

SCOTT “PEDRO” LOESCHER

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Scott Loescher

Interview with JD Welsh — Records & Photos

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TACP FOUNDATION

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Scott Loescher Interview with JD Welsh

JD Welsh

All right. Hey, first of all, I want to say thanks for coming on. I really appreciate it. You've had such a great career. Like once you put it on paper, a lot of times I just, I know guys and then I don't know them. You know what I mean? And that's kind of the case with you. I'm just looking at this thing and I'm like, wow, this is amazing. I'm really excited for you to fill in the holes that I don't know of your career and your life. So yeah, if you want to just go ahead and take over and tell me about your childhood and how that prompted you to join the military.

Scott Loescher

Yeah, absolutely. So I was a military brat. My dad was a tail gunner in B-52s during Vietnam. So he flew during the Linebacker missions in the early seventies. I remember we lived in Aurora and the Air Force base in Aurora had B-52s in Colorado, and I remember as a kid, going over and getting into the tail gunner seat during an air show or whatever. Yeah, and I got hooked. So grew up, went through high school and everything else. The plan was to go to college and then come into the Air Force as an officer. I had a full ride scholarship at a local community college in Kansas. And first semester, I pretty much drank that up.

JD Welsh

You'd be surprised at how many guys come on here and say that kind of thing. They try college and it just didn't work out for them.

Scott Loescher

And not literally — I went to my calculus class twice for tests and I got an A. So I was like, man, college is boring. So literally I drove into the local Air Force recruiter. I was like, I want the most exciting job that you have in the Air Force for an enlisted guy. And he goes, oh, we just got this thing. And he shows me this little blurb that was like five sentences: get to work with the Army, play with the explosives, call in close air support, blow stuff up. And I was like, ooh, sign me up. So I went on to delayed enlistment for 11 months. And yeah, came into the Air Force as guaranteed TACP.

So I went to basic training and then went to tech school, which was awesome. I went through with Brett Ramos, and we became like best friends at tech school. And then we both got orders to Fort Hood. So we lived in the barracks together and there were what, three and a half years for my first assignment. And in that time, before we went to Desert Shield/Desert Storm, Brett and I raised holy hell. I mean, we were the typical bad airmen. We would party all the time. We'd show up at the PT test hammered in the morning, and then both of us would run the fastest out of everybody in the squadron.

But yeah, my first EPR (Enlisted Performance Report) was a two. It was funny because it just switched over from the APR system to the EPR system. And our supervisor didn't know how to write EPRs, so it would have been a referral, right? But he didn't check that box. Back then you wrote a paragraph about the person, not bullet statements. And my paragraph on my first EPR basically said, "This airman is not compatible with service. Let him go as soon as possible." And

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then we went to Desert Shield/Desert Storm, got deployed, and that's when I learned all about the job, really, because I got my first combat controls as an A1C (Airman First Class) right before Desert Storm, basically. Went with the First Cav, Second Brigade, Blackjack. And I was the bad Airman.

So I got put, not at a battalion, I got put with the brigade ALO (Air Liaison Officer) at the brigade TOC (Tactical Operations Center). And yeah, our brigade ALO was an F-4 back seater. Everybody called him the desert flower. That was not his call sign, but we called him the desert flower. The first time I really learned about how important this job was, was a week and a half before the ground war started. The air war was going on. I mean, we were sitting about 12 clicks south of the Iraqi border. You know the wadi system that goes between Kuwait and Iraq on the western side of Kuwait, eastern side of Iraq, south of Basra that goes down to Saudi Arabia — there's a wadi system there that delineates the border. And we did the big push out west, but the leadership wanted the Iraqis to think that we were gonna attack up that wadi system.

First War Story – Desert Storm

Scott Loescher

So First CAV got tasked with doing feints across the border a week and a half before the ground war started. We were going 20, 30 clicks inside Iraq with a very small force, making probes to give the Iraqis the sense that we were gonna go that direction. One day we went up with the brigade TOC, a platoon of M-1s, a scout platoon, and a Vulcan. And that was it. Alone and unafraid. We had on-call air support if we wanted it, but you had to coordinate it through the ABCCC. So I'm in my M-113. We go across the border, cruising along, and we come up this rise on the west side of the wadi. The tanks are down in the wadi itself, we've got the scout platoon in front of us, the Vulcan off to my left, and the brigade commander's M-1 and the Sergeant Major's M-113 next to me on the right.

So we get up there and there's a trench and like 20 Iraqis jump up to start shooting AK-47s at the Bradleys. And so the Bradleys opened up with 25 millimeter and dudes start disappearing as they get hit. I'm like, well, we're in the shit now. And so they all give up. And we had no guidance on what to do with EPWs (enemy prisoners of war). So we had nothing to put them in. There was no trucks, there was nothing like that. So the brigade commander is like flex cuff them and strap them with a cargo strap to the front of the Bradleys. There's like eight dudes strapped to the front of these Bradleys, right? We continue moving up this rise and the scout Bradleys had got to the top of the rise. We were just below the top of the rise, somewhat in defilade. And the Sergeant Major came on the radio and was like, why the hell has the Vulcan stopped? And I look over to the left and that Vulcan is sitting like 20 yards away from me. There's smoke, the back door is open about halfway and there's smoke coming out of the turret. Well, yeah, that can't be good.

Sergeant Major jumps out of his track, runs over there, and he comes out wearing MOPP gear with blood on him. And we're like, oh, holy shit. Well, it turns out that the Vulcan took a direct round from a 100 millimeter recoilless rifle. It hit the seam between the turret and the top of the M-113 and basically cut the gunner in half and the TC in half.

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So that's when we realized, okay, now we're in a no-kidding direct fight. Like 30 seconds later, the world exploded and we started receiving artillery, a lot of artillery. Rounds are exploding all around us. We had the top of my track open and there's dirt flying in, shrapnel hitting the side of the track. When we got back, I had a piece of shrapnel about this long that had come through the side of my track and it was about that far from the back of the HF radio and the JRC-206 pilot. So anyway, I dropped down and I start filling out a paper 1972 (DD Form 1972 – Request for Close Air Support), because I'm like, we need CAS.

I've got my big map board hanging in the track and I'm filling this thing out and I get on the HF radio and I call it an immediate CAS request. And meanwhile, the ALO is trying to cover himself up with sandbags on the floor of the M-113, believe it or not. And he's crying. He's like, I didn't sign up for this shit! And so I get the ASOC (Air Support Operations Center) on the radio and send my 1972. And the weather was kind of crap. And they were like, well, are you under fire? And I said, stand by. And I clicked the handset and I held it up to the hatch. You hear that? That's freaking incoming fire on my position. And they were like, okay, stand by. So a buddy of mine sitting in the division, Angel Mendoza, heard me — him and Kyle Neal — and they called ABCCC up and sent me a four ship of A-10s.

So I filled out a paper 9-line (CAS brief). And I'm doing ECAS. I'm not ETAC (Enlisted Terminal Attack Controller) certified at that point. Back then it was very limited on how many enlisted guys got to be ETAC certified. So I filled out my paper 9-line, they checked in, I took their check in, I passed them a 9-line. I could see in the distance the artillery, the flashes from the artillery unit that's shooting at us. So I called it in and they came below the weather. I think the weather deck was probably about a thousand feet.

So I got a four ship of A-10s right behind me circling with Mavericks. The first guy that came right over the top of us, I cleared him hot and the Maverick came off the wing and flew like 300 feet above the track and went downrange and hit something. I don't know what it hit, but there was a huge mushroom cloud explosion. And then immediately the artillery stopped. And then the A-10s just went to town. I just cleared them at their discretion — you guys do what you need to do, go kill the enemy. And they just did it.

So we recovered. We had to blow up an M-1 that had run over an anti-tank mine and was disabled. We blew that up, blew up the Vulcan, grabbed all the wounded, and hauled ass back to Saudi Arabia. Back across the berm. So we got back. The brigade commander's got blood on his MOPP suit, Sergeant Major's there. And then I get out of the track and I smoke a cigarette with my crew. And the brigade commander comes over and he's like, who controlled the A-10s? And the major standing there, he's like, Airman Loescher did it. And he came over and he gave me a hug. He goes, you saved our asses today. And I was like, holy shit, this job is awesome.

JD Welsh

That is an amazing story, dude. You just did everything you're supposed to do. This bad Airman did everything by the book, 100% correct, and man you saved the day. That's awesome.

Scott Loescher

So my next EPR was a four because I couldn't go from a two to a five, right?

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JD Welsh

That's so dumb.

Scott Loescher

The paragraph said, "This is the Airman you take to war."

JD Welsh

You know what though, it's funny, I found that there's a lot of guys like that. A lot of guys that when you get in garrison, I mean, Ramos, same way — you get these guys in garrison and you just don't know what to do with them. We don't know how to act. And then you put a guy like you downrange and that's where you need him, that's where you belong. Call them when a war's going so we can keep these Airmen off the streets.

Scott Loescher

Yeah, so we ended up coming back down, did the ground war. We went all the way out west and then came back in and ended up just outside of Ali Al Salem, which is important later. We went through the Highway of Death, all that stuff. I mean, we drove literally without stopping through two Republican Guard divisions and just decimated them. As fast as an M-113 can go, and the vehicles carrying the fuel and the ammo, but the tanks and the Apaches and everything were out in front of us, the Bradleys, and we never even slowed down. We just drove right through them. It was awesome.

JD Welsh

I don't think people realize what kind of a force that is — US armor and mechanized infantry. They just have no idea. It's an amazing thing.

Scott Loescher

Not even slowing down. The only time we stopped was to refuel. But yeah, that was Desert Storm week, it was awesome. I just remembered this — when we flew back, one of our guys, I can't remember his name. So we ended up at KKMC, King Khalid Military City, and we scammed airlift back to the states, because we were supposed to go back with the division but we'd pissed them off because the Sergeant Major wanted to do stupid shit when we were in Saudi Arabia, like formations and everything, and we were like, we're leaving. So we loaded up the whole brigade TACP on a C-5 and flew it to Florida. We get to Florida, and then they decide that they're gonna put us on a commercial flight back to Fort Hood. So we're in our chocolate chips, we still have our weapons and everything else, and we show up at the airport. We flew from England up to Atlanta and Atlanta back to Dallas and on down to Fort Hood.

JD Welsh

Did they give you any problems with having your weapons?

Scott Loescher

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So we're in Atlanta and they wouldn't let us on the plane because we had weapons. There was no TSA or anything like that. So we're walking through the airport in our uniforms with weapons, standing at the gate trying to get on an airplane, and the pilot walks up, he's like, did you guys just come back from Desert Storm? And we were like one of the first ones to come back since we scammed some airlift. And we're like, yes, sir. He's like, you guys get on my damn plane anytime. Let them on. So we got on the plane and they were giving us free drinks. By the time we got to Dallas, we're all hammered. So when we got back to Fort Hood, the news was there because we're the first from Fort Hood to make it back. And we're all hammered. Trying to interview us and yeah, they're like, none of this is usable, just forget it.

Germany

Scott Loescher

So life went back to normal. We're back at Fort Hood. Brett and I are doing good. And then the Air Force got smart. We both got orders, like the same day, he got orders to Hawaii and I got orders to Germany. And so they put us on opposite sides of the planet.

So I went to Germany and I went to a CAB unit, Combat Aviation Brigade, at Kotterbach. And so at that point I started dating my wife, she was in Kansas, I went home on leave, I met her, told her I was going to marry her. And then I went to Germany. So we get to Germany and I was like, okay, I got to get my shit together, I want to be an ETAC, right? So it's a six-man shop, so I put my nose to the grindstone and became ETAC certified. I had my initial evaluation at Grafenwoehr doing a live drop with Harriers, Apaches, and artillery. Yeah, a live drop for your first eval. Got that done, did good, I got an EQ (Exceptionally Qualified) on it. And then went to, what did they call it back then, joint fires?

JD Welsh

Oh, JFCC? Yeah.

Scott Loescher

That's it. Yeah, I went to JFCC (Joint Fires Control Course), got my training done, came back, good to go. So I became ETAC certified. And then one day I figured out that the Army had a correspondence course for Helo-FAC, right? And I'm with an aviation unit. So I took the correspondence course, took me a couple of days, passed, got my certificate, and then I took that over to the S3 and I said, I need to be on the schedule and go fly. And he's like, oh, you're Helo-FAC qualified. I said, I'm an ETAC, Helo-FAC qualified. So they, no kidding, right-seat qualified me on OH-58s.

JD Welsh

No way! That's awesome.

Scott Loescher

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So I would go flying around Bavaria with a 1:50,000 map book. My job was to navigate but I learned how to help here and there. We'd do training missions down in Bavaria, have a couple of OH-58s, and I would just control air.

JD Welsh

That's really cool. Not a lot of guys have done that. I mean, I've heard of other guys doing that, but there's not a lot of JTACs that have been able to do that kind of thing.

Scott Loescher

Oh no, and right after I PCS'd out of Germany, the Air Force decided not to have TACP at the CAB (Combat Aviation Brigade) anymore. And so they moved them all over to the conventional units and took them out of all the aviation brigades. So there was only a small period of time where we had actual ETACs out of an aviation brigade doing the job.

JD Welsh

Yeah. So I'm just curious, I've always heard that it's a little challenging to be in a helicopter controlling CAS because when you're on the ground you know where North is all the time. Talk about that a little bit — what were your challenges to being a Helo-FAC as opposed to being a ground FAC?

Scott Loescher

Number one was navigation, right? Because you're doing 3D navigation now versus 2D. The good thing about navigating in Germany was if you did get lost, the pilot would just go hover next to the next town. Every town in Germany, when you go in and go out, has a sign that says what town it is. And so we'd be like, oh, you're in Flinklersdorf, right? I was like, oh, I got it from here, go this way. But when you're controlling, let's say you're in a hover, I would have them orient towards the target area and then orient myself going, okay, that way to my left is north. What was really hard to do was actually get eyes on airplanes. Especially when they were coming behind you from the IP, that was difficult.

JD Welsh

Yeah, because you're enclosed in that cockpit. Could he ever turn around if you needed him to?

Scott Loescher

If I knew the IP was behind me or if I was gonna have a view where I could not see the planes when they were on final, I would tell the pilot, hey, turn 90 degrees. And he would turn it 90 degrees. I'd look out the side. Okay, there they are. They're oriented, cleared hot.

Benning & Rangers

Scott Loescher

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So after that I went to Benning. I was at Benning at the brigade there. Marty Klukas, all those dudes were there. And yeah, that was an experience being at the conventional unit with the Rangers, around 95 to 97. The conventional and Ranger TACPs were the same unit then. It was before it became an STS. You had one flight that was the conventional guys and one flight was the Ranger TACP, all in the same unit.

JD Welsh

What was the name of that compound?

Scott Loescher

Kelly Hill, and then we had another area by Harmony Church. Yeah, by Harmony Church.

JD Welsh

I did some time there, so I'm familiar with it.

Scott Loescher

And you know how we were like redheaded stepchildren, the TACPs were right? So the Army wouldn't give us anything. We had our compound out there and the conventional TACP was actually in a stolen single-wide trailer for our office.

JD Welsh

(laughs)

Scott Loescher

The floor was all spongy, the AC didn't work. We called in a work order and we figured out it was stolen because the AC stopped working. We called in the work order and they showed up six months later. So they come to fix our AC unit and the guy's like, I couldn't find this building number anywhere in our system. So yeah, no idea where the trailer came from, where the building number came from.

JD Welsh

So it probably wasn't even authorized. I heard about another story there.

Scott Loescher

I got the story behind the Crown Vic. So we had an awesome vehicle maintenance guy — that dude can do anything. And do you know Jerry Valentini?

JD Welsh

Sure, of course. He was the commander when I got there, he was still the commander.

Scott Loescher

Yeah, so he was the Ops Sup. J.O., John Owens was the commander, and Valentini was the Ops Sup. And freaking Valentini, because we had a shit vehicle and we'd have to drive to

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Warner Robbins and everything, he told the vehicle maintenance guy, he goes, I don't care how you do it, but I want you to upgrade our blue fleet. So he went to the range at Concord.

JD Welsh

Concord! I was trying to think of the name of that range the other day. I couldn't remember Concord.

Scott Loescher

Oh, dude. That happens to me all the time. So he went to Concord and there was a six-pack Chevy truck, right? And he towed it back to the shop, put it in the vehicle bay, did all the body work, had it painted blue. And then we dropped a 350 motor in it. And then he went to Warner Robins and at night got a vehicle tag off of some other vehicle and brought it back and put it on ours. So yeah, he basically made a blue fleet vehicle that was awesome. Dual exhaust and everything. And the Crown Vic was the same way. It was just a piece of junk. The vehicle maintenance guy fixed it up, got a tag and put it on there and was like, yep, we got a blue fleet.

JD Welsh

You know, but that was kind of how you did stuff back then because that unit didn't get any money. I mean, frankly, back then, nobody got any money. You had to beg, borrow, steal everything you got. So it was either don't have a blue fleet or do something like that. That Crown Vic lasted, I can't remember what happened to it. I think somebody, eventually we became legitimate and had to follow some sort of standards and somebody QC'd it and was like, wait a minute, you can't have this car. But I think we ended up getting an actual blue fleet after that.

Korea – Osan

Scott Loescher

Yeah, that was crazy. We got 15-pax vans and all that. So after Benning I PCS'd to Korea to Osan. And I went to the 25th Fighter Squadron and I was a BALO trainer.

JD Welsh

Yeah, dude, you had some awesome assignments, man. That's great.

Scott Loescher

Yeah. If you ask Tim Pachesa, he was like, that dude has karma, right? Because I was the guy that took care of my dudes. I would take care of the mission, make sure everything was good. But I never asked for anything in return. And stuff would just kind of fall in my lap. And Chachi's always like, I don't understand — he's like, you could be in a pile of shit and walk away without any on you. So yeah, PCS'd to Korea. And I was a BALO trainer. And I made some great network connections with A-10 pilots, which plays into how I became a Command Chief. Because one of my pilots ended up becoming the wing commander at Holloman. And I was on

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the Command Chief list. I knew him when he was a captain. And when he became wing commander and I was on the list, he selected me.

JD Welsh

Yeah, it pays off to do a good job. A lot of guys don't realize that. They think, oh, I'm just going to do what I want now, but it really pays off to put your nose to the grindstone and do the right thing.

Scott Loescher

So Korea was awesome. We would go up to Casey, I'd take all the BALOs, and do CAS missions, introduce them to the Army, tell them how to speak Army, do all that stuff. And we did that every month. But yeah, it was awesome. You go to Kooney Range, right? I would go to the ops desk and be like, hey, I'm taking the Humvee, going to Kooney, I know you guys are dropping 500-pounders out there today, and I'm going to control it. They're like, okay, cool. So I would drive the Humvee over to Kooney Range.

JD Welsh

Yeah, how far was that from Osan?

Scott Loescher

It was about an hour drive, mostly because of traffic. It wasn't that far at all. And then we'd drive over there and do our thing, or go to Pilsung.

JD Welsh

Yeah, Pilsung was a nightmare but also a great range.

Scott Loescher

Yeah, just do our thing. It was awesome. We had a lot of freedom because there was two of us there. It was myself and George Arnold, so as a young Staff Sergeant, he was the ranking guy. He was an old Staff Sergeant. He used to be a Tech Sergeant, became a Staff Sergeant. But he definitely had a drinking problem.

JD Welsh

(laughs)

Scott Loescher

He at one point got in trouble and had to go to the clinic every day and they watched him take that no-drinking pill. And then he would go out the gate to the bar and get a drink and throw up the pill.

JD Welsh

That's hard-core.

Scott Loescher

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I was like, dude, you're going to die young.

Germany – Operation Deny Flight / Bosnia

Scott Loescher

So after Korea, I PCS'd to Fort Riley. And my wife was super happy about that because that was home for her. Fort Riley was 30 miles away from family and everything else, so she was super happy about that. I did forget a story from when I was in Germany the first time. I went to Operation Deny Flight. I was a CAS controller in the CAOC at Dal Molin for Operation Deny Flight, when we were doing the stuff at Bosnia. And we would work with the SEALs. The SEALs were in Sarajevo, and they were doing ECAS because they were ETAC certified at the time. So they would come out of Bosnia once a month and we'd go up to the range by Aviano and we'd teach them how to do CAS missions. That was my first experience with the SEALs. And back then, they were a rowdy bunch. I mean, they're pretty rowdy now, but they were like the redheaded stepchildren of the special ops community at the time.

JD Welsh

Very different back then, for sure.

Scott Loescher

Yeah, I remember my first time showing up at the range and an SUV pulls up, these dudes get out, they're hammered. They're all wearing civilian gear, North Face and all that stuff. They're like, are we gonna do this? All right, let's do it. We'd be out there for an hour. They're like, alright, we're done, let's go drinking. But I convinced the two-star that the CAS controllers needed to be on the ABCCC as well, so we started flying over Bosnia on ABCCCs. And when we had the F-16 get shot down, right, by an SA-6 — I can't remember the pilot's name — he got shot down in one of the orbits that the ABCCC was in. So we quickly learned not to fly the ABCCC over Bosnia. Because you're in an old C-130 that flew in Vietnam, had bolt hole patches from Vietnam. And for 8-10 hours sitting in a cubicle in the back, you had a screen and an HF radio basically. And you're doing the CAS controller job instead of sitting in the CAOC. But yeah, I was in the orbit, we left, and then like the next day the F-16 got shot down where we had been. Holy shit. I can't do that anymore.

JD Welsh

Well, so wait a minute, because later on guys, that became a job — that became like a full-up duty position. That was kind of like the genesis of the ABCCC program, right?

Scott Loescher

How about that? Yeah, so it started off — no kidding — they wanted a TACP dude in the back of C-130s that were flying into Sarajevo. They were flying from Rhein-Main into Sarajevo. So they grabbed some dudes with an HF radio and they would sit in the back of the airplane and

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call feet wet, feet dry. They would fly into Sarajevo, drop off cargo, whatever, and then fly out. And that was how it started. Then, like I said, we got on the ABCCC, and then those dudes later became like 1C5s, right? They became ABMs and that kind of split off from the back of the airplane.

JD Welsh

Yeah, when I was at DM first, our unit deactivated and half of us went wherever and half of us went to the ABCCC. Like, I didn't get it. There's a bunch of guys there that took that position because they had an ABCCC there at DM. That's crazy.

Fort Riley & Operation Provide Promise

Scott Loescher

So it's funny how that works out. Yeah, so at Fort Riley I deployed. The first time I was there, I deployed to Operation Provide Promise. Did that a little bit — nothing big going on during that, we sat out in the desert and did training CAS missions, just a show of force kind of deal. We did get to fly into northern Iraq.

So the next time I went back to Germany, we were tasked to go into northern Iraq. You remember when the AWACS called out the Black Hawk that got shot down in northern Iraq by an F-15? So that was another one of those Provide Promise mission sets. And when I PCS'd to Germany, I got deployed to Turkey and we were flying into northern Iraq. We'd drop off on a mountaintop OP or whatever and spend two or three days there, and we would call in CAS on the Iraqis that were killing the Kurds.

JD Welsh

I had no idea you guys even did that.

Scott Loescher

We were flying out of Incirlik, going into Northern Iraq, we'd drop off on an OP, and we would sit there three, four days. And we would just call in CAS on the Iraqis that were killing the Kurds.

JD Welsh

Did anyone know you were up there? Did you ever get compromised?

Scott Loescher

Yeah, and then we would bounce. And then that Black Hawk got shot down. And it was one of the Black Hawks that was supporting us.

JD Welsh

And that's how long you did that, man.

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OIF 1 – Iraq

Scott Loescher

So, I mean, just crazy shit. So all right. Now, Fort Riley, Germany, then I deployed to OIF 1 out of Riley. We were supposed to be going through the Northern approach through Turkey. You remember that? That went to hell — Turkey wouldn't let us go. So we deployed to Kuwait. And you know, the Marines and everybody else, the Army goes up the eastern corridor of the original plan and then 4th ID comes in behind them. We go up to get to Baghdad. I'm a BALO (Brigade Air Liaison Officer) at the time, E-6. My JTAC was not very good. And so I ended up with the battalion commander where I'm supposed to be. He's in the M-113. Well, the M-113 breaks down on the way up. So he ends up spending his invasion of Iraq being towed on the back of a HET (Heavy Equipment Transporter).

JD Welsh

Just being towed into the war.

Scott Loescher

Getting towed into war. So we get up to Baghdad, and at the time, because it still wasn't secure, MPs are escorting convoys through Baghdad. And then once you got north of Baghdad, the convoy would just break out into tactical formations. And we moved north through Tikrit up to Tal Afar, that area, right? So I spent OIF 1 in basically northern Iraq — Kirkuk, Tal Afar, and Tikrit.

JD Welsh

I remember. How was that?

Scott Loescher

It was good. We didn't understand the threat at the time, and there was a lull after the invasion while the Iraqi forces were trying to figure out what they were gonna do. So I remember sitting in the TOC and the question at the time was, how are we gonna keep our currencies? We'd been on the ground for a few months and we're starting to lose currencies. So the CAOC decided we're gonna start putting some training lines on the ATO and you guys need to go find a place to do training CAS missions to keep your currencies. Into the TOC we're like, hey, we need to set up a training range. S3 is like, oh, we got a great spot. There are these two ASPs (Ammo Supply Points) west of town, like 20 clicks west of town, huge ammo supply points that had been hit, they've been bombed. Nobody goes out there, they're secure, you can use those as your training ranges. Okay.

So we're in Air Force soft-skin Humvees. You had to have an M249 in the back of the Humvee. No doors on the vehicles, nothing. We go over the first day to check it out and the first one we get to, there's UXOs everywhere because they literally dropped the bombs on the bunkers and blew that shit everywhere. We're like, there's no way I'm going in there. So we go to the next ammo supply point and it had not been bombed. And this thing is probably five clicks by five clicks wide. It's just bunkers of anti-tank mines, RPGs, ammo, tank rounds, you name it, artillery

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rounds — there's shit everywhere in these bunkers. And what the Army did is they welded the doors shut. So we pull up and there's people everywhere and they've got torches out and they're opening the doors and they're loading dump trucks full of ammo. And we're like, well, this ain't good.

So we call back to the TOC and we're like, hey, might want to send a QRF out here because this ASP is not secure. You've got people out here taking anti-tank mines and artillery rounds and everything else out of the bunkers. They're like, what, really? Okay, we're sending QRF out. So QRF shows up — it's an up-armored Humvee and a Bradley and there's a Second Lieutenant in charge, right? He shows up, he looks, he jumps off the Bradley and he's like, all right, here's what we're gonna do. I'm gonna go right down the middle, MPs you go left, Air Force dudes you go right. We'll start rounding these dudes up. And he jumps back on the Bradley and drives off. Like we're doing it now.

JD Welsh

Let's go. Yeah. Right now.

Scott Loescher

So he drives the Bradley off. The MPs are like, okay, I guess we're doing this. They've got a 50-cal on the vehicle. I look at all our dudes and, well, I guess we got the right side. I look over at my Airman and I was like, all right, man, we'll just try to round these dudes up. I said, I may try to knock him over with the Humvee and then you just get out and flex cuff. I look up and the Bradley's like on the horizon, firing the 25 millimeter at a dump truck that's trying to get away. The MPs are over on the left, they're firing the 50-cal and they're shooting at people and trucks. So I was like, all right, let's go. We ended up catching like 22 dudes or something like that on our side. Yeah, the MPs killed some dudes, caught some dudes, the Bradley was still chasing the dump truck. But yeah, we caught a bunch of dudes.

JD Welsh

They were just Iraqi citizens that were trying to find…

Scott Loescher

No, they were former Iraqi military trying to get the ammo to do their insurgency. So yeah, I got an Army Commendation Medal, and our two Air Force vehicles — our dudes — we caught more enemy prisoners during that six months than the Army did. That shit was so funny because that was how the Army operated. Just do it.

JD Welsh

I wonder how much of that gear got proliferated out. I think a lot of it.

Scott Loescher

A lot of it proliferated out of there because a lot of the doors were already opened. A lot of the bunkers were empty and they were taking dump trucks of shit out.

JD Welsh

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Yeah, I'm sure a lot of that stuff became IEDs and all kinds of crap.

Scott Loescher

Yeah, no kidding. Less than a month later, we lost our first Bradley to an IED. It was up between Tikrit and Tal Afar, where the highway branches off to go to Kirkuk and then north to Tal Afar. At that intersection, they had buried a 155 round with a pressure plate and took off the whole front end of a Bradley.

So, I'm sitting in the TOC one day, manning the TOC shift. The Army stopped a dump truck on Highway 1 on the west side of Tikrit and they brought it back to the TOC. It was full of homemade gold bars. A dump truck full of homemade gold bars. I got up and myself holding these — it had gems in it and diamonds and everything else. And they think it was from Saddam's regime, activated from the Kuwait invasion assets.

JD Welsh

You put it in your gear, take one home. I wanted to. They're not gonna miss any.

Scott Loescher

I mean, it was crazy at that time. It was the wild, wild West. We also had a situation where dudes hit a house, heard bad guys were there, insurgents or whatever, and the house was filled with hundred-dollar bills.

JD Welsh

Like U.S. $100 bills.

Scott Loescher

Yeah, floor to ceiling in a room full of money.

JD Welsh

Wonder where they got that. Yeah, probably from before we got there.

Scott Loescher

Yeah, because they ended up catching Saddam right across the river from where our TOC was.

JD Welsh

That's cool. Did you get to see him?

Scott Loescher

No. They whisked him away. Because we were staying in one of the guest palaces on the south end of Tikrit, right on the river. And they caught him in a spider hole just on the other side of the river.

Baghdad 2004 – Karbala

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Scott Loescher

So that was OIF 1. I was at Fort Riley, did OIF 1, came back to Fort Riley, and then PCS'd to Friedberg, Germany. Get to Friedberg. First Armored Division is in Germany. They've been deployed for all of OIF 1 for 12 months, then got extended to a 15-month deployment. And so we had a team on the ground, and we're like, hey, let's put the dudes together and we'll go down for a three-month to cover the rest of their deployment so the guys can come home. They've already been there for six months.

So I go down to get deployed to Baghdad, and this is 2004. Get deployed to Baghdad, hit the ground. I didn't even make it to dropping my bags off in a CHU (Containerized Housing Unit) or whatever. The Division ALO — because I'm a BALO at the time — meets us, and he goes, hey, Scott, I need you to go down to Karbala and plan and execute this mission. Big mission going on in Karbala. And at that time, all the Sadr militia stuff is going on in Baghdad and south of Baghdad. I mean, it's literally a shit show. So I was like, okay, Roger that. I get on another helicopter, fly down to Karbala, drop my shit off, going to the TOC. Rock Davis is there with the ODA. Dennis Krause was with me. And we had a good team.

Scott Loescher

So let's plan this out. You had First Brigade, First Armored Division in Karbala, you had a Polish brigade in Karbala, and then you had Rock's ODA team running around causing mayhem in Karbala as well. And anytime in the old city of Karbala, we did not own that. That was Sadr territory. We couldn't go in without getting into a serious fight. So what the Army was doing was putting patrols out, going around the old part of the city, and getting engaged everywhere. And the Polish brigade was like, yeah, I'm not doing that anymore because I'm losing too many people. So they planned this operation to clear out the old part of Karbala. And you heard, who was it, Jim Lurich? Yeah, right. He was on the ACE for this mission. So we planned this mission out, and a few days later we go to execute.

So we start sending forces out and getting them ready. We set up a TOC right outside the old part of the city, and me and Scott Gregory are at the TOC. Rock has his part — going into the old part of the city and hitting some specific things. But then we had, no kidding, a Polish armor brigade and a US armor brigade going to clear Fallujah-style the old part of Karbala. Which is a very historically significant city for the Shia — lots of mosques, cemeteries, and historically significant buildings that everybody was worried about.

So we're getting ready to kick off, like an hour before LD (Line of Departure), and the radio comes over from division saying our operation has been canceled due to political reasons. And the brigade commander jumps on the radio, he's like, *what are you talking about?!* And it turns out that Rumsfeld canceled our mission because he didn't want the political blowback of us damaging any of those historical sites.

So the Polish general gets off the radio, slams it down, everybody's pissed. The Polish general looks at the colonel and he goes, *if you don't do this operation tonight, I'm pulling my forces out of the city. We're leaving.* And I was like, *hey, I got an idea. I have an AC-130, I've got a four ship of F-16s, we've got a Predator. I say we still do this, but we just do it a different way. You guys have been sending patrols out around the old part of the city every night and they get*

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engaged every night. Let them go do it again. And then you have self-defense, and then we can rain death and destruction after they get engaged and do our operation. The brigade commander looks over at the legal guy and the legal guy says, *yep, technically he's right*. And he goes*, okay, let's do it.* And so we did that entire night.

So the F-16s went home Winchester (out of weapons). We kept the Predator as long as we could because we had one of those new ROVER (Remotely Operated Video Enhanced Receiver) units. So we had a ROVER so we could see what was going on. They sent two tanks out on the patrol route. The first intersection they get to, there's like four RPGs get fired at them. And then it was game on. And we just followed these dudes through the old part of the city using the gunship and literally went and cleared the old part of the city. So the gunship went home — they were on station so long that they had to leave to refuel, then they came back and went home, Winchester.

JD Welsh

For those who don't know, that's not easy to do. I mean, the gunship carries so much ammunition that if you're Winchester in a gunship, you're shooting a lot of ammunition.

Scott Loescher

We just chased these dudes throughout the city. Anytime Rock would get engaged, we would engage the enemy there. We were taking down buildings that they were hiding in. You could see on the FMV (Full Motion Video) where they were moving cases of RPG rockets from one building to another. So we would just take those buildings down. At one point — and Jim mentioned this as well — the building that we hit sat between two historically significant mosques, within about a hundred meters of each one. And they put 64 rounds of delay-fused 155mm rounds in that building. I actually had the brigade commander get on the radio and tell the AC-130 crew that there couldn't be any CDE (Collateral Damage Estimate) for that. And they were like, okay, got it. And I said, clear it out.

JD Welsh

And they did it too. I mean, that's the capability and precision of that gunship. They can put it where you need it without a lot of collateral damage.

Scott Loescher

So that picture I sent you of the two M-1s sitting on the street pointing at the building, that was the building. The rest of the three months goes along, there's other missions and stuff like that. But I got a Bronze Star out of that deployment, and a big part of it was because of what we did down in Karbala, because after we cleared the old part of the city, there was not another insurgent attack in Karbala for over a year.

JD Welsh

That's what Jim was saying. He was like, *after you guys did that, they were like, all right, forget it. They're going to stand down because if they have that capability.*.. it's easy to take pot shots

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at a patrol going by, but once they are actively engaged, there probably weren't a lot of them left.

Scott Loescher

You know, we killed like 180 dudes that night. Yeah, so they left Karbala — went south and north to Baghdad — but they left Karbala. You could literally drive around with the windows down and feel safe in Karbala for about a year.

Friedberg & The LULAC Award

Scott Loescher

So anyway, I got a Bronze Star out of that. I go back home, redeploy to Friedberg, and in our 18-man shop, I'm now the NCOIC (Non-Commissioned Officer In Charge of the shop. And the unit ALO is a captain whose call sign is Porno, because he has three red X's in his training folder from three failed F-16 checkrides.

JD Welsh

Alright. Okay.

Scott Loescher

So he had a policy of putting somebody in for every award nomination that came out. And so the League of United Latin American Citizens award comes out. I don't even know what that is. So I spend 10 seconds reading this thing and I delete it, because in my very straight logical mind, you have to be Hispanic to win the Latin American Citizens award.

JD Welsh

I already know what's happening, but go ahead, keep going.

Scott Loescher

So no kidding, a minute later, the captain hollers at me from across the hall. He's like, *Scott, who are we putting in for this LULAC award*? I'm like, *nobody, sir*.

Scott Loescher

We argued for like 10 minutes. My argument was we have no Hispanics in the shop, and his argument back is that you don't have to be Hispanic to win the LULAC Award. I'm like, *it's implied that you be Hispanic to win the League of United Latin American Citizens Global War on Terror Award.* So I think I win this argument. Turns out I didn't win it because he took my Bronze Star write-up from Karbala and put me in for the LULAC Award, and I won for the Air Force.

JD Welsh

Which got you the call sign.

Scott Loescher

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Pedro, because Napoleon Dynamite had just come out. So all my dudes showed up at PT one day wearing Vote for Pedro t-shirts. And on the back it says, Pedro offers his protection. And so yeah, I earned the call sign Pedro from that.

JD Welsh

That is awesome. I'd always wondered. I never knew why that happened. That's a great story.

Scott Loescher

Yeah, so that goes back to Chachi's like, man, shit just happens to you. And the Pedro thing was huge. I had to go to Little Rock, Arkansas, to the LULAC National Convention. My wife and I flew back from Germany to Little Rock, went to the presidential ball, met Bill Clinton, met the CEO of GM, met the ambassador from Mexico.

JD Welsh

Wait, what are you doing here?

Scott Loescher

Yeah, you can tell in their minds that the wheels are turning.

Scott Loescher

It's still on Google right now. If you Google 2005 LULAC armed forces award, you see everybody else apparently understood the assignment. You get all these Hispanic names, and then you just scroll down and it says Loescher.

JD Welsh

That's an odd part of Mexico where you're from.

Scott Loescher

I'm standing on the stage getting the award. There's an Air Force Hispanic two-star general looking up at me, right? And he's shaking my hand. He's like, Sergeant Loescher, you absolutely deserve this award. I was like, sir, you gotta be kidding me.

JD Welsh

So funnier than the actual story?

Scott Loescher

Small world though, right? So when we're at the presidential ball, this guy, last name Gonzalez, he's like the president of the Hispanic Chamber of Commerce for the United States. And he was kind of like our chaperone. We're at the presidential ball, talking, and he's like, *I never asked you, what do you do in the Air Force?* So I told him. He's like, *huh, my brother did something like that in the Air Force*. And I'm thinking Gonzalez — do I know a Gonzalez? I do know a Gonzalez, because Gonzo, call sign Gonzo, was my flight leader in tech school.

JD Welsh

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Jeez. What a small world.

Scott Loescher

His brother was my class leader in tech school. So he calls him up on the phone and hands me the phone. *I was like, Gonzo, what's up man? It's Loescher*. And there's silence. He's like, *Loescher from tech school?* I was like, yeah. He's like, *what are you doing with my brother*? I was like, *I'm at the LULAC National Convention*. He's like, *what are you doing at the LULAC Convention, dude? I won the LULAC Award for the Air Force*. He's like, *what the f*ck?*

JD Welsh

All because of some ambitious ALO that wanted to put everybody in for something.

Scott Loescher

So yeah, I was the Hispanic of the year 2005 for the Air Force.

JD Welsh

Congratulations, you deserve it, man.

Ramadi

Scott Loescher

So the next deployment was Ramadi. We originally deployed with 2nd Brigade, 1st Armored Division and originally deployed up to Tal Afar. Not much was going on in Tal Afar — not much going on. The SOF dudes were doing some stuff, but it was pretty quiet up there. But Ramadi, Western Iraq as a whole, was super hot at the time. And so they decided to redeploy the brigade down to Ramadi to help the Marines out. And General McFarland — at that time Colonel McFarland was the brigade commander. And so we packed up the whole brigade and drove south through Tikrit, through Baghdad, and out into Western Iraq into Ramadi.

JD Welsh

How long did that take?

Scott Loescher

To redeploy the brigade, it took about two weeks for the entire brigade to drive to Ramadi. And dudes are getting IED'd, they're getting attacked on the way. Because you're just driving convoys down Highway 1, you know? They've got tanks on HETs being towed along, and the HETs are getting hit by IEDs and getting attacked because it's hard to hide moving an entire armor brigade.

JD Welsh

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You're right. If you're going a certain direction, they probably know that's where you're going to be in a day or two, so they can set things up.

Scott Loescher

Exactly. So at that time we were doing nine-month deployments. We spent about three months in Tal Afar and then we moved to Ramadi. About six months out in Ramadi. So we show up out there and there was a Guard armor brigade that wasn't really doing much, basically just surviving. And so Colonel McFarland came up with an operation plan on how to clear the insurgents out of Ramadi. So we had a super good dude, Captain Patrick Quinn. Super deployed. He grew close to the sheikh out there. That was part of Colonel McFarland's plan — you've got to be close to the people that are actually running shit.

JD Welsh

Yeah, hearts and minds kind of thing.

Scott Loescher

Yeah, so Captain Patrick and the sheikh. The sheikh was letting the insurgency go on because he was against it, but there was nothing he could do about it. The Americans out there had just been surviving, they weren't fighting per se. So we came with fire. I was like, we're going to start clearing neighborhoods. It's not going to be Fallujah-style, we're not going to knock down all the buildings, we're not going to drop bombs and do keyhole CAS everywhere. We're just going to start clearing insurgents out of neighborhoods, then set up a COP in that neighborhood and they'll become neighborhood watch. And so we started doing that, and we would go outside the wire every day and be in a firefight every day for six months. It didn't matter — you were either getting IED'd or getting shot at and returning fire, but every single day for six months we were going outside the wire doing that.

So one day I'm in the TOC. The insurgents were starting to use those road-cutting asphalt saws. They were putting IEDs under the asphalt. They would cut a block out of the asphalt, drop a couple of 155 rounds in there with a pressure plate, then put the asphalt back down and use a blowtorch and melt the tar. So you cannot tell that there was an IED in the ground. One night on the southern part of the city, we had a Shadow UAV up and I'm watching the screen. Kerlin was out of town, I think he was in Baghdad. So the ranking guy was the S3, who was a major. I'm looking at the Shadow and I was like, is anybody watching this? There's like 10 dudes in a van and they've got their road-cutting saw out and they're cutting a hole in the asphalt in the middle of this neighborhood on the south part of the city. And S3 looks up from what he was doing. He's like, *holy shit. He goes, Air Force, do we got anybody on station?* I was like, *nope. I can get somebody on station.* So I call up the DASC (Direct Air Support Center). I've got two F-14s and they've got GBU-12s. They have three minutes of play time.

JD Welsh

Better make it count.

Scott Loescher

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Yeah, three minutes of play time. So I did a quick 9-line, passed it to him, looked at the S3 and I was like, here's what's going on, I'm gonna put a delay fuse on it and we'll try not to knock down any houses. He's like, do it. Three minutes of play time, clear them hot, and they dropped the GBU-12 right on where they're putting the IED in the ground and killed them all. Knocked down the rock fences on the side of the street, no damage to any houses. That's how you do it.

Another funny story — Chachi works with this guy now, the S3. Chachi is on the board of a university in Kansas City and this guy is on the board as well. They hired him and he flew to Kansas City, and the guy asked Chachi what he did in the Air Force. Chachi tells him, and he's like, *do you know Pedro?* Chachi's like, *hell yeah, I know Pedro*. He's like, yeah, I was the S3 in Ramadi.

JD Welsh

Wow, that's crazy.

Scott Loescher

What a small world, dude!

Scott Loescher

Yeah, so that deployment — going outside the wire every day and getting shot at every day. And I actually had one of those phone calls with my wife like, *hey, I know we took care of everything before I left, but I'm not quite sure I'm going to make it home out of this one*. *I'm just giving you a heads up*. She's like, *don't say that. And I'm just telling you.*

JD Welsh

It's exhausting. Just every day, it's exhausting.

Scott Loescher

I mean, you get up, plan a mission, go outside the wire, come home, sleep, take care of your equipment, sleep for a little while, get up, plan a mission, go outside the wire. That was your six months straight.

JD Welsh

How are you doing from that? Has it had any kind of lasting effect on you?

Scott Loescher

But anyway, I mentioned Captain Patrick. So we turned everything around in Ramadi, but unfortunately, Patrick went outside the wire and he was going to an engagement with the sheikh. And he got IED'd. He got killed. His driver got killed. Dudes I worked with every day got killed. But the sheikh — they were close friends — got pissed off. And he came to the base and met with Colonel McFarland and told Colonel McFarland that whatever he needed to get the insurgents out of Ramadi, he was going to do now, no matter what it took, because they killed Captain Patrick. And literally, we cleared Ramadi. He had loyal Iraqi police and they were doing

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their thing. And we would just go outside the wire, clear these neighborhoods out. And we cleared the insurgents out of Ramadi.

JD Welsh

It sucks that it took that to get that sheikh to act, but I'm glad he did. It just sucks when you lose guys you know and you feel like it could have been prevented.

Scott Loescher

Yeah, exactly. But anyway, I don't think I have any lasting effects from that deployment.

JD Welsh

I'm sure it's hard to tell. Some guys don't. You seem very healthy, you seem in a good place.

Scott Loescher

I did, when I came back from that deployment, my wife was in Heidelberg. It was around New Year's. She's like, hey, I want to go downtown Heidelberg for New Year's.

JD Welsh

Yeah, I've been, but not in a big place. I was in smaller places, like Grafenwoehr.

Scott Loescher

You know how they all do the little fireworks and all that. Yeah. So we're on one of the bridges that goes over the river and it's shoulder-to-shoulder and everybody's shooting off fireworks and there's explosions and everything else, and I look at my wife and I was like, *we gotta go*. And she's like, *really?* I was like, *I can't do this. We gotta go*.

JD Welsh

Just got to you a little bit, huh?

Scott Loescher

I definitely got to me, because I'd been home for like two weeks. You know, getting shot at all the time, and then I go downtown and all the fireworks are going off and everything else. And I was like, yep. I know you want to be here and see this, but I can't take it.

JD Welsh

I could see that. Sometimes it's so involuntary, you just have that reaction. It's too quick of a turnaround. I'm sure it's some sort of spectrum where people have different levels, but it's not something you can just control.

Scott Loescher

Yeah, that was probably one of the biggest signs that it got to me. But I mean, you're seeing dudes getting killed every day.

JD Welsh

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I mean, it's just natural to feel that way. Humans aren't supposed to experience these things. We're trained to deal with them, but at the end of the day…

Scott Loescher

It's horrific. And it really is. So going back to Desert Storm, when we were sitting outside of Ali Al Salem in Kuwait, there's CBU bomblets everywhere. And one day two Army guys are actually playing catch with a CBU and tossing it back and forth and it blew up on one of them. Blew one dude's arm off when he went to catch it. The other dude had one in his pocket, took it out of his pocket and threw it on the ground, and when it hit the ground it blew up and blew part of his leg off. So they call in Medevac, and I'm watching this. Sergeant Major looks at me and he's like, *go get that dude's leg*. I go get the dude's leg, throw it on the stretcher with the dude, put him on the helicopter, and off he goes. I didn't think anything about it other than, I picked up a dude's leg and put it back on the stretcher with him. But I'm sure that affected me.

JD Welsh

Exactly. You're in that situation — that's the normal thing to do, go get the leg so the guy can possibly have it reattached. But if you would have done that in a car accident in a small town, it would have been a very different experience.

Scott Loescher

Yeah, internalize it, compartmentalize it, because you've got to get up the next day and go do it again.

Later Deployments & Senior NCO

Scott Loescher

So yeah, that was Ramadi. And then I went back home to Germany, then deployed again, then PCS'd to Riley, deployed again. And this time I was a Master Sergeant. I made Senior by then. So I went to Basra, and then we were down in Basra for a little bit and then moved up to Baghdad with Sean Gill, because I had moved up in responsibility.

JD Welsh

You don't get the cool guy stuff anymore, you gotta do the bigger picture.

Scott Loescher

Yeah, and that deployment, not much really going on at that point. There was still uncertainty, still stuff going on, but I was stuck behind a desk for most of that one.

JD Welsh

Yeah. Sean O'Neill was with you over there? Yeah. Okay. Yeah, Sean's a good dude. We go way back.

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Scott Loescher

So I went home from that one and then PCS'd back to Germany to be the functional manager at USAFE. Because then I started getting into positions where, all right, now I'm starting to take care of lots of dudes, lots of career field type stuff. Oh wait, I skipped one. So I had an assignment to Bliss in the middle of that.

JD Welsh

I was wondering about that.

Scott Loescher

So Chachi was at Hohenfels and I was at Friedberg, and we were shutting Friedberg down because First Armored Division was moving to Bliss. And so I was going to move over to Wiesbaden. That was the plan. And Chachi was going to Bliss to stand up 7th ASOS. It was taking my equipment. So I would call him up and give him shit. I was like, *hey man, I got the weapons racks all good to go. Do you want me to bring the keys down to Hohenfels so you can PCS with those?* He was like, yeah, *screw you, man.* So karma being what karma is, I didn't get to go to Wiesbaden. I got orders like a week later to Bliss.

JD Welsh

Oh, that smack-talking coming back to haunt you.

Scott Loescher

So I ended up with Chachi and Nick Sully at Bliss. And we stood up the 7th ASOS.

JD Welsh

That's a good crew, man.

Scott Loescher

Yeah, we had a good time. And then I PCS'd back to Germany and became the USAFE functional manager. And then I got orders back to Bliss. Wait — I had made Chief, so I became the squadron superintendent at Bliss. And then I came out on the Command Chief list, and that's when Keebler — who I knew as a young captain — became the wing commander at Holloman. And he hired me to be the Command Chief at Holloman.

JD Welsh

Yeah. What was he flying at that point?

Scott Loescher

He was flying Reapers. He became a Reaper guy.

JD Welsh

So he went from an A-10 to a Reaper. I know a lot of A-10 guys have gone to F-35s, but I never heard one go that route.

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Command Chief – Holloman

Scott Loescher

So anyway, I became the Command Chief at Holloman, which was an eye-opening experience. A lot of politics. A lot of Airmen trying to get their way. And you're the Command Chief. My first meeting as a Command Chief was the First Sergeant's breakfast. The Command Chief manages all the First Sergeants. So I had 27 First Sergeants. And you know how First Sergeants are. So we're at the club, having breakfast, and I'm a pretty good judge of people. You can just tell where your problems are going to be from talking to dudes. And one of them I could tell was going to be a problem.

At the end of the breakfast, one of the First Sergeants is like, *hey Chief, you know, just your TACP background, we've never had a TACP background on a Command Chief — just looking at your philosophy, what do you think us First Sergeants should be doing?* I was like, really? I was like, *how about you do your job?* And all the First Sergeants stopped talking. I was like, *you're Senior Master Sergeants and First Sergeants in here. You guys have gone to First Sergeant school. You guys have had people you need to take care of. I expect you to do your damn job. That's what I expect. That's my philosophy. I expect you to be a good First Sergeant. And if you're not, I'll replace you.*

JD Welsh

That seemed like kind of an ass-kiss question.

Scott Loescher

I set the tone. And yeah, it was pretty good.

JD Welsh

You know, the rest of the guys in that room were probably looking at that guy like, what a dick. Not you, but like the other guy — what an ass kiss.

Scott Loescher

Yeah, and everybody knew it too. And he ended up being my biggest problem First Sergeant. So I'd have to babysit him and go talk to him face-to-face once in a while.

JD Welsh

There's always that one guy that takes up like 50% of your time, which is unfair to everybody else because they're trying to do their job.

Scott Loescher

Yeah, so I learned a lot about the Air Force.

JD Welsh

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Tell me about the culture. Like, you've been on Army posts your whole career, so tell me about the culture.

Scott Loescher

You know, it was totally different than what I was used to. And I explained to the wing commander when he first hired me, *I was like, you do understand you're not getting an Air Force guy, you're getting a joint guy, who has a different mentality than 99% of the people on this base. So there's probably going to be some trouble.*

JD Welsh

(laughs)

Scott Loescher

And he just started laughing. He goes, *dude, I know you*. He goes, *I know your ethics and your morality and everything else*. He goes, *you can cause as much trouble as you want because I know it's gonna be going in the right direction*. I was like, okay, *perfect, blank check.*

So as the Command Chief, I made a point to go to everybody's workplaces. A lot of Command Chiefs don't do that. I wanted to know what everybody was doing because I'd been on Army posts my whole career. I wanted to understand how an Air Force base worked. I was over at the loggies. I was over with the cops. I would stand on the gate. I went to the fire department and learned how to cut into a roof to get into a fire with a chainsaw. I went to the maintenance guys and I would load Hellfires, or BDU-50s, on a Reaper because we had the RPA training there.

JD Welsh

I bet they loved that. They saw you coming in there and yeah, of course part of them was like, what the hell's the Chief doing here? But then they saw how you approached it. It wasn't scrutiny. It was more like, hey, tell me stuff I don't know, because I don't know what you guys do. So they probably appreciated that.

Scott Loescher

Yep, exactly. So my exec that I had — I hired him, he was an instructor at the MQ-9 squadron, he was a sensor operator. Really good dude, Chris Stevens, and he had triplets. Whenever I'd go to his house, it wasn't just, hey, I need you to take care of this. I would go to his house and meet his wife and meet his kids. To this day, we still FaceTime every couple months. He'd be in the car and the kids are in the back seat and they're like, Chief!

JD Welsh

That's awesome.

Scott Loescher

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So yeah, I got him into the enlisted pilot program and he became one of the first enlisted RPA pilots. And to this day, he is a contractor in North Dakota as a pilot instructor for Global Hawk. That's really great. But that was my mentality — take care of your people, they take care of you. It had happened my whole career. I just brought that with me when I became a Command Chief. I had a great relationship with the folks in Cloudcroft and in Alamogordo, the politicians and everything like that. Because that's part of being wing leadership. The base is a huge part of Alamogordo, New Mexico.

JD Welsh

People don't realize the value of having a military base outside your town. There are some inherent problems, but at the end of the day, it's a benefit. It generates revenue for businesses and all kinds of stuff.

Command Chief – Ali Al Salem

Scott Loescher

So my two years were coming up at Holloman and the 12th Air Force Command Chief, Jose Barraza, called me up and he's like, *alright man, here are the jobs that are open for two-time Command Chiefs,* for your second job. And one of those was Ali Al Salem. I was like, *I want to go to Ali Al Salem because I'm getting close to retiring. And if I can — I started my career in combat at Ali Al Salem.* I would love to end it as a Command Chief at Ali Al Salem, talk about going full circle on that. I said, I've got to talk to the wife and tell her I'll be deployed for a year.

And at the time she was still working at Fort Bliss, so we had a house down in El Paso from when we were stationed there. And so I called her up and I was like, hey, *here's what they got. I really want to do this job, which is a year deployment to Kuwait*. She was like, *really, another damn deployment? If that's what you want to do, go ahead and do it.*

So I became the Command Chief at the 386th there at Ali Al Salem. I say that I chose it, but there's still an interview process, and I did well on my interview with the incoming wing commander. We clicked. The thing that I did not understand was Ali Al Salem is an airlift wing, not a training wing or a CAS wing. It was airlift. And I didn't understand airlift at the time until I went there. And it was also unique in that it's a deployed environment, right? And 80% of the people in the wing are Guard, and they would change out every 120 days.

JD Welsh

Was there any overlap at all or was it just a brand new wing every time?

Scott Loescher

Like a week of handoff. The wing leadership was the continuity. That was it.

So at Ali Al Salem, we had C-130s. We had a couple C-17s that belonged to a detachment from Al Udeid. We had a SOF detachment that had AC-130s and MC-130s. And we had an EC-130. This is 2015-2016. So the fight with ISIS in Iraq and Syria is hot and heavy — both Northern

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Iraq, especially Mosul, and all of Syria. So we had the C-130 airlift for all of that, Iraqi training units (advisors) that fell under the wing, and we owned all the airfields in Iraq and Syria. I'd get on a C-130, fly to Kobani, and I'd bring a pallet full of chow hall food or chocolate milk and cereal — things those dudes weren't getting — and I'd push that shit out the door and be like, hey, here you guys go. Have at it. And they'd be like, oh, that's awesome, we've been eating MREs.

JD Welsh

They loved that.

Scott Loescher

Yeah, that was part of what I did — going out, not just staying at Ali Al Salem, but going out to where we had airfields and people, especially those that were in the fight. And you know how hot it is in Kuwait. One day it's like 123 degrees out and I volunteered to go do a 180-day inspection with an A1C on the flight line on the EC-130. Changing the oil on the engines, putting safety wires on, everything else. And it is hot. Oh my god. And this Airman is just doing his job. He's like, I've never had a senior enlisted guy come out and help me do one of these. He goes, let alone the Command Chief.

JD Welsh

And there's probably a reason for that, because it sucks.

Scott Loescher

Yeah, but I changed that dude's perspective by going out there and doing what he does.

JD Welsh

I'm sure he had a newfound respect for you, not just you but chiefs in general. Before that they were some high-up guy he never talked to. You kind of humanized it.

Scott Loescher

So one of the things I'm pretty proud of has finally come to fruition. We had some senators come through. Ali Al Salem had some hard billets, semi-permanent buildings — basically high-end CHUs. And the hospital was a permanent building. The wing headquarters was a permanent building. There were a few other permanent buildings, but mostly it was semi-permanent stuff. When you go over where the lower enlisted lived, they were still in tents. Dude, we'd been at Ali Al Salem for 20 years and they're living in tents with bunk beds. And I got angry when I got there. We've been here for 20 years and we haven't figured this out yet?

JD Welsh

That's probably the justification back in the day. They're like, we're not gonna be here very long so we're not gonna put any permanent stuff here. But then 20 years go by.

Scott Loescher

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Anyway, yeah, so I was at AFA in September of this year and my wing commander from Ali Al Salem is now a three-star, he's the 18th Air Force commander — Pomp Bolton — and he's like, *Pedro, you're not gonna believe this. They just opened up all of the permanent buildings for the Airmen's quarters at Ali Al Salem.* I was like, *are you kidding me?* It took another nine years to get it done, but meeting with those senators... I told the wing commander when they knew they were coming in — Chief Master Sergeant of the Air Force K. Wright comes in — I was like, *I don't care what else we show them, but we're not showing them anything shiny. We're showing them all the broke shit. We're showing them all the temporary stuff and we're going to advocate to get some money so that we can get this shit fixed*. So we took those senators to one of the tents where the Airmen lived. I was like, these things have been here for 20 years. How would you like to live in this for four months? And they were like, we'll get you the money. So they did, and they just opened it up this year. It's a win.

19th ASOS & Retirement

Scott Loescher

So then when K. Wright came through to visit, I had been talking to the wife. I was like, *hey, I don't think I want another Command Chief job.* I said, *I want to put my beret back on, go to a squadron, and retire out of a squadron.* And she was like, *okay, sounds good.* She goes, talk to K. Wright and see where you can go. So K. Wright and I are smoking a cigar there at Ali Al Salem. He goes, *where do you want to go, Pedro?* And I was like, *I want to go to Fort Campbell.* I was like, *19th ASOS doesn't have a slot for a two-time wing Command Chief, and I get that. I'm going to have less than a year left and I'll be at 30. I said, you could extend me out. I'll do what the Air Force wants me to do and go wherever you want me to go*. He goes, *well, I was lining you up to go to 18th Air Force because you've been here and you understand the airlift stuff. And I'm going to put you at 18th Air Force.* I was like, *yeah, I'll go do it if you want me to. But if you're asking Pedro what he wants to do, I want to go to Fort Campbell and put my beret back on and be with the dudes for my last year*. He goes, *you know you're gonna be a pain in my ass.* I was like, *I get it. But so would you.*

JD Welsh

I mean, how much of a pain, come on.

Scott Loescher

K. Wright and I were in Afghanistan together. When I was the group chief in Afghanistan, he was the AETF Command Chief. We were in the same building together, smoking cigars every night. So I just like, *dude, this is what I want to do*. He goes, *if that's really what you want to do, I'll make it happen.* The next day I had orders to Fort Campbell.

JD Welsh

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That's what I'm saying.

Scott Loescher

He called AFPC and said, *move Scott to here*. And the next day I had my follow-on out of Kuwait to 19th ASOS. So I PCS'd there. I walk in and Schmaleskoski is the squadron commander, brand new, he'd been on the job a week. I come in, drop my backpack off. I go in his office, shut the door. I'm like, *hey sir, just want to be clear. You and I both know I can run this place. But that's not my job. My job is to take care of the dudes and take care of you and make sure we're successful. And that's what I'm gonna do until I retire.* And he was like, *oh God, Chief, I'm so glad you came in and said that.* He was worried.

JD Welsh

He was worried you were going to try to butt heads with him or just take over.

Scott Loescher

You've got a two-time wing Command Chief coming in to be a squadron chief, right? Yeah. And so I came in and I was like, nope. That's not my job.

JD Welsh

Good for you, man. I'm sure that made it a lot easier.

Scott Loescher

Oh yeah, we're great friends still.

Scott Loescher

Yeah, so I spent my last nine months there at Campbell. Did some good things, like we fixed the bar up.

JD Welsh

Priorities. I love it.

Scott Loescher

I actually took my first two EPRs and framed them and put them in the bar. The one from a two to a four — the one that said "This airman is not compatible with service" to "This is the Airman you take to war."

JD Welsh

That's good though, because it shows Airmen that you can make mistakes, you can screw up, and as long as you don't give up, you can come back from it.

Scott Loescher

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Yeah, it's like a university. So Schmaleskoski would make me — on Fridays, we'd turn the lights on, open up the bar in the afternoon, and he would make everybody come to the bar. And then Chief had to tell a story. As long as Chief told a story, because he was like, *dude, you've got so much history, you've gotta pass it on to these young guys so they know it.* So every Friday I would tell a story. We'd all grab a drink and tell a story.

So anyway, I retired in 2018. My plan was to not do anything. I'm a retired 30-year Chief. That lasted two weeks before my wife punched me in the face, figuratively. She's like, *go get a job*. Go do anything, just get out of here. I was like, fine. So I went on LinkedIn and clicked the button that said open to work. And the next day I had a phone call from a small company that provides contractors to AFLCMC, going, dude, *we have a job for you*. And it's a program manager at Wright-Patterson at the Air Force Special Warfare Program Office. I was like, that *doesn't sound too bad. What is it paying?* And they told me, and I was like, *yeah, perfect*.

JD Welsh

That's great.

Life After Service

Scott Loescher

I'm good, right? So I told the wife and she put in for the Chief of the MPF because that's a civilian position. She does HR and she got the job. So we moved to Dayton. And she was the wing Chief of Personnel and I had that Program Manager job. But the funny thing is, before I even started the job, the COO of the company called me up. He's like, *dude, you're not gonna believe this*. *Am I fired already?* He starts laughing. He goes, no. He goes, *I have to give you a raise.* I was like, what? He goes, *yeah. We sent your resume over to the program office and they're so excited about it that they gave you a promotion and I have to give you a raise.*

JD Welsh

Cool, yeah.

Scott Loescher

I was like, *are you shitting me? How much?* And he told me, I was like, *holy shit. You realize I haven't even started yet.* So we got there 2018. And then in September of 2019, the wife put in for Chief of HR for Region 1 of the Forest Service in Montana, because we'd always talked about moving to Montana when I retired. And she got the job. And I was like, *well, holy shit.* I said, *I'm going to go in and talk to the Colonel and see if he'll let me work remote out of Montana*. So I went in and I was like, hey sir, *I think I'm value-added. I think I'm doing what you need me to do*. *My wife got this job in Montana. I'm going to move to Montana. I would like to still be a program manager at the Special Warfare Program Office, but I'd like to do it remotely 100% from Montana.* And he goes, *we've never done that before*. I was like, okay, *what do we*

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need to do to make it happen? So we modified the contract to allow me to go move to Montana to work remote — right before COVID.

JD Welsh

Oh, perfect.

Scott Loescher

Right. So I moved up there over Christmas of 2019. And that modification of the contract that allowed me to work remote — all of AFLCMC took that contract language to kick everybody out of the office during COVID. He goes, *Scott, I just wanted to thank you. You made me look good.*

JD Welsh

He took full credit for that.

Scott Loescher

We were the first division within AFLCMC that was able to kick everybody out of the office legally and have them fall under the contract correctly. So moved up here end of 2019. I worked for that program office for another year and then I don't know if you know Ed Priest?

JD Welsh

Yeah, yep, I've met him a couple times.

Scott Loescher

He used to be at 24th. So he called me up out of the blue one day. He's like, *hey, Pedro. He goes, I got a job for you*. I was like, *no shit, what is it?* He told me, he goes, *I'm a consultant for SNC* (Sierra Nevada Corporation) *and they have a job for business development on the TRAX team*. I was like, *oh, awesome, tell me about it.* So he tells me all about it. What's the salary range? And I was like, oh shit, that's a big jump. I said, yeah, I'm in. So next day the director of business development for TRAX calls me up, says, *are you willing to travel?* I was like, *yep*. He goes, okay, you're hired. So the next day I got an email and a week later I was hired on to be business development for TRAX for the Air Force portfolio for SNC. I've been doing it now almost four years.

JD Welsh

Yeah. Guys need to remember when they're in the military — try to get as many qualifications as possible and do as much as possible. Because sometimes when you get out, those qualifications translate. You may not think that when you get out, but sometimes you don't get to decide what comes next.

Scott Loescher

Absolutely. I kind of lucked into it. But when I first moved to Germany as a young Airman and I changed my mindset — this is not college, I need to get my shit together if I want to stay in the

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Air Force and make a career out of it — I took every opportunity I could get my hands on. And so it paid off.

JD Welsh

Yeah, it pays dividends when you get out. And like I said, we don't have the foresight to see where we'll be down the road. So just prepare for everything. Get your degree, get a master's, take those command positions, do all you can. Don't just stay in tactical mode forever. At the end of the day, eventually you're gonna have to do something else.

Scott Loescher

Yeah, initially you're going to be in the civilian sector. And what doesn't translate is blowing shit up. Shooting people in the face and blowing shit up doesn't translate to a civilian job.

JD Welsh

Yeah, there's very few jobs out there that will hire an Air Force JTAC to go do that stuff still.

Scott Loescher

Very, very finite. So yeah, man, we're happy. When we moved up here, we bought a place actually sight unseen. Before COVID, it was 10 acres with a house and a shop. And it butts up against the Selway-Bitterroot Wilderness. So there's 150 square miles of wilderness outside my back door. We get bears and elk and everything else come through here.

JD Welsh

When we first started, I saw something out your back window there. Was that your dog or was that like a fox or a wolf?

Scott Loescher

That was Austin, a German Shepherd-Husky mix.

JD Welsh

I was hoping when I saw that, it'd be cool if a moose came by or an elk or something. A lot of guys are going up to Montana and Idaho and Wyoming because there's not a lot of people up there. There's a lot of wilderness. It's a great place to live.

Scott Loescher

The people are awesome. We have a really great social circle that we fell into when we moved up here. In fact, everyone's coming over to my bar tomorrow to watch the Chiefs game. And yeah, the politics are good and the cost of living is something else.

JD Welsh

I guess we'd have to stay out of Helena and Billings and those bigger towns, or does it matter?

Scott Loescher

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No, it doesn't matter. We live about 20 miles south of Missoula. I fly in and out of Missoula. The airport is 30 minutes away. I do a hop from here to either Denver, Salt Lake City, or Minneapolis. From there, I can get anywhere for work. We've got razors and snowmobiles and all that stuff. We love it up here. Dude, last year they refunded us — there was a budget surplus in Montana. Normally the government would be like, oh good, we have extra money, we'll spend it on something else. Not Montana. They sent everybody a check for the surplus. And they did the same with property tax.

JD Welsh

I've heard nothing but good things about Montana. Maybe we should cut that part out so nobody else comes up there.

Scott Loescher

Ha, I live in the Bitterroot Valley. That's the same place they filmed Yellowstone. The ranch they filmed Yellowstone on, yeah, it's about 30 miles south of here.

JD Welsh

Oh really?

Scott Loescher

Yeah. There's a former Delta Command Sergeant Major that lives half a mile down the road from me. There's a former CCT guy who lives about 10 miles south of me. There's a bunch of dudes. We have our own little retired military circle. These dudes have plans on how to block off the valley and survive.

JD Welsh

Just in case the world goes sideways.

Scott Loescher

Yeah, you never know what could happen. I'm not a prepper or anything like that, but I do know how to survive. And I'm in a good spot to do that.

So, are you familiar with TRAX? So it's a TDL (Tactical Data Link) data translation layer between Link-16, VMF, and SADL. It's the data layer between disparate systems that allows them to talk to each other.

JD Welsh

And which is 100% necessary. That's been the biggest complaint — why are we all using these different systems? How do we get them to talk?

Scott Loescher

Yeah. TRAX sits in the middle and builds that data layer. And the reason I bring that up is I still have my TS clearance. I still get insight into what's going on. There's a lot of things going on that are outside of our control that our adversaries are working against us on.

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JD Welsh

Yeah, there are a lot of people out there that would love nothing more than to see the US fall or not have the influence that we have.

Scott Loescher

So yeah, absolutely. That kind of drives living here as well. It's a good place, a safe place.

Closing

JD Welsh

This is great. I can't thank you enough for doing this, man. I really appreciate you taking the time to sit down and tell these stories. You and I have interacted, we know each other, but like I said, there are holes in these stories that you filled in today. I appreciate it. This is really great.

Scott Loescher

I appreciate you having me on too. This is like the first time that I've sat down and gone through a story like that — tell the whole thing from beginning to end. And I'm sure there are things that I left out, but to go through the whole chronological thing of what makes me, me right now. Because my military service is absolutely what makes me, me right now.

JD Welsh

You know, and it's like that for a lot of guys, and that's kind of why I started this thing. I wanted people to have an outlet or an opportunity to capture that whole story, so other guys could hear it, or their family, or whoever. It's just such a great part of history. What you've done — you yourself, not just the career field, but you along with the other guys that have been on here — you guys are part of history. And I say this all the time: if it wasn't for TACPs, there are a lot of wars that wouldn't have been won at all, or at the very least would have been a lot harder to win without guys like us.

Scott Loescher

When you have free thinkers that have the kind of firepower behind them, that are able to get to a successful mission execution that without us would not have…

JD Welsh

Yeah, exactly. It would have been a hell of a lot tougher. You'd have lost a lot more guys. And I think it's important for people to know the kind of value and the kind of effort and the kinds of things that guys like you have done. You guys are heroes. And that's not hyperbole. It's the truth.

Scott Loescher

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Have you seen Ethan Brown's new book?

JD Welsh

Not yet. I want to though. Did you have any input on that?

Scott Loescher

Oh yeah, definitely. So the first one's out, Visual Friendly, Tally, Target. I'm in that one. Zach and Tommy Case, right? And then I talked to Ethan a couple of weeks ago. He's like, dude, I'm taking your Desert Storm story and we're starting off Book Two with your Desert Storm story. So I guess I'll be in there too.

JD Welsh

I talked to him a little bit ago when he was putting out all that info, and I'm trying to get him on here. I'd love for him to talk about it and get the word out about it. And there's also the Steve Call book — what's that one called? Danger Close or something like that. I'd love to have him on to talk about that book. Well, thanks again for coming on, man, I really appreciate it. This is awesome.

Scott Loescher

I appreciate you having me on, dude.

JD Welsh

All right, brother. All right, man. Thank you, I appreciate it.

Scott Loescher

Talk to you later.

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I. RATEE IDENTIFICATION DATA *(IAW AFR 39-62 carefully before completing any section)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SRA	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
4th Air Supt Opns Gp, Det 2, OL-U (USAFE), Katterbach Kaserne AIN, GE	PEODFGWD	0DC7N

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 93 Thru: 13 May 94	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Tactical Air Command and Control Journeyman

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assists the Air Liaison Officer (ALO) plan and conduct offensive air support missions during combined operations with US Army and NATO forces. Operates and maintains tactical communications equipment, field equipment and vehicles valued at over $400,000. Performs all duties and maintains worldwide mobility status as an Enlisted Terminal Attack Controller (ETAC). Performs field operations to include ground-to-air communications, day/night land navigation and Tactical Air Control Party (TACP) security. Maintains mission ready status and supports the ALO during real world contingencies and training exercises. Additional duties: Safety NCO, Automated Data Processing Equipment monitor, Technical Order monitor, Publications/Files/Forms monitor, and Building Custodian

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☒ Excellent performer. Consistently produces high quality work.	☐ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☒ Highly effective.	☐ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X 5
INDORSER'S RECOMMENDATION	1	2	3	4	X 5

V. RATER'S COMMENTS

- Created both Close Air Support (CAS) and Joint Air Attack Team (JAAT) slides and lesson plans
  -- Lesson plans were used in briefing the Army Aviation unit commanders, aerial observers, and S-3 staff on the use and integration of CAS/JAAT
  -- Briefing became an integral part of the 4th Brigade's Standard Operating Procedures
- Received the Air Force Achievement Medal for the self-help renovation of OL-U's motorbays
  -- Created a safer and better organized working environment plus saved the Air Force over $10,000
  -- Provided with a wartime readiness material storage area which greatly reduced the load-out time for equipment during mobility operations and deployments
- Completely set up the unit's new computer system to include uploading all programs, associated menus, hardware and worldwide modem communication capabilities
  -- His efforts greatly reduced the number of administrative trips and lost man hours driving to geographically separated support facilities
  -- Increased unit efficiency through application of computer technology to administrative tasks

I certify that performance feedback was accomplished consistent with the direction in AFR 39-62 *(if not accomplished, state the reason).*

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
DAVID W. WEBB, SSGT, USAF 4ASOG, Det 2, OL-U (USAFE) Katterbach Kaserne AIN, GE	Tactical Air Command and Control Craftsman	20 May 94
[redacted]	SIGNATURE: David W. Webb	

VI. INDORSER'S COMMENTS — X CONCUR — NONCONCUR

- Developed a welcome brief for the new commander of the 4th Brigade, 3rd Infantry Division
  -- This briefing was the first step in establishing JAAT training options between the TACP, 4th Brigade and it's three aviation battalions
- Demonstrated superb expertise as an ETAC during V Corps Exercise CENTRAL FORTRESS '93
  -- In the absence of an ALO, provided the brigade commander with precise terminal air support and ensured all coordination was completed prior to mission execution

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
JOHN W. FISHER II, CAPT, USAF 4ASOG, Det 2, OL-U (USAFE) Katterbach Kaserne AIN, GE	Air Liaison Officer	20 May 94
[redacted]	SIGNATURE: J Fisher	

INSTRUCTIONS

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VII. COMMANDER'S REVIEW

X CONCUR — NONCONCUR *(Attach AF Form 77)* — SIGNATURE: Kate Catlin

AF FORM 910, JAN 93 *(EF) (REVERSE)*

Sheet: 39

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UPDATED
22MSS/DPMPE-1

ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	TSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT		8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 2 Nov 2002	Thru: 14 Aug 2003	286	CRO

II. JOB DESCRIPTION

1. DUTY TITLE

Battalion Air Liaison Officer (BALO)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assists in the supervision and training of 11 Tactical Air Command and Control Specialists of a mechanized brigade tactical air control party (TACP) supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercises and contingency operations. Provides joint mission planning, coordination and interservice liaison ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support brigade maneuver plan. Supervises brigade TACP site selection and setup while deployed in the field. Manages brigade CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as an Enlisted Terminal Attack Controller (ETAC). ADDITIONAL DUTIES: Unit Standardization and Evaluation (Stan/Eval) NCO and COMSEC Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
ADDITIONAL RATER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- The definition of an NCO--expects, demands, and delivers excellence from himself and subordinates
- Deployed as BALO for 3-66 Armored Battalion supporting 4ID(M) during Operation IRAQI FREEDOM
  -- Personally took part in capture of 39 looters at Iraqi ammunition supply point; his quick thinking and decisiveness prevented theft and future use of rocket propelled grenades, anti-tank mines and ammunition
  -- Gets results when others can't--completed all redeployment requirements for three 4ID(M) TACP vehicles in less than five hours; previous attempts had been ongoing for two weeks with little progress
- Increased unit combat capabilities--coordinated with group staff to finalize required equipment list and ensure all necessary equipment was procured prior to leaving--issued combat gear to deploying airmen
- Lead TAC trainer to Goldwater Range--three critically needed ETACs regained CAS control currency
- Highly involved in community--led 4-H group in building float for Kansas Free Fair--kids won first place
  -- Led discussion with children about military life--increased community awareness of operations in Iraq
- Singular efforts as Stan/Eval NCO ensured deploying personnel's evaluations/CAS controls were current
- Superlative leader and ETAC--has proven himself in training and combat--promote at earliest opportunity

Last performance feedback was accomplished on: 18 Dec 2002 *(Consistent with the direction in AFI 36-2406.)*
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
JAMES A. HART, Capt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Mechanized Brigade ALO/Flight Commander S: [redacted] SIGNATURE: James Hart	9 Sep 2003

X CONCUR ☐ NONCONCUR

VI. ADDITIONAL RATER'S COMMENTS

- Extraordinary NCO; outstanding performance is his standard; top field ETAC, warrior and evaluator
- Took part in numerous raids on former Iraqi regime leadership targets--one raid in conjunction with a Task Force 20 operation resulted in the capture of high value target number four and eight million dollars
- Provided invaluable assistance to unit mobility NCO; ensured 100% of annual and ancillary training and medical requirements were met prior to deployment; greatly increased squadron combat effectiveness
- This gifted leader exemplifies the best in the TACP career field; excels at all--promote ahead of peers!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
THOMAS A. BEDNAREK, Lt Col, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Commander [redacted] SIGNATURE: Thomas J. Bednarek	9 Sep 2003

INSTRUCTIONS

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All evaluators enter only last four numbers of [redacted]

VII. COMMANDER'S REVIEW

☐ CONCUR ☐ NONCONCUR *(Attach AF Form 77)* SIGNATURE: N/A

AF FORM 910, 20000601 ***(REVERSE) (EF-V2)*** **FOR OFFICIAL USE ONLY** (When filled in)

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UPDATED
CS/DPMPE-1

ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	TSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 2 Nov 2000 Thru: 1 Nov 2001	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Enlisted Battalion Air Liaison Officer

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assists in the supervision and training of 11 Tactical Air Command and Control Specialists of a mechanized brigade Tactical Air Control Party (TACP) supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercises and contingency operations. Provides joint mission planning, coordination and interservice liaison ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support battalion maneuver plan. Supervises battalion TACP site selection and setup while deployed in the field. Manages battalion CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as an Enlisted Terminal Attack Controller (ETAC). ADDITIONAL DUTIES: Unit Standardization and Evaluation (Stan/Eval) NCO and COMSEC Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

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5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

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6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☒ Consistently able to organize and express ideas clearly and concisely.	☐ Highly skilled writer and communicator.

AF FORM 910, 20000601 *(EF-V2)* PREVIOUS EDITIONS ARE OBSOLETE. **FOR OFFICIAL USE ONLY** (When filled in)

Sheet: 42

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
ADDITIONAL RATER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- Superb leader! Provided an enhanced leadership role as flight NCOIC during my extended deployment
- Integral part of deployed TACP; cited by Raven Observer Controllers (OC) as the standard for TACP operations at National Training Center (NTC)--superb coordination led to the destruction of 30 vehicles
  -- Received a "Hero of the Rotation" certificate from the senior Air Force Raven OC for his superior efforts, invaluable expertise, and constant "can-do" attitude throughout the unit's entire deployment
- Handpicked by 8 AF Stan/Eval to augment the team during a recent formal inspection of the 13 ASOS
  -- Received letter of appreciation from the 8 AF commander citing outstanding support during inspection
- Meticulously managed all flight equipment assets including 10 weapon systems and associated equipment valued in excess of $3 million; constantly searched for new technology to improve combat capability
- Established 4 innovative emergency CAS control training scenarios used in preparation for ETAC upgrade
  -- Training sessions dramatically improved radio procedures and controller communications during CAS
- Spearheaded participation close combat tactical trainer; dramatically improved Army/Air Force integration
- A proven warrior--expanded leadership role is a must; promote this outstanding NCO ahead of his peers

Last performance feedback was accomplished on: 7 Sep 2001 *(Consistent with the direction in AFI 36-2406.)*
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
MATTHEW J. DELVECCHIO, MSgt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	NCOIC, 1st Brigade TACP [redacted]	15 Nov 2001 SIGNATURE Matthew J. Delvecchio

CONCUR | NONCONCUR

VI. ADDITIONAL RATER'S COMMENTS

- Aggressive and consummate noncommissioned officer and enlisted battalion air liaison officer (EBALO)
- Beacon-of-light throughout duration of 1st Brigade NTC rotation 01-04--expertise was critical to success
  -- Presented Army commendation medal by brigade commander for "setting the standard as an EBALO"
- Rated Exceptionally Qualified on an annual ETAC evaluation; scored 100% on the written test, and was lauded by the evaluator for exceptional situational awareness during a flawless field performance exam
- Scott is a gifted NCO and topnotch leader in a demanding and critical careerfield--promote ahead of peers

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
TODD G. GIEFER, Capt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Mechanized Brigade ALO/Flight Commander [redacted]	15 Nov 2001 SIGNATURE Todd G. Giefer

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All evaluators enter only last four numbers o[redacted]

VII. COMMANDER'S REVIEW

X CONCUR | NONCONCUR *(Attach AF Form 77)* | SIGNATURE Steven H. Gaule

AF FORM 910, 20000601 ***(REVERSE) (EF-V2)*** **FOR OFFICIAL USE ONLY** (When filled in)

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	TSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
1st Air Support Operations Squadron, Det 1 (USAFE), Friedberg AIN, GE	PE0DFR9N	0DC32

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 26 Dec 2003 Thru: 01 Nov 2004	270	CRO

II. JOB DESCRIPTION

1. DUTY TITLE

Battalion Air Liaison Officer

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Responsible for the supervision, training and employment of two Terminal Attack Controllers (TAC) and three Tactical Air Command and Control Specialists. Plans, coordinates and controls close air support (CAS) as a TAC. Manages and directs Battalion Tactical Air Control Party operations through voice, digital and secure command and control networks. Advises the ground maneuver commander on the integration and employment of aerospace forces into the counterland battle. Maintains mission ready status to conduct joint operations with 1-37 Armor Battalion, 1st Brigade (BDE), 1st Armored Division (AD) and NATO forces. Responsible for the readiness and employment of two mobile radio communications (MRC) 144 weapon systems and an armored personnel carrier valued in excess of $2.5 million. Resolves inter-service support issues for garrison service support of geographically separated unit (GSU). ADDITIONAL DUTY: Chief TAC Instructor (TAC-I)

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒
ADDITIONAL RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒

V. RATER'S COMMENTS

- Displayed superior leadership while deployed in support of Operation IRAQI FREEDOM; mission successful
- Terminally controlled two AC-130 and two Predator assets on eight enemy positions during all-night operation
  -- Danger-close mission saved patrol under heavy enemy fire with zero fratricide; nearby mosque untouched
  -- 80 enemy killed and three buildings destroyed; Polish commander quoted "turning point for stability of city"
- Planned and controlled two CAS missions for 2nd Brigade Combat Team's Operation STRIKER TORNADO
  -- Provided on-call air support and maintained vital communications link for timely and accurate intelligence
  -- Vital updates to Army units during search/seizure operations; captured 2 BDE's 10 most wanted terrorists
- Emergency repaired broken cable on Remote Operated Video Enhanced Receiver; returned 100% operational
- Personally led a complete post deployment inventory; researched and ordered equipment shortfalls of $69K
  -- Equipment received brought all five MRC-144 systems back to 100% deployment readiness within 60 days
- Proven ready for senior leadership position; excelled as Detachment NCOIC; managed unit of 22 for 30 days
  -- Focused effort led unit to exceed training requirements; unit achieved highest level of readiness in squadron
- Professional NCO with vast experience and solid leadership; ready to excel as NCOIC; promote immediately

Last performance feedback was accomplished on: 21 Apr 2004 *(Consistent with the direction in AFI 36-2406. If not accomplished, state the reason.)*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
DALE W. REVES, MSgt, USAF 1st Air Support Operations Sq, Det 1 (USAFE) Friedberg AIN, Germany	Detachment NCOIC	22 Nov 2004

[redacted] SIGNATURE DWReves

VI. ADDITIONAL RATER'S COMMENTS

☒ CONCUR ☐ NONCONCUR

- Totally revamped detachment training program; implemented web based career field table training program
  -- Proactive involvement ensured all 22 unit members completed annual combat mission ready requirements
  -- Assisted squadron training OIC with rewrite of three operating instructions; standardized ops for squadron
- Expert squadron TAC-I program manager responsible for certification and proficiency of 25 TAC personnel
  -- Created program continuity book; streamlined TAC upgrade process to ensure compliance with standards
- Top performer with strong dedication to duty; ready for Detachment NCOIC position; promote immediately

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
CHRISTOPHER L. PENNINGROTH, Capt, USAF 1st Air Support Operations Sq, Det 1 (USAFE) Friedberg AIN, Germany	Detachment Commander	22 Nov 2004

[redacted] SIGNATURE Christopher L. Penningroth

INST

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All evaluators enter only last four numbers o [redacted]

VII. COMMANDER'S REVIEW

☒ CONCUR ☐ NONCONCUR *(Attach AF Form 77)* SIGNATURE William M Ward

AF IMT 910, 20000601, V2 ***(REVERSE)*** **FOR OFFICIAL USE ONLY** (When filled in)

Sheet: 45

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I. RATEE IDENTIFICATION DATA *(Read AFR 39-62 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	[redacted]	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.		SrA	27550

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
4th Air Supt Opns Gp, Det 2, OL-U (USAFE), Katterbach Ksrn AIN, Germany	SJ0DFGWD	0DC7N

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 92 Thru: 13 May 93	191	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Tactical Air Command and Control Specialist

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assist the Air Liaison Officer (ALO) plan and conduct offensive air support missions during combined operations with US Army and NATO forces. Operates and maintains tactical communications equipment, field equipment and vehicles valued at over $400,000. Performs field operations to include air-to-ground communications, day/night navigation and Tactical Air Control Party (TACP) security. Maintains mission ready combat crew status and supports the ALO during contingencies or training exercises. Additional duties: Technical Order (T.O.), Publications, Files and Forms Monitor, Safety NCO, Nuclear Biological and Chemical (NBC) NCO, and Building Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☒ Excellent performer. Consistently produces high quality work.	☐ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☒ Highly effective.	☐ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☒ Consistently able to organize and express ideas clearly and concisely.	☐ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	☒ 5
INDORSER'S RECOMMENDATION	1	2	3	4	☒ 5

V. RATER'S COMMENTS

- A distinguished graduate of the United States Air Forces in Europe (USAFE), Air Ground Operations School (AGOS), Phase-I, Enlisted Terminal Attack Controller (ETAC) Course. He scored a 99% overall academic rating - the highest ever achieved at the school.
- Received the award of Airman of the Quarter from Det 2 for the first quarter of 1993.
- Trained Air Liaison Officers on tactical operations of the M-113 Armored Personnel Carrier during the brigade's Combined Manuever Training Center rotation at Hohenfels, Germany.
- Developed a lesson plan for Close Air Support control procedures that was implemented Group wide.
- Volunteered for ETAC program, completed all phases of required training in minimum time and is awaiting final evaluation.
- A self-starter motivated to improve our filing systems, he revamped a marginal Technical Order program into a comprehensive, accurate and well maintained library.
- Developed accurate and well kept publication and file programs.

I certify that performance feedback was accomplished consistent with the direction in AFR 39-62 *(if not accomplished, state the reason).*

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
DAVID W. WEBB, SSgt, USAF 4th Air Supt Opns Gp, Det 2, OL-U (USAFE), Katterbach Ksrn AIN, Germany	Tactical Air Command and Control Specialist [redacted]	13 May 93
	SIGNATURE: David W. Webb	

VI. INDORSER'S COMMENTS

☒ CONCUR ☐ NONCONCUR

- His expertise in field operations proved invaluable during REFORGER 92, Certain Caravan 92, and Marne Victory, all major corps level Army exercises.
- Instrumental in the renovation of both the operating location and dormitory facilities. These improvements led to a vastly enhanced work enviroment and dormitory-the best on post.

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
JAMES L. ELWELL, Capt, USAF 4th Air Supt Opns Gp, Det 2, OL-U (USAFE), Katterbach Ksrn AIN, Germany	Operating Location Commander [redacted]	13 May 93
	SIGNATURE: James L. Elwell	

INSTRUCTIONS

Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

Reports written by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the Instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

VII. COMMANDER'S REVIEW

☒ CONCUR ☐ NONCONCUR *(Attach AF Form 77)* SIGNATURE: Curtis

AF FORM 910, JAN 93 *(EF) (REVERSE)*

Sheet: 47

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I. RATEE IDENTIFICATION DATA *(Read AFR 39-62 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SrA	27550

5. ORGANIZATION, COMMAND, AND LOCATION	6. PAS CODE
Det 1-1, 602d Air Control Wing (TAC), Fort Hood AIN, Texas	BH0TFQLL/0T66L

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 91 Thru: 13 May 92	366	Annual

II. JOB DESCRIPTION

1. DUTY TITLE: Battalion Tactical Air Command and Control Specialist

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Assists in mission planning and employment of tactical air resources. Operates tactical air control party (TACP) mobile communications and associated equipment valued in excess of $300,000. Maintains logs, maps, and publications for TACP operations. Selects and prepares operating sites using camouflage techniques to conceal TACP equipment and site location. Operates tactical air request radio net. Additional duties: Assistant Dormitory Manager.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ *Inefficient. An unprofessional performer.*	☐ *Good performer. Performs routine duties satisfactorily.*	☒ *Excellent performer. Consistently produces high quality work.*	☐ *The exception. Absolutely superior in all areas.*

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ *Does not have the basic knowledge necessary to perform duties.*	☐ *Has adequate technical knowledge to satisfactorily perform duties.*	☒ *Extensive knowledge of all primary duties and related positions.*	☐ *Excels in knowledge of all related positions. Mastered all duties.*

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ *Fails to meet minimum standards.*	☐ *Meets Air Force standards.*	☒ *Sets the example for others to follow.*	☐ *Exemplifies top military standards.*

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ *Unacceptable.*	☒ *Acceptable, but needs some improvement.*	☐ *Sets the example for others.*	☐ *Exemplifies the standard of conduct.*

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ *Ineffective.*	☐ *Effective. Obtains satisfactory results.*	☒ *Highly effective.*	☐ *Exceptionally effective leader.*

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ *Does not comply with minimum training requirements.*	☐ *Complies with most training requirements.*	☒ *Complies with all training requirements.*	☐ *Consistently exceeds all training requirements.*

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ *Unable to express thoughts clearly. Lacks organization.*	☐ *Organizes and expresses thoughts satisfactorily.*	☒ *Consistently able to organize and express ideas clearly and concisely.*	☐ *Highly skilled writer and communicator.*

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

Unsatisfactory performer. **NOT RECOMMENDED FOR PROMOTION.**	*Marginal performer - should be monitored closely for increased responsibility.* **NOT RECOMMENDED FOR PROMOTION AT THIS TIME.**	*Satisfactory performer.* **CONSIDER FOR PROMOTION.**	*Excellent performer.* **READY FOR PROMOTION.**	*Exceptional performer.* **READY FOR IMMEDIATE PROMOTION.**
RATER'S RECOMMENDATION				
1	2	3	X 4	5
INDORSER'S RECOMMENDATION				
1	2	3	X 4	5

V. RATER'S COMMENTS

- Expertly intergraded tactical air assets into the Army's battle plans with minimum supervision during Air Warrior 92-05 at the National Training Center (NTC)
- Acted as a radio relay between the Brigade's Tactical Operating Center and the ASOC
  -- Provided a vital communications link of which resulted in obtaining close air support assets on target on time which would not have been accomplished without his actions
- Person in charge for readying 6 MRC-144 communication systems for redeployment to Ft Hood from NTC; accomplished with outstanding results
- As assistant dorm manager, ensures newly assigned personnel have a smooth transition into their rooms with the required items needed to be comfortable
  -- Assigns personnel for dorm clean-up detail and ensures procedures are followed

Performance feedback was accomplished consistent with the direction in AFR 39-62 (if not accomplished, state the reason).

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	DUTY TITLE	DATE
JERRY G. BROWN, TSgt, USAF Det 1-1, 602d Air Control Wing (TAC) Fort Hood AIN, Texas	NCOIC, 2d Brigade TACP	14 May 92
[redacted]	SIGNATURE: Jerry G Brown	

VI. INDORSER'S COMMENTS

☒ CONCUR ☐ NONCONCUR

- Outstanding performance as part of the air control cell during III Corps Exercise WARFIGHTER 91
- His work as a Battalion TACCS during many brigade exercises has been essential to his battalion's success
- During AIR WARRIOR 92-05, his work as a radio relay between the brigade and the ASOC was invaluable in providing the Army with close air support
- Graduated from Airmen Leadership School as one of the school's top performers

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	DUTY TITLE	DATE
PAUL A. WHITE, Capt, USAF Det 1-1, 602d Air Control Wing (TAC) Fort Hood AIN, Texas	2d Brigade Air Liaision Officer	14 May 92
[redacted]	SIGNATURE: Paul A White	

VII. COMMANDER'S REVIEW

☒ CONCUR ☐ NONCONCUR (Attach AF Form 77)

SIGNATURE: Mark H. Ridder

INSTRUCTIONS

Reports written (rater) by a senior rater will not be indorsed. Also, reports written by the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

Reports written (rater) by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

No comment is needed in the first item under Section V if the performance feedback was provided to the ratee; otherwise, comments must be made to state why feedback was not provided.

AF Form 910, JAN 89 (REVERSE)

Sheet: 49

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I. RATEE IDENTIFICATION DATA *(Read AFR 39-62 carefully before completing any item)*

1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
Loescher, Scott C.	[redacted]	A1C	27550

5. ORGANIZATION, COMMAND, AND LOCATION	6. PAS CODE
Det 1-1, 602d Tactical Air Control Wing (TAC), Fort Hood AIN, Texas	BHOTFQLL/0T66L

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 90 Thru: 13 May 91	300	Annual

II. JOB DESCRIPTION

1. DUTY TITLE: BATTALION TACTICAL AIR COMMAND AND CONT SPECIALIST (TACCS)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Operates mobile communications central (MRC-107 radio system mounted in M-998 high mobility, multi-purpose wheeled vehicle) and associated equipment. Performs systems checks and operator level maintenance on assigned equipment valued at over $150,000. Coordinates and monitors maintenance of his vehicle by Army motor pools. Participates in joint service planning and combined operations exercises with Army, Air Force, and allied forces. Assists in mission planning and control of tactical air power during field training exercises and computer simulations in support of the 10,000-man 1st Cavalry Division.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☒ Excellent performer. Consistently produces high quality work.	☐ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☒ Extensive knowledge of all primary duties and related positions.	☐ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☒ Sets the example for others to follow.	☐ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☒ Acceptable, but needs some improvement.	☐ Sets the example for others.	☐ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☒ Effective. Obtains satisfactory results.	☐ Highly effective.	☐ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☒ Complies with all training requirements.	☐ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☒ Consistently able to organize and express ideas clearly and concisely.	☐ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

Unsatisfactory performer. *NOT RECOMMENDED FOR PROMOTION.*	*Marginal performer - should be monitored closely for increased responsibility.* *NOT RECOMMENDED FOR PROMOTION AT THIS TIME.*	*Satisfactory performer.* *CONSIDER FOR PROMOTION.*	*Excellent performer.* *READY FOR PROMOTION.*	*Exceptional performer.* *READY FOR IMMEDIATE PROMOTION.*
RATER'S RECOMMENDATION				
1	2	3	X 4	5
INDORSER'S RECOMMENDATION				
1	2	3	X 4	5

V. RATER'S COMMENTS

A1C Loescher performed his duties as a tactical air command and control specialist in an outstanding manner. His skills and system knowledge ensured that nine MRC-107 communication centrals were mission ready for deployment to Saudi Arabia in support of DESERT SHIELD/ STORM. During DESERT STORM, A1C Loescher supported the 2d Brigade tactical operations center (TAC). This is a very demanding position in that he and the ALO work directly for the brigade command and are always the most forward element on the battlefield. On 20, 24, and 25 February, with the brigade TAC deep inside Iraq, A1C Loescher's knowledge and cool-headedness ensured that close air support aircraft arrived in less than five minutes while the brigade was under intense fire from Iraq artillery positions. A1C Loescher actions saved countless lives by ensuring the destruction of the Iraqi artillery positions. Promote.

Performance feedback was accomplished consistent with the direction in AFR 39-62 (if not accomplished, state the reason).

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	DUTY TITLE	DATE
JERRY G. BROWN, TSgt, USAF Det 1-1, 602d Tac Air Con Wg (TAC) Fort Hood AIN, Texas	NCOIC 2d Brigade TACP	11 Jun 91
[redacted]	SIGNATURE: Jerry G Brown	

VI. INDORSER'S COMMENTS

☒ CONCUR ☐ NONCONCUR

A1C Loescher is one person I know I can count on when things go bad in a heartbeat. When we were receiving enemy artillery fire and people around us were dying, he called for needed close air support without hesitation, saving countless lives and our own as well. This is one airman that's there when you need him! Promote.

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	DUTY TITLE	DATE
MICHAEL C. HART, Maj, USAF Det 1-1, 602d Tac Air Con Wg (TAC) Fort Hood AIN, Texas	2nd Brigade Air 1st Cav Div TACP	11 Jun 91
[redacted]	SIGNATURE: Michael C. Hart	

VII. COMMANDER'S REVIEW

☒ CONCUR ☐ NONCONCUR *(Attach AF Form 77)*

SIGNATURE: John Connell

INSTRUCTIONS

Reports written (rater) by a senior rater will not be indorsed. Also, reports written by the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

Reports written (rater) by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

No comment is needed in the first item under Section V if the performance feedback was provided to the ratee; otherwise, comments must be made to state why feedback was not provided.

AF Form 910, JAN 89 (REVERSE)

VERNMENT PRINTING OFFICE:19[redacted]

Sheet: 51

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I. RATEE IDENTIFICATION DATA *(Read AFR 39-62 carefully before completing any item)*

1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	A1C	27550

5. ORGANIZATION, COMMAND, AND LOCATION	6. PAS CODE
602d Tactical Air Control Wing, Det 0001 (TAC), Fort Hood AIN, Texas	BHOTFQLL/0T66L

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 SEP 88 Thru: 13 MAY 90	189	INITIAL REPORT

II. JOB DESCRIPTION

1. DUTY TITLE: BATTALION TACTICAL AIR COMMAND AND CONT SPEC (TACCS)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Operates mobile communications central (MRC-107 radio system mounted in M-998 high mobility, multi-purpose wheeled vehicle) and associated equipment. Performs systems checks and operator level maintenance on assigned equipment valued at over $150,000. Coordinates and monitors maintenance of his vehicle by Army motor pools. Participates in joint service planning and combined operations exercises with Army, Air Force, and allied forces. Assists in mission planning and control of tactical air power during field training exercises and computer simulations in support of the 10,000-man 1st Cavalry Division.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ *Inefficient. An unprofessional performer.*	☐ *Good performer. Performs routine duties satisfactorily.*	☒ *Excellent performer. Consistently produces high quality work.*	☐ *The exception. Absolutely superior in all areas.*

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ *Does not have the basic knowledge necessary to perform duties.*	☐ *Has adequate technical knowledge to satisfactorily perform duties.*	☒ *Extensive knowledge of all primary duties and related positions.*	☐ *Excels in knowledge of all related positions. Mastered all duties.*

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ *Fails to meet minimum standards.*	☒ *Meets Air Force standards.*	☐ *Sets the example for others to follow.*	☐ *Exemplifies top military standards.*

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ *Unacceptable.*	☒ *Acceptable, but needs some improvement.*	☐ *Sets the example for others.*	☐ *Exemplifies the standard of conduct.*

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ *Ineffective.*	☒ *Effective. Obtains satisfactory results.*	☐ *Highly effective.*	☐ *Exceptionally effective leader.*

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ *Does not comply with minimum training requirements.*	☐ *Complies with most training requirements.*	☒ *Complies with all training requirements.*	☐ *Consistently exceeds all training requirements.*

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ *Unable to express thoughts clearly. Lacks organization.*	☐ *Organizes and expresses thoughts satisfactorily.*	☒ *Consistently able to organize and express ideas clearly and concisely.*	☐ *Highly skilled writer and communicator.*

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

Unsatisfactory performer. *NOT RECOMMENDED FOR PROMOTION.*	*Marginal performer - should be monitored closely for increased responsibility.* *NOT RECOMMENDED FOR PROMOTION AT THIS TIME.*	*Satisfactory performer.* *CONSIDER FOR PROMOTION.*	*Excellent performer.* *READY FOR PROMOTION.*	*Exceptional performer.* *READY FOR IMMEDIATE PROMOTION.*
RATER'S RECOMMENDATION				
1	X 2	3	4	5
INDORSER'S RECOMMENDATION				
1	X 2	3	4	5

V. RATER'S COMMENTS

A1C Loescher is a steady performer who accomplishes all of his assigned tasks in a conscientious manner. During CAVALRY THUNDER II, a local field exercise, and AIR WARRIOR 89-03, a national training center rotation, he demonstrated he was a valuable asset to the unit. He used his job knowledge and expertise to pass vital, time critical information to the battalion air liaison officer (ALO), ensuring the success of the close air support missions. A1C Loescher has demonstrated financial irresponsibility on several occasions, but he has responded positively to counseling. A vast improvement has been seen. He was selected as unit airman of the month three times. His education strengths include a score of 92% on his end of course test and being currently enrolled with the Community College of the Air Force. Retain, but not recommended for promotion at this time.

Performance feedback was accomplished consistent with the direction in AFR 39-62 (if not accomplished, state the reason).

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	**DUTY TITLE**	**DATE**
DAVID L. BONHAM, Sgt, USAF 602d Tac Air Con Wg, Det 0001 (TAC) Fort Hood AIN, Texas	Battalion Tactical Air Command Control Specialist [redacted] **SIGNATURE** David L. Bonham	15 May 90

VI. INDORSER'S COMMENTS ☒ [redacted] ☐ **NONCONCUR**

A1C Loescher is a good performer. His dedicated efforts at AIR WARRIOR 89-03 contributed significantly to the overall success of the unit. His positive response to corrective action and counseling for financial irresponsibility is very encouraging. Not ready for promotion at this time.

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION, COMMAND, & LOCATION	**DUTY TITLE**	**DATE**
CURTIS R. QUIMBY, Maj, USAF 602d Tac Air Con Wg, Det 0001 (TAC) Fort Hood AIN, Texas	2nd Brigade ALO 1st Cav Div TACP **SSN** [redacted] **SIGNATURE**	15 May 90

VII. COMMANDER'S REVIEW ☒ **CONCUR** ☐ **NONCONCUR** *(Attach AF Form 77)* **SIGNATURE** John Conrad

INSTRUCTIONS

Reports written (rater) by a senior rater will not be indorsed. Also, reports written by the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

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When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

No comment is needed in the first item under Section V if the performance feedback was provided to the ratee; otherwise, comments must be made to state why feedback was not provided.

AF Form 910, JAN 89 (REVERSE) *U [redacted] OVERNMENT PRINTING OFFICE

Sheet: 53

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ENLISTED PERFORMANCE REPORT *(AB thru SGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	TSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 15 Aug 2003 Thru: 25 Dec 2003	133	CRO

II. JOB DESCRIPTION

1. DUTY TITLE

Battalion Air Liaison Officer (BALO)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assists in the supervision and training of 11 Tactical Air Command and Control Specialists of a mechanized brigade tactical air control party (TACP) supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercises and contingency operations. Provides joint mission planning, coordination, and interservice liaison ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support brigade maneuver plan. Supervises brigade TACP site selection and setup while deployed in the field. Manages brigade CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as a Terminal Attack Controller (TAC). ADDITIONAL DUTIES: Unit Standardization and Evaluation (Stan/Eval) NCO and COMSEC Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Masters all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	5 X
ADDITIONAL RATER'S RECOMMENDATION	1	2	3	4	5 X

V. RATER'S COMMENTS

- Outstanding TAC instructor; deployed to the Utah Test and Training Range to support B-1B weapons school
  -- Integrated TACs/aircrew training requirements; introduced aircrew to SMP-1000 radar beacon operations
  -- Expertly instructed three upgrading TACs on techniques and procedures for non-visual target talk-ons
- Critical to planning/execution of TACP support for BEAVER FLAG 03, large-force exercise at Smoky Hill Air National Guard range; superb CAS training for eight National Guard/active duty fighter and bomber units
  -- Coordinated schedule to ensure completion of two TAC evaluations and control currency for seven TACs
- Integral part of community; volunteered off-duty time for Veteran's Day activities at local elementary school
  -- Loyal member of Dickinson County Horse Board; volunteered to work with 4-H children horse programs
- Led squadron inventory and reconstitution of equipment following deployment to Operation IRAQI FREEDOM
  -- Unceasing diligence directly responsible for 100% accountability of over $3 million of radios and field gear
- Unit's point of contact for all communications security equipment and material; 100% required items on-hand
  -- Facilitated training on critical radios--enabled communications with deployed personnel via secure means
- Dynamic NCO and exceptional performer; more than ready to take on SNCO duties--promote ahead of peers

Last performance feedback was accomplished on: 18 Dec 2003 *(Consistent with the direction in AFI 36-2406. If not accomplished, state the reason.)*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
THOMAS J. BEDNAREK, Lt Col, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Commander	05 Mar 2004

[redacted] SIGNATURE Thomas J. Bednarek

VI. ADDITIONAL RATER'S COMMENTS

X CONCUR ☐ NONCONCUR

- Chief of squadron stan/eval program; completed implementation of new AFI 1 month ahead of schedule
  -- Developed comprehensive squadron operating instruction and updated continuity book--program flourishing
- Exemplary field leadership; deployment NCOIC during 27th Fighter Wing Operational Readiness Exercise
  -- Trained five TACs on night control operations; conducted a TAC evaluation; earned wing commander's coin
- Equipment account custodian; expertly tracked $1 million of equipment--seamless transition to new custodian
- Hard charger; insists on excellence from himself and others; top 10% of TSgts in 3 ASOG--promote ASAP!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KEITH P. MARESCA, Col, USAF 3d Air Operations Support Group (ACC) Fort Hood AIN TX	Commander	11 Mar 04

[redacted] SIGNATURE Keith P. Maresca

INSTR

Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be endorsed.
Reports written by colonels or civilians (GS-15 or higher) do not require an additional rater; however, endorsement is permitted unless prohibited by the Instruction above.
When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the additional rater is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.
When the final evaluator (rater or additional rater) is not an Air Force officer, enlisted, or DAF civilian, an Air Force advisor review is required.
All evaluators enter only last four numbers o [redacted]

VII. COMMANDER'S REVIEW

	CONCUR		NONCONCUR *(Attach AF Form 77)*	SIGNATURE
				N/A

AF FORM 910, 20000601 ***(REVERSE) (IMT-V1)*** **FOR OFFICIAL USE ONLY** (When filled in)

Sheet: 55

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	TSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 2 Nov 2001 Thru: 1 Nov 2002	246	Annual

II. JOB DESCRIPTION

1. DUTY TITLE
NCOIC, 1st Brigade Tactical Air Control Party (TACP)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Assists in the supervision and training of 11 Tactical Air Command and Control Specialists of a mechanized brigade Tactical Air Control Party supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercises and contingency operations. Provides joint mission planning, coordination and interservice liaison ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support brigade maneuver plan. Supervises brigade TACP site selection and setup while deployed in the field. Manages brigade CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as an Enlisted Terminal Attack Controller (ETAC).
ADDITIONAL DUTIES: Unit Standardization and Evaluation (Stan/Eval) NCO and COMSEC Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☒ Highly effective.	☐ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, 20000601 *(EF-V2)* PREVIOUS EDITIONS ARE OBSOLETE. **FOR OFFICIAL USE ONLY** (When filled in)

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
ADDITIONAL RATER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- Exemplary tactical leader; essential to mission success for National Training Center (NTC) rotation 02-06
  -- MG Metz called CAS employment "An absolute marvel to behold"--among the best USAF effort ever
  -- Awarded brigade commander's coin and Army Achievement Medal for outstanding NCO performance
- Tireless worker; incredible preparation for challenging 8 AF STAN/EVAL inspection cited by team chief
  -- Evaluation program rated "Excellent", named a "Superior Performer" for individual accomplishments
- Crucial to unit's outstanding performance during ACC UCI--squadron earned rare 100% compliance rating
  -- ACC Inspector General team chief recognized STAN/EVAL shop as a"Superior Performance Team"
- Flawlessly coordinated CAS operations to support GAUNTLET exercise--first live air support at Ft Riley
- Developed innovative radio check schedule--reduced workload 75%, maintained 100% on-time completion
- Excels at PME; graduated EBALO school with 98% academic average--recognized as DG from NCOA
- Volunteered off-duty time as safety monitor during annual Haunted House; raised $1,100 for unit activities
- Primary squadron COMSEC custodian; "No deficiencies noted" during recent G6 COMSEC inspection
- Excellent NCO; always sets the example for junior NCOs and airmen to follow--promote ahead of peers

Last performance feedback was accomplished on: 7 Sep 2001 *(Consistent with the direction in AFI 36-2406.)*
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
JAMES A. HART, Capt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Mechanized Brigade ALO/Flight Commander	4 Nov 2002
[redacted]	SIGNATURE: James Hart	

VI. ADDITIONAL RATER'S COMMENTS

CONCUR [redacted] NONCONCUR

- Easily one of the best "field" NCOs in the TACP business--none better in demanding tactical environments
  -- Great rapport with his Army counterparts; credible experience, well above average battlefield success
- Single-handedly responsible for preparing the STAN/EVAL program for two difficult HHQ inspections
  -- Identified problems, developed solutions, implemented changes--program now a model for ASOS units
- Selected early for Flight NCOIC duties, his learning curve is steep--flight on track for sustained excellence
- A valuable young TSgt with unlimited potential--challenge him with difficult tasks and watch him perform

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
STEVEN H. GAWLER, Lt Col, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Commander	4 Nov 2002
[redacted]	SIGNATURE: Steven H. Gawler	

INSTRUCTIONS

Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be endorsed.

Reports written by colonels or civilians (GS-15 or higher) do not require an additional rater; however, endorsement is permitted unless prohibited by the Instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the additional rater is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or additional rater) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

All evaluators enter only last four numbers of [redacted]

VII. COMMANDER'S REVIEW

	CONCUR		NONCONCUR *(Attach AF Form 77)*	SIGNATURE
				N/A

AF FORM 910, 20000601 ***(REVERSE) (EF-V2)*** **FOR OFFICIAL USE ONLY** (When filled in)

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 2 Nov 1999 Thru: 1 Nov 2000	366	Annual

II. JOB DESCRIPTION

1. DUTY TITLE
Enlisted Battalion Air Liaison Officer

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Assists in the supervision and training of 11 Tactical Air Command and Control Specialists of a mechanized brigade Tactical Air Control Party (TACP) supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercises and contingency operations. Provides joint mission planning, coordination, and interservice liaison ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support battalion maneuver plan. Supervises battalion TACP site selection and setup while deployed in the field. Manages battalion CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as an Enlisted Terminal Attack Controller (ETAC). Additional Duties: Unit Standardization and Evaluation NCO and COMSEC Custodian.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☒ Consistently able to organize and express ideas clearly and concisely.	☐ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)* — RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
ADDITIONAL RATER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- Exceptional NCO! Diligently supervised all flight operations in the absence of the Devil Flight NCOIC
  -- Meticulously managed flight equipment assets including 11 MRC-144 weapons systems and associated ancillary equipment valued in excess of $4 million; ensured vehicles are mission-ready at all times
- Vital to the success of KANSAS CHALLENGE 00, the annual 10 ASOS Tactical Air Command and Control Specialists competition, preparing squadron members for group and worldwide competition
  -- Expertly organized 4 of 7 events held during the competition; 6 members selected for worldwide team
- "Exceptionally Qualified" on annual evaluation--100% on written test--squadron's source of knowledge
- Completed the ACC classroom instructor course; enabling him to perform critical TAC trainer function
- Instrumental player in overhauling squadron's entire Standardization and Evaluation (Stan/Eval) program
  -- Lauded by 8 AF and 3d Air Support Operations Group commanders for developing and maintaining the "best Stan/Eval program in the group"; a model of consistency that has been adopted by other squadrons
  -- Handpicked to augment the 8 AF Stan/Eval team during a recent formal inspection of the 9 ASOS
- Driving force within squadron--respected by all for dedication and leadership--promote ahead of his peers

Last performance feedback was accomplished on: 13 Jul 2000 *(Consistent with the direction in AFI 36-2406.)*
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
MATTHEW J. DELVECCHIO, TSgt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	NCOIC, 1st Brigade TACP	2 Nov 2000
[redacted]	SIGNATURE: Matthew J. DelVecchio	

VI. ADDITIONAL RATER'S COMMENTS — X CONCUR — NONCONCUR

- Topnotch NCO--10 ASOS NCO of the Year 1999--awarded Commanding General's coin for achievement
- Jumpstarted unit COMSEC account; created detailed account and acquired necessary COMSEC equipment
  -- Enabled field communication with the Army and Air Force units, a cornerstone of joint combat readiness
- Assumed former officer duties during unit restructuring--expertly advised Army on Air Force capabilities
- Spearheaded participation for "Thunder in the Heartland" annual McConnell AFB airshow--total success
- Scott is a true professional--recognized expert in the career field and natural leader--promote immediately

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
TODD G. GIEFER, Capt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	Flight Commander	2 Nov 2000
[redacted]	SIGNATURE: Todd G. Giefer	

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All evaluators enter only last four numbers o [redacted]

VII. COMMANDER'S REVIEW

X CONCUR — NONCONCUR *(Attach AF Form 77)* — SIGNATURE: John J. Read

AF FORM 910, 20000601 ***(REVERSE) (EF-V1)*** **FOR OFFICIAL USE ONLY** (When filled in)

Sheet: 59

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2403 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SSGT	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
10th Air Support Operations Squadron (ACC), Fort Riley AIN KS	MK1CFSB2	1C880

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 19981102 Thru: 19991101	351	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Assistant NCOIC, 1st Brigade Tactical Air Control Party (TACP)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Assists in the supervision and training of eight Tactical Air Command and Control Specialists (TACCS) of a mechanized brigade Tactical Air Control Party (TACP) supporting 1st Brigade, 1st Infantry Division (Mechanized) (1ID[M]). Ensures the TACP is trained, equipped, and prepared for deployment to support Air Force and Army exercise and contingency operations. Provides joint mission planning, coordination and interservice liaison, ensuring effective integration of combat air resources within the joint battle plan. Conducts close air support (CAS) missions to support battalion maneuver plan. Supervises battalion TACP site selection and setup while deployed in the field. Manages battalion CAS assets and Air Force Air Request and Tactical Air Direction Nets. Maintains mission-ready status as an Enlisted Terminal Attack Controller (ETAC).

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

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5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, 19950601 *(EF-V3)* PREVIOUS EDITIONS ARE OBSOLETE.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	☒
INDORSER'S RECOMMENDATION	1	2	3	4	☒

V. RATER'S COMMENTS

- Exemplary ETAC--superbly qualified to train and lead all facets of TACP duties under any conditions
- Sterling performance as Battalion ETAC during 1st Brigade National Training Center (NTC) rotation 99-06; Air Warrior Commander recognized his leadership as "best TACP operation seen to date"
  -- Expertly integrated 10 CAS sorties into the Army's scheme of maneuver; controlled these sorties, delivering decisive firepower and decimating the enemy by a total of 19 combat vehicles
- Outstanding leader; led 10 ASOS team at TEXAS CHALLENGE 99, the annual Group Tactical Air Command and Control Specialist competition; continues to prepare unit members for AF-wide competition
  -- Impressive first place finish during both the CAS and job knowledge tests; overall fourth place finish
- Exceptionally qualified (EQ) rating on annual Standardization Evaluation; first unit EQ in over two years
- Exceptional squadron training NCO; wrote new Y2K compliant unit training software to replace the current system, implemented a new yearly training program, which led to more consistent training
- Key contributor in the installation of new communications pallets in vehicles; improved unit capabilities
- An exceptional, motivated performer, ready for the increased responsibility of TSgt; promote now

I certify that in accordance with AFI 36-2403 an initial feedback session was conducted on 19981119, and a midterm feedback session was conducted on 19990525. *(If not accomplished, state the reason).*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
MATTHEW J. DELVECCHIO, TSgt, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	TACP NCOIC, 1st Brigade [redacted] SIGNATURE Matthew J. Delvecchio	19991109

CONCUR ☐ NONCONCUR

VI. INDORSER'S COMMENTS

- Scott is my #1 SSgt who consistently excels at all tasks; his leadership goes well beyond his rank
- Awarded the Outstanding Performer award during the 8th Air Force Standardization and Evaluation inspection; scored an impressive 100% during the examination, contributing to the "Excellent" rating
- Selected as 10th Air Support Operations Squadron NCO of the Quarter second quarter of 1999
- Superior performer with model military bearing and unlimited enthusiasm--accomplishes the impossible
- This gifted NCO is a top-notch achiever in a demanding and critical field--promote ahead of his peers

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KENNETH A. EIKEN, Captain, USAF 10th Air Support Operations Squadron (ACC) Fort Riley AIN KS	1st Brigade Air Liaison Officer/Flight Commander [redacted] SIGNATURE Kenneth A. Eiken	19991109

INSTRUCTIONS

Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

Reports written by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the Instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

VII. COMMANDER'S REVIEW

☒ CONCUR ☐ NONCONCUR *(Attach AF Form 77)* SIGNATURE Jeffrey J. Read

AF FORM 910, 19950601 ***(REVERSE) (EF-V3)***

Sheet: 61

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2403 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SSGT	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
25th Fighter Squadron (PACAF), Osan Air Base, Republic of Korea	OP0RFC50	0R173

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 1 Jun 97 Thru: 31 May 98	120	Annual

II. JOB DESCRIPTION

1. DUTY TITLE
Tactical Air Command and Control Craftsman

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Directly responsible for training and combat readiness of 14 unit Battalion Air Liaison Officers (BnALOs). Advises these personnel on all combat essential skills necessary for mission accomplishment and survival on the battlefield, including land navigation, camouflage, and tactical vehicle operations. Instructs control of aircraft from the ground in the terminal phases of weapons delivery and integration of tactical aircraft and weapons into the ground commander's scheme of maneuver and indirect fire support plan. Controls Close Air Support (CAS) missions of multinational air assets on the Korean pennisula. Responsible for operational readiness, preventative maintenance and troubleshooting of two AN/MRC-144 weapon systems and all associated equipment valued at over $500,000. ADDITIONAL DUTIES: Equipment Account Custodian,Vehicle Trainer, Unit Mobility Manager and Weapons Training Monitor.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☒ Sets the example for others to follow.	☐ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☒ Sets the example for others.	☐ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☒ Consistently able to organize and express ideas clearly and concisely.	☐ Highly skilled writer and communicator.

AF FORM 910, JUN 95 ***(EF-V2)*** *(PerFORM PRO)* PREVIOUS EDITIONS ARE OBSOLETE.

Sheet: 62

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	☒ 5
INDORSER'S RECOMMENDATION	1	2	3	4	☒ 5

V. RATER'S COMMENTS

- Extremely knowledgeable and highly motivated NCO who always demonstrates excellence in all he does
- The model Ground Forward Air Controller (GFAC)--vital to training entry level, inexperienced BnALOs
- Hard charging efforts during operations with Korean GFACs cultivated a vast increase in combined CAS effectiveness--his communication skills and use of standard terminology broke through language barriers
- Handpicked to control over 25 CAS missions during the 51 FW December 1997 turkey shoot competition
  -- Expertly provided scores for all bombs while the Pilsung range electronic scoring system was down
- Coordinated visits of Korea based ground laser designation teams to Osan Air Base and Kooni range
  -- Greatly improving the effectiveness of laser designation, rapid target identification and timely CAS
- Meticulously inventoried all BnALO equipment--identifying and rapidly filling critical shortfalls
  -- Utilized unique sources to acquire equipment necessary for BnALOs to use while with Army Battalions
- Spearheaded an effort making sure 25 FS operations personnel were current on small arms training
  -- Secured the use of other US small arms ranges overcoming the obstacle of the Osan AB range closure
- Continuously surpasses expectations--unbounded potential, he is definitely ready for immediate promotion

I certify that in accordance with AFI 36-2403 an initial feedback session was conducted on 15 Dec 98, and a midterm feedback session was conducted on 1 Apr 98. *(If not accomplished, state the reason).*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KEVIN T. KRASKO, Capt, USAF 25th Fighter Squadron (PACAF) Osan Air Base, Republic of Korea	A-10 Fighter Pilot/Airborne Forward Air Controller [redacted] SIGNATURE Kevin Krasko	1 Jun 98

VI. INDORSER'S COMMENTS CONCUR | NONCONCUR

- Engineered a field program to fill a joint training requirement shortfall from the Joint Firepower Control Course--provided BnALOs initial and qualification training in terminal attack control required by Joint Regulations preventing a potentially serious deficit in the pool of BnALOs available to the squadron
- Overhauled the BnALO mobility program--launched our use of the Deployment Management System
  -- Produced 100% on-time deployment of BnALOs for 3 straight Initial Readiness Response Exercises
- An outstanding NCO, he expertly runs the BnALO training and mobility programs--promote immediately

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
JOHN M. DOBBINS, Lt Col, USAF 25th Fighter Squadron (PACAF) Osan Air Base, Republic of Korea	Operations Officer [redacted] SIGNATURE John Dobbins	1 Jun 98

INSTRUCTIONS

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When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

VII. COMMANDER'S REVIEW

☒ CONCUR | NONCONCUR *(Attach AF Form 77)* | SIGNATURE Melinda J Voce

AF FORM 910, JUN 95 ***(REVERSE) (EF-V2)*** *(PerFORM PRO)*

Sheet: 63

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2403 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SSGT	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
17th Air Support Operations Squadron (ACC), Fort Benning AIN, Georgia	MT1CF7NT	1C440

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 96 Thru: 31 May 97	120	Annual

II. JOB DESCRIPTION

1. DUTY TITLE
NCOIC, A-Flight Tactical Air Control Party (TACP)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
NCOIC, 17th Air Support Operations Squadron, 3d Brigade Combat Team, 3d Infantry Division (Mechanized). Supervises 10 NCOs/airmen and is responsible for their initial, upgrade and continuation training and currencies. Maintains proficiency in enlisted terminal attack controller (ETAC) duties to include: proficiency in camouflage and concealment techniques, universal transverse mercator map, compass navigation, global positioning system operation, Air Force theater control system, Army air ground system, covert/overt signaling, Army military symbology, weapons and equipment, artillery/naval gunfire call for fire, close air support (CAS) assets, TACP field duties and assists with the development of Army fire support plans. Manages and controls the servicing of 13 TACP vehicles, radios and field equipment valued in excess of $5,000,000. ADDITIONAL DUTY: Organizational Computer Manager

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, JUN 95 *(EF-V2)* *(PerFORM PRO)* PREVIOUS EDITIONS ARE OBSOLETE.

Sheet: 64

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X 5
INDORSER'S RECOMMENDATION	1	2	3	4	X 5

V. RATER'S COMMENTS

-Exceptional technical knowledge--has established a solid track record as the premier source of expertise
--By-name requested by 3d Brigade Combat Team Staff to accompany the Leaders Training Program advance team, advised in the optimum use of CAS at National Training Center rotation 97-11
-Superior leader--unparalleled motivational skills focused A-Flight into a unified and accomplished team
--Key factor in credibility and success A-Flight personnel have throughout the 3d Brigade Combat Team
-Authority in computer systems management--given free hand in $20,000 purchase of hardware and software to configure the squadron computer LAN system allowing for E-mail and internet capabilities
-Catalyzed and facilitated coordination and integration in the employment of live munitions at the Combined Arms Live Fire Exercise demonstration to future Brigade Commanders at Fort Benning, GA
-NCOIC of multiple exercises and deployments in support of the 347th Wing, Moody AFB, GA
--Coordinated over 125 sorties and optimized the training of all aircrew and ground controllers involved
-Meticulous administrator--maintained 13-102 training currencies of 10 NCOs and airmen to 100%
-Outstanding capacity for professional growth due to his integrity, skill and accomplishments. Promote!

I certify that in accordance with AFI 36-2403 an initial feedback session was conducted on _____, and a midterm feedback session was conducted on 18 Apr 97. *(If not accomplished, state the reason).*

Annual EPR with supervision of less than 150 days. Rater conducted feedback session 45 days before the close out date.

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
JOSE E. COLON, Capt, USAF 17th Air Support Operations Squadron (ACC) Fort Benning AIN, Georgia	Commander, A-Flight [redacted] SIGNATURE	1 Jun 97

VI. INDORSER'S COMMENTS CONCUR ☐ NONCONCUR ☐

-Exceptional drive--motivated self-starter with an innate ability to grasp, understand and resolve problems
--Inventoried, updated and reorganized the A-Flight equipment program into a lean and efficient system
-Tremendous initiative performing air liason officer duties during 3d BCT/3d ID WARFIGHTER Exercise
--Integration of airpower was debriefed in Army after action report as "best use of CAS seen to date"
-Diligent worker who pursues squadron duties as well as self-help and community relations activities
-Unquestionable professionalism and ceaseless personal devotion to duty exceeds all standards. Promote!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
GERALD E. VALENTINI, Lt Col, USAF 17th Air Support Operations Squadron (ACC) Fort Benning AIN, Georgia	Commander [redacted] SIGNATURE	1 Jun 97

INSTRUCTIONS

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VII. COMMANDER'S REVIEW

	CONCUR		NONCONCUR *(Attach AF Form 77)*	SIGNATURE
☐		☐		

AF FORM 910, JUN 95 ***(REVERSE) (EF-V2)*** *(PerFORM PRO)*

Sheet: 65

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2403 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C	[redacted]	SSGT	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
17th Air Support Operations Squadron (ACC), Fort Benning AIN, Georgia	MG1CF7NT	1C440

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 95 Thru: 13 May 96	295	Annual

II. JOB DESCRIPTION

1. DUTY TITLE
NCOIC, 2/69 Infantry Battalion Tactical Air Control Party (TACP)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
17th Air Support Operations Squadron Enlisted Terminal Attack Controller (ETAC) for the 3d Brigade Combat Team, 24 Infantry Division (Mechanized). Supervises and conducts mission planning and coordination of combat air resources, mission briefings, terminal control of day/night close air support (CAS) assets, Tactical Air Control Party (TACP) field duties, and assist with the development of Army fire support plans. Maintains proficiency in camouflage and concealment techniques, universal transverse mercator map, compass navigation, global positioning system operation, Air Force theater control system, Army air ground system, covert/overt signaling, Army military symbology, weapons and equipment, artillery/naval gunfire call for fire and adjustment. Manages and conducts operator servicing of TACP vehicles, radios, and field equipment valued in excess of $500,000. Additional Duties: Scheduling NCO

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☒ Excellent performer. Consistently produces high quality work.	☐ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☒ Extensive knowledge of all primary duties and related positions.	☐ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, JUN 95 ***(EF-V2)*** *(PerFORM PRO)* PREVIOUS EDITIONS ARE OBSOLETE.

Sheet: 66

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
INDORSER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- Relentless leader--capable of obtaining the maximum results with minimum personnel and resources
  -- Trained and guided his personnel into this unit's most highly qualified and mission ready TACP
- Superior Performance Award winner--highly praised by the 18 ASOG Commander for superior performance during the 17 ASOS Quality Air Force Assessment
- Spearheaded self-help project which led to the completion of the squadron's first ever day room
- Produced outstanding results in Close Air Support (CAS) planning for Exercise VICTORY FOCUS 96
  -- Successfully integrated TACP and the Fire Support Element during joint operations
- Consistently exceeds squadron expectations while accomplishing demanding duties of "squadron scheduling NCO" and maintaining mission ready status in primary duty as battalion NCOIC and ETAC
- Continual source of innovative ideas--unselfishly contributes time and talents to improve the squadron
  -- Devleoped the first 17 ASOS TACP checklist defining proper procedures for all TACP personnel
  -- Successfully configured and conducted over 40 hours trouble-shooting squadron computers
- Unlimited potential--ready, willing and able to assume greater responsibility. Promote!

I certify that in accordance with AFI 36-2403 an initial feedback session was conducted on 10 Aug 95, and a midterm feedback session was conducted on 11 Dec 95. *(If not accomplished, state the reason).*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
JOHNNY B. STEMBRIDGE, SSgt, USAF 17th Air Support Operations Squadron (ACC) Fort Benning AIN, Georgia	NCOIC, A-Flight TACP	14 May 96
[redacted]	SIGNATURE: John B. Stembridge	

VI. INDORSER'S COMMENTS — CONCUR [ ] NONCONCUR [ ]

- Top-notch leader--this squadron's most versatile, talented, and productive NCO
  -- Superb performance as the squadron CAS scheduling NCO--responsible for planning, coordinating, and directing the efforts of over 35 TACP personnel
  -- Extremely knowledgeable TACP instructor--presented over 20 classes on TACP communication, navigation, combat survival, camouflage techniques, and vehicle operation to 15 squadron personnel
- Unequaled ability--"head and shoulders above contemporaries with super potential." Promote!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
RICHARD D. CARROLL, Maj, USAF 17th Air Support Operations Squadron (ACC) Fort Benning AIN, Georgia	Commander, A-Flight	14 May 96
[redacted]	SIGNATURE: Richard Dennis Carroll	

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VII. COMMANDER'S REVIEW

X	CONCUR		NONCONCUR *(Attach AF Form 77)*

SIGNATURE: John T. Owen

AF FORM 910, JUN 95 ***(REVERSE) (EF-V2)*** *(PerFORM PRO)*

Sheet: 67

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GAIN

I. RATEE IDENTIFICATION DATA *(Read AFR 39-62 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SRA	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
817th Air Supt Opns Sq, Det 3 (USAFE), Katterbach Ksrne AIN, Germany	PE0DFGWD	0DC7N

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 14 May 94 Thru: 13 May 95	272	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Tactical Air Command and Control Journeyman

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Responsible for assisting the Air Liaison Officer (ALO), in coordinating, planning, and employing offensive air support missions during combined operations with US Army and NATO forces. Operates and maintains tactical communications equipment, field equipment, and vehicles valued at over $400,000. Performs field operations to include air-to-ground communications, day/night tactical land navigation, and Tactical Air Control Party (TACP) security. Maintains mission ready combat crew and worldwide deployment status as an Enlisted Terminal Attack Controller (ETAC). Supports the ALO during operational contingencies and training exercises. Additional duties: Safety NCO, Automated Data Processing Equipment, Technical Order, and Publications/Files/Forms Monitor, Assistant Supply, and Building Custodian

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

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3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☐ Sets the example for others to follow.	☒ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☐ Sets the example for others.	☒ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, JAN 93 *(EF 16FEB93)* PREVIOUS EDITIONS ARE OBSOLETE. **ENLISTED PERFORMANCE REPORT (AB thru TSGT)**

Sheet: 68

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
INDORSER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- Chosen to provide combat support for USAFE's Operations DENY FLIGHT and PROVIDE PROMISE
  -- Performed flawlessly as a Close Air Support (CAS) controller in the combined arms operations center monitoring all CAS missions flying into the Bosnia Herzogovina area of responsibility
  -- Trained United Nations protection force TACPs in low-threat CAS tactics; maintained continuous communications with them once they were established in Bosnia Herzogovina
- Instrumental in designing and running the navigational and field skill events for the squadron's annual Tactical Air Command and Control Specialist (TACCS) career-field competition, Binary Challenge '94
  -- Provided competitors challenging and realistic events that helped prepare them for USAFE's annual TACCS career-field competition, TACCSTAR '94; results were outstandinding preparation of personnel
- Developed a highly demanding job knowledge test to challenge competitors in USAFE's TACCSTAR '94
- Improved detachment's operational relationship with 4th Brigade, 3rd Infantry Division by providing invaluable training assistance to the local Army air traffic control unit
  -- Instructed them on secure voice operations and troubleshooting of their GRC-206 communications

I certify that performance feedback was accomplished consistent with the direction in AFR 39-62 *(if not accomplished, state the reason).*

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
STEVEN C. FROEHLICH, TSgt, USAF 817th Air Supt Opns Sq, Det 3 (USAFE) Katterbach AIN, Germany	NCOIC, TACP	13 May 95
	SIGNATURE: Steven C. Froehlich	

VI. INDORSER'S COMMENTS

X CONCUR ☐ NONCONCUR

- Exceptional young ETAC who displays outstanding potential and motivation
- Expertly controlled two live fire Joint Air Attack Team (JAAT) exercises at Grafenwoehr Training Range
  -- Briefed Army fire support personnel on the critical timing phases required during JAAT operations
  -- Safely deconflicted artillery and aircraft weapons delivery and improved accuracy of AF fighters and Army attack helicopters by providing immediate corrections when he saw that their timing was incorrect
- Enhanced detachment morale by organizing unit's participation in local German-American Volksmarch

NAME, GRADE, BRANCH OF SERVICE, ORGANIZATION COMMAND, & LOCATION	DUTY TITLE	DATE
JEFFREY R. STOUGH, Lt Col, USAF 817th Air Supt Opns Sq (USAFE) Wuerzburg AIN, Germany	Operations Officer	13 May 95
	SIGNATURE: Jeffrey R. Stough	

INSTRUCTIONS

Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be indorsed.

Reports written by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the Instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

VII. COMMANDER'S REVIEW

X CONCUR	☐	NONCONCUR *(Attach AF Form 77)*	SIGNATURE

AF FORM 910, JAN 93 *(EF) (REVERSE)*

Sheet: 69

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ENLISTED PERFORMANCE REPORT *(AB thru TSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2403 carefully before completing any item)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SSGT	1C451

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
25th Fighter Squadron (PACAF), Osan Air Base, Republic of Korea	OP0RFC50	0R173

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 1 Jun 98 Thru: 1 Nov 98	154	CRO

II. JOB DESCRIPTION

1. DUTY TITLE
Tactical Air Command and Control Craftsman

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Directly responsible for unit combat readiness and training of 14 Battalion Air Liaison Officers (BnALOs). Controls close air support (CAS) missions of multinational air assets on the Republic of Korea peninsula. In charge of operational readiness, preventative maintenance and troubleshooting of two AN/MRC-144 weapons systems and associated equipment valued at over $1.5 million. Instructs 2d and 25th Infantry Divisions BnALOs on integration of tactical aircraft and weapons into the ground commander's scheme of maneuver and indirect fire support plan. Advises these personnel on all combat essential skills necessary for mission accomplishment, force application, and survival on the battlefield. Teaches BnALOs to control air from the ground which are in the terminal phases of weapons delivery. ADDITIONAL DUTIES: Unit Deployment Manager, Alternate Equipment Account Custodian, Standardization and Evaluation Evaluator.

III. EVALUATION OF PERFORMANCE

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Does not have the basic knowledge necessary to perform duties.	☐ Has adequate technical knowledge to satisfactorily perform duties.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Mastered all duties.

3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? *(Consider dress and appearance, weight and fitness, customs, and courtesies)*

☐ Fails to meet minimum standards.	☐ Meets Air Force standards.	☒ Sets the example for others to follow.	☐ Exemplifies top military standards.

4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? *(Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)*

☐ Unacceptable.	☐ Acceptable.	☒ Sets the example for others.	☐ Exemplifies the standard of conduct.

5. HOW WELL DOES RATEE SUPERVISE/LEAD? *(Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)*

☐ Ineffective.	☐ Effective. Obtains satisfactory results.	☐ Highly effective.	☒ Exceptionally effective leader.

6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? *(Consider upgrade training, professional military education, proficiency/qualification, and contingency)*

☐ Does not comply with minimum training requirements.	☐ Complies with most training requirements.	☐ Complies with all training requirements.	☒ Consistently exceeds all training requirements.

7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? *(Consider ratee's verbal and written skills)*

☐ Unable to express thoughts clearly. Lacks organization.	☐ Organizes and expresses thoughts satisfactorily.	☐ Consistently able to organize and express ideas clearly and concisely.	☒ Highly skilled writer and communicator.

AF FORM 910, JUN 95 ***(EF-V2)*** *(PerFORM PRO)* PREVIOUS EDITIONS ARE OBSOLETE.

Sheet: 70

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS)*

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	X
INDORSER'S RECOMMENDATION	1	2	3	4	X

V. RATER'S COMMENTS

- My number one NCO--highly motivated and extremely capable enlisted terminal attack controller (ETAC)
- Dedicated efforts as the Unit Deployment Manager were responsible for the 100% on-time deployment of BnALOs during five consecutive wing initial response readiness exercises despite high personnel turnover
- Creatively initiated a squadron incentive program by taking top performers out to Kooni Range to watch squadron A-10s employ ordnance--gave support personnel a front row seat to see the results of their work
- Extensive knowledge of CAS procedures allowed him to expertly train Army laser designation teams on emergency CAS procedures--ensured the Army could get CAS in the absence of an Air Force controller
- Regularly controls aircraft in close proximity to the DMZ--trains inexperienced BnALOs in the same area
- Meticulous attention to detail with shop vehicles identified and corrected several safety problems on the AN/MRC-144 systems, including brakes and transmission--replaced truck with more capable blazer
- Expertly managed budget to acquire several new items for BnALOs, including combat assault backpacks
- Inventoried all BnALO equipment on a regular basis to ensure BnALOs had all needed combat equipment
- An outstanding performer--the linchpin to the entire shop--definitely ready for immediate promotion

I certify that in accordance with AFI 36-2403 an initial feedback session was conducted on 30 Jun 98, and a midterm feedback session was conducted on 14 Sep 98. *(If not accomplished, state the reason).*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KEVIN T. KRASKO, Capt, USAF 25th Fighter Squadron (PACAF) Osan Air Base, Republic of Korea	A-10 Fighter Pilot/Airborne Forward Air Controller [redacted] SIGNATURE: Kevin Krasko	2 Nov 98

VI. INDORSER'S COMMENTS — CONCUR [ ] NONCONCUR [ ]

- Handpicked to give evaluations of terminal air controllers at the 607th Air Support Operations Squadron
- Deftly managed the upgrade training of 11 new BnALOs and his replacement during a 3-month period in which the squadron experienced high personnel turnover as well as an extremely difficult exercise schedule
- Assisted in the modification and upgrade of both AN/MRC-144 systems with the latest radio pallet
  -- Rapidly became familiar with the new system, then trained all current and new BnALOs on its operation
- Top-notch ETAC and NCO--best performer in his shop--critical squadron asset--promote immediately

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KENNETT G. BLOCK, Lt Col, USAF 25th Fighter Squadron (PACAF) Osan Air Base, Republic of Korea	Operations Officer [redacted] SIGNATURE: [signature]	2 Nov 98

INSTRUCTIONS

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Reports written by colonels or civilians (GM-15 or higher) do not require an indorser; however, indorsement is permitted unless prohibited by the Instruction above.

When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the indorser is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.

When the final evaluator (rater or indorser) is not an Air Force officer or a DAF civilian, an Air Force advisor review is required.

VII. COMMANDER'S REVIEW

CONCUR	NONCONCUR *(Attach AF Form 77)*	SIGNATURE
X		[signature]

AF FORM 910, JUN 95 ***(REVERSE) (EF-V2***[illegible]***PerFORM PRO)***

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SENIOR ENLISTED PERFORMANCE REPORT *(MSGT thru CMSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	MSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
1st Air Support Operations Squadron, Det 1 (USAFE), Friedberg AIN, GE	PE0DFR9N	0DC32

7. PERIOD OF REPORT	8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 02 Nov 2004 Thru: 01 Nov 2005	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Detachment NCOIC

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Leads three Battalion Air Liaison Officers, seven Joint Terminal Attack Controllers (JTAC) and nine Tactical Air Command and Control Specialists in a geographically separated unit. Ensures unit readiness to deploy when directed by higher headquarters to contingency areas in response to the needs of EUCOM, NATO, US Army or USAF. Instructs tactics, techniques and procedures for the tactical air control party (TACP) to facilitate close air support (CAS). As member of a TACP, provides liaison with staff of the 1st Brigade (BDE), 1st Armored Division during contingency deployments and exercises to properly apply airpower effects in support of the commander's scheme of fire and maneuver. Management oversight for equipment inventories in excess of $7.2M, including nine mobile radio communications weapon systems and 44 personal M4 and M9 weapons. ADDITIONAL DUTIES: Sq Chief JTAC Instructor, Battalion Air Liaison Officer

III. EVALUATION OF PERFORMANCE

1. DUTY PERFORMANCE *(Consider quality, quantity, and timeliness of duties performed)*			
☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.
2. JOB KNOWLEDGE *(Consider whether ratee has technical expertise and is able to apply the knowledge)*			
☐ Lacking. Needs considerable improvement.	☐ Sufficient. Gets job accomplished.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Masters all duties.
3. LEADERSHIP *(Consider whether ratee motivates peers or subordinates, maintains discipline, sets and enforces standards, evaluates subordinates fairly and consistently, plans and organizes work, and fosters teamwork)*			
☐ Ineffective.	☐ Gets satisfactory results.	☐ Highly effective leader.	☒ Exceptionally effective leader.
4. MANAGERIAL SKILLS *(Consider how well member uses time and resources)*			
☐ Ineffective.	☐ Manages resources in a satisfactory manner.	☐ Skillful and competent.	☒ Dynamic, capitalizes on all opportunities.
5. JUDGMENT *(Consider how well ratee evaluates situations and reaches logical conclusions)*			
☐ Poor.	☐ Sound.	☐ Emphasizes logic and decision making.	☒ Highly respected and skilled.
6. PROFESSIONAL QUALITIES *(Consider ratee's dedication and preservation of traditional military values - integrity and loyalty)*			
☐ Unprofessional, unreliable.	☐ Meets expectations.	☐ Sets an example for others to follow.	☒ Epitomizes the Air Force professional.
7. COMMUNICATION SKILLS *(Consider ratee's ability to organize and express ideas)*			
☐ Unable to communicate effectively.	☐ Organizes and expresses thoughts satisfactorily.	☐ Organizes and expresses ideas clearly and concisely.	☒ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS. For CMSgts, this is a recommendation for increased responsibilities.)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒
ADDITIONAL RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒

V. RATER'S COMMENTS

- Identified problem with ACC web-based training program; created patch; enabled full access for CAF TACPs
- Platinum SNCO! Squadron NCO of the year for 2004 & SNCO of the 2d & 3d quarters for 2005; unstoppable!
- Led detachment in garrison 49 days during commander's TDYs; successfully ran all daily Ops for 20 Airmen
- Tenacious! Completed 1,100 training items in 2004; led unit to 100% completion in first nine months of 2005
- Led five in Combat Maneuver Training Center (CMTC) 05-05; used 10 CAS missions to destroy 12 tanks
- NCOIC for deployment/redeployment of 28 squadron personnel and $7.6M in equipment during CMTC 05-07
  -- Controlled 52 CAS sorties; facilitated destruction of 25% of enemy battalion task force; led Army to victory
  -- Led mission planning & integration of 26 Dutch F-16C sorties; trained NATO allies on US CAS procedures
- Implemented five exercise communications plans; only his were 100% effective voice comm; enabled CAS C2
- NCOIC for 12 at Mission Readiness Exercise; AF ORI equiv; CAS plan helped certify BDE as 'Combat-ready'
  -- Integrated realistic CAS, ISR, UAV training; executed split fwd basing plan; 100% battlefield coverage
- Initiated professional development of two Polish soldiers; presented US TACP capabilities at training site
- One of the best enlisted I've seen in three ops career fields! Make him Sq superintendent soon; promote now!

Last performance feedback was accomplished on: 4 Jun 2004 *(Consistent with the direction in AFI 36-2406.) (If not accomplished, state the reason.)*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
CHRISTOPHER L. PENNINGROTH, Maj, USAF 1st Air Support Operations Squadron, Det 1 (USAFE) Friedberg Army Installation, Germany	Detachment Commander	04 Mar 2005

[redacted] SIGNATURE

VI. ADDITIONAL RATER'S COMMENTS ☒ CONCUR ☐ NONCONCUR

- AF winner of the League of United Latin American Citizens Excellence in Military Service Award for 2005!
- #1 JTAC as Sq Chief Terminal Attack Control Instructor; managed training oversight of 22 JTAC & instructors
- Spearheaded new CAS simulator; authored four scenarios; trained instructors cadre; completed 12 upgrades
- Assistant coach for Heidelberg youth soccer; instilled teamwork and reinforced importance of physical fitness
- Led pre-deployment site survey to Iraq; identified critical manpower/equipment shortfall; deployment on track!
- Proven leadership! My #1 of 7 MSgts; highest degree of expertise in TACP career field; promote immediately

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
DAVID G. SALOMON, Lieutenant Colonel, USAF 1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany	Commander	04 Mar 2005

[redacted] SIGNATURE

VII. REVIEWER'S COMMENTS ☒ CONCUR ☐ NONCONCUR

- Hallmark of excellence; combat vet, awarded bronze star medal for results in Operation IRAQI FREEDOM
- Selected for JP 3-09.3 "CAS Employment" rewrite; encapsulated OIF lessons learned; joint force multiplier
- Led Joint Maneuver Training Center, Mission Readiness Exercise; Army certification; flawless CAS execution
  -- Integrated German fighter aircraft for show-of-force flight, dispersed riot; realistic training for combat team
- Top 15% of SNCOs! Exceptional team builder, superior leadership, succeeds in each endeavor; promote now

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
PATRICK A. POPE, Lieutenant Colonel, USAF 4th Air Support Operations Gp (USAFE) Heidelberg Army Installation, Germany	Director of Operations	04 Jan 2005

[redacted] SIGNATURE

VIII. FINAL EVALUATOR'S POSITION		IX. TIME-IN-GRADE ELIGI	ANDER'S REVIEW
A	☐ SENIOR RATER	*(N/A for CMSgt or CMSgt selectee)*	☐ CONCUR ☐ NONCONCUR *(Attach AF Form 77)*
B	☒ SENIOR RATER'S DEPUTY	☐ N/A	☒ N/A
C	☐ INTERMEDIATE LEVEL	☒ YES	SIGNATURE
D	☐ LOWER LEVEL	☐ NO	

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SENIOR ENLISTED PERFORMANCE REPORT *(MSGT thru CMSGT)*

I. RATEE IDENTIFICATION DATA *(Read AFI 36-2406 carefully before completing any item.)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	MSGT	1C471

5. ORGANIZATION, COMMAND, AND LOCATION	6a. PAS CODE	6b. SRID
1st Air Support Operations Squadron, Det 1 (USAFE), Friedberg AIN, GE	PE0DFR9N	0DC61

7. PERIOD OF REPORT		8. NO. DAYS SUPERVISION	9. REASON FOR REPORT
From: 02 Nov 2005	Thru: 30 Nov 2006	120	Annual

II. JOB DESCRIPTION

1. DUTY TITLE

Detachment NCOIC

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

Leads three Battalion Air Liaison Officers, seven Joint Terminal Attack Controllers (JTAC) and nine Tactical Air Command and Control Specialists in a geographically separated unit. Ensures unit readiness to deploy when directed by higher headquarters to contingency areas in response to the needs of EUCOM, NATO, US Army or USAF. Instructs tactics, techniques and procedures for the tactical air control party (TACP) to facilitate close air support (CAS). As member of a TACP, provides liaison with staff of the 1st Brigade Combat Team (BCT), 1st Armored Division during contingency deployments and exercises to properly apply airpower effects in support of the commander's scheme of fire and maneuver. Management oversight for equipment inventories in excess of $7.2M, including nine mobile radio communications weapon systems and 44 personal M4 and M9 weapons. ADDITIONAL DUTY: Squadron Chief JTAC Instructor

III. EVALUATION OF PERFORMANCE

1. DUTY PERFORMANCE *(Consider quality, quantity, and timeliness of duties performed)*

☐ Inefficient. An unprofessional performer.	☐ Good performer. Performs routine duties satisfactorily.	☐ Excellent performer. Consistently produces high quality work.	☒ The exception. Absolutely superior in all areas.

2. JOB KNOWLEDGE *(Consider whether ratee has technical expertise and is able to apply the knowledge)*

☐ Lacking. Needs considerable improvement.	☐ Sufficient. Gets job accomplished.	☐ Extensive knowledge of all primary duties and related positions.	☒ Excels in knowledge of all related positions. Masters all duties.

3. LEADERSHIP *(Consider whether ratee motivates peers or subordinates, maintains discipline, sets and enforces standards, evaluates subordinates fairly and consistently, plans and organizes work, and fosters teamwork)*

☐ Ineffective.	☐ Gets satisfactory results.	☐ Highly effective leader.	☒ Exceptionally effective leader.

4. MANAGERIAL SKILLS *(Consider how well member uses time and resources)*

☐ Ineffective.	☐ Manages resources in a satisfactory manner.	☐ Skillful and competent.	☒ Dynamic, capitalizes on all opportunities.

5. JUDGMENT *(Consider how well ratee evaluates situations and reaches logical conclusions)*

☐ Poor.	☐ Sound.	☐ Emphasizes logic and decision making.	☒ Highly respected and skilled.

6. PROFESSIONAL QUALITIES *(Consider ratee's dedication and preservation of traditional military values - integrity and loyalty)*

☐ Unprofessional, unreliable.	☐ Meets expectations.	☐ Sets an example for others to follow.	☒ Epitomizes the Air Force professional.

7. COMMUNICATION SKILLS *(Consider ratee's ability to organize and express ideas)*

☐ Unable to communicate effectively.	☐ Organizes and expresses thoughts satisfactorily.	☐ Organizes and expresses ideas clearly and concisely.	☒ Highly skilled writer and communicator.

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IV. PROMOTION RECOMMENDATION *(Compare this ratee with others of the same grade and AFS. For CMSgts, this is a recommendation for increased responsibilities.)*

RATEE NAME: LOESCHER, SCOTT C.

RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒
ADDITIONAL RATER'S RECOMMENDATION	1 ☐	2 ☐	3 ☐	4 ☐	5 ☒

V. RATER'S COMMENTS

- Sterling NCOIC! Spearheaded Detachment closure; superb planning, attention to detail & organizational skills
  -- Planned timeline for vehicles, equipment and personnel movements while keeping unit 100% mission ready
- Led counter-improvised explosive device (IED) CAS ops--1,300 BCT troops safe through insurgent heartland
- Air assaulted into a hostile forward location as a 2-man team to conduct surgical strikes against an IED factory
  -- Destroyed factory and weapons caches--crippling blow to anti-Iraqi Forces--saved countless friendly forces
- Led eight JTAC teams comprised of 16 Airmen--coordinated 100% of the air support for over 3,000 soldiers
- Controlled over ten aircraft airborne at any given time--enabled establishment of six critical combat outposts
- Expertly controlled time-critical strike on insurgent IED team--"bombs-on-target" within 5 minutes of detection
  -- Strike killed six anti-Iraqi Forces--Intel credited strike with having significant impact on insurgent's morale
- Developed tactics/techniques/proceedures integrating fixed, rotary and UAV a/c for counter-IED ops in IRAQ
  -- Set new std--tactics/techniques/proceedures briefed to Counter-IED TF & implemented throughout OIF/OEF
- Created first-ever integrated JTAC/EOD team; minimized mortar attacks on EOD team and ensured zero losses
- Outstanding SNCO! Proven leadership and combat skills--make him operations superintendent--promote now!

Last performance feedback was accomplished on: 08 Sep 2006 *(Consistent with the direction in AFI 36-2406.) (If not accomplished, state the reason.)*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
ELTON H. DAVIS, Maj, USAF 1st Air Support Operations Squadron, Det 1 (USAFE) Friedberg Army Installation, Germany	Detachment Commander	30 Nov 2006

[redacted] SIGNATURE

VI. ADDITIONAL RATER'S COMMENTS ☒ CONCUR ☐ NONCONCUR

- Combat proven! NCOIC of 1st EASOS for OIF deployment and challenging Tal Afar and Ramadi combat ops
- Consummate professional; meticulously planned/prepared 11 personnel for OIF deployment--100% msn ready
- Flawlessly executed CAS employment of 20, 40, & 105mm cannons, 3 GBU-12s, 2 GBU-38s & 4 AGM-65Es
  -- 4 EASOG Commander singled him and his team out as "heroes", credited with keeping CAS efforts on track
- Built new "into the cockpit" tactic--reduced talk on from minutes to seconds--allowed rapid targeting of enemy
- #2 of 9 MSgts--an absolute superstar--Ops Superintendent next, then Sq Superintendent--promote immediately!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
DAVID G. SALOMON, Lt Col, USAF 1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany	Commander	30 Nov 2006

[redacted] ATURE

VII. REVIEWER'S COMMENTS ☐ NONCONCUR

- Outstanding warrior! Winner of the 2006 USAFE TACP of the Year Frazier Award for superior performance
- Melded USAF JTACs & USMC Air Naval Gunfire Liason Company--set benchmark for future joint OIF CAS
- Rapidly responded to emergency CAS request; enabled the rescue of coalition forces pinned down in firefight
  -- His actions saved the lives of US and Iraqi Army Soldiers and Marines--defeated over ten anti-Iraqi forces
- #6 of 31 MSgts--unrivaled leadership/professionalism--a must for Sq Superintendent--promote immediately!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
ROBERT P. BAINE III, Col, USAF 4th Air Support Operations Group (USAFE) Heidelberg Army Installation, Germany	Commander	30 Nov 2006

[redacted] ATURE

VIII. FINAL EVALUATOR'S POSITION		IX. TIME-IN-GRADE ELIGI	ANDER'S REVIEW
A	☐ SENIOR RATER	*(N/A for CMSgt or CMSgt selectee)*	☐ CONCUR ☐ NONCONCUR *(Attach AF Form 77)*
B	☒ SENIOR RATER'S DEPUTY	☐ N/A	☒ N/A
C	☐ INTERMEDIATE LEVEL	☒ YES	SIGNATURE
D	☐ LOWER LEVEL	☐ NO	

AF IMT 911, 20000601, V3 *(REVERSE)* **FOR OFFICIAL USE ONLY** (When filled in)

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	MSgt	1C471

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany (AD)	PE0DFB6B	0DACC

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 1 Dec 2007 Thru: 15 Sep 2008	290	CRO

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Operations Superintendent	Joint Terminal Attack Controller-Instructor

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Responsible for all operations for 82-person squadron spread across three GSUs supporting four Army units
- Leads training, evaluations for 84 Joint Terminal Attack Controllers (JTAC) and $2.4M annual training budget
- Oversees $80M in equipment, 21 deployable UTCs; manages all JTAC ops throughout Army division and HQ
- Deploys 60+ personnel/100% of sq annually for OIF/OEF; ensures all trained and equipped for combat ops

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Prepped/deployed 32 personnel for OIF/OEF combat; zero reporting discrepancies--all ready for combat ops
- Diplomat; expertly trained six Dutch terminal attack controllers--ensured key allies ready for Afghan combat
- Created procedures to use civilian ISR air asset in counter-IED fight; 15 emplacers killed--now OIF standard
- Oversaw air planning for three named ops in northern Iraq; responded to 500+ troops in contact--saved lives

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Led 80+ OIF Battlefield Airmen; 142 enemy killed--40% of AO's BDA--equal to total BDA for 20K soldiers
- Orchestrated TACP Memorial Day support; four European flybys--lauded by USAFE 2-star/USMC Colonel

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Rebuilt broke award and supply processes; overcame AEF/Army swaps--cleared 242 medals, $2M supplies
- Drove vehicle recapitalization of $8.9M; kept sq msn ready despite 50 personnel moves/year+ of combat ops

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Completed 21 hours for Air University management degree; applying new skills on job--maintained 4.0 GPA
- Led training for 40 operators on new digital procedures; applied latest tactics--ensured all ready for OIF/OEF

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Additional Duty 1st Sgt; supported two wounded, emergency leave, suicidal gesture--overcame all challenges
- Sq leader for two CONUS CAS trips; worked 100+ sorties, controls for 30 currencies, five evals--sq msn rdy

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Oversaw all ops despite deployments and tough GSU ops; ensured sq ready for sustained combat deployments
- #1 of 4 MSgts; proven excellence in all endeavors--earned tough OIF Bronze Star from Army--promote now!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
STUART A. PETTIS, Lt Col, USAF 1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany	Commander	8 Oct 2008
	SSN: [redacted]	SIGNATURE: PETTIS.STUART.A.1186901955

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PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.

Sheet: 76

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V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: LOESCHER, SCOTT C.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 10 May 2008 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Managed over $80M equipment; upgraded to new combat vehicles--recapitalized $10M+ in excess equipment
- Spearheaded AFN coverage on JTACs; brought great recognition and new recruits to overstressed career field
- #1 of 23 MSgts; combat proven and professional--we need him leading Airmen--Sq Sup next--promote now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
DAVID B. HUME, Col, USAF 4th Air Support Operations Group (USAFE) Heidelberg Army Installation, Germany	Commander	8 Oct 2008
	SSN [redacted]	SIGNATURE HUME.DAVID.B.1048804906

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Executed no-notice move of 22-man GSU; shipped $44M in gear--zero impact on upcoming OIF deployment
- Oversaw ops on 15 FOBs in four Iraqi provinces; 250K lb in bombs dropped--protected 220K US/Iraqi troops
- Record says it all; 3 AF SNCO of Year, USAFE Tactical Air Control System SNCO of Year for '08--promote!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
PHILIP M. BREEDLOVE, Lt Gen, USAF Third Air Force (USAFE) Ramstein Air Base, Germany	Commander	27 Oct 2008
	SSN [redacted]	SIGNATURE BREEDLOVE.PHILIP.M.1062265422

VIII. FINAL EVALUATORS POSITION	IX. TIME-IN-GRADE ELIGIBLE
☒ SENIOR RATER ☐ SENIOR RATER'S DEPUTY ☐ INTERMEDIATE LEVEL ☐ LOWER LEVEL	N/A for CMSgt or CMSgt Selectee ☐ N/A ☒ YES ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
STUART A. PETTIS, Lt Col, USAF 1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany	Commander	27 Oct 2008
	SSN [redacted]	SIGNATURE PETTIS.STUART.A.1186901955

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042	27 Oct 2008

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

Sheet: 77

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SMSgt	1C491

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
HQ USAFE/A3/10, Ramstein Air Base, Germany	RF0DFLC8	0DHDO

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 23 Jul 2012 Thru: 31 May 2013	313	CRO

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Deputy Chief, Close Air Support Branch	HQ USAFE 1C4 Functional Area Manager (FAM), Contingency Response Group Alternate FAM

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Manages OT&E rqrmts for 8 TACP GSUs, Air Grnd Ops School (AGOS) and Joint Mission Readiness Center
- Responsible for $9.7M O&M budget for 2 Grps, $100M in UTC equip; 740 Battlefield Airmen/25 AFSCs
- Accountable for SORTS, ART, DRRS and AEF reporting for TACP/Air Spt Ops Center (ASOC) wpn systems
- Develops & executes detailed cmbt plans, integrating TACP/ASOC capes into EUCOM/AFRICOM OPLANS

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Created TACP consolidation plan; aligned w/USAREUR msn; streamlined pers/equip 70%--CAF benchmark
- Procured $230K for TACP simulators for new ASOS bldg--facilitated realistic trng for 60 Battlefield Airmen
- Directed USAFE TACP equip redist plan; built timeline; id'd UTC shortfalls/overages to CAF--saved $2.6M
- HAF lead for TACP WG; restructured CAF trng plan; efforts optimize basing/syllabus--trng cut from 3 to 1 yr

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Dvlp'd 2 new TACP UTCs, updated UTA/DOC Statements--voiced ART/SORTS/DRRS OT&E needs to ldrs
- Aggressive FAM; ensured wing ops/AEF readiness correctly id'd; unit shortfalls addressed--zero msn impact

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Innovative cost center manager; leveraged NATO partners capes saving USAFE ops $1.6M/personnel $1.8M
- Superb steward of $5.8M JTAC fly hr contract; key mediator of USAFE and Contractor interests--no tng lost

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Completed USAFE Chief Leadrship Seminar--reinforced strategic leadership/force management perspectives
- Led first USAFE TACP leader symposium; taught manning and AEF concepts--synchronized cmd TACP vision

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Chaired USAFE-wide 24hr run; organized 28 pax, 14 donors and13 support pax--raised $4K for TACP Assoc
- USAFE guest speaker for returning Battlefield Airmen deployers--4 arrival flights & 236 deployers welcomed

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Tireless leader; led 4 redeployer briefs/3 ldrshp classes/ALS guest speaker/A3/Booster Club--mentored 200+
- Superior results in MAJCOM; promotion well-deserved--CFM #1 choice to be CEM at CAF's largest ASOS!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JENNIFER L. SPEARS, Col, USAF HQ USAFE/A3C Ramstein Air Base, Germany	Chief, C2 Operations Division	31 May 2013

[redacted] RE
RS.JENNIFER.LYNN.1160172378,

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Sheet: 78

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V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: LOESCHER, SCOTT C.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 28 Nov 12 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- EUCOM lead: JS CAS steering grp/coalition JTAC prgm devlpmt--21 NATO nations trained to meet jt stndrds
- Sole ldr of cmd's TACP force restructure; created 1st ever Prgm Plan--$1M O&M/$14M mpwr/55 auths saved
- Phenomenal msn focused ldr; selected to lead TACP Airmen in CAF's largest ASOS! Next stop Group Supt!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JAMES W. HYATT, Major General, USAF HQ USAFE/A3/10 Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	5 Jun 2013
	SSN [redacted]	SIGNATURE HYATT.JAMES.W.1133189285

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

THIS SECTION NOT USED

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JAMES W. HYATT, Major General, USAF HQ USAFE/A3/10 Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	5 Jun 2013
	SSN [redacted]	SIGNATURE HYATT.JAMES.W.1133189285

VIII. FINAL EVALUATORS POSITION
- ☒ SENIOR RATER
- ☐ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☒ N/A
- ☐ YES
- ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
TILGHMAN L. RITTENHOUSE, Lt Col, USAF HQ USAFE/CCQ Ramstein Air Base, Germany	Commander, Headquarters Squadron	6 Jun 2013
	SSN [redacted]	SIGNATURE RITTENHOUSE.TILGHMAN.LEE.11565878

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042,	24 Jun 2013

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

Sheet: 79

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	CMSgt	1C400

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
7th Air Support Operations Squadron (ACC) Fort Bliss AIN TX	HS1CFK9J	1C9AF

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 1 Jun 2013 Thru: 31 May 2014	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Squadron Superintendent	N/A

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Senior enlisted advisor to commander; directs daily activities for 173 assigned Airmen in CAF's largest ASOS
- Oversees over $37 million in unit assets; supervises planning/implementation of personnel & support policies
- Manages Airmen's professional development; ensures combat readiness to execute Squadron's tasked missions
- Advises commander on discipline, morale and utilization of personnel; advises Army CCs on AF capabilities

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Organizational Climate, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Initiated familiarization w/ RPAs; organized live sorties/simulators events--incrs'd TACP Amn air perspective
- Revamped Sq's evaluation/decoration programs; developed hybrid paper & electronic process--100% on time
- Stood up Sq's DSD nomination program; inspired Sq's 1st TACP volunteers--AFPC selected 3 motivated Amn
- Led scrub of Army's new eqpmt auths; ID'd Army provided eqpmt/vehicles, coord'd for issue--Sq rdy for msn

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Coordinated/managed AF Force Mgmt prgms; educated/mentored 27 affected Amn--mitigated impact to Sq msn
- Managed AF support of JTF cert; included 6-week coalition exercise--1st Armor Div ready to C2 Jnt warriors

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☐ Meets ☒ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Managed development of Sq's ASOC msn; mitigated $377K shortfall in UTC equipment--FY14 IOC on track
- Initiated support of Army's network integration exercises; facilitated ops testing for ACC--TACP comms jnt rdy

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Initiated wkly SNCO huddles; developed/executed 18 mentoring sessions--greatly improved Sq morale/comms
- Spearheaded Sq's self-assessment program; oversaw execution of 64 checklists--Sq led Gp in compliant items

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Organized teambuilding efforts w/ 49 WG ldrshp; facilitated 2 livefire shoots--created trust w/ supporting base
- Authored agreement w/ AAFES/FORSCOM; obtained AF uniform items at Fort Bliss--10K Airmen supported

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Organized TACP for 2x Command Post exercises; advised 2-star on airpower ops--Division ready for JTF cert
- Gifted leader, mentor, consensus builder and problem solver--develop as a senior leader; Command Chief next

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
TIMOTHY M. CULLEN, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss AIN TX	Commander	2 Jun 2014

[redacted] RE
LLEN.TIMOTHY.M.1099162828

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V. OVERALL PERFORMANCE ASSESSMENT
Overall Performance During Reporting Period

RATEE NAME: LOESCHER, SCOTT C.

ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 10 Apr 2014 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Acting TACP Gp Chief; managed 2 TACP/ASOC requirements working groups--ACC/A5Y selected 10 inputs
- Gained support of 52 CBCS for Joint Exercise BOLD QUEST; 1st for Division ASOC--new CONOP for CAF
- Visionary leader; drove TACP & Division ASOC expansion--vast potential, Gp CEM ASAP, then Cmd Chief!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
THOMAS A. BELL, Col, USAF 3d Air Support Operations Group (ACC) Fort Hood AIN TX	Commander	5 Jun 2014
	SSN: [redacted]	SIGNATURE: BELL.THOMAS.A.1179059076

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- JAGIC leader; integrated ACC's training team w/ Division & staff--became MAJCOM's model for JAGIC IOC
- Built professional development program; tailored USAFE "core groups" for TACP--adopted across 93 AGOW
- Exceptional leader and mentor of Battlefield Amn--a must for a senior ldr development; Command Chief next!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
SAMUEL P. MILAM, Col, USAF 93d Air Ground Operations Wing (ACC) Moody AFB GA	Commander	6 Jun 2014
	SSN: [redacted]	SIGNATURE: MILAM.SAMUEL.P.1114661160

VIII. FINAL EVALUATORS POSITION
- ☒ SENIOR RATER
- ☐ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☒ N/A
- ☐ YES
- ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
TIMOTHY M. CULLEN, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss AIN TX	Commander	6 Jun 2014
	SSN: [redacted]	SIGNATURE: CULLEN.TIMOTHY.M.1099162828

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE: LOESCHER.SCOTT.C.1151124042, DATE: 6 Jun 2014

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUNTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Usese apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

AF FORM 911, 20140101 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SMSgt	1C491

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
HQ USAFE/A3/10 (USAFE), Ramstein Air Base, Germany (AD)	RF0DFLC8	0DHDO

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 21 Sep 2010 Thru: 22 Jul 2011	142	CRO

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Deputy Chief, Close Air Support Branch	HQ USAFE 1C4 Functional Area Manager (FAM)

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Manages resources of nine geographically seperated units; 300 personnel and equipment valued at over $100M
- Facilitates SORTS, ART, DRRS and AEF reporting procedures for USAFE TACP and ASOC weapon systems
- Develops and executes detailed plans integrating US TACP/ASOC/JTAC into NATO and US Army operations
- Oversees WPC AGOS/Det-2 TACPs ensuring OT&E requirements are met for all US/NATO trng requirements

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Go-to FAM! Assumed ldershp role for other HQ FAMs--continually praised by CCs as one who gets it done
- Solved manning shortfalls! Kept USAFE 10% above worldwide averages--units meeting CSAF expectations
- Exec'd Program Action Directive closure of 1 Air Supt Ops Sq; 4 UTCs, 35 PAX--msn/equip 100% transfered
- Exec'd 4 Air Supt Ops Sq move; 9 UTCs, 50 PAX, equip moved to new location--minimized impact on sq mbr

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Recruiter; interviewed 11 potential cross-trainees for demanding TACP AFSC--demonstrated AF core values
- Candid FAM! Honestly related ART/SORTS/DRRS OT&E needs to senior leaders--correct cmd sight picture

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Provided SME/FAM oversight of $5.8M AGOS JTAC Close Air Support contract; 270 fly hrs for JTAC trng
- Validated/actioned sourcing rqmts w/seven GSUs for wartime taskings--1:1 dwell ID'd; AEF obligations met

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Continuously seeks self improvement--completed 15 hrs toward BS; maintained 3.8 GPA w/high ops tempo
- Focused trng for GSU leaders; manning, trng, and deployment dwell obstacles ID'd--clear ops vision actioned

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Led A3 Directorate immersion for new A3D--7 Divisions/Branchs missions briefed/understood by new leader
- Leads from the front; advised USAFE TACP units mbrs on UMD/UTC/UMPR cohesion--community solidified

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Spearheaded rqmts for MAJCOM's future JTAC simulator acquisition; integrated Distributed Msn Ops rqmts
- Outstanding performer, 2010 3 ASOG SNCO of Year, tackles all tasks w/new FAM job with ease, Chief now!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JOHN J. IWANSKI, Col, USAF HQ USAFE/A3Y (USAFE) Ramstein Air Base Germany	Chief, Air Ops C2 Division	25 Jul 2011
	SSN: [redacted]	SIGNATURE: IWANSKI.JOHN.J.1009433801,

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Sheet: 82

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V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: LOESCHER, SCOTT C.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 10 MAR 11 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Gifted speaker! Praised by TACP CC Conf attendees for articulate/poised brief...command issues understood
- Effortlessly managed DOC statement rewrite for all USAFE TACP units...5 DOCs rewritten/staffed/approved
- Realized CSAF vision; spearheaded Dplyed Transition Ctr/TACP integration; DP to Chief & groom for CCC!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
DAVID J. SCOTT, Maj Gen, USAF HQ USAFE/A3/10 (USAFE) Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	10 Aug 2011
	SSN [redacted]	SIGNATURE SCOTT.DAVID.J.1049858783,

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

THIS SECTION NOT USED

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
DAVID J. SCOTT, Maj Gen, USAF HQ USAFE/A3/10 (USAFE) Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	10 Aug 2011
	SSN [redacted]	SIGNATURE SCOTT.DAVID.J.1049858783,

VIII. FINAL EVALUATORS POSITION
- ☒ SENIOR RATER
- ☐ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☐ N/A
- ☒ YES
- ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
GREGORY D. SODERSTROM, Lt Col, USAF HQ USAFE/CCQ (USAFE) Ramstein Air Base, germany	Commander, Headquarters Squadron	14 Aug 2011
	SSN [redacted]	SIGNATURE SODERSTROM.GREGORY.D.1149226075

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042,	17 Aug 2011

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SMSgt	1C491

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
7th Air Support Operations Squadron (ACC), Fort Bliss Army Installation, Texas (AD)	HS1CFK9J	1C9AF

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 21 Sep 2009 Thru: 20 Sep 2010	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
OPERATIONS SUPERINTENDENT	Special Duty Assignment Pay Monitor, Alternate SORTS/ART/DRRS Monitor

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Manages/directs operations of programmed largest Air Spt Ops Sq (ASOS); supports 4 brigades; 12 battalions
- Supervises/directs trng and equipping of 50 TACP operations personnel; ensures squadron combat readiness
- Advises/assists Army ground commander w/CAS trng/integration/planning/execution supporting 17.5K troops
- Maintains Jnt Terminal Attack Controller Instructor (JTAC-I) combat mission-ready/instructor/evaluator status

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Stood up consolidated EASOS in Iraq; 83 Amn/23 bases/wpn systems; streamlined OIF TACP under single sq
- NCOIC of most active Div TACP; placed JTACs/covered voting stations; 144 sorties; secured Iraqi elections
- Dual-hatted as OIF Super/Chief JTAC-I; authored 5 SPINs changes, revamped read file, updated 561 JTS CoP
- Rewrote OIF deployment guidance; scrubbed manning, ID'd nine early releases; set EASOS up for deactivation

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Organized TACP memorial event; coord AF-wide PA coverage; AFCENT/CC attended; honored fallen heroes
- Led 14-man/10 day CAS trng TDY; coorded/w 5 flying sqs; 44 controls; awarded Q1--top rating in JTAC eval

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Merged $7.9M equipment accounts; 16 locations/5 accounts; met msn reqs and covered 160 Km of battlespace
- Restructured sq; led trng/stan eval oversight; absorbed 18 3-level TACPs; 30% deployed w/only 60% manned

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Award winning performer AF SNCO Academy; flight ldr, led 15 hour local school project; sets high standards
- Finished six Info Systems Bachelor's classes; 3.8 GPA; pilot's license academics complete; aviation focused

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Mentored 53 sq Amn; 156 credits hours complete; six degrees finished; 2 Gp/1 Wg qtrly winners; 2 PME DGs
- Planned/executed joint 10K race, partnered w/non-profit org; 45 hours, 500 runners; funds aided TX wounded

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Drove two new sq GS positions; built requirements w/AGOW, justified to AFPC; active duty tempo reduced
- Outstanding leader/mentor! Sq SNCO of the Qtr; major impacts both in garrison and down range; Chief ASAP!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
PATRICK J. KELLY, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss Army Installation, Texas (AD)	Director of Operations	17 Dec 2010
	SSN: [redacted]	SIGNATURE: KELLY.PATRICK.J.1134461795

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V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: LOESCHER, SCOTT C.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 7 Dec 2009 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Catalyst in OIF draw down; led $9.6M vehicle transfer; shipped 60 radios/video eq to OEF; key to OEF surge
- Managed 50% sq personnel growth; justified/received 216 wpns/54 radios; set-up accounts; on-track for FMC
- Stellar SMSgt with strategic-level impact; excels above peers, right sized the force in OIF; CMSgt a must now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
DAVID C. WRIGHT, Col, USAF 3rd Air Support Operations Group (ACC) Fort Hood Army Installation (AD)	Commander	27 Dec 2010
	SSN [redacted]	SIGNATURE WRIGHT.DAVID.C.1069558310

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Coordinated w/Army Center for Advanced Performance; built JTAC resiliency prgm for unit; used by Wing
- Deployed Gp Ops Super; led 153 Amn, 20 GSUs; 2,114 CAS missions provided CAS umbrella for 85K troops
- DG at SNCO Academy! Consistently head and shoulders above his peers; Promote ASAP--Chief ready now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JOHN P. HORNER, Brig Gen (s), USAF 93d Air Ground Operations Wing (ACC) Moody Air Force Base, Georgia (AD)	Commander	11 Jan 2011
	SSN [redacted]	SIGNATURE HORNER.JOHN.P.1046527050

VIII. FINAL EVALUATORS POSITION	IX. TIME-IN-GRADE ELIGIBLE
☒ SENIOR RATER ☐ SENIOR RATER'S DEPUTY ☐ INTERMEDIATE LEVEL ☐ LOWER LEVEL	N/A for CMSgt or CMSgt Selectee ☐ N/A ☒ YES ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
ADRIAN N. CLARKE, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss Army Installation, Texas (AD)	Commander	12 Jan 2011
	SSN [redacted]	SIGNATURE CLARKE.ADRIAN.N.1184127322

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042,	13 Jan 2011

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	SMSgt	1C491

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
HQ USAFE/A3/10 (USAFE), Ramstein Air Base, Germany (AD)	RF0DFLC8	0DHDO

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 23 Jul 2011 Thru: 22 Jul 2012	366	Annual

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Deputy Chief, Close Air Support Branch	HQ USAFE 1C4 Functional Area Manager (FAM), Contingency Response Group (CRG) Alternate FAM

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Manages OT&E rqrmts for 8 TACP GSUs, Air Grnd Ops School (AGOS) and Jnt Msn Readiness Ctr (JMRC)
- Responsible for $9.7M O&M budget for two Grps, $100M in UTC equip; 740 Battlefield Airmen/25 AFSCs
- Accountable for SORTS, ART, DRRS and AEF reporting for TACP/Air Spt Ops Center (ASOC) wpn systems
- Develops & executes detailed cmbt plans, integrating TACP/ASOC capes into EUCOM/AFRICOM OPLANS

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Integral mbr of AETC strat trng review tm; rewrote CFETP for new ofcr ALO AFSC--critical to 7 yr trng pln
- Wpn school voting mbr; selected initial JTAC instructor cadre--crse set to produce 8 graduate-lvl JTACs/year
- USAFE rep at CAF TACP sourcing conf; filled 68 OEF taskings/ensured 6-mo 1:1 dwell--met COCOM intent
- Lobbied purchase of TACP wpn accessories; coord'd w/ CATMS/USAFE A4--awarded $200K for 100 M-4s

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Lead briefer USAREUR/USAFE warfighter talks; lauded by MAJCOM commanders--recognized HHQs SME
- Authored DOC statement rewrite for 5 units; ID'd 32 updates, new msn postures--$100K & 80 man hrs saved

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- USAFE bldg furniture lead; built rqmts/managed 4500+ furniture items/$3M budget--1500 pax into 1 building
- Pilot'd TACP Det inactivation; sync'd logistics/manning w/ USAFE/ACC--5 UTCs/22 psnl/$10M equip moved

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Attained BS in Info Sys Security; 3.75 GPA--leadership/mgmnt skills critical to FAM duties & responsibilities
- Completed AFFOR trng; learned JOPES/TPFDD planning processes--key to AFRICOM/EUCOM theater ops

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- President USAFE A3 Booster Club/225 Amn; 2 unit events planned/3 fund raisers coordinated--raised $1.5K
- Engineered Memorial Day fly-by spt; coord'd 20 JTACs/10 events w/43 acft in 5 countries--honored US fallen

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- USAFE rep TACP RWG; assessed 20 equip proposals--approved 9 CAS tgting CONOPS/incrs'd AFSC capes
- My #1 of 3 Div SMSgts! Unmatched ldrship skills; garnered SNCO 1qtr/2qtr '12--promote to Chief this board

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JOHN J. IWANSKI, Col, USAF HQ USAFE/A3C (USAFE) Ramstein Air Base Germany	Chief, C2 Operations Division	6 Aug 2012
	SSN: [redacted]	SIGNATURE: IWANSKI.JOHN.J.1009433801

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE

PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.

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V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: LOESCHER, SCOTT C.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 14 Dec 2011 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Key AGOS cost saving leader; leveraged NATO partners capes--saves USAFE $1.6M O&M/$1.8M mpwr
- Developed TACP consolidation plan; 3 units into 1, incrs'd capes/efficiency--$1M O&M/$14M mpwr savings
- #1 of 14 A3 SMSgts! Led USAFE TACP transition; incrs'd EUCOM effficiencies/cmbt capes--CMSgt Now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JAMES W. HYATT, Maj Gen, USAF HQ USAFE/A3/10 (USAFE) Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	8 Aug 2012
	SSN [redacted]	SIGNATURE HYATT.JAMES.W.1133189285

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

THE ADDITIONAL RATER IS THE REVIEWER

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
JAMES W. HYATT, Maj Gen, USAF HQ USAFE/A3/10 (USAFE) Ramstein Air Base, Germany	Director of Operations & Nuclear Integration	8 Aug 2012
	SSN [redacted]	SIGNATURE HYATT.JAMES.W.1133189285

VIII. FINAL EVALUATORS POSITION
- ☒ SENIOR RATER
- ☐ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☐ N/A
- ☒ YES
- ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
ELIZABETH A. BOLL, Lt Col, USAF HQ USAFE/CCQ (USAFE) Ramstein Air Base, Germany	Commander, Headquarters Squadron	8 Aug 2012
	SSN [redacted]	SIGNATURE BOLL.ELIZABETH.A.1016645873

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042	11 Aug 2012

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	MSgt	1C471

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
1st Air Support Operations Squadron (USAFE) Wiesbaden Army Airfield, Germany (AD)	PE0DFB6B	0DACC

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 1 Dec 2006 Thru: 30 Nov 2007	365	Annual

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
Squadron Superintendent	Additional Duty First Sergeant

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Responsible for all operations for 102-person squadron spread across four GSUs supporting five Army units
- Leads training, evaluations for 84 Joint Terminal Attack Controllers (JTAC) and $2.4M annual training budget
- Oversees $80M in equipment, 21 deployable UTCs; manages all JTAC ops throughout Army division and HQ
- Deploys over 60 TACP personnel annually for OIF/OEF--ensures all are trained and equipped for combat ops

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Expertly served as Sq Supt for four months--overcame tough GSU challenges--prepped 102 for OIF combat
- Supt for largest OIF ASOS--led sq swap during combat ops--executed 400+ sorties; dropped 70K lbs bombs
- Singlehandedly fixed $80M equipment account--overcame two yrs of malice, deployments--sq back on track
- Melded 17 Airmen from five units into a team--tracked 750+ different training requirements--all mission ready

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Coordinated European TACP support for four prominent Memorial Day flybys--USAFE one-star: "Flawless"
- Spearheaded AFN coverage on JTACs--brought great recognition and new recruits to overstressed career field

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Managed closure of 22-man GSU; shipped $22M of eqpt to CONUS--enabled USAF/USAEUR transformation
- Supervised $120K simulator fix; worked with ACC to overcame contractor woes--60 deployers combat ready

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☒ Above Average ☐ Clearly Exceeds

- Dedicated to higher education; completed 16 credit hrs despite heavy work schedule--one class shy of CCAF
- USAFE Additional Duty 1st Sgt course graduate; covered 30-day vacancy--CC's eyes/ears on personnel issues

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Scott leads from the front--3 AF/CC personally presented with Bronze Star for OIF combat accomplishments
- Leader/motivator/mentor; molded his troops into model Airmen; ensured proper use of valuable experience

7. OTHER COMMENTS (Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations) *(Limit text to 2 lines)*

- Finest SNCO leader seen in 16 years--unrivaled leadership, technical expertise and ability to motivate airmen!
- #2 of 7 MSgts, fast becoming #1--capable of largest, most difficult sqdn supt job next--promote immediately!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
STUART A. PETTIS, Lt Col, USAF 1st Air Support Operations Squadron (USAFE) Schweinfurt Army Installation, Germany	Commander	6 Dec 2007
	SSN: [redacted]	SIGNATURE: PETTIS.STUART.A.1186901955

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V. OVERALL PERFORMANCE ASSESSMENT
Overall Performance During Reporting Period

RATEE NAME: LOESCHER, SCOTT C.

ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 7 Mar 2007 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Combat Sq Supt of 94 airmen in 14 FOBs/locations spread out in six Iraq provinces--poised and ready for OIF
- Phenomenal job as First Sgt for 102 troops; expertly handled numerous issues; superior insight/people skills
- 3 AF's SSgt Jacob Frazier Outstanding Senior JTAC Award winner for 06; rising superstar! Promote soonest

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
DAVID B. HUME, Col, USAF 4th Air Support Operations Group (USAFE) Heidelberg Army Installation, Germany	Commander	7 Dec 2007
	SSN: [redacted]	SIGNATURE: HUME.DAVID.B.1048804906

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

This section is not used

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

VIII. FINAL EVALUATORS POSITION
- ☐ SENIOR RATER
- ☒ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☐ N/A
- ☒ YES
- ☐ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
STUART A. PETTIS, Lt Col, USAF 1st Air Support Operations Squadron (USAFE) Schweinfurt Army Installation, Germany	Commander	10 Dec 2007
	SSN: [redacted]	SIGNATURE: PETTIS.STUART.A.1186901955

XII. RATEE'S ACKNOWLEDGEMENT

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

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042,	10 Dec 2007

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: None. RATIONALE: This information will not be disclosed outside DoD channels.
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20070625 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

Sheet: 89

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ENLISTED PERFORMANCE REPORT *(MSgt thru CMSgt)*

I. RATEE IDENTIFICATION DATA *(Refer to AFI 36-2406 for instructions on completing this form)*

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. GRADE	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	MSgt	1C491

5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	6. PAS CODE	7. SRID
7th Air Support Operations Squadron (ACC), Fort Bliss Army Installation, Texas (AD)	HS1CFK9J	1C9AF

8. PERIOD OF REPORT	9. NO. DAYS SUPERVISION	10. REASON FOR REPORT
From: 16 Sep 2008 Thru: 20 Sep 2009	120	Annual

II. JOB DESCRIPTION

1. DUTY TITLE	2. SIGNIFICANT ADDITIONAL DUTY(S)
SQUADRON SUPERINTENDENT	Special Duty Assignment Pay Monitor, SORTS/ART/DRRS Monitor

3. KEY DUTIES, TASKS, AND RESPONSIBILITIES *(Limit text to 4 lines)*

- Senior enlisted advisor to commander; manages/directs programmed largest Air Support Operations Squadron
- Supervises planning/implementation of squadron personnel and support policies for 53 assigned personnel
- Directs training, evaluation and certification, ensuring personnel in nine different AFSCs are combat msn ready
- Coordinates/manages/directs TACP/CWT operations; advises US Army commanders on USAF capabilities

III. PERFORMANCE ASSESSMENT

1. PRIMARY DUTIES

Consider Quality, Quantity, Timeliness, Technical Knowledge, Leading, Managing and Supervising *(Limit text to 4 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Led US/NATO ALLIED STRIKE Ex; four skills lanes/56 CAS sorties/20 JTAC tms--effort lauded by Gp/CC
- Overhauled 1 ASOS CAS sim; hired/trnd operator, repaired device, built sched--sim controls now wkly event
- Attended CAF wpns conf; helped build brief for COMACC--highlighted OCO JTAC issues to MAJCOM staff
- Workhorse evaluator & instructor; 30+ upgrade missions/four checkrides--ensured JTACs proficient for cmbt

2. STANDARDS: ENFORCEMENT AND PERSONAL ADHERENCE, CONDUCT, CHARACTER, MILITARY BEARING & CUSTOMS AND COURTESIES

Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Emphasized taking care of Airmen; wkly "roll calls", recognition prgms, dorm upgrades--zero discipline probs
- Revamped inefficient eval/feedback process; designed/added improved tracking syst--100% on time rate since

3. FITNESS (Maintains Air Force Physical Fitness Standards) *(For referrals, limit text to 1 line)*

☐ Does Not Meet ☒ Meets ☐ Exempt

4. RESOURCE MANAGEMENT AND DECISION MAKING

Consider Efficiency, Judgment, Setting and Meeting Goals *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Integrated Ctr for Enhanced Performance/mental acuity trng into JTAC pgm--sq named "pilot unit" by CMSAF
- Engaged w/Public Works on permanent fix for broken cooling in bldg--Amn now have comfortable workplace

5. TRAINING, EDUCATION, OFF-DUTY EDUCATION, PME, PROFESSIONAL ENHANCEMENT AND COMMUNICATION

Consider Providing, Supporting and Personal Growth *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Committed to military/advanced education--three ALS grads in 4 mo, every unit Amn enrolled in degree prgm
- Continued Info Security Bachelor's degree--completed 21 credit hrs/3.57 GPA; set example for advanced educ

6. LEADERSHIP/TEAM BUILDING/FOLLOWERSHIP/MENTORSHIP

Consider Team Accomplishments, Leveraging Personal Experiences and Community Support, Recognition/Reward for Others *(Limit text to 2 lines)*

☐ Does Not Meet ☐ Meets ☐ Above Average ☒ Clearly Exceeds

- Led two overseas unit CAS TDYs--mult sites, 60+ controls, 13 JTACs current, four new instructors/evaluators
- Prepped Tng/Stan Eval sections for UCI, ran chklists on 60 Trng/25 JTAC folders--prgms rated "Outstanding"

7. OTHER COMMENTS

Consider Promotion, Future Duty/Assignment/Education Recommendations, Safety, Security & Human Relations *(Limit text to 2 lines)*

- Engaged AF manpower on added civilian positions for unit; broke down barriers--two new staff now a reality
- My #1 SNCO, superstar and certain future leader of the career field--promote this veteran TACP leader ASAP

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
NICHOLAS A. SULLY, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss Army Installation, Texas (AD)	Commander	12 Mar 2010
	SSN: [redacted]	SIGNATURE: SULLY.NICHOLAS.A.1164393077,

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V. OVERALL PERFORMANCE ASSESSMENT
Overall Performance During Reporting Period

RATEE NAME: LOESCHER, SCOTT C.

ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	☐	☐	☐	☐	☒
ADDITIONAL RATER'S ASSESSMENT	☐	☐	☐	☐	☒

Last feedback was performed on: 9 Jul 2009 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

- Designed one year plan for flow of new off/enl leaders into ASOS--established roadmap for successful mgmt
- IDed shortfalls in suppt agreements; coord w/agencies for ongoing rewrite--new docs will ensure sq needs met
- Perfect Superintendent to grow my programmed biggest ASOS; expect great things from him--promote soonest!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
SETH P. BRETSCHER, Col, USAF 3d Air Support Operations Group (ACC) Fort Hood Army Installation, Texas (AD)	Commander	13 Mar 2010
	SSN [redacted]	SIGNATURE BRETSCHER.SETH.P.1083527354

VII. REVIEWER'S COMMENTS *(Limit text to 3 lines)* ☒ CONCUR ☐ NON-CONCUR

THIS SECTION NOT USED

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
SETH P. BRETSCHER, Col, USAF 3d Air Support Operations Group (ACC) Fort Hood Army Installation, Texas (AD)	Commander	13 Mar 2010
	SSN [redacted]	SIGNATURE BRETSCHER.SETH.P.1083527354

VIII. FINAL EVALUATORS POSITION
- ☐ SENIOR RATER
- ☒ SENIOR RATER'S DEPUTY
- ☐ INTERMEDIATE LEVEL
- ☐ LOWER LEVEL

IX. TIME-IN-GRADE ELIGIBLE
N/A for CMSgt or CMSgt Selectee
- ☐ N/A
- ☐ YES
- ☒ NO

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

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

XI. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER ☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
NICHOLAS A. SULLY, Lt Col, USAF 7th Air Support Operations Squadron (ACC) Fort Bliss Army Installation, Texas (AD)	Commander	18 Mar 2010
	SSN [redacted]	SIGNATURE SULLY.NICHOLAS.A.1164393077,

XII. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. ☒ Yes ☐ No

SIGNATURE	DATE
LOESCHER.SCOTT.C.1151124042,	18 Mar 2010

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of the rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

AF FORM 911, 20080618 PREVIOUS EDITIONS ARE OBSOLETE **PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.**

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ENLISTED PERFORMANCE REPORT *(CMSgt)*

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Mandatory. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA ***(Refer to AFI 36-2406 for instructions on completing this form)***

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. RANK	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	CMSgt	-9E000

5. ORGANIZATION, COMMAND, AND LOCATION	6. PAS CODE	7. SRID
49th Wing (ACC), Holloman AFB NM	HS1CFB05	1C66G
	8. REASON FOR REPORT: ANNUAL	

9. TAFMSD (RegAF) / PAY DT (ARC) *(DD Mmm YYYY)*	10. PERIOD OF REPORT *(DD Mmm YYYY)*	11. NO. DAYS SUPERVISION	12. HYT *(DD Mmm YYYY)*
14 Sep 1988	From: 1 Jun 2015 Thru: 31 May 2016	366	1 Sep 2018

13. DUTY TITLE: Wing Command Chief

II. RATER'S PERFORMANCE ASSESSMENT *(Consider performance in such areas as mission accomplishment, resource utilization, team building, mentorship compliance and enforcement of standards, communication skills, training, and fostering a healthy unit climate/duty environment. Comments are highly encouraged when making CCM recommendations.*

1. COMMENTS *(Minimum 2 lines when Referral, otherwise optional provided "Line Intentionally Left Blank" is inserted. Highly encouraged when making CCM recommendations)*

- SEL for ACC's largest FTU; grad'd 456 students/95 inst upgrades/99.97% grad rate--RPA center of excellence
- Advanced QoL for HAFB Amn & families; maxed $2.6M EOY, 20% growth in MWRF--base life better for 18K
- Dvlp'd enhanced supervisor trng for ALS grad's; leverag'd Top III prgms/mentor contracts--supervisors engaged!
- Leadership evident at all levels; ACC SNCO OAY 2015, 14 MAJCOM level functional awards--Wing AFOUA

III. RATER INFORMATION *(Signature signifies this is an unbiased assessment and all ACA sessions were completed, as required by AFI 36-2406).*

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
ROBERT E. KIEBLER, Col, USAF 49th Wing (ACC) Holloman AFB NM	Commander	07 Jul 2016
	SSN: [redacted]	SIGNATURE: KIEBLER.ROBERT.E.1029012152 Digitally signed by KIEBLER.ROBERT.E.1029012152 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=KIEBLER.ROBERT.E.1029012152 Date: 2016.07.07 11:25:07 -06'00'

IV. SENIOR RATER'S PERFORMANCE ASSESSMENT ☒ CONCUR ☐ NON-CONCUR

Consider performance in such areas as mission accomplishment, resource utilization, team building, mentorship, communication skills, compliance and enforcement of standards, training, and fostering a healthy unit climate/duty environment. Raters/Senior Raters are encouraged to include cumulative 5 line comments in Sections II and IV.

1. COMMENTS *(Mandatory when Referral, otherwise optional. Highly encouraged when making CCM recommendations*)*

Rock solid CCC! Has made a huge impact on Wing and 18 tenants! Definitely ready for graduated CCC position!

2. CONSIDER FOR HIGHER RESPONSIBILITY	3. RECOMMENDED FUTURE ROLES	Describe Other
READY NOW	**OTHER**_____	Graduated CCC

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
ROBERT E. KIEBLER, Col, USAF 49th Wing (ACC) Holloman AFB NM	Commander	08 Jul 2016
	SSN: [redacted]	SIGNATURE: KIEBLER.ROBERT.E.1029012152 Digitally signed by KIEBLER.ROBERT.E.1029012152 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=KIEBLER.ROBERT.E.1029012152 Date: 2016.07.08 11:15:04 -06'00'

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

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VI. RATEE'S ACKNOWLEDGEMENT

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

SIGNATURE: LOESCHER.SCOTT.C.1151124042 Digitally signed by LOESCHER.SCOTT.C.1151124042 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=LOESCHER.SCOTT.C.1151124042 Date: 2016.07.09 17:01:44 +03'00'

DATE: 09 Jul 2016

AF FORM 912, 20150529, V2

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Sheet: 92

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VII. REMARKS *(Only use this section to spell out uncommon acronyms used on the form.)*

VIII. REFERRAL REPORT *(Complete only if report contains referral comments or the overall Performance Assessment and/or consider for higher responsibility block(s) is marked as "Do Not Retain")*

I am referring this EPR to you according to AFI 36-2406, para 1.10. It contains comments(s)/ratings(s) that make(s) the report a referral as defined in AFI 36-2406, para 1.10. Specifically, _____

Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of, or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:

not later than 3 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension only from the individual named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere in your official record will remain attached to the report for file in your personnel record. Copies of previous reports, etc., submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the Military Personnel Section (MPS) or the Air Force Total Service Center (TFSC) if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility of other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or TFSC if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may request to appeal this report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.

NAME, GRADE, BRANCH OF SERVICE OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	

SIGNATURE OF RATEE	DATE

INSTRUCTIONS

Complete this report IAW AFI 36-2406. Negative comments require the EPR to be referred IAW AFI 36-2406. Comments are mandatory for any non-concur marking in Section IV. Senior Rater's Section IV "Groom" recommendation(s) alone does not constitute a referral EPR. If ratee is deployed, provide a copy and provide feedback via email and/or telecon.

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ENLISTED PERFORMANCE REPORT *(CMSgt)*

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Mandatory. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA ***(Refer to AFI 36-2406 for instructions on completing this form)***

1. NAME *(Last, First, Middle Initial)*	2. SSN	3. RANK	4. DAFSC
LOESCHER, SCOTT C.	[redacted]	CMSgt	9E000

5. ORGANIZATION, COMMAND, AND LOCATION	6. PAS CODE	7. SRID
386th Air Expeditionary Wing (ACC) Ali Al Salem AB, Kuwait	SP1CFRXX	1CCE0
	8. REASON FOR REPORT: ANNUAL	

9. TAFMSD (RegAF) / PAY DT (ARC) *(DD Mmm YYYY)*	10. PERIOD OF REPORT *(DD Mmm YYYY)*	11. NO. DAYS SUPERVISION	12. HYT *(DD Mmm YYYY)*
14 Sep 1988	From: 1 Jun 2016 Thru: 31 May 2017	345	14 Sep 2018

13. DUTY TITLE: Command Chief

II. RATER'S PERFORMANCE ASSESSMENT *(Consider performance in such areas as mission accomplishment, resource utilization, team building, mentorship compliance and enforcement of standards, communication skills, training, and fostering a healthy unit climate/duty environment. Comments are highly encouraged when making CCM recommendations.*

1. COMMENTS *(Minimum 2 lines when Referral, otherwise optional provided "Line Intentionally Left Blank" is inserted. Highly encouraged when making CCM recommendations)*

- Forged tm into single weapon system; provided judicious advice/perspective--focused Wing for OIR operations
- Connected enterprise messaging to prsnl; cemented understanding/buy-in--stimulated Amn to internalize change
- Boosted Wing QoL thru Amn focus; advocated for $7M tents-to-trailers prgm--improves lodging for 3800 Amn
- I couldn't have done it better without Scott, he is a masterful mentor/motivator--absolutely ready for NAF CCM!

III. RATER INFORMATION *(Signature signifies this is an unbiased assessment and all ACA sessions were completed, as required by AFI 36-2406).*

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
CHARLES D. BOLTON, Col, USAF 386th Air Expeditionary Wing (ACC) Ali Al Salem Air Base, Kuwait	Commander	15 Jun 2017
	SSN: [redacted]	SIGNATURE: BOLTON.CHARLES.D.1119979583 Digitally signed by BOLTON.CHARLES.D.1119979583 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=BOLTON.CHARLES.D.1119979583 Date: 2017.06.15 16:25:00 +03'00'

IV. SENIOR RATER'S PERFORMANCE ASSESSMENT ☒ CONCUR ☐ NON-CONCUR

Consider performance in such areas as mission accomplishment, resource utilization, team building, mentorship, communication skills, compliance and enforcement of standards, training, and fostering a healthy unit climate/duty environment. Raters/Senior Raters are encouraged to include cumulative 5 line comments in Sections II and IV.

1. COMMENTS *(Mandatory when Referral, otherwise optional. Highly encouraged when making CCM recommendations*)*

- Scott's leadership facilitated the operational momentum of the 386 AEW--NAF Command Chief position a must!

2. CONSIDER FOR HIGHER RESPONSIBILITY	3. RECOMMENDED FUTURE ROLES	Describe Other
CURRENT ASSIGNMENT	**OTHER**_____	NAF Command Chief

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
JEFFREY L. HARRIGIAN, Lt Gen, USAF United States Air Forces Central Command (ACC) Al Udeid Air Base, Qatar	Commander	21 Jun 2017
	SSN: [redacted]	SIGNATURE: HARRIGIAN.JEFFREY.L.1086158678 Digitally signed by HARRIGIAN.JEFFREY.L.1086158678 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=HARRIGIAN.JEFFREY.L.1086158678 Date: 2017.06.21 17:27:56 +03'00'

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

NAME, GRADE, BRANCH OF SERVICE, ORGN, CMD AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VI. RATEE'S ACKNOWLEDGEMENT

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

SIGNATURE: LOESCHER.SCOTT.C.1151124042 Digitally signed by LOESCHER.SCOTT.C.1151124042 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=LOESCHER.SCOTT.C.1151124042 Date: 2017.06.28 07:21:10 -05'00'

DATE: 28 Jun 2017

AF FORM 912, 20150529, V2

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VII. REMARKS *(Only use this section to spell out uncommon acronyms used on the form.)*

CCM - Command Chief Master Sergeant; NAF - Numbered Air Force; OIR - Operation INHERENT RESOLVE; QoL - Quality of Life

VIII. REFERRAL REPORT *(Complete only if report contains referral comments or the overall Performance Assessment and/or consider for higher responsibility block(s) is marked as "Do Not Retain")*

I am referring this EPR to you according to AFI 36-2406, para 1.10. It contains comments(s)/ratings(s) that make(s) the report a referral as defined in AFI 36-2406, para 1.10. Specifically, _____

Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of, or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:

not later than 3 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension only from the individual named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere in your official record will remain attached to the report for file in your personnel record. Copies of previous reports, etc., submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the Military Personnel Section (MPS) or the Air Force Total Service Center (TFSC) if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility of other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or TFSC if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may request to appeal this report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.

NAME, GRADE, BRANCH OF SERVICE OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	

SIGNATURE OF RATEE	DATE

INSTRUCTIONS

Complete this report IAW AFI 36-2406. Negative comments require the EPR to be referred IAW AFI 36-2406. Comments are mandatory for any non-concur marking in Section IV. Senior Rater's Section IV "Groom" recommendation(s) alone does not constitute a referral EPR. If ratee is deployed, provide a copy and provide feedback via email and/or telecon.

AF FORM 912, 20150529, V2

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DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT

THE AIR FORCE ACHIEVEMENT MEDAL

HAS BEEN AWARDED TO

SENIOR AIRMAN SCOTT C. LOESCHER [redacted]

FOR

OUTSTANDING ACHIEVEMENT

15 JULY 1993 TO 15 OCTOBER 1993

ACCOMPLISHMENTS

Senior Airman Scott C. Loescher distinguished himself by outstanding achievement as a Tactical Air Command and Control Specialist, Operating Location Uniform, Detachment 2, 4th Air Support Operations Group, Katterbach Army Installation, Germany. With great enthusiasm, Airman Loescher embarked on a top-to-bottom remodeling project of the unit's decrepit motor bay facility. During this period, he eagerly worked long hours and sacrificed off-duty time aiding in the complete restoration of the motor bay's floor and walls and the erection of a badly needed storage mezzanine. Airman Loescher's untiring efforts saved the government approximately $10,000 in contract labor costs and significantly enhanced the appearance and quality of the unit's daily working environment.

GIVEN UNDER MY HAND THIS 11TH DAY OF FEBRUARY 1994

STEPHEN O. HAMMOND, Colonel, USAF
Commander, 4 ASOG

AF 2274, FEB 83
PREVIOUS EDITION WILL BE USED

Sheet: 96

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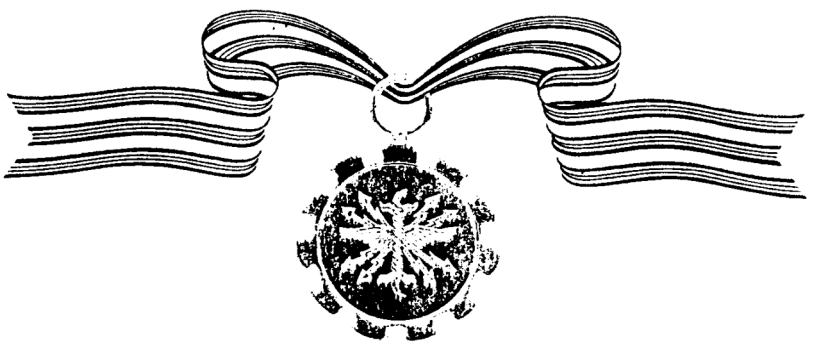

DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT

THE AIR FORCE ACHIEVEMENT MEDAL
(FIRST OAK LEAF CLUSTER)
HAS BEEN AWARDED TO

STAFF SERGEANT SCOTT C. LO[redacted]

FOR

MERITORIOUS SERVICE
9 NOVEMBER 1997 TO 5 NOVEMBER 1998

ACCOMPLISHMENTS

Staff Sergeant Scott C. Loescher distinguished himself by meritorious service as Tactical Air Command and Control Craftsman, 25th Fighter Squadron, 51st Operations Group, 51st Fighter Wing, Osan Air Base, Republic of Korea. During this period, Sergeant Loescher enhanced the combined warfighting capabilities of the United States and the Republic of Korea through the creation of a field program designed to fill a joint training requirement shortfall. This prevented a potentially serious deficit in the squadron pool of battalion air liaison officers. His stellar initiative and diligent efforts launched the deployment management system, producing 100 percent on-time deployment for eight initial response readiness exercises. Sergeant Loescher's hard-charging efforts during operations with ground forward air controllers cultivated a vast increase in combined close air support effectiveness, as he assigned and controlled aircraft in close proximity to the Korean Demilitarized Zone.

GIVEN UNDER MY HAND THIS 28TH DAY OF DECEMBER 1998

THOMAS POULOS, JR., Colonel, USAF
Commander, 51st Operations Group

AF 2274, FEB 83
PREVIOUS EDITION WILL BE USED

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DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY ACHIEVEMENT MEDAL

TO Staff Sergeant Scott C. Loesch[redacted]
10th Air Support Operations Squadron

FOR Meritorious achievement while serving in the Devil Brigade during "Operation Devil Strike," NTC Rotation 99-06. His selfless service, hard work, and dedication to duty contributed greatly to the overall success of his unit. Staff Sergeant Loescher's outstanding performance of duty reflects great credit upon him, his unit, the Devil Brigade, United States Army, and the United States Air Force.

From 30 March 1999 to 3 May 1999

PO 159-28 8 June 99
Commander, 1st Brigade
Fort Riley, Kansas

ROBERT E. DURBIN
Colonel, Armor
Commander

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CBS

CITATION TO ACCOMPANY THE AWARD OF THE

THE BRONZE STAR MEDAL

TO

SCOTT C. LOESCHER [redacted]

Technical Sergeant Scott C. Loescher distinguished himself by meritorious achievement as Enlisted Battalion Air Liaison Officer, 1st Expeditionary Air Support Operations Squadron, 3d Expeditionary Air Support Operations Group, while engaged in ground operations against the enemy at Baghdad, Iraq, from 12 May 2004 to 8 July 2004. During this period, while exposed to extreme danger from hostile mortar and rocket attacks, Sergeant Loescher superbly controlled air strikes throughout the 1st Armored Division area of responsibility virtually eliminating the threat of insurgent hostilities in one portion of the region. Working with another controller, he personally called in attacks on enemy fighting positions, thus protecting coalition forces from ambush and killing eighty enemy militia, destroying four vehicles and three barricaded buildings. As a result of these controls, Muqtada's militia threw down their arms and fled the city. Sergeant Loescher's actions undoubtedly saved friendly forces from further casualties. On a separate occasion, he acted as the lead controller during Operation STRIKER TORNADO, a simultaneous raid on twenty-one separate high-value enemy personnel, by controlling air coverage throughout the operation. Additionally, while with the 2d Brigade Combat Team, Sergeant Loescher controlled twenty-five missions resulting in the capture of sixteen enemy prisoners and the discovery of several large weapons caches. Finally, he accounted for all equipment after the squadron's fourteen-month deployment. The exemplary leadership, personal endeavor, and devotion to duty displayed by Sergeant Loescher in this responsible position reflect great credit upon himself and the United States Air Force.



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CBS

THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 24 AUGUST 1962 HAS AWARDED

THE BRONZE STAR MEDAL

TO MASTER SERGEANT SCOTT C. LOESCHER, UNITED STATES AIR FORCE
1ST EXPEDITIONARY AIR SUPPORT OPERATIONS SQUADRON
1ST BRIGADE COMBAT TEAM, 1ST ARMORED DIVISION

[redacted]

FOR EXCEPTIONALLY MERITORIOUS SERVICE DURING OPERATION IRAQI FREEDOM. HIS OUTSTANDING DEDICATION TO DUTY DURING COMBAT OPERATIONS IN IRAQ CONTRIBUTED TO THE OVERWHELMING SUCCESS OF THE COMMAND'S MISSION. HIS ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE AND REFLECT GREAT CREDIT UPON HIMSELF, MULTI-NATIONAL CORPS-IRAQ, AND THE UNITED STATES AIR FORCE.

FROM: 27 JANUARY 2006 TO 29 JULY 2006

PBR PROCESSED

GIVEN UNDER MY HAND IN THE CITY OF WASHINGTON
THIS 3D DAY OF OCTOBER 2006

PETER W. CHIARELLI
Lieutenant General, USA
Commanding
PO 276-016, 3 OCTOBER 2006

SECRETARY OF THE ARMY

0828
13411.00

Sheet: 100

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CBS

THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 24 AUGUST 1962 HAS AWARDED

THE BRONZE STAR MEDAL

TO MASTER SERGEANT SCOTT C. LOESCHE[redacted]
1ST EXPEDITIONARY AIR SUPPORT OPERATIONS SQUADRON, 1ST ARMORED DIVISION

FOR EXCEPTIONALLY MERITORIOUS SERVICE AS THE SUPERINTENDENT AND JOINT TERMINAL ATTACK CONTROLLER WHILE CONDUCTING COMBAT OPERATIONS DURING OPERATION IRAQI FREEDOM. MASTER SERGEANT LOESCHER'S ACTIONS CONTRIBUTED IMMEASURABLY TO THE SUCCESS OF BUILDING A FREE AND DEMOCRATIC NATION FOR THE CITIZENS OF IRAQ AND TO THE EFFORTS TO WIN THE GLOBAL WAR ON TERRORISM. MASTER SERGEANT LOESCHER'S PROFESSIONALISM AND COMMITMENT TO EXCELLENCE REFLECT GREAT CREDIT UPON HIM, THE 1ST EXPEDITIONARY AIR SUPPORT OPERATIONS SQUADRON, MULTI NATIONAL DIVISION-NORTH, AND THE UNITED STATES AIR FORCE.

FROM 04 OCTOBER 2007 TO 15 MAY 2008
THIS 9TH DAY OF MAY 2008
GIVEN UNDER MY HAND IN THE CITY OF WASHINGTON

MARK P. HERTLING
Major General, US Army
Commander, Task Force Iron
PO # 130-009F, 09 MAY 2008

SECRETARY OF THE ARMY

FORM 4980-5 (WT), JAN 2000

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CITATION TO ACCOMPANY THE AWARD OF

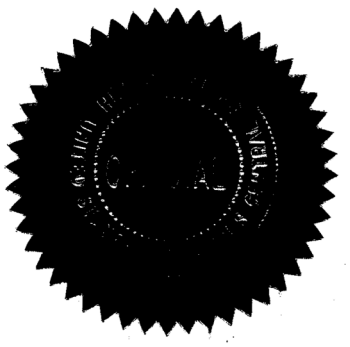
CBS

THE BRONZE STAR MEDAL
(THIRD OAK LEAF CLUSTER)

TO

SCOTT C. LOESCHER [redacted]

Senior Master Sergeant Scott C. Loescher distinguished himself by meritorious achievement as Superintendent, 82d Expeditionary Air Support Operations Squadron, 368th Expeditionary Air Support Operations Group, while engaged in ground operations against the enemy at Camp Victory, Baghdad, Iraq from 17 February 2010 to 20 August 2010. During this period, Sergeant Loescher displayed exceptional leadership of three detachments, made up of over 80 Battlefield Airmen, operating across the United States Forces-Iraq area of operations at 16 locations. Under his oversight, the squadron executed over 1873 air support requests, including 9 troops-in-contact situations, and 1576 sorties, providing close air support for over 100,000 ground personnel. He also led the squadron's responsible drawdown of forces resulting in the reduction of support personnel by over two thirds and the reduction of joint terminal attack controllers from 63 to 44. His expert management minimized the stress on a critically manned career field while maintaining full mission capability and 100 percent command and control coverage across Iraq. In conjunction with the personnel reduction, Sergeant Loescher created a standardized equipment list for 16 tactical air control party clearing the way for the turn-in of 13 vehicles and 4.1 million dollars worth of excess equipment. Finally, he identified, planned and organized the transfer of 9.6 million dollars worth of mine resistant ambush protected vehicles to CONUS-based squadrons in order to minimize additional pre-deployment travel for driver's training and allow airmen to develop crucial experience and expertise with these weapon systems prior to combat. The exemplary leadership, personal endeavor, and devotion to duty displayed by Sergeant Loescher in this responsible position reflect great credit upon himself and the United States Air Force.



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PDS UPDATED

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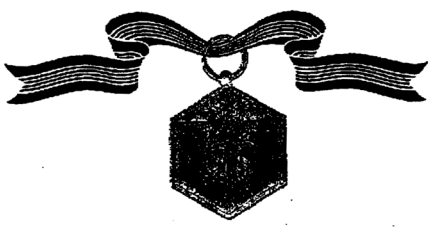

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO TECHNICAL SERGEANT SCOTT C. LOESCHER

11TH AIR SUPPORT OPERATIONS SQUADRON, 4TH INFANTRY DIVISION (MECHANIZED)

FOR EXCEPTIONALLY MERITORIOUS ACHIEVEMENT DURING OPERATION IRAQI FREEDOM. TECHNICAL SERGEANT LOESCHER'S SERVICE AND DUTY PERFORMANCE SIGNIFICANTLY CONTRIBUTED TO TASKFORCE IRONHORSE'S SUCCESS WHILE LIBERATING THE SALAH-AD-DIN, AT-TAMIM, AND DIYALA PROVINCES. HIS PROFESSIONALISM AND COMMITMENT TO EXCELLENCE REFLECT DISTINCT CREDIT ON HIM, THE 4TH INFANTRY DIVISION, AND THE UNITED STATES ARMY.

28 MARCH 2003 TO 31 JULY 2003

28 SEPTEMBER 2003

PERMANENT ORDERS #271-40
Headquarters, 4th Infantry Division
(Mechanized), Fort Hood, TX



RAYMOND T. ODIERNO
Major General, USA
Commanding

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09/03/2002 08:01 8566338 USAF PAGE 15

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO

Technical Sergeant Scott C. Loescher
10th ASOS, United States Air Force

FOR

meritorious achievement during National Training Center Rotation 02-06. Technical Sergeant Loescher's professionalism, expertise, and selfless service have been an example to the unit and have enhanced the combat readiness of the 1st Brigade Combat Team. His achievement reflects great credit upon himself, his unit, 1st Brigade Combat Team, and the United States Army.

01 March 2002 to 10 April 2002

PO# 100-02
10 April 2002
Commander, 1st Brigade
Fort Riley, Kansas

JAMES M. MILANO
COL, AR
Brigade Commander

AA FORM 4060-14, NOV 97

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09/03/2002 08:01 8566338 USAF PAGE 12

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO **Staff Sergeant Scott C. Loescher**
10th Air Support Operations Squadron

FOR meritorious achievement during National Training Center Rotation 01-05. Staff Sergeant Loescher trained personnel on essential communications equipment and set the standard for EBALOs to follow. His exemplary performance, dedication to duty, and commitment to excellence reflects great credit upon him, the Devil Brigade and the United States Army.

10 February 2001 to 13 March 2001

PO# 066-25, 6 March 2001
Fort Riley, Kansas

JAMES M. MILANO
COL, AR
Commanding

DA FORM 4980-14, NOV 97

Sheet: 105

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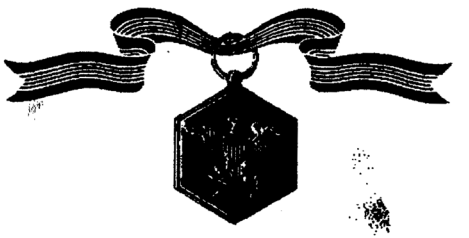

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO *AIRMAN FIRST CLASS SCOTT C. LOESCHER*

FOR **EXCEPTIONALLY MERITORIOUS SERVICE FROM 17 JANUARY THRU 18 MARCH ON OPERATION DESERT STORM IN SAUDI ARABIA AND IRAQ. HIS PERFORMANCE IN SUPPORT OF THE BRIGADE'S NUMEROUS COMBAT OPERATIONS, CULMINATING IN THE 30 HOUR, 270 KILOMETER ATTACK INTO IRAQ, WAS SUPERB. HIS PERFORMANCE DURING THIS PERIOD IS IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES ARMY AND REFLECTS GREAT CREDIT UPON HIMSELF, THE 2ND BRIGADE BATTLE TASK FORCE, AND 1ST CAVALRY DIVISION.**

GIVEN UNDER MY HAND IN THE CITY OF WASHINGTON
THIS FIFTH DAY OF JULY 19 91

RANDOLPH W. HOUSE
COL, IN, COMMANDING

SECRETARY OF THE ARMY

DA FORM 6686-14, APR 81

706-544-6121 P.02

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CITATION TO ACCOMPANY THE AWARD OF

THE AIR FORCE COMMENDATION MEDAL
(FIRST OAK LEAF CLUSTER)

TO

SCOTT C. LOESCHER [redacted]

Staff Sergeant Scott C. Loescher distinguished himself by meritorious service as Noncommissioned Officer in Charge, A-Flight Tactical Air Control Party, 17th Air Support Operations Squadron, Fort Benning Army Installation, Georgia, from 24 July 1995 to 2 October 1997. During this period, the outstanding professional skill, leadership, and ceaseless efforts of Sergeant Loescher resulted in major contributions to the effectiveness and success of Air Force and Army programs. As a result of Sergeant Loescher's exceptionally high degree of military and professional excellence, he was selected above senior noncommissioned officers to command A-Flight Tactical Air Control Party and occupy the critical position of Noncommissioned Officer in Charge of Close Air Support in the Fire Support Element of the 3d Brigade Combat Team, 3d Infantry Division. An accomplished leader, he developed and instituted a benchmark computer program to track currencies, ensuring 100 percent combat effectiveness for the unit. He was handpicked as the number one candidate to deploy in support of the All Services Identification and Evaluation Team to test marking procedures in fratricide prevention, an event witness by the Air Force Chief of Staff and the Undersecretary of Defense. As squadron computer manager, he was instrumental in the purchase and upgrade of over 20,000 dollars in new hardware and software which permit integration into a wide area network and brings the squadron to United States Air Force and Air Combat Command standards. The distinctive accomplishments of Sergeant Loescher reflect credit upon himself and the United States Air Force

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DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT

THE AIR FORCE COMMENDATION MEDAL
(SECOND OAK LEAF CLUSTER)

HAS BEEN AWARDED TO

TECHNICAL SERGEANT SCOTT C. LOESCHER

FOR

MERITORIOUS SERVICE
5 NOVEMBER 1998 TO 1 FEBRUARY 2004

ACCOMPLISHMENTS

Technical Sergeant Scott C. Loescher distinguished himself by meritorious service as Battalion Air Liaison Officer, 10th Air Support Operations Squadron, 3d Air Support Operations Group, Fort Riley Army Installation, Kansas. His personal leadership ensured the brigade tactical air control party was trained, equipped and prepared for exercises and contingency operations. An accomplished terminal attack control instructor, Sergeant Loescher provided unfamiliar range training and night control currency to five terminal attack controllers while simultaneously providing realistic close air support training to the 27th Fighter Wing for their Operational Readiness Exercise. As squadron Standardization and Evaluation Noncommissioned Officer in Charge, he eliminated all discrepancies in 36 records in preparation for three higher headquarters inspections, and was recognized as a "Superior Performer" on all three occasions. His diligence proved vital to the squadron's rare 100 percent "compliance" rating during the 2002 Air Combat Command Unit Compliance Inspection and led to the standardization and evaluation program's "Excellent" rating during two Eighth Air Force formal visits. The distinctive accomplishments of Sergeant Loescher reflect credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

1 FEBRUARY 2004

KEITH P. MARESCA, Colonel, USAF
Commander, 3d Air Support Operations Group

AF FORM 2224, JUL 99

PAGE 08 1ASOS 3374958 11:30 05/05/2004

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CITATION TO ACCOMPANY THE AWARD OF

THE AIR FORCE COMMENDATION MEDAL

TO

SCOTT C. LOESCHER [redacted]

Senior Airman Scott C. Loescher distinguished himself by meritorious service while assigned to Detachment 3, 817th Air Support Operations Squadron, Katterbach Army Installation, Germany, from 10 July 1992 to 9 July 1995. During this period, Airman Loescher's managerial skills, job knowledge, and leadership ability contributed significantly to the readiness and combat operations of the 3d Infantry Division, 4th Combat Aviation Brigade. He provided outstanding support to the United States Army during numerous training exercises, including REFORGER 92, CERTAIN CARAVAN 92, MARNE VICTORY 93, and CENTRAL FORTRESS 93. Additionally, his professionalism was instrumental in the successful coordination and execution of two joint air attack team live-fire exercises at Grafenwoehr Training Area. Airman Loescher, without assistance, initiated critical corrective actions to the fighters when he saw that their timing was off, thereby ensuring the safe and accurate delivery of live ordnance. The distinctive accomplishments of Airman Loescher reflect credit upon himself and the United States Air Force.

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HEADQUARTERS
JOINT TASK FORCE PROVIDE PROMISE
APO AE 09784

CITATION
TO ACCOMPANY THE AWARD OF
THE JOINT SERVICE ACHIEVEMENT MEDAL
TO
SENIOR AIRMAN SCOTT C. LOESCHER
UNITED STATES AIR FORCE

Senior Airman Scott C. Loescher, United States Air Force, distinguished himself by exceptionally meritorious service as the Close Air Support Controller, Combined Air Operations Center, Operation Deny Flight and Joint Forces Air Component Command, Operation Provide Promise from 28 October 1994 to 28 January 1995. During this period, the performance of Airman Loescher in a key support role contributed substantially to the detailed planning and execution of operational and humanitarian missions in the former Republic of Yugoslavia. As the Close Air Support Controller, his demonstrated outstanding leadership, managerial skills, and high standards of performance were instrumental in Operations Deny Flight and Provide Promise exceeding all operational goals and commitments, including the humanitarian delivery of food and medical supplies to refugees in Bosnia-Herzegovina. The distinctive accomplishments of Airman Loescher reflect credit upon himself, the United States Air Force, and the Department of Defense.

HAL M. HORNBURG
Major General, USAF
Director, Combined Air Operations Center

Sheet: 110
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CLM

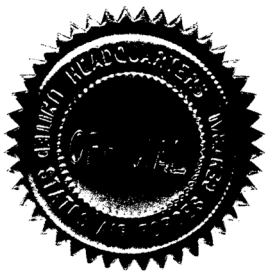
CITATION TO ACCOMPANY THE AWARD OF

THE LEGION OF MERIT

TO

SCOTT C. LOESCHER [redacted]

Chief Master Sergeant Scott C. Loescher distinguished himself by exceptionally meritorious conduct in the performance of outstanding service to the United States as Command Chief, 386th Air Expeditionary Wing, Ali Al Salem Air Base, Kuwait from 12 June 2016 to 12 June 2017. During this period, the exemplary ability, diligence, and devotion to duty of Chief Loescher were instrumental factors in the resolution of many complex problems of major importance to the Air Force. His focused leadership empowered a rotational force of 11,700 Airmen force across six groups, 20 squadrons and 13 wing staff agencies providing accountability and support for personnel spread across seven countries. Setting the priority of ensuring decisive airpower be brought to the Islamic State of Iraq and Syria, his leadership enabled 52 Air Force, coalition, and Special Operations Command aircraft consisting of 19 different types to execute over 10,600 intelligence, surveillance, and reconnaissance, tactical and strategic airlift, precision strike, electronic attack, and air refueling sorties supporting Operation INHERENT RESOLVE. These air assets operated over 40,300 flying hours and were responsible for moving over 227,000 short tons of cargo, delivering over 400,000 passengers, providing over 24,000 hours of full motion video coverage, delivering 25 million pounds of fuel and conducting over 330 airstrikes resulting in 4,215 enemies killed in action. As an advisor to the commander, Chief Loescher was extremely effective at maintaining an operational focus while keeping an eye on the Airmen. He created the lodging and tent managers program for over 1,200 residents in tent city, providing much needed oversight, advocacy and visibility on key quality of life issues. Chief Loescher was also successful in enriching Airmen's professional development by expanding the Rock University development program by including coalition and joint partners, Resiliency Training Assistant courses, and Victim's Advocate training courses. Finally, he shepherded the wing's first-ever headquarters inspector general self-assessment program review. His groups and squadrons were graded as one of the best self-assessments seen in Air Combat Command in the past year. The superior initiative, outstanding leadership, and personal endeavor displayed by Chief Loescher reflect great credit upon himself and the United States Air Force.



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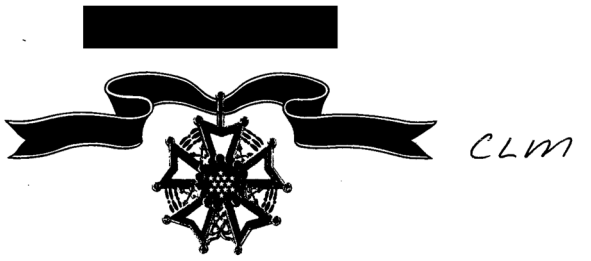

THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETINGS:

THIS IS TO CERTIFY THAT
THE PRESIDENT OF THE UNITED STATES OF AMERICA
AUTHORIZED BY ACT OF CONGRESS JULY 20, 1942
HAS AWARDED

THE LEGION OF MERIT

TO

CHIEF MASTER SERGEANT SCOTT C. LOESCHER

FOR

EXCEPTIONALLY MERITORIOUS CONDUCT
IN THE PERFORMANCE OF ~~OUTSTANDING~~ SERVICES
17 FEBRUARY 2015 to 13 JUNE 2016

GIVEN UNDER MY HAND

10 AUGUST 2017

JOHN K. MCMULLEN
Major General, USAF
Air Combat Command
Deputy Commander

SO#:GA-015 RDP:22JUL16 Cond:6 PAS:HS1CFB05

AF FORM 2240, 20000101

Sheet: 112

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

TO

MASTER SERGEANT SCOTT C. LOESCHER [redacted]

FOR

MERITORIOUS SERVICE
3 FEBRUARY 2004 TO 15 MAY 2009

ACCOMPLISHMENTS

Master Sergeant Scott C. Loescher distinguished himself in the performance of outstanding service to the United States as Operations Superintendent, 1st Air Support Operations Squadron, Wiesbaden Army Airfield, 4th Air Support Operations Group, Headquarters Third Air Force, Ramstein Air Base, Germany. During this period, the outstanding leadership of Sergeant Loescher resulted in twelve successful unit deployments to support the Global War on Terror. As the Chief Joint Terminal Attack Controller Instructor, he ensured twenty-five Joint Terminal Attack Controllers were mission ready. He spearheaded the activation of three close air support simulators, developed scenarios, trained instructors and completed twelve upgrades. Sergeant Loescher also led the closure of Detachment 1, where he accounted for and shipped 22 million dollars of equipment and vehicles to the United States. Furthermore, he was instrumental in preparing aligned Army brigade and division teams for combat during four Mission Readiness Exercises. Finally, Sergeant Loescher earned five group, numbered Air Force, command level, and Air Force annual awards to include: Third Air Force Senior Noncommissioned Officer of the year 2008, United States Air Forces in Europe's two-time recipient of the SSgt Jacob Frazier Joint Terminal Attack Controller Award and the 2005 Air Force's United Latin American Citizen's Excellence in Military Service. The singularly distinctive accomplishments of Sergeant Loescher reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND
1 MAY 2009

PHILIP M. BREEDLOVE
Lieutenant General, USAF
Commander, Third Air Force

SPECIAL ORDER: GA-033

CONDITION: 6 PAS: PE0DFB6B RDP: 10 Mar 2009

Sheet: 113

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER. 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

(FIRST OAK LEAF CLUSTER)

TO 515-88-4936

SENIOR MASTER SERGEANT SCOTT C. LOESCHER

FOR

MERITORIOUS SERVICE
24 MAY 2009 TO 1 MARCH 2011

ACCOMPLISHMENTS

Senior Master Sergeant Scott C Loescher distinguished himself in the performance of outstanding service to the United States as Operations Superintendent, 7th Air Support Operations Squadron, 3rd Air Support Operations Group, Fort Bliss Army Installation, Texas. During this period, the outstanding professional skill, leadership, and ceaseless efforts of Sergeant Loescher resulted in major contributions to the effectiveness and success in establishing the newest and programmed largest Air Support Operations Squadron while simultaneously maintaining support to the 1st Armored Division. Sergeant Loescher maintained oversight of the unit's 454,000 dollar annual operating budget while he managed a 50 percent growth in squadron personnel. He directed the acquisition of 123 weapons and 54 radios, set-up equipment accounts, and kept the squadron on-track to become fully mission-capable. He expertly integrated the Army Center for Enhanced Performance into the Joint Terminal Attack Controller program, resulting in the squadron being named the "pilot unit" by the Chief Master Sergeant of the Air Force. Additionally, Sergeant Loescher led the standup of seven squadron functional offices. This effort finalized the process to establish a fully functional squadron, enabling the deployment of 66 squadron personnel in support of 24 combat units. Ever the professional, Sergeant Loescher earned the "Distinguish Graduate" award at the Senior Noncommissioned Officer Academy. Finally, his accomplishments led him to being named the senior noncommissioned officer of the year for the 3rd Air Support Operations Group. The singularly distinctive accomplishments of Sergeant Loescher reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

25 APRIL 2011

JOHN P. HORNER
Brigadier General (select), USAF
Commander, 93d Wing

Special Order: GA-00023 Condition: 6 PAS: HS1CFK9J RDP: 27 FEB 11

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

(SECOND OAK LEAF CLUSTER)

TO

SENIOR MASTER SERGEANT SCOTT C. LOESCHER [redacted]

FOR

MERITORIOUS SERVICE

03 MARCH 2011 TO 01 JULY 2013

ACCOMPLISHMENTS

Senior Master Sergeant Scott C. Loescher distinguished himself in the performance of outstanding service to the United States as Deputy Chief, Close Air Support Branch, Command and Control Operations Division, Directorate of Operations, Strategic Deterrence and Nuclear Integration, Headquarters United States Air Forces in Europe and United States Air Forces Africa, Ramstein Air Base, Germany. During this period, the professional competence and unrivaled leadership of Sergeant Loescher resulted in significant contributions to the effectiveness and success of eight Tactical Air Control Party geographically separated units, the Air Ground Operations School, Joint Mission Readiness Center and United States European Command's only Contingency Response Group. Sergeant Loescher was responsible for nine million dollars in funding of two Operations Groups and seven hundred and forty Battlefield Airmen across twenty five career fields in support of two Combatant Commands. Sergeant Loescher's visionary thinking and ceaseless efforts led to the execution of a theater wide consolidation of Tactical Air Control Party units which resulted in four unit inactivations, one hundred million dollar Air Force wide equipment redistribution, and fifty-five manpower authorizations savings for the command. The singularly distinctive accomplishments of Sergeant Loescher reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND
29 MAY 2013

JAMES W. HYATT
Major General, USAF
Director of Operations, Strategic Deterrence,
and Nuclear Integration

Special Order: GE-040 **Condition: 06** **PAS: RF0DFLC8** **RDP: 26 Mar 2013**

AF FORM 2228, AUG 98

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

(THIRD OAK LEAF CLUSTER)

TO

CHIEF MASTER SERGEANT SCOTT C. LOESCHER [redacted]

FOR

OUTSTANDING ACHIEVEMENT
21 OCTOBER 2014 TO 17 JANUARY 2015

ACCOMPLISHMENTS

Chief Master Sergeant Scott C. Loescher distinguished himself by outstanding achievement as Chief Enlisted Manager, 504th Expeditionary Air Support Operations Group, Kabul, Afghanistan. During this period, Chief Loescher oversaw the transition from the International Security Assistance Force mission to Operation RESOLUTE SUPPORT, aligning the group's personnel and equipment to support the new train, advise and assist mission in support of the government of Afghanistan. Additionally, Chief Loescher supervised the relocation of the group headquarters from North Kabul International Airport to downtown Kabul. He insured that lodging, office facilities and base support were arranged to provide a seamless transition with no degradation to the group's mission during the move. Finally, Chief Loescher oversaw the installation of critical communications equipment in the combined joint operations center, enabling the Joint Effects Cell to provide command and control of lethal and non-lethal assets throughout the entirety of Afghanistan. The singularly distinctive accomplishments of Chief Loescher reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND
12 FEBRUARY 2015

JOHN W. HESTERMAN III
Lieutenant General, USAF
Commander, USAFCENT

Special Order: G-07707 **Condition: 4** **PAS: YYYYYYYY** **RDP: 19 JAN 2015**

AF FORM 2228, AUG 98

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

(FOURTH OAK LEAF CLUSTER)
TO

CHIEF MASTER SERGEANT SCOTT L. LOESCHE [redacted]

FOR

MERITORIOUS SERVICE
2 JULY 2013 TO 13 FEBRUARY 2015

ACCOMPLISHMENTS

Chief Master Sergeant Scott C. Loescher distinguished himself in the performance of outstanding service to the United States as Superintendent, 7th Air Support Operations Squadron, Fort Bliss Army Installation, Texas. During this period, the outstanding professional skills, leadership and determination of Chief Loescher resulted in major contributions to the effectiveness and success of the 1st Armored Division and the 7th Air Support Operations Squadron. As the senior enlisted advisor to the commander, he directed daily operations for over 170 assigned Airmen in the Combat Air Force's largest Air Support Operations Squadron. Most notably, Chief Loescher led the squadron's addition and expansion of its Air Support Operations Center mission. Mitigating a 377,000 dollar Unit Tasking Code equipment short fall, he ensured the squadron's Joint Air-Ground Integration Cell became the model for Air Combat Command. Chief Loescher also oversaw the expansion of a multitude of cutting edge joint fires training initiatives. He laid the ground work for the squadron to host the Air Force Weapons School during exercise HUSTLER TROUGH facilitating the development of new joint fires procedures for the entire Combat Air Force. Finally, Chief Loescher ensured the squadron led the Tactical Air Control Party community by lashing Joint Terminal Attack Controllers to two of the Air Force's newest attack platforms, the F-35 and A-29. The singularly distinctive accomplishments of Chief Loescher reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

3 JUNE 2015

JOSEPH W. LOCKE, Colonel, USAF
Commander, 93d Wing

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DLMC\T

DEPARTMENT OF THE AIR FORCE
UNITED STATES AIR FORCES CENTRAL COMMAND (USAFCENT)
AL UDEID AIR BASE QATAR

SPECIAL ORDER
G-16231

3 MAY 17

By direction of the President for exceptionally meritorious conduct in the performance of outstanding services to the United States, CHIEF MASTER SERGEANT SCOTT C. LOESCHER, [redacted] is awarded the LEGION OF MERIT, during the period of 12 June 2016 to 12 June 2017.

Chief Master Sergeant Scott C. Loescher distinguished himself by exceptionally meritorious conduct in the performance of outstanding service to the United States as Command Chief, 386th Air Expeditionary Wing, Ali Al Salem Air Base, Kuwait from 12 June 2016 to 12 June 2017. During this period, the exemplary ability, diligence, and devotion to duty of Chief Loescher were instrumental factors in the resolution of many complex problems of major importance to the Air Force. His focused leadership empowered a rotational force of 11,700 Airmen force across six groups, 20 squadrons and 13 wing staff agencies providing accountability and support for personnel spread across seven countries. Setting the priority of ensuring decisive airpower be brought to the Islamic State of Iraq and Syria, his leadership enabled 52 Air Force, coalition, and Special Operations Command aircraft consisting of 19 different types to execute over 10,600 intelligence, surveillance, and reconnaissance, tactical and strategic airlift, precision strike, electronic attack, and air refueling sorties supporting Operation INHERENT RESOLVE. These air assets operated over 40,300 flying hours and were responsible for moving over 227,000 short tons of cargo, delivering over 400,000 passengers, providing over 24,000 hours of full motion video coverage, delivering 25 million pounds of fuel and conducting over 330 airstrikes resulting in 4,215 enemies killed in action. As an advisor to the commander, Chief Loescher was extremely effective at maintaining an operational focus while keeping an eye on the Airmen. He created the lodging and tent managers program for over 1,200 residents in tent city, providing much needed oversight, advocacy and visibility on key quality of life issues. Chief Loescher was also successful in enriching Airmen's professional development by expanding the Rock University development program by including coalition and joint partners, Resiliency Training Assistant courses, and Victim's Advocate training courses. Finally, he shepherded the wing's first-ever headquarters inspector general self-assessment program review. His groups and squadrons were graded as one of the best self-assessments seen in Air Combat Command in the past year. The superior initiative, outstanding leadership, and personal endeavor displayed by Chief Loescher reflect great credit upon himself and the United States Air Force.

BY ORDER OF COMMANDER

JEFFREY L. HARRIGIAN
Lieutenant General, USAF
Commander, USAFCENT

DISTRIBUTION
Each Individual and IAW
AFI 36-2803, Table 3.5.

PEOPLE:
DELIVER AIRPOWER • DEVELOP RELATIONSHIPS • DEFEND THE REGION

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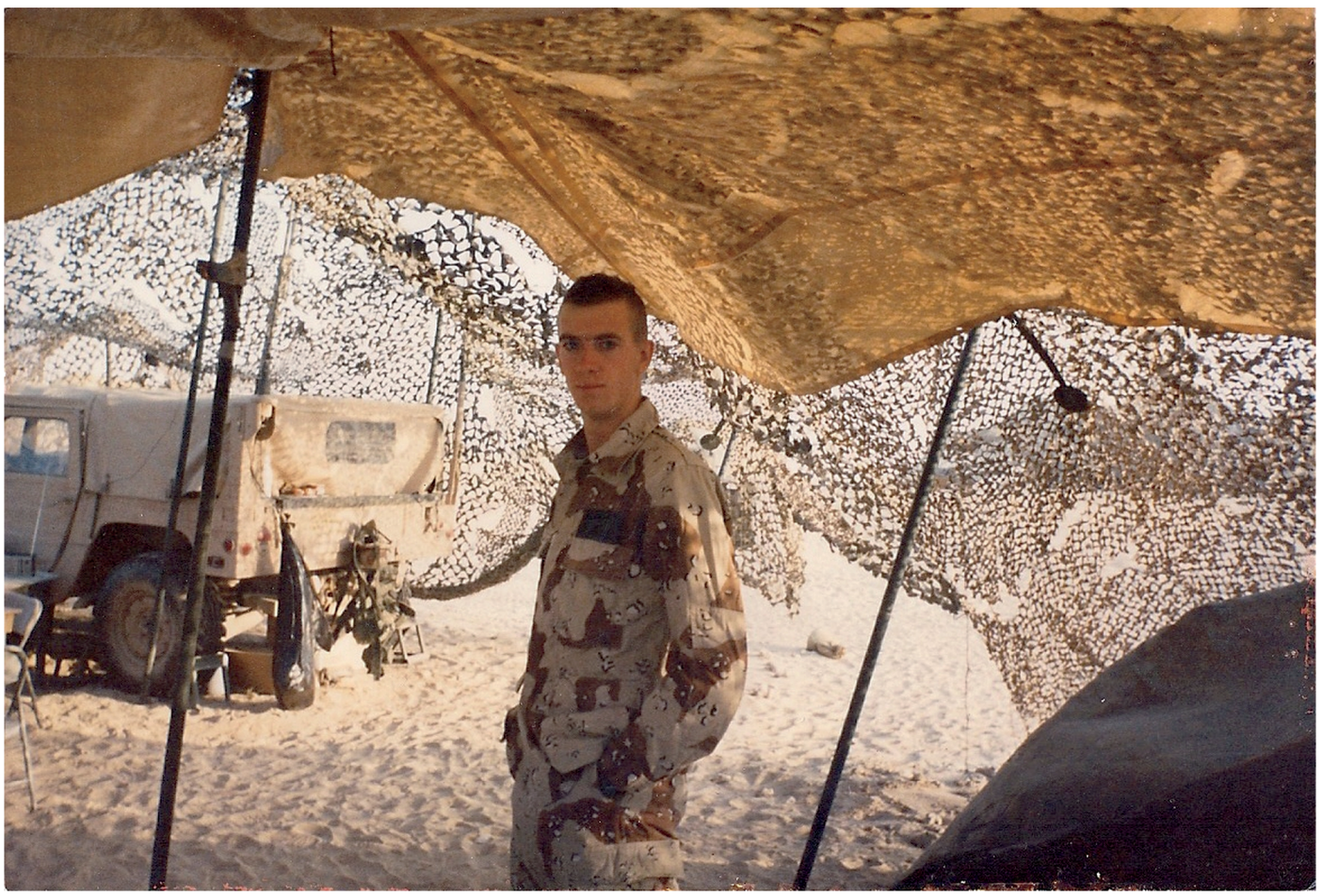



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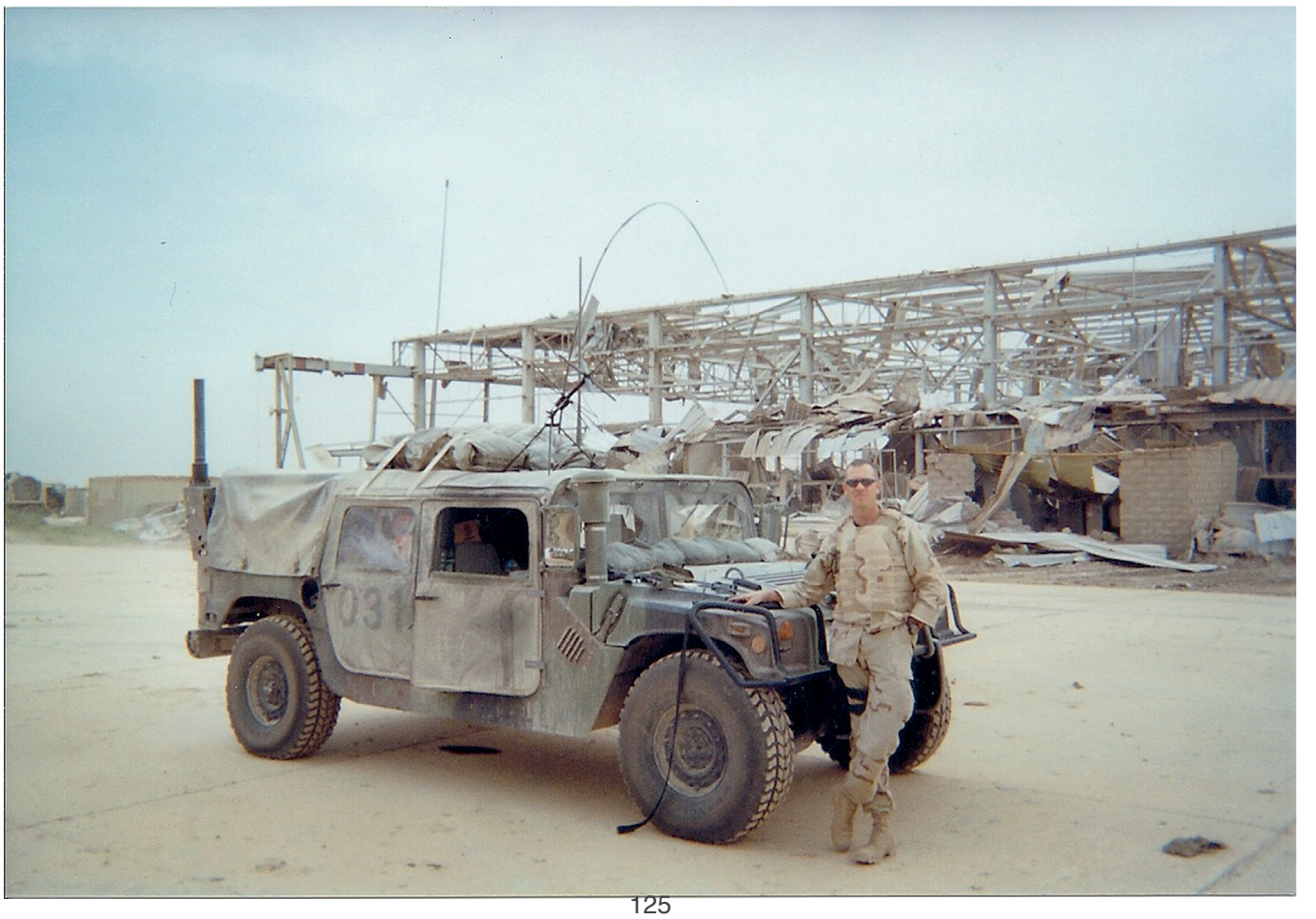

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CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD. SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME *(Last, First, Middle)*	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NUMBER
LOESCHER SCOTT CRAIG	AIR FORCE--REGAF	[redacted]

4a. GRADE, RATE OR RANK	b. PAY GRADE	5. DATE OF BIRTH *(YYYYMMDD)*	6. RESERVE OBLIGATION TERMINATION DATE *(YYYYMMDD)*
CMS	E9	19690824	N/A

7a. PLACE OF ENTRY INTO ACTIVE DUTY	b. HOME OF RECORD AT TIME OF ENTRY *(City and state, or complete address if known)*
BUTTE MT	DEER LODGE MT

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND	b. STATION WHERE SEPARATED
19 AIR SUPT OPNS SQ (ACC)	JBSA RANDOLPH TX

9. COMMAND TO WHICH TRANSFERRED	10. SGLI COVERAGE ☐ NONE
N/A	AMOUNT: $400,000

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.)*

1C400, TACTICAL AIR CONTROL (TACP) PARTY, 27 YEARS AND 0 MONTHS; 9E000, COMMAND CHIEF MASTER SERGEANT, 2 YEARS AND 4 MONTHS.

12. RECORD OF SERVICE	YEAR(S)	MONTH(S)	DAY(S)
a. DATE ENTERED AD THIS PERIOD	1988	SEP	14
b. SEPARATION DATE THIS PERIOD	2018	MAR	31
c. NET ACTIVE SERVICE THIS PERIOD	29	06	17
d. TOTAL PRIOR ACTIVE SERVICE	00	00	00
e. TOTAL PRIOR INACTIVE SERVICE	00	10	05
f. FOREIGN SERVICE	13	05	03
g. SEA SERVICE	00	00	00
h. INITIAL ENTRY TRAINING	1988	SEP	14
i. EFFECTIVE DATE OF PAY GRADE	2013	JUN	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED *(All periods of service)*

Legion of Merit with 1 Oak Leaf Cluster, Bronze Star with 3 Oak Leaf Clusters, Meritorious Service Medal with 5 Oak Leaf Clusters, Air Force Commendation Medal with 2 Oak Leaf Clusters, Army Commendation Medal with 3 Oak Leaf Clusters, Joint Service Achievement Medal, Air Force Achievement Medal with 1 Oak Leaf Cluster, Army Achievement Medal, //SEE REMARKS//

14. MILITARY EDUCATION *(Course title, number of weeks, and month and year completed)*

AF BASIC MILITARY TRG, OCT 1988; (0NU) TACTICAL AIR CONTROL PARTY (TACP) APPRENTICE, FEB 1989; (ERR) COMBAT SURVIVAL TRAINING COURSE, MAR 1990; AIRMAN LEADERSHIP SCHOOL (RESIDENCE), APR 1992; (XBG) TACTICAL AIR COMMAND AND CONTROL CRAFTSMAN COURSE, JUL 1997; (XHM) AIR FORCE TRAINING COURSE, FEB 1998//SEE REMARKS//

		YES		NO
15a. COMMISSIONED THROUGH SERVICE ACADEMY		YES	X	NO
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP *(10 USC Sec. 2107b)*		YES	X	NO
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM *(10 USC Chap. 109) (If yes, years of commitment: _____)*		YES	X	NO

16. DAYS ACCRUED LEAVE PAID 0	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION	YES	NO
			X

18. REMARKS

ITEM 13: Air Force Combat Action Medal, Distinguished/Presidental Unit Citation, Meritorious Unit Award with 3 Oak Leaf Clusters, AF Outstanding Unit Award with Valor Device with 7 Oak Leaf Clusters, Navy Unit Commendation, Combat Readiness Medal with 6 Oak Leaf Clusters, AF Good Conduct Medal with 9 Oak Leaf Clusters, National Defense Service Medal with 2 Service Stars, Armed Forces Expeditionary Medal, Southwest Asia Service Medal with 2 Service Stars, Afghanistan Campaign Medal with 1 Service Star, Iraq Campaign Medal with 5 Service Stars, Global War On Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Korean Defense Service Medal, Armed Forces Service Medal, Nuclear Deterrence Operations Service Medal with 1 Oak Leaf Cluster, AF Overseas Ribbon Short with 2 Oak Leaf //See Continuation Page//

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)*	b. NEAREST RELATIVE *(Name and address - include ZIP Code)*
756 STURDIVANT DR CLARKSVILLE TN 37042	NOT REQUIRED/NO NAME PROVIDED

		YES		NO
20. MEMBER REQUESTS COPY 6 BE SENT TO *(Specify state/locality)* TN OFFICE OF VETERANS AFFAIRS	X	YES		NO
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC)	X	YES		NO

21.a. MEMBER SIGNATURE	b. DATE *(YYYYMMDD)*	22.a. OFFICIAL AUTHORIZED TO SIGN *(Typed name, grade, title, signature)*	b. DATE *(YYYYMMDD)*
MEMBER NOT AVAILABLE TO SIGN	N/A	CAC/PKI SIGNED BY SERVANTEZ.SANDRA.MARISSA.1281878480 CONTRACTOR USAF, TOTAL FORCE SERVICE CENTER DD FORM 214 TECHNICIAN Mar 28 2018 5:51:25 PM (UTC) CAC Serial Number: 21F022 IssuerCN: DOD ID CA-41	20180328

SPECIAL ADDITIONAL INFORMATION *(For use by authorized agencies only)*

23. TYPE OF SEPARATION	24. CHARACTER OF SERVICE *(Include upgrades)*	
RETIREMENT	HONORABLE	
25. SEPARATION AUTHORITY	**26. SEPARATION CODE**	**27. REENTRY CODE**
AFI 36-3203	RBD	2V

28. NARRATIVE REASON FOR SEPARATION

VOL RET SUFFICIENT SERVICE FOR RETIREMENT

29. DATES OF TIME LOST DURING THIS PERIOD *(YYYYMMDD)*	30. MEMBER REQUESTS COPY 4 *(Initials)*
NONE	N/A

DD FORM 214, AUG 2009 PREVIOUS EDITION IS OBSOLETE **MEMBER-4**

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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 *(Continuation Sheet)*

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME *(Last, First, Middle)*	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NUMBER
LOESCHER SCOTT CRAIG	AIR FORCE--REGAF	[redacted]

Items continued: ITEM 18: Clusters, AF Overseas Ribbon Long, Air Force Expeditionary Service Ribbon with Gold Border with 2 Oak Leaf Clusters, AF Longevity Service with 6 Oak Leaf Clusters, USAF NCO PME Graduate Ribbon with 2 Oak Leaf Clusters, Small Arms Expert Marksmanship Ribbon (Pistol), AF Training Ribbon, NATO Medal (Wear first NATO medal awarded.), Kuwait Liberation Medal Kingdom of Saudi Arabia, Kuwait Liberation Medal Government of Kuwait. Extension for service was at the request and for the convenience of the government. Subject to recall to active duty by the Secretary of the Air Force.

----------NOTHING FOLLOWS----------

21.a. MEMBER SIGNATURE	b. DATE *(YYYYMMDD)*	22.a. OFFICIAL AUTHORIZED TO SIGN *(Typed name, grade, title, signature)*	b. DATE *(YYYYMMDD)*
MEMBER NOT AVAILABLE TO SIGN	N/A	CAC/PKI SIGNED BY SERVANTEZ.SANDRA.MARISSA.1281878480 CONTRACTOR USAF, TOTAL FORCE SERVICE CENTER DD FORM 214 TECHNICIAN Mar 28 2018 5:51:25 PM (UTC) CAC Serial Number: 21F022 IssuerCN: DOD ID CA-41	20180328

DD FORM 214C, AUG 2009 | PREVIOUS EDITION IS OBSOLETE | MEMBER-4

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Sheet: 159

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