIED COMMISSION

ETDW/mb

APO 394

Subcommission for Monuments Fine Arts and Archives  
(Tel. 489081, ext. 442 & 254; 478480)

20200/4/MFAA

2 May 1945

Subject: Submission of Rosters

To : HQ. 2675 Regt., Regt., Allied Commission (Ovhd).

Ref. your Memorandum of 25 Apr 45, referring  
to letter, HQ. 2675 Regt., file: 340, dated 4 Apr 45,  
rosters as required by para. 2 of the Memorandum are  
submitted herewith.

*C. De Wald*  
ERNEST T. DE WALD  
Lt. Col. Spec. Res.  
Director.

4489

2 MAG. 1945

20200/4/MFAA  
2 May 45

ROSTER OF OFFICERS ASSIGNED  
TO MONUMENTS AND FINE  
ARTS SUBCOMMISSION INTERESTED  
IN FEA

NIL

4488

20200/4/MFAA  
2 May 1945

ROSTER OF OFFICERS ASSIGNED TO MONUMENTS  
AND FINE ARTS SUBCOMMISSION INTERESTED IN  
THE AUXILIARY FOREIGN SERVICE OF THE STATE

DEPARTMENT.

Ernest T. De Wald, Lt. Col., Spec. Res., 0527698

4487

20200/4/MFAA  
2 May 1945

ROSTER OF OFFICERS ASSIGNED TO MONUMENTS AND  
FINE ARTS SUBCOMMISSION INTERESTED IN NEITHER  
FEA NOR THE AUXILIARY FOREIGN SERVICE OF THE  
STATE DEPARTMENT

Albert S. Pennoyer, Capt., CE, O181027 \*

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\* At present ~~on~~ TD with Displaced Persons and  
Repatriation S/C.

4486

Recd  
26 Apr  
44CONFIDENTIALHEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHED)  
APO 394

HEL/jtc

25 April 1945

## MEMORANDUM:

TO : Sub-Commissions &amp; Sections, Allied Commission.

1. Reference letter, this headquarters, file: 340, subject: "Recruitment of U. S. Army Officers of the Allied Commission for Employment with the Foreign Economic Administration and State Department", dated 4 April 1945, addressed to all officers assigned to the 2675th Regiment, Allied Commission (Ovhd).
2. Each Sub-Commission and Section will submit immediately three rosters to this headquarters containing the following information:
  - a. Names of officers interested in FEA.
  - b. Names of officers interested in the Auxiliary Foreign Service of the State Department.
  - c. Names of officers not interested in a or b, above.
3. No further information concerning these positions than that contained in above mentioned letter is available.

FOR THE COMMANDING OFFICER:

Howard E. Lee

HOWARD E. LEE  
Capt Inf  
Asst Adjutant

Not interested  
A Sheldon Penway  
Capt A.C.

4485

CONFIDENTIAL

HEADQUARTERS ALLIED COMMISSION  
APO 394  
Subcommission for Monuments Fine Arts and Archives  
(Tel. 489081, ext. 442 & 664; 478480)

20200/4/MFAA

30 January 1945

Subject: Efficiency reports.

To : HQ. 2675 Regt., Allied Commission (Overd),  
APO 394.

Submitted herewith, in compliance with your  
letter 201.61 of 18 Jan 45, subject as above, Effi-  
ciency Reports (work Sheets) covering the period of  
1 July 44 to 31 Dec 44 for

Capt. William McCain, CAC

Capt. Sheldon Pennoyer, CB

E. T. De Wald  
ERNEST T. DE WALD  
Lt. Col., Spec. Res.  
Director.

2 Incls-  
As stated above.

4484

HANDLERS  
2675TH REGIMENT  
Allied Comm. Section  
(Overhead)  
APO 394

LAD/wes

file: 201.61

18 January 1945

SUBJECT: Efficiency reports.

23 GEN 1945

FILE No. 20200/4

TO : Lt Colonel ERNEST T. DE WALD, Monuments and Fine Arts Sub-Commission,  
Allied Commission, APO 394, U. S. Army

1. Under provisions of AR 600-185, dated 19 November 1944, the following information is requested by this headquarters in enclosuring semi-annual efficiency reports to be rendered as of 31 December 1944.

2. An efficiency report on AD AGO Form 67 (forms attached to be used as "work sheets" one copy for each officer reported upon), will be rendered on each officer of all components by the Senior (American) officer within each Region or Sub-Commission of the Allied Commission, for the period that the officer has served in the respective region or Sub-Commission.

3. The forms attached are the Efficiency Report, AD AGO Form 67, but these forms will be used as "work sheets", and after completion by the Senior Officer, they will be returned to this headquarters, to be prepared in final form, and returned to the reporting officer for signature.

4. It is requested that these forms be prepared with painstaking accuracy, and that all information be fully given, so that full credit will be given to each officer reported upon. In order that each form may be filled out correctly a copy of AR 600-105 dated 19 November 1944, and a sample form of AD AGO Form 67 completed, as a guide, is attached for your guidance.

5. The attached forms on each officer under your command will be completed and returned to this headquarters not later than 30 January 1945.

6. The following instructions are also listed for your guidance concerning paragraphs "C" and "G" of the Efficiency Report, AD AGO Form 67.

a. Paragraph "C" will show the officers present organization, such as: militia region, or public health sub-Commission, under the section, "Station", and his present duty will be shown under "Duty Assignments". In classifying between Staff and Command, an officer must be performing a command function, such as a regional Commissioner, Commanding Officer, Director of Sub-Commission or Division Head, to be classified under Command. Those officers who are under the direct supervision of the Command officer will be listed as Staff, such as military Commissioner, regional Executive Officers, Deputy Directors, or second in Command. All other officers will be listed as Administrative & Executive. This headquarters will reserve the right to change the classification of any officer (Command, Staff or Executive & Administrative) that ~~is deemed proper~~ deemed proper. It will be noted that where an officer has had one or more assignments in the six (6) months period, the manner of performance rating will

Letter, Subject: Efficiency Reports, Cont'd.

be noted on the form pertaining to the officer, for the period covered, for your guidance.

b. Paragraph "G" will give the "Numerical" rating on the officer. It is noted that each rating has two (2) values, except "Unsatisfactory" and "Satisfactory", with no value indicated for "Unknown". The officer will either have a High Excellent or Low Excellent, such as the case may be with all ratings. The total value of these ratings will be divided by the number of entries for which a rating is given, reference: paragraph 10, Section II, AR 600-100. The "Numerical" rating will give the corresponding "Adjectival" rating as shown in paragraph 4. of WD AGO Form 67.

By order of Colonel [unclear]:

W. W. Dr. Gaff

N. W. DR. Gaff  
Major, AGD  
Adjutant.

3 Incis:

Incl #1: Copy AR 600-100, dtd 15 Nov 44.

Incl #2: Work Sheets.

Incl #3: Sample form AR AGO Form 67.

AR 600-185, 13 October 1942, will remain in effect until revised WD AGO Form 67 is in use.

AR 600-185  
1-2

ARMY REGULATIONS)  
No. 600-185 )

WAR DEPARTMENT,  
Washington 25, D. C. 15 November 1944.

PERSONNEL

Efficiency Reports

Paragraphs

Section I. General..... 1 - 7  
III. Preparation of WD AGO Form 67 (Efficiency Report)..... 8 - 14

Section I

GENERAL

Paragraph

On whom rendered..... 1  
Forms to be used..... 2  
When rendered..... 3  
By whom rendered..... 4  
Unfavorable entries..... 5  
Channels for efficiency reports..... 6  
Qualifications peculiar to Army Air Forces..... 7

1. On whom rendered.—a. Efficiency reports will be rendered on each general officer and other officer of all components.

b. Efficiency reports will be rendered in duplicate on all officers except general officers. Original and duplicate copy will be signed by the reporting officer and forwarded to his higher authority, as stated in paragraph 6. All reports will be forwarded by the reporting officer within 10 days after close of the period covered by the report.

2. Forms to be used.—a. General officers.

(1) Reports on general officers will be made in letter form embodying the following information:

- (a) Name and grade of officer reported upon.
- (b) Period covered by the report.
- (c) 1. Duties performed during period.  
2. Manner of their performance.
- (d) Physical activity.
- (e) Physical endurance.
- (f) Knowledge of his profession.
- (g) For what command or duty would you specifically recommend him?
- (h) What opportunities have you had for observing him during the period covered by the report?
- (i) Does he render willing and generous support to the plans of his superiors regardless of his personal views in the matter?
- (j) Of all general officers of his grade personally known to you, what number would you give him on this list and how many comprise your list? *448*
- (k) Such further remarks as may be deemed necessary to be included in this report.

## FIRST LEVEL

- (2) In describing the manner of performance of duty or in making any ratings, the terms defined in paragraph 2, Instructions, WD AGO Form 67, (Efficiency Report) will be used, amplified as may be necessary.
- b. Other than general officers.—Efficiency reports on all officers, other than general officers, of all components will be rendered on WD AGO Form 67.
3. When rendered.—a. General.
- (1) An efficiency report as prescribed above will be rendered on each officer, other than general officer, by his immediate superior on 30 June and 31 December of each year. This report will cover all service for the preceding 6-month period regardless of the number of positions held, the number of organizations served in, or the number of immediate commanders under whom the service is rendered.
  - (2) An efficiency report as prescribed in paragraph 2a(1) will be rendered on each general officer by his immediate superior on 30 June and 31 December of each year, or for period of greater than 1 month where such general officer ceases to serve under the direct command of the reporting officer.
  - (3) No efficiency report will be required but entry of efficiency ratings will be made as provided for in paragraph 8c, AR 605-90, for officers, other than general officers, for periods of not less than 1 month where such officers cease to serve under the direct command of the reporting officer. These efficiency ratings when entered on WD AGO Form 66-1 (Officer's and Tarrant Officer's Qualification Card) will be made available to reporting officers concerned and will be made as separate entries under paragraph C of the efficiency report required to be rendered as indicated in (1) above, unless the specific duty was reported on in a prior efficiency report. (See d below, par 14 below, and par 8ad, AR 605-90.) A report for any period may therefore include ratings on an officer who has occupied one or more positions within a command or who has served under one or more immediate commanders.
  - (4) Where the entry on Form 66-1 as indicated in (3) above is unfavorable, an efficiency report will be rendered.
  - (5) If, due to local conditions in combat, the submission of efficiency reports as required by (1) and (2) above is not practicable, they will be submitted at the earliest opportunity that presents itself for the accomplishment of administrative details.
- b. Unusual service.—An efficiency report may be rendered on an officer of any grade at any time if, in the opinion of the reporting officer, the service appears to have been unusual either through merit or lack thereof.
- c. Students at schools.—Upon completion of each school term or upon separation of a student from a school before the completion of the school term, the commandant of each special and general service school will forward to The Adjutant General a special school report on each officer. Where student is attending a civilian school, special school report will be submitted by the officer's immediate military superior. An efficiency report on WD AGO Form 67 will not ordinarily be rendered on students unless the school term is in excess of 3 months.
- (1) Form of report.
    - (a) Designation of school and course pursued.
    - (b) Duration of course (inclusive dates).
    - (c) Graduate or nongraduate.
    - (d) Section to which detailed for special training (for Command and General Staff School only).
    - (e) If unfavorable as to (c) above, reasons will be stated.

AR 600-185

- (f) Academic rating (superior, excellent, very satisfactory, satisfactory, or unsatisfactory, determined as a result of the student's work during the course).
- (g) Statement, where applicable, that no efficiency report will be rendered for this period.
- (2) Special report.—This does not preclude the rendering of a special efficiency report required by b above when such action is appropriate.
- d. Additional efficiency report.—When an efficiency report other than that required semiannually is rendered on any officer, other than a general officer, appropriate entry will be made at the same time on WD AGO Form 66-1 under item (15). In addition, a concise statement will be entered under item (31) to the effect that an efficiency report was rendered for that specific period of time. When such entry is made under item (31), the corresponding entry under item (15) will not be extracted and entered on subsequent efficiency reports. See paragraph 1b.
- e. Ordered to duty at school.—Where an officer is ordered to duty at a school and will be in attendance at such school on 30 June or 31 December of any year, an efficiency report will be rendered by his military superior upon his departure for such duty. Such reports will cover the period since the rendition of the last report on the officer concerned, as indicated by the entries on Form 66-1.
4. By whom rendered.—Efficiency reports will be rendered by the individual's immediate superior. Except the Chief of Chaplains and the Director of the Chaplain's School, no chaplain will render a report on another chaplain.
5. Unfavorable entries.
- a. (1) Whenever an efficiency report contains entries (except under paragraphs D and F, WD AGO Form 67) which may be considered in any sense unfavorable, the reasons for the entry will be clearly stated, and the reporting officer will refer the entire report by indorsement to the officer reported upon for remark. Unfavorable entries of opinion under paragraphs D and F, Form 67, need not be referred to the officer being rated.
- (2) In all cases the rating of "unsatisfactory" will be considered as unfavorable.
- (3) Reference will not be made to charges preferred against an officer that have not been finally disposed of at the time the report is rendered or to trial by general courts martial that resulted in the acquittal of an officer on all charges and specifications, unless remark relative thereto is made by the officer reported upon.
- b. (1) When a report is referred to the officer reported upon, he will return it by indorsement with the least practicable delay to the reporting officer with whatever remarks he may desire to make relative to the unfavorable entries only.
- (2) The report will then be forwarded by the reporting officer to the next military superior by indorsement with any remarks he may desire to make with reference to the statements of the officer reported upon.
- c. The provisions of a (1) and (2) above are equally applicable to the remarks of military superiors. If the forwarding indorsement of the next or a higher military superior contains any new matter unfavorable to the officer reported upon, or if a military superior reduces to "unsatisfactory" any rating of "satisfactory" or above, the entire report, including indorsements, will be referred to the officer reported upon.
- d. If the forwarding of the original and duplicate copy of the report will be unduly delayed by reference to the officer reported upon a brief memorandum explaining delay will be forwarded.

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6. Channels for efficiency reports.—a. Efficiency reports of officers below the grade of colonel will be forwarded direct to The Adjutant General by the officer accomplishing the first indorsement or by the reporting officer if there is no intermediate superior between himself and The Adjutant General. In regiments, separate battalions, or similar organizations reports will be forwarded through the headquarters of the command concerned.

b. Efficiency reports on officers of the grade of colonel or higher will be forwarded through intermediate command channels to the War Department.

7. Qualifications peculiar to Army Air Forces.—Each Air Corps officer holding an aeronautical rating (AR 95-60) and performing flying duty under that rating will be rated accordingly under paragraph C, WD AGO Form 67. In addition, the aeronautical rating (that is, airplane pilot, airship pilot, glider pilot, etc.) held by any officer, warrant officer, or flight officer of the Army of the United States will be entered under paragraph L, Form 67, whether or not the officer is performing flying duty.

## SECTION II

### PREPARATION OF WD AGO FORM 67 (EFFICIENCY REPORT)

	Paragraph
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8. Purpose.—a. Efficiency reports are designed to report the manner of performance of specific duties by an officer during a definite period; to furnish accurate information as to the degree to which that officer possesses certain specified qualifications considered essential in the military profession; to record such special qualification that individual may possess, the extent to which qualified, and his potential value to the post-war Army.

b. The information furnished by these reports is of assistance to proper officials in determining the suitable assignment of an officer; his eligibility, if otherwise legally qualified, for promotion; and in some cases whether or not he should be retained in the service.

c. The present efficiency of his organization should not be the sole basis of a judgment by a military superior as to the efficiency of his subordinate. The degree to which the efficiency of the commander is reflected in the efficiency of his organization should be measured in direct proportion to his opportunities for making his imprint on the organization, considering the time factor and making due allowance for obstacles beyond the control of the individual. Unless an officer has had an opportunity to prove his ability by actual performance, any conclusion as to his efficiency is mere conjecture.

d. The Office of The Adjutant General is the final repository for all efficiency reports, and an officer may be granted permission to examine his own efficiency reports for his information and guidance.

9. Adjectival rating.—a. All reporting officers must have the same understanding of the terms used in the report and must apply these terms in the same manner in order that reports will be fair and equitable to the officers reported upon and to the Government. Each term is defined on the reverse side of the report (par. 2, Instructions) and should be applied literally.

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b. The rating "satisfactory" should not be used due to lack of information no reporting officer. In such cases "unknown" should be used. The proper use of the "unknown column is important. It often happens that an officer in an isolated station received what is apparently a perfunctory rating of "satisfactory" when the reporting officer admittedly had no opportunity to observe the results of his work. Many officers believe that to admit a lack of familiarity with the accomplishments of a subordinate is an evidence of inefficiency on their part. This may or may not be true but, in any event, the War Department wants the opinion of the reporting officer based on knowledge. If that knowledge does not exist or cannot be acquired, an honest statement to that effect should be made.

10. Numerical rating.—a. Paragraph C, WD AGO Form 67, provides for the use of a numerical rating for each characteristic which corresponds to the adjectival rating given the officer being rated. It should be noted that two numerical ratings are assigned to the categories of "very satisfactory," "excellent", and "superior" in order better to define borderline cases.

b. The final adjectival rating in paragraph N is arrived at by totaling the individual numerical ratings in paragraph G, dividing the net value (par. K) by the total number of entries for which a numerical rating is given, and applying the following code to the final numerical rating (par. M):

- |     |                   |                          |
|-----|-------------------|--------------------------|
| (1) | Below 0 (-4)..... | Unsatisfactory (Unsat.)  |
| (2) | 0.0 to 1.99.....  | Satisfactory (Sat.)      |
| (3) | 2.0 to 3.49.....  | Very Satisfactory (V.S.) |
| (4) | 3.5 to 5.49.....  | Excellent (Exc.)         |
| (5) | 5.5 to 7.0.....   | Superior (Sup.)          |

c. The procedure should insure that the final adjectival rating is based on consideration of individual items and should reduce the tendency to give an over-all rating based on a preconceived opinion of the officer being rated.

11. Procedure.—a. General.—Efficiency reports are so important and of such vital and compelling consequence to the officer reported upon that the greatest care must be exercised in their preparation. Carelessness, incorrect entries, failure of reporting officer and reviewing officer to sign duplicate copy, and inconsistencies have necessitated the return of a large number of reports to the field for correction. This results in a large volume of correspondence and unnecessary loss of time and labor. A careful review of the efficiency report, giving consideration to the following, will eliminate obvious errors.

b. Paragraphs A, B, and C.

- (1) The name of the officer reported upon should be typed exactly as it is carried on the official rolls of the Army. Care must be exercised to show the correct name, serial number, grade, and branch of service.
- (2) The official status of the officer being reported upon with respect to the rating officer is covered by such remark as "Lieutenant in my battery" or "Plans and Training Officer of my battalion" or similar statement that described in general the relationship between the rating officer and the officer upon whom the report is rendered.
- (3) The total number of days shown in paragraph C should equal the number of days, inclusive, represented in "Period covered by report" (par. B); For example, 1 January to 15 March 1944 equals 75 days.
- (4) "Stations at which officer served" applies only to those stations at which the officer served during the period covered by the report.
- (5) Duty assignments should be described accurately. Some duties are of such a nature that, unless care is exercised in describing them, reviewing officers are unable to visualize the essential qualities or knowledge required for the task, nor will higher authority be able to discriminate between the important, re-

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possible positions and those of less importance. Care should be taken to include all principal duties performed during the period covered by the report.

- (6) When an entry from WD AGO Form 66-1 is to be entered on Form 67 as provided by paragraph 3a (3), it will be entered under paragraph C in the following manner: for example, the information shown under appropriate headings might be- Stations: "Fort Leavenworth, Mo.;" Duty assignments: "From 66-1, Adjutant, Exec."; Days: "120"; Duty classified: check proper box or boxes if evident from duty assignment or known.
- (7) Whenever the report covers a period of nonduty such as sickness or leave of absence, it will be entered separately. In the event that an officer has availed himself of more than one leave that may have had ordinary leave and sick leave, the entire amount should be shown under one heading: for example, 5 days leave 1 to 6 February 1944, 3 days sick leave 7 to 10 April 1944, and 10 days leave 1 to 11 June 1944 will be shown as "Leave 18 days." The total number of days shown will include all nonduty periods and equal the total number of days represented by the period of the report.
- (8) Care should be taken to properly classify duty and check appropriate box or boxes. Some duties may be properly classified under one, two, or more headings. Proper distinction between staff and administrative-executive categories should be carefully considered. For example: An officer performing the duties of S-4 is a staff officer; an officer performing similar duties in the office of The Quartermaster General is an administrative officer.

c. Paragraph D

- (1) The general estimate calls for a word picture of the rated officer. This estimate is of particular value not only because it is a guide for the reporting officer in filling out a consistent report but also because, if the estimate is properly and sufficiently complete and accurate, it permits higher authority to gain an adequate idea of the present and future value of the officer regardless of whether the reporting officer is a "high" or "low" rater. Points of weakness, as well as strength, should be included.
- (2) The reporting officer should exercise particular care that his word picture is not inconsistent with other entries on the report. At the same time, equal care should be exercised not to duplicate what is rated in another part of the report. Entries such as "An excellent officer" or "A very good officer" do not fulfill the requirements of this estimate.
- (3) The following examples of entries for this paragraph may be used as a general guide:
  - (a) "A quiet, rather reticent officer, who expresses himself clearly and briefly. Gives impression of coldness, but upon closer acquaintance is found to be friendly and tactful. Very punctilious. Systematically analyses each problem and habitually renders a practical solution. Very methodical by nature; meticulous in executing even minor tasks."

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- (b) "A creative officer with an inquisitive mind who has an uncanny ability to visualize the necessity for corrective or other action; always one step ahead. Quiet in manner but resourceful, enthusiastic, ingenious, and circumspect, inspires confidence."
- (c) "An unimpressive officer whose performance of duty is on the decline because of [redacted]. Requires constant supervision. Realizes his weakness in this regard and strives hard to overcome his inclination but has been unsuccessful in his endeavor because his will power is dulled by [redacted] (or makes no attempt to overcome his weakness). Verbose, unsteady, selfish, vacillating, procrastinating, and ineffectual."
- (d) "A careless and indifferent officer both in attitude and performance; unimaginative. Constantly requires supervision; always has an alibi; seeks duties which involve little if any responsibility. Employs his time largely in activities other than professional. Heavily in debt, he has little sense of financial responsibility; evasive; gullible and spiritless."
- (e) "A quiet, modest unassuming, and intensely loyal officer whose paramount interest is the efficiency of his organization. His weaknesses are that his loyalty causes him implicitness to execute instructions without perceiving that conditions have altered the situation and his work is favorable outstanding only when closely supervised."
- (f) "This officer's strong points are his pleasing personality and his ability to work quietly under pressure. His weakness lies in his lack of ambition and content with average results. If given an inspiration, he becomes enthusiastic but if the task is arduous and of long duration, he accomplishes merely commonplace results."
- (4) Unfavorable entries of opinion in this estimate need not be referred to the officer being rated.
- d. Paragraph G.
- (1) The ratings, adjectival and numerical, given here must be based <sup>70</sup> on personal observation or official reports or records. In the absence of such basis, the entry should be "unknown". The adjectival rating "unknown" has no numerical value.
- (2) In an estimate of physical activity the ability to work rapidly should be considered; however, hustle and bustle, which result in confusion, should not be considered as the ability to work rapidly. Rather, under this heading should be indicated the degree to which an officer has been efficiently active, energetic, and quick. In the consideration of an individual's physical endurance or capacity for prolonged exertion, the reporting officer must not be misled into thinking that an officer has little endurance because he is not frequently seen indulging in strenuous activity to the point of near exhaustion. The less noticeable, more self-contained individual might well be the one to stand up longer through a succession of trying, hard days. It must be borne in mind also that many duties are not a proper test of an officer's physical endurance and the rating "unknown" should be used in these cases. Obviously the amount of physical exertion demanded of an administrative officer is less than that required of an officer in combat; however, this does not necessarily mean that the administrativ

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officer is not capable of greater physical endurance. If an officer has had a severe illness or has undergone a recent operation and there is any question as to his condition, let it be determined by a medical board.

- (3) The stability of an officer under pressure is his firmness in position; ability to resist a force tending to overthrow; firmness of character; constancy under extenuating circumstances, distress, or urgent demand; ability to think and act calmly, logically, and rapidly under stress.
- (4) In rating an officer on his attention to duty, his ability to work thoroughly and conscientiously, indicate to what degree the officer being rated subordinates his own convenience, comfort, and desire to a complete, exact, careful, and faithful performance of his duty. This observation should extend to the effectiveness of the officer's plans and preparations as well as to actual conduct of duty. Many other fine military qualities will be a total loss unless they are accompanied by an adequate sense of attention to duty. Duty calls for the assumption of responsibility and self-sacrifice. Do not overlook the fact that the quiet man may accomplish more with less apparent effort than the blusterer who makes a great show of being on the job.
- (5) Cooperation refers to the ability to act jointly with juniors and seniors and effectively with another or others, military or civilian, to attain a designated objective.
- (6) Initiative, the trait of beginning needed work or taking appropriate action on his own responsibility in the absence of orders, is not possessed by one who does only what he is told to do or who continually asks how to do it. The other extreme is the abuse of general authority given. Between these extremes is the officer who thinks and sees for himself, weighs the need and desirability of the action, and then goes ahead with its accomplishment.
- (7) An intelligent officer is one who readily understands new ideas or instructions. The ability to coordinate a new fact or idea with what is already known indicates intelligence. It should be assumed that an order, for example, embodies a decision thoughtfully arrived at. It consequently merits and requires thought to carry it out. Therefore, granting that a decision is thoughtfully arrived at and is clearly expressed in an order, the failure to grasp the spirit or comprehend such an order shows lack of intelligence.
- (8) Force, the faculty of carrying out with energy and resolution that which on examination is believed to be reasonable, must not be confused with bluster, loudness, a dogmatic or dictatorial manner, or plain stubbornness. That officer possesses force who without antagonizing others, calmly and uniformly exacts efficient performance from his subordinates and thus gets things done smoothly, quickly, and efficiently.
- (9) Judgment is the ability to think clearly and arrive at logical conclusions. It manifests itself in common sense, "gumption," intuition, and ability to stick to the subject. It may be developed by conscious, methodical effort toward deliberate thought on each question presented.

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(10) Leadership is the art of imposing one's will upon others in such a manner as to command their obedience, confidence, respect, and wholehearted cooperation. It is the capacity to direct, control, and influence others in definite lines of action or movement and still maintain high morale.

(11) An officer's ability to get results speaks for itself.

e. Paragraph H.

(1) Favorable communications, such as letters of commendations, should be based upon personal observation by the officer writing the commendation or upon official reports or inspections. Commendations will normally be incorporated in efficiency reports or forwarding indorsements thereto. Reporting officers or military superiors through whom efficiency reports are forwarded may, however, if they so desire, attach to efficiency reports copies of letters of commendation given by them to officers reported upon. Commendations from other than reporting officers or military superiors may also be attached. If the commendation is from an officer not in the channels through which the commanded officer's efficiency report passes, it should be furnished to the latter's immediate superior for attachment thereto.

(2) Unfavorable communications will normally be attached to efficiency reports; however, reporting officers or military superiors through whom the reports pass are not required to attach thereto administrative admonitions or reprimands which, as corrective measures, have served their purpose in creating and maintaining efficiency and should not be the basis of answering this paragraph in the affirmative.

f. Paragraph I.

(1) This paragraph provides a place for the inclusion of any record of disciplinary action taken against the officer reported upon. It is not intended that, under this paragraph, there should be entered, and thus made of record, every trivial offense the individual may have committed. Minor deficiencies should be brought to the attention of the officer at the time noted, and the commanding officer should by counsel, advice, example, and, when necessary, by disciplinary measures, assist the individual to overcome his deficiencies. This matter is completely covered in Army Regulations and Manual for Courts-Martial. Paragraph 2b, AR 600-10, states that trivial offenses which have been promptly and properly corrected when brought to the attention of the individual concerned, need not be noted on the officer's record and will be considered as closed incidents.

(2) If an admonition or reprimand is verbally administered and the individual fails to appeal, it will be affirmatively so stated in a separate statement under "Remarks".

(3) In case any report of disciplinary action is made, the original communication covering the matter, together with the record of any appeal that may have been made and the action taken, will be attached as part of the efficiency report rendered.

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g. Paragraph J.-- In this paragraph the reporting officer is required to state whether he has called any deficiencies to the subordinate's attention. In case the reporting officer has failed to bring an individual's deficiencies to his attention prior to the rendition of the report, he will make the necessary explanation under "Remarks". Junior officers should have their deficiencies pointed out to them when they occur and the report should indicate the degree to which the deficiencies were corrected. Where these deficiencies are such as to be embodied in the efficiency report, it is advisable to make them a matter of record in an official communication prior to their entry on the report.

h. Paragraphs K, M, and N.--See instructions under these paragraphs on the report form and paragraphs 9 and 10 of these regulations.

1. Paragraph L.

- (1) Here should be listed those specialties often not thought of in connection with the military profession, but which frequently add materially to an officer's value to the service, particularly in time of war. Examples are: knowledge of foreign languages, special proficiency in motors, athletics, cryptography, knowledge of foreign countries and peoples.
- (2) Aeronautical ratings (i.e., airplane pilot, observer, etc.) held by officers are required to be entered regardless of whether the officer is performing flying duty.
- (3) Remarks entered in this paragraph must be based on official records or knowledge, not hearsay.

j. Paragraph O.-- Before the reporting officer signs this report, he should be certain that all paragraphs and subparagraphs have been completed accurately pursuant to instructions; that there are no omissions; and that any deletions, interlineations, or erasures are properly initialed.

12. Review by higher authority.--The careful review of all efficiency reports is the obligation of all next higher commanders. Immediate commanding officers sometimes exercise great latitude in making out efficiency reports. Safeguards against the abuse of the immediate superior's prerogatives exist in the careful review of reports by the next higher commander.

13. Forwarding of reports.--a. If it contains no unfavorable entries other than under paragraphs D and F, the efficiency report is transmitted to the next military superior for review and the accomplishment of the first indorsement. In this indorsement the next higher superior may concur in the report, dissent altogether or in part and indicate how he would have rated the officer on the points in question, or make any other pertinent comments.

b. The following method of forwarding reports is given in some detail so that all concerned may be cognizant of the correct manner of handling reports, particularly those having unfavorable entries:

- (1) Procedure with reports having unfavorable entries.
  - (a) Indorsements:

1st Ind.

(From reporting officer to officer reported upon.)  
"Referred to you for remark in compliance with para-  
graph 5, AR 600-185."

2d Ind.

(From officer reported upon to reporting officer.)  
Here the subordinate being rated will include any re-  
marks he may desire to make in connection with the un-  
favorable entries. He will confine himself to these  
unfavorable remarks in writing his indorsement and not  
write in generalities.

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## 3d Ind.

(From the reporting officer to the next superior.)  
 Either a transmittal indorsement or any remark he may desire to make with reference to statements of officer reported upon.

- (b) If the forwarding indorsement of the next or a higher military superior contains any new matter unfavorable to the officer reported upon, or if a military superior reduces to unsatisfactory any rating of satisfactory or above, the entire report, including the indorsement, will be referred to the officer reported upon.

## (2) General procedure regarding indorsements.

- (a) By next military superior.

1. "I concur in the above report"; or
2. "I concur in the above report except that under paragraphs G 1 and 5, I would give this officer the following numerical ratings and subsequent final numerical and final adjectival ratings:  
 G 1-Physical activity and endurance: 5; ~~Exc.~~ 4 7? 7?  
 G 5-Initiative: 3; V.S.  
 Final numerical rating 4.2  
 Final adjectival rating: Exc."; or
3. "I do not know the officer reported upon but I have confidence in the judgment, spirit of fairness, and impartiality of the reporting officer"; or
4. "I do not know either the officer reported upon or the reporting officer and cannot express an opinion."

- (b) By higher commanders.

1. "Examined and forwarded"; or
2. "Examined and forwarded"; followed by whatever comment it may be desired to make.
3. Indorsements by higher military commanders will contain in paragraph 1, "Examined and forwarded," and in succeeding paragraphs any remark they may desire to make. If, in such indorsement, comment other than "Examined and forwarded" is made, the responsible commander will sign the indorsement.

14. Entry of efficiency rating on MD 100 Form 66-1.--When an efficiency rating is entered on Form 66-1 (see par 3a(3) and d of these regulations), the adjectival rating is shown in paragraph N, Form 67, will be entered under items (15) and (31) in the following manner:

(15) Record of Service.

Type of duty	Unit organization or station	Dates		Manner of performance	Initials
		From	To		
Adjutant	Ft Leonard Wood, Mo.	3-1-44	5-15-44	Exc.	(67) ABC

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(31) Remarks:

Efficiency report rendered for period 3-1-44 to 5-15-44.  
(AG 201-61 (30 Oct 44))

By order of the Secretary of War:

G. C. MARSHALL,  
Chief of Staff.

OFFICIAL:

J. A. ULIO,  
Major General,  
The Adjutant General.

Reproduced Headquarters Peninsular Base Section,  
APO 782, 19 December 1944 OU.

DISTRIBUTION:  
"A" & "E"



above the officer reported upon to period a certain as to the performance of his particular duty. His personal characteristics, or professional qualities.  
Liaison: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to obtain above him considerable detail.  
Superior: Commanding and executive performance of the particular duty reported upon. Personal characteristics, professional qualifications, or  
having above very satisfactory but below superior.  
Familiar: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or of  
of sufficient nature that acceptable as satisfactory.  
Very Satisfactory: Performance of the particular duty reported upon in an efficient manner. Personal characteristics, professional qualifications,  
Satisfactory: Performance of the particular duty reported upon or personal characteristics, or professional qualifications up to minimum standard—  
Fair—Unsatisfactory: Performance of the particular duty reported upon or personal characteristics, or professional qualifications below minimum stan-  
dard.  
Poor: In addition to Section 5 of this report consider carefully the following definitions and the opportunities afforded him which might have a bad  
influence upon his reputation in the length of service of those you are rating and the opportunities afforded him which might have a bad  
and whom ranking into consideration the following definitions and the unusual care exercised to each keep them in  
highly accurate execution of his work.  
but who are always below the standard established by the mass of officers of their grade. A series of reports of an individual officer present a  
this would be sufficient to determine the efficiency of these officers whose qualifications and standards of performance of duty are above the minimum required,  
the reason must be sought. It is highly important that officers who are incapable of performing the duties of their rank so that they may be  
responsible and large units may measure the capacity prepared within their organization and whenever the distribution varies markedly from the above  
described, the remaining units may point out the cause of this. If however such a condition would fail into the following categories. Commanders of  
units personnel may be in the two lower classifications of very satisfactory and satisfactory officers should be promoted promptly and con-  
sistently to an inferior division. The law of averages will establish that about twentys percent of the officers of each grade may be superior, about  
fifty percent to an inferior division of the same grade. In a large group of officers, such as are nor-

(See Ac 600-187)  
INSTRUCTIONS

HEADQUARTERS  
2675TH REGIMENT  
ALLIED CONTROL COMMISSION  
(PROVISIONAL)  
APO 394

4 - 12  
360

MKG/wes

File: 201.61

16 June 1944

SUBJECT : Rating of Company Grade Officers.

TO : Major ERNEST T. DeWALD, Archives Monuments & Fine Arts Sub-Commission, Allied Control Commission, APO 394, U. S. Army.

1. Transmitted herewith letter, this headquarters, file: 201.61, subject: Efficiency Reports, dated 2 June 1944.

2. It is desired that you comply with so much of the attached letter as pertains to Company Grade Officers and return all information so as to reach this Headquarters by 10 July 1944.

For the Commanding Officer:

*Morris Goldstein*

MORRIS K. GOLDSTEIN,  
1st Lieut., Infantry,  
Adjutant.

1 Incl:

Incl #1: Ltr, Efficiency Reports, this hq, dtd 2 June 1944.

HEADQUARTERS  
26/5TH REGIMENT  
ALLIED CONTROL COMMISSION  
(PROVISIONAL)  
AF 394

AR/PR

2 June 1944

File: AG 201.61

SUBJECT: Efficiency Reports.

TO : All Concerned.

Under the provisions of AR 600-185, dated 13 October 1942, as amended, the following information is published for your guidance in accomplishing semi-annual Efficiency Reports to be rendered as of 30 June 1944.

## I - FIELD GRADE OFFICERS.

1. An Efficiency Report on WD AGO Form Number 67 will be rendered on each officer of field grade of all components by the Senior (American) officer within each Company or Sub-Commission of Allied Control Commission on 30 June 1944 for the preceding six (6) months, (1 January 1944 to 30 June 1944 inclusive). (ECA officers specifically subject to provisions of paragraphs 3b and c, AR 600-185, officers specifically subject to provisions of paragraphs 3b and c, AR 600-185, original and duplicate copy will be signed by the reporting officer and forwarded to higher authority, as stated in paragraph 6, AR 600-185. All reports will be forwarded by the reporting officer within 10 days after close of the period covered by the report, - Change #5, AR 600-185, dt: 11 Apr 42).

2. This Efficiency Report consists of completed paragraphs, A, B, C, D, E, H-10, I, L, M, P, Q, and S of WD AGO Form Number 67. No others will be filled in. Paragraph 3c, AR 600-185, states that a full report may be submitted if the reporting officer so desires. However, in view of the number of field grade officers in this organization, and in order to provide a system of uniformity, it is requested that no full reports be rendered.

a. Paragraph "A" will include name, serial number, grade, arm or service, organization and official duty status of the rated officer to the officer rendering the report.

b. Paragraph "B" will show the entire six month period for which the report is rendered regardless of the length of time the officer reported upon has been under the command of the reporting officer. However, in the event that a SPECIAL Efficiency Report has been rendered on an officer for any portion of the six month period and the WD AGO Form 67-1 so indicated, the semi-annual report will not include that period of time, but a notation to that effect will be entered under Paragraph "F".

c. Paragraph "C" will include all stations at which the officer served during the period covered by the report. Such entries as "North Africa", "Sicily", "Italy", "Camp Grant, Ill", etc., are appropriate.

Ltr, Efficiency Reports, dtd 2 June 44.

d. Paragraph "E" will be confined to principal duties and will include all such duties performed during the period covered by the report.

- (1) Basis for opinions will be indicated by lining out inappropriate words. Example: "Frequent observation of the results of his work". All others lined out.
- (2) Duties performed at other organizations or under other commanders, the length of time of these duties, and the manner of their performance have been transcribed from entries on WD AGO Form Number 66-1, on file at this headquarters. In the event that there are no entries on the enclosed Efficiency reports, it is to be understood that there are no entries on WD AGO Form 66-1 (or that WD AGO Form 66-1 is not on file at this headquarters).
- (3) If principal duties for any period of time are not recorded and the officer upon whom the report is rendered cannot furnish necessary information or no duties have been assigned for any period, a remark, "Unknown" followed by the period of time will be made.
- (4) All fractions of months will be shown in thirtieths, (5/30, 14/30, etc). The total length of service shown in this paragraph will agree with length of service covered by the report.
- (5) In describing the manner of performance of duty or in making any ratings, the following terms will be used:
  - (a) Superior: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered EXCELLENT. (SUP).
  - (b) Excellent: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above VERY SATISFACTORY but below SUPERIOR. (E).
  - (c) Very Satisfactory: Performance of a particular duty reported upon in an efficient manner, or efficiency above that acceptable as SATISFACTORY. (VS).
  - (d) Satisfactory: Performance of the particular duty reported upon or personal characteristics or professional qualifications up to a minimum standard - passably efficient. (S).
  - (e) Unsatisfactory: Performance of the particular duty reported upon or personal characteristics or professional qualifications below minimum standard - inefficient. (U).

Liaison Agency Reports, dtd 2 June 44.

- (f) Unknown: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics or professional qualifications. (Unkn).
- (6) Whenever an efficiency report contains entries which may be considered in any sense unfavorable, the reason for the entry will be clearly stated, and the reporting officer will refer the entire report by indorsement to the officer reported upon for remark. (Par 5, AR 600-185).
- (7) In all cases the rating of "Unsatisfactory" will be considered as unfavorable except when based on physical condition of person reported upon. Any comments which detract from the reputation or the lack of good qualities of the officer will also be considered as unfavorable. For the purpose of determining when a report is to be referred to the officer reported ~~xx~~<sup>xx</sup>73 no distinction will be made between unfavorable entries of fact and opinion. (Par 5, AR 600-185).
- a. Paragraph "F" will be filled out completely by indicating an "X" in the appropriate square. If any of the six items are unknown it will be indicated by placing an "X" under the Unknown column.
- b. Paragraph "H-10" only will be completed. Paragraph "H-1-9" inclusive will be left blank.
- c. Paragraphs "I", "J", "K", "O", and "P" will not be filled out.
- d. Paragraphs "L" and "M". If the answer to these are "No", then fill out accordingly.
- i. Paragraph "N" will be specific and give sufficient information to permit higher authority to gain an adequate idea of the future value of the rated officer. It will also include the following statement: "In comparing this officer with all officers of his grade known to me, I would place him among the (Upper) (Middle) (Lower) third".
- j. Paragraph "F" will include the following statement: "This officer (is) or (is not) performing duties commensurate with his grade."
- k. Paragraph "Q". If the answer is "NO", then state No unfavorable entries.
- l. Paragraph "S" will be filled out completely and if no inclosures, so state.

Ltr, Efficiency Reports, dtd 2 June 44.

EXAMPLE:

(Signed) \_\_\_\_\_

(Name typed) JOHN P. JONES

(Grade and Org) Colonel, Infantry

(Cond., what?) State Region or Co., 2675th Regt, ACC.

(Place) Example: Naples, Italy

(Date) 30 June 1944 Incls None (if no Incls)

II - COMPANY GRADE OFFICERS AND WARRANT OFFICERS

1. In accordance with paragraph 1b, AR 600-185, 13 October 1942, no efficiency report will be rendered on company grade officers and warrant officers, but in accordance with paragraph 8g(7), Change 3, AR 605-90, dated 28 January 1943, the reporting officer will initiate a letter report (See Form attached as Appendix I) direct to the Commanding Officer, this Regiment, stating the following information, for entry on WD AGO Form 56-1 by the custodian.

- a. Type of Duty in accordance with TM 12-405, TM 12-406, and TM 12-407.
- b. Unit, organization or station. Example: Co "C", 2675th Regt, ACC.
- c. Dates (From and To) of each duty performed within the organization. The last duty performed to include 30 June 1944.
- d. Manner of Performance in accordance with d. (5), Section I above.
- e. Initials both type written and hand written. (See appendix I attached).

III- MISCELLANEOUS

1. Attention is invited to the fact that when these reports have been accomplished by the reporting officer the information thereon is classified "Confidential" and will be treated accordingly.

2. Efficiency Reports will be prepared so as to reach this headquarters not later than 10 July 1944. Any anticipated delay will be promptly reported to this headquarters.

3. In the event that an officer reported upon has been transferred from your unit during the month of June to another unit within this organization,

Ltr, Efficiency Reports, dtd 2 June 44.

Efficiency Reports will be prepared and that period of time between date of transfer to 30 June 1944 will be indicated as "Unknown".

4. Efficiency reports should be neat and accurate. They should first be accomplished on work sheets in order to prevent strike overs and erasures. ALL ERASURES WILL BE INITIALED.

By order of Colonel PARKIN:

*Morris K. Goldstein*  
MORRIS K. GOLDSTEIN  
1st Lt., Infantry  
Adjutant

1 Incl:

Appendix I

4472

C O N F I D E N T I A L

APPENDIX I

ALLIED CONTROL COMMISSION  
(PROVISIONAL)  
APO \_\_\_\_\_

MCS/520

File: 201.61

124

SUBJECT: Efficiency Reports on Company Grade &amp; Warrant Officers.

TO : Commanding Officer, 2675th Regiment, Allied Control Commission, (Prov), APO 394, U. S. Army.

1. The following Efficiency Report of Company Grade &amp; Warrant Officers, this organization, showing Duties &amp; Manner of Performances is submitted herewith:

GRADE	NAME	ASN	TYPE OF DUTY	UNIT OR ORG	FROM	TO	MANNER OF PERFORMANCE	INITIALS (TYPED)	INITIALS (WRITTEN)	ASGD	ATC
Capt.	Dou, John ...	0000000	Supply C	Co "A" 2675th Regt, AAC (Do not show provinces or sub-Divisions).	1 Jan 1d,	30 June 1d,	SUP	T.T	JAD	X	

(Signature)

Name

C O N F I D E N T I A L

Rank &amp; Title

## CONFIDENTIAL

APPENDIX I

ALLIED CONTROL COMMISSION  
(PROVISIONAL)  
APO

MK3/bgc

File: 201.61

1944

SUBJECT: Efficiency Reports on Company Grade &amp; Warrant Officers.

TO : Commanding Officer, 2675th Regiment, Allied Control Commission, (Prov), APO 394, U. S. Army.

1. The following Efficiency Report of Company Grade &amp; Warrant Officers, this organization, showing Duties Manner of Performances is submitted herewith:

DE	NAME	ASN.	TYPE OF DUTY	UNIT OR ORG	DATES FROM	TO	MANNER OF PERFORMANCE	INITIALS (TYPED)	INITIALS (WRITTEN)	ASGD	ATCHD
1	Doe, John A.	0000000	Supply C	Co "A" 2675th Regt, ACC (Do not show provinces or sub-Div- isions).  (SAMPLE COPY)	1 Jan 44	30 June 44	SUP	TAT	JAT	X	

(Signature)

Name

CONFIDENTIAL

55  
L-2

Rank &amp; Title

CONFIDENTIAL

7  
n  
n

ADVANCE HEADQUARTERS  
ALLIED CONTROL COMMISSION  
APO 594  
Subcommission for Monuments, Fine Arts and Archives.

File: 201.61

SUBJET: Efficiency Reports on Company Grade &amp; Warrant Officers.

TO : Commanding Officer, 2675th Regiment, Allied Control Commission, (Prov), APO 594, U.S. Army.

1. The following Efficiency Report of Company Grade & Warrant Officers, this organization, shows performances is submitted herewith:

GRADE	NAME	ASN	TYPE OF DUTY	UNIT OR ORG	DATES FROM	TO	PERIOD
2ND LT.	Hartt, Frederick (MIL)	0530005	Administrative O	Hq., 2675th Rgt., ACC	26 Apr 44	14 June 44	June
2ND LT.	Hartt, Frederick (MIL)	0530005	Administrative O	Co "A", 2675th Rgt., ACC	14 June 44	30 June 44	June
CAPT.	Penoyer, Albert S.	0131027	Administrative O	Hq., 2675th Rgt., ACC	1 Jan 44	30 June 44	June

CONFIDENTIAL

CONFIDENTIAL

70  
n

ADVANCE HEADQUARTERS  
ALLIED CONTROL COMMISSION  
APO 394

EDD/x33

Subcommission for Monuments, Fine Arts and Archives.

3 July 1944

on Company Grade &amp; Warrant Officers.

Co., 2675th Regiment, Allied Control Commission, (Prov), APO 394, U.S. Army.

Mention Report of Company Grade & Warrant Officers, this organization, showing Duties & Manner of  
Service:

	ASN	TYPE OF DUTY	UNIT OR ORG	DATES FROM	TO	MANNER OF PERFORMANCE	INITIALS (TYPED)	INITIALS (WRITTEN)	ARGO	ATCSD
rick (R.H.)	0530305	Administrative O	Hq., 2675th Regt, ACC	26 Apr 44	14 June 44	SVP	EDD	E.P.W.	X	
rick (R.H.)	0530305	Administrative O	Co "H", 2675th Regt, ACC	1. June 44	30 June 44	URGENT	EDD	E.P.W.		
Bart. S.	CUR1027	Administrative O	Hq., 2675th Regt., ACC	1 Jan 44	30 June 44	S	EDD	E.P.W.	X	

*Conrad T. McWade*

CONRAD T. MC WADE  
Major, Spec. Res.  
Director.

CONFIDENTIAL

785016

REAR HEADQUARTERS  
ALLIED CONTROL COMMISSION  
APO 394  
ADMINISTRATIVE SECTION

1/4B/AS

14 Mar 44

SUBJECT : Promotion of American Officers.

TO : Chiefs of Sub Commissions, Adm Sec.

1 All recommendations for the promotion of American officers now assigned to Sub Comms within the Adm Sec are to be submitted through the office of the Vice President that Section, for onward transmission to G-1 HQ ACC.

2 Information has been received that all recommendations of this nature must be reviewed by the Vice President, Administrative Section for the inclusion by him of appropriate comment.

*R.R.Cripps* 469

R.R.CRIPPS, Lt.Colonel,  
for VP Adm Sec.

HEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHEAD)  
APO 394

C E R T I F I C A T E

Regardless of any eligibility which I may have, now or in the future, for relief from active duty under Readjustment Regulations, I elect irreversibly to continue on extended active duty for the duration of the emergency and 6 months unless sooner relieved.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4468

HEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHEAD)  
APO 394

C E R T I F I C A T E

Regardless of any eligibility which I may have, now or in the future, for relief from active duty under Readjustment Regulations, I elect irreversibly to continue on extended active duty for the duration of the emergency and 6 months unless sooner relieved.

4467

HEADQUARTERS  
2675TH REGIMENT  
ALLIED COMMISSION (OVERHEAD)  
APO 394

C E R T I F I C A T E

Regardless of any eligibility which I may have, now or in the future, for relief from active duty under Readjustment Regulations, I elect irrevocably to continue on extended active duty for the duration of the emergency and 6 months unless sooner relieved.

4466

## SUBMITTING DUPLICATE

## REFRIGERATED

## APPENDIX I

Declassified S.O. 12356 Section 3.3/NND No. 785016

(Province - Legion - b-2 Commission - Staff Section, etc.)

210.2  
X 201-  
(Officer's name) \_\_\_\_\_  
(Date) \_\_\_\_\_

## SUGGESTION: Recommendation for Promotion.

TO : Vice-President, Establishment Section, Headquarters, Allied  
Commission, AFU 294, U. S. Army.1. The following named officer is recommended to the Commanding Officer,  
2675 Regiment, AFU for promotion to the next higher rank:

(Name)	(Rank, Branch, Component)	(ASN)	(Orgn)
a. Date departed United States			
b. Assignment (in order) since date of arrival in Theater to present date:	Dates	From	To
c. Dates of entrance into active commissioned service			
d. Rank held upon entrance into active duty as commissioned officer			
e. Date of present rank			
f. Total length of active commissioned service			

4465

Date of present rank  
Time in grade

e. AUTHORITY AND DATE OF PROMOTION TO PRESENT GRADE

f. Total length of active commissioned service

1. The following named officer is recommended to the Commanding Officer,  
2675 Regiment, AC for promotion to the next higher rank:

(Name)	(Rank, Branch, Component)	(A.S.N.)	(SSN)
e. Date departed United States			
b. Assignments (in order) since date of arrival in Theater to present date:	Assignment	Location	From _____ To _____ Date _____ Manner of Performance _____
c. Dates of entrance into active commissioned service _____			
d. Rank held upon entrance into active duty as commissioned officer			
	Date of present rank _____ Time in grade _____	4465	
e.* AUTHORITY AND DATE OF PROMOTION TO PRESENT GRADE			
f. Total length of active commissioned service _____			
g. Officer's age is _____			
h. Certification: I have certified myself that the officer herein recommended to be promoted, has achieved the desired results in raising the disciplinary standards in the unit, activity or staff function he controls. I will be glad to have this officer under my command in the grade for which recommended.			
i. Brief statement for Qualification to Next Higher Grade:			
If _____ is necessary Accompanying Papers			
(Signature) _____ (Rank & Title)			

ESTIMATE

if necessary  
Accompanying Papers

## SUBMIT IN DUPLICATE

## REQUESTED

## APPENDIX I

(Province - Region - Sub-Commission - Staff Section, etc.)

210.5  
X 201-

(Officer's name)

(Date)

## SUBJECT: Recommendation for Promotion.

TO : Vice-President, Establishment Section, Headquarters, Allied  
Commission, MC 94, U. S. Army.1. The following named officer is recommended to the Commanding Officer,  
2675 Regiment, AG for promotion to the next higher rank:

(Name)	(Rank, Branch, Component)	(ASN)	(Orgn)
e. Date Deported United States			
b. Assignment (in order) since date of arrival in Theater to present			
date:			
Assignment	Location	From	To

c. Date of entrance into active commissioned service \_\_\_\_\_

d. Rank held upon entrance into active duty as commissioned officer \_\_\_\_\_

Dt: of present rank \_\_\_\_\_  
Time in: Grade \_\_\_\_\_

*4/61*

e. AUTHORITY AND DATE OF PROMOTION TO PRESENT RANK \_\_\_\_\_

f. Total length of active commissioned service \_\_\_\_\_

1. The following named officer is recommended to the Commanding Officer,  
2675 Regiment, AC for promotion to the next higher rank:

(Name)	(Rank, Branch, Component)	(ASW)	(Cran.)
e. Date Departed United States _____			
b. Assignments (In order) since date of arrival in theater to present date:	Assignment	Location	Date From To Manner of Performance
c. Date of entrance into active commissioned service _____			
d. Rank held upon entrance into active duty as commissioned officer	4161		
e. Rank held upon entrance into active commissioned service	Date of present rank Time in grade		
f. Total length of active commissioned service _____			
g. Officer's age is _____			
h. Certification: I have certified myself that the officer herein re- commended to me for promotion, has achieved the desired results in raising the dis- cipline and morale in the unit, activity or staff section he controls. I will recommend to have this officer under my command in the grade for which recom- mended.			
i. Brief Statement for Qualification to Next Higher Grade:			
OL	(Signature)		
*This certificate is necessary for processing晋阶	(Rank & Title)		
ESTATE			

