



DEPARTMENT OF THE NAVY
NAVAL RESERVE PERSONNEL CENTER
NEW ORLEANS LOUISIANA 70149-7800

1420
Code N33
18 Sep 98

From: Commanding Officer, Naval Reserve Personnel Center

To: LT DAPHNE LYNN EVERAGE
14107 RIVER FOREST DR
HOUSTON TX 77079-6808

Subj: DELIVERY OF APPOINTMENT

Ref: (a) 10 USC 5910

1. Pursuant to the provisions of reference (a), your appointment to Lieutenant Commander with a date of rank of 01 July 1998 is hereby delivered.

2. You will indicate by endorsement hereon whether you accept or decline this appointment. If you note any discrepancies on this form please mark the errors and return it unsigned for correction. A new appointment will be issued. Keep the original (copy 1) of this appointment for your records and use in obtaining a new Armed Forces Reserve Identification Card at any local issuing activity. Return copies 2 and 3 to this command in the return envelope provided.



L. J. Lang

FIRST ENDORSEMENT

DATE: 10-21-98

From: LCDR DAPHNE LYNN EVERAGE, 462-55-2629/2505
To: Chief of Naval Personnel (Pers-931)
Via: Commanding Officer, Naval Reserve Personnel Center

1. I accept/decline the appointment authorized.


(Signature)

SECOND ENDORSEMENT

OCT 28 1998

From: Commanding Officer, Naval Reserve Personnel Center
To: Chief of Naval Personnel (Pers-931)

OCT 28 1998 BY

1. Forwarded.


(Signature)

NRPC 1420/4 (REV.09-93) Supersedes NRPC 1420/4 (REV.09-92) which is obsolete.

COPY 2-NRPC

REPORT ON THE FITNESS OF OFFICERS

1. NAME (LAST, FIRST, MIDDLE INITIAL) PUTZIER, DAPHNE LYNN		2. GRADE LT		3. DESIG 2505		4. SSN 462-55-2624	
5. A/TADT/ADSW/ OYR/ONS/ TMP RECALL <input type="checkbox"/>		6. USC 62604		7. SHIP/STATION CBC GULFPORT MS		8. DATE REPORTED 93AUG16	
9. PERIODIC <input type="checkbox"/>		10. DETACHMENT OF REPORTING SENIOR <input checked="" type="checkbox"/>		11. DETACHMENT OF OFFICER <input type="checkbox"/>		12. PERIOD OF REPORT FROM: 94FEB01 TO: 94DEC16	
14. REGULAR <input checked="" type="checkbox"/>		15. CONCURRENT <input type="checkbox"/>		16. SPECIAL <input type="checkbox"/>		17. OPS CDR <input type="checkbox"/>	
18. CLOSE <input checked="" type="checkbox"/>		19. FREQUENT <input type="checkbox"/>		20. INFREQUENT <input type="checkbox"/>			
21. EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE) TO SUPPORT THE NAVAL CONSTRUCTION FORCE (NCF), FLEET						22. DAYS OF COMBAT N	
23. REPORTING SENIOR (LAST NAME, FI, MI) LEHMAN, J A		24. TITLE CO		25. GRADE CAPT		26. DESIG 5100	
27. SSN [REDACTED]		28. DUTIES ASSIGNED (CONTINUED ON REVERSE) SJA-STAFF JUDGE ADVOCATE-10 1/2; ALTERNATIVE TRAFFIC COURT					
29. GOAL SETTING & ACHIEVEMENT A		30. SUBORDINATE MGMT & DEVELOPMENT A		31. WORKING RELATIONS A		32. EQUIP. & MATERIAL MGMT. A	
33. NAVY ORGANIZATION SUPPORT A		34. RESPONS IN STRESSFUL SITUATIONS A		35. EQUAL OPPORTUNITY A		36. SPEAKING ABILITY A	
37. WRITING ABILITY A		38. SEA MANSHIP N		39. AIR MANSHIP N		40. WATCH STANDING A	
41. TACTICAL PROFICIENCY N		42. LEADERSHIP A		43. SUBSPECIALTY CODE		44. REQUIRED BY HILLET <input type="checkbox"/> 45. YES <input type="checkbox"/> 46. NO	
47. FREQUENT <input type="checkbox"/>		48. INFREQUENT <input type="checkbox"/>		49. NONE <input type="checkbox"/>		50. PERFORMANCE N	
MISSION CONTRIBUTION		NOT OBS	A	B	C	D	E
51. EVALUATION			X				
52. SUMMARY		0	1	0	0	0	0
53. FIRST REPORT <input type="checkbox"/>		54. CONSISTENT <input type="checkbox"/>		55. IMPROVING <input checked="" type="checkbox"/>		56. DECLINING* <input type="checkbox"/>	
57. COM-MAND A		58. OPERATIONAL A		59. STAFF A		60. JOINT/ OSD A	
61. FOREIGN SHORE A		62. EARLY <input checked="" type="checkbox"/>		63. REGULAR <input type="checkbox"/>		64. NO* <input type="checkbox"/>	
65. NUMBER RECOMMENDED 1		66. RANKING 1		67. PERSONAL TRAITS OF JUDGMENT A		68. IMAGINATION A	
69. ANALYTIC ABILITY A		70. PERSONAL BEHAVIOR A		71. FORCE-FULNESS A		72. MILITARY BEARING A	
73. PHYSICAL READINESS P/WS		74. <input type="checkbox"/>		75. <input type="checkbox"/>		76. PROMOTION STATUS REG	
77. NONE NOTED <input checked="" type="checkbox"/>		78. YES <input type="checkbox"/>		79. NO* <input type="checkbox"/>		STATEMENT NO. NOT DESIRED <input type="checkbox"/>	
80. ATTACHED <input type="checkbox"/>		81. SIGNATURE OF OFFICER EVALUATED (AW BU/ENST 1811) I HAVE SEEN THIS REPORT AND UNDERSTAND MY RIGHT TO MAKE A STATEMENT <i>[Signature]</i>					
82. SIGNATURE OF REPORTING SENIOR <i>[Signature]</i>		83. SIGNATURE OF REPORTING SENIOR <i>[Signature]</i>					
84. SIGNED 6 DEC 1994		85. RES. PART. <input type="checkbox"/>					
86. COMMANDING OFFICER, NAVAL CONSTRUCTION BATTALION CTR, UIC 62604 300 CBC 2ND STREET, GULFPORT, MS 39501-5001							
87. SIGNATURE OF REGULAR REPORTING SENIOR (ON CONCURRENT AND CONCURRENT/SPECIAL REPORT) <i>[Signature]</i>		88. SIGNATURE OF REGULAR REPORTING SENIOR (ON CONCURRENT AND CONCURRENT/SPECIAL REPORT) <i>[Signature]</i>					

46255269-PUTZ 249

21. EMPLOYMENT OF COMMAND (Continued)

PUTZIER, D L, 462-55-2629, 94FEB01-94DEC15
CBC GULFPORT MS

AND OTHER UNITS ASSIGNED, WHETHER DEPLOYED OR IN HOMEPORT; TO SUPPORT MOBILIZATION REQUIREMENTS OF THE NCR. TO STAFF, MANAGE AND SELL ADVANCED BASE MOBILIZATION STOCKS; TO PERFORM ENGINEERING AND TECHNICAL SERVICES.

22. DUTIES ASSIGNED (Continued)

JUDGE; MEMBER, ARMED FORCES DISCIPLINARY CONTROL BD; MEMBER, FAMILY ADVOCACY BD; MEMBER, PHYSICAL SECURITY REVIEW COMMITTEE; BANK AND CREDIT UNION LIAISON OFFICER; CDO; MEMBER, QUALITY OF LIFE COUNCIL-10 1/2. JOB SCOPE: PROVIDES LEGAL COUNSEL TO CO CBC AND CO'S/OIC'S OF TENANT AND COMPONENT ACTIVITIES. ADDU LEGAL COUNSEL TO COMPTONCR. NAVY CLAIMS OFFICER FOR MS, AL, EASTERN LA, AND MANAGES THREE MILITARY AND ONE CIVILIAN.

23. COMMENTS (Particularly comment upon the officer's overall leadership ability, personal traits not listed on the reverse side, and estimated or actual performance in combat. Include comments pertaining to unique skills and distinctions that may be important to career development and future assignments. A mark in boxes with an asterisk (*) indicates adverse and supporting comments are required.)

Lieutenant Putzier is a dedicated and exceptionally professional naval officer whose technical expertise places her second to none. Her capacity to meet every demand with excellence, coupled with her commendable personal and leadership traits, have combined to make her a most effective SJA. She has the ability to evaluate a situation, summarize pertinent facts, and provide sound counsel. Some of her noteworthy accomplishments include:

- Skillfully negotiated the transfer of NJP appeal authority over battalions from CNET to the 20TH NCR.
- Drafted a comprehensive base traffic instruction and an instruction regulating private organizations. Provided consultation and changes to several other instructions: commercial solicitation; standards of conduct; and recommended changes to an MWR instruction regulating fishing on the CBC lake.
- Assisted in the drafting of consent decree covering storage of herbicide orange on the base and negotiated with state officials for signature.
- As team leader for the Business Practice QMB, motivated team to pursue a variety of matters. Restructured office of the Staff Judge Advocate through negotiations with the 20th NCR, thereby saving \$50,000 in civilian pay and two military positions.
- Received Certificate of Appreciation from RADM Tobin for acting as Area Coordinator for the NMCRS' fund drive.
- Drafted approximately 30 wills for MIUW 212 in the face of potential deployment.
- Received accolades from tenant commanders for training on topics such as sexual harassment, fraternization, standards of conduct, and letters of indebtedness.
- As Special Assistant to the U.S. Attorney, handled approximately 50 misdemeanor cases and ten felony cases including advice to investigators, negotiations with defense counsel, and presentation in trial.
- Served as Investigating Officer for charges referred pursuant to Article 32 by other area commands, providing intelligent adjudication in the hearing and sound advice in reports.
- Managed office which handled approximately 20 NJP, 3 courts martial, 25 JAGMAN investigations, 60 FOIA requests, 15 administrative separations, and countless claims.
- Served on Board of Directors for the CBC Credit Union, receiving compliments from Board on marketing efforts and helpful input to the Board in meetings.

Lieutenant Putzier is poised and confident, always ready to take on new responsibilities and challenges. I have every confidence this officer will be a leader in the JAG Corps. Entrust her with the most demanding responsibilities and she is certain to excel. Lieutenant Putzier has my strongest recommendation for accelerated promotion to Lieutenant Commander.

Next address of reporting senior: Captain John A. Lehman, CEC, USN, 5011 Plantation Drive, Long Beach, MS 39560.

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MAR 10 1994

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REPORT ON THE FITNESS OF OFFICERS

1 NAME (LAST FIRST MIDDLE) PUTZIER, DAPHNE LYNN		7 GRADE LT	3 DESIG 2505	4 SSN 462-55-2624
5 ACQUA/T TEMAC <input type="checkbox"/>	6 UIC 62604	7 SHIP/STATION CBC GULFPORT MS		8 DATE REPORTED 93AUG16
OCCASION FOR REPORT <input checked="" type="checkbox"/> 9 PER- IODIC <input type="checkbox"/> 10 DE DETACHMENT OF REPORTING SENIOR <input type="checkbox"/> 11 DETACHMENT OF OFFICER		PERIOD OF REPORT 12 FROM 93JUL22		13 TO 94JAN31
TYPE OF REPORT <input checked="" type="checkbox"/> 14 REG- ULAR <input type="checkbox"/> 15 COM- MEND <input type="checkbox"/> 16 SPE- CIAL <input type="checkbox"/> 17 OPS COPY <input checked="" type="checkbox"/> 18 CLOSE <input type="checkbox"/> 19 FRE- QUENT <input type="checkbox"/> 20 PERE- QUENT		BASIS FOR DISEMINATION <input type="checkbox"/> 21 <input type="checkbox"/> 22		
21 EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) TO SUPPORT BTHE NAVAL CONSTRUCTION FORCE (NCF), FLEET				22 DAYS OF COM- BAT N
23 REPORTING SENIOR (LAST NAME, FIRST) LEHMAN, J A		24 TITLE CO	25 GRADE CAPT	26 DESIG 5100
27 DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) SJA-STAFF JUDGE ADVOCATE-5 1/2; CHAIRMAN NAF CONTRACT REVIEW BD;				
28 SPECIAL ASPECTS OF PERFORMANCE (CONTINUED ON REVERSE SIDE OF RECORD COPY) 29 SOCIAL SETTING: A 30 PERSONALITY: A 31 WORKING RELATIONS: A 32 PERSONALITY: A 33 PERSONALITY: A				
34 RESPONSIBLE SUPERVISOR: A 35 PERSONALITY: A 36 WORKING RELATIONS: A 37 PERSONALITY: A 38 PERSONALITY: A				
39 WORKING RELATIONS: A 40 PERSONALITY: A 41 PERSONALITY: A 42 PERSONALITY: A 43 PERSONALITY: A				
44 PERSONALITY: A 45 PERSONALITY: A 46 PERSONALITY: A 47 PERSONALITY: A 48 PERSONALITY: A				
49 PERSONALITY: A 50 PERSONALITY: A 51 PERSONALITY: A 52 PERSONALITY: A 53 PERSONALITY: A				
54 PERSONALITY: A 55 PERSONALITY: A 56 PERSONALITY: A 57 PERSONALITY: A 58 PERSONALITY: A				
59 PERSONALITY: A 60 PERSONALITY: A 61 PERSONALITY: A 62 PERSONALITY: A 63 PERSONALITY: A				
64 PERSONALITY: A 65 PERSONALITY: A 66 PERSONALITY: A 67 PERSONALITY: A 68 PERSONALITY: A				
69 PERSONALITY: A 70 PERSONALITY: A 71 PERSONALITY: A 72 PERSONALITY: A 73 PERSONALITY: A				
74 PERSONALITY: A 75 PERSONALITY: A 76 PERSONALITY: A 77 PERSONALITY: A 78 PERSONALITY: A				
79 PERSONALITY: A 80 PERSONALITY: A 81 PERSONALITY: A 82 PERSONALITY: A 83 PERSONALITY: A				
84 PERSONALITY: A 85 PERSONALITY: A 86 PERSONALITY: A 87 PERSONALITY: A 88 PERSONALITY: A				
89 PERSONALITY: A 90 PERSONALITY: A 91 PERSONALITY: A 92 PERSONALITY: A 93 PERSONALITY: A				
94 PERSONALITY: A 95 PERSONALITY: A 96 PERSONALITY: A 97 PERSONALITY: A 98 PERSONALITY: A				
99 PERSONALITY: A 100 PERSONALITY: A 101 PERSONALITY: A 102 PERSONALITY: A 103 PERSONALITY: A				

I, COMMANDING OFFICER, HAVE REVIEWED THIS REPORT AND I HEREBY ACKNOWLEDGE THAT I HAVE BEEN ADVISED THAT THIS REPORT HAS BEEN APPROVED BY THE SENIOR COMMANDING OFFICER AND I HAVE MADE A STATEMENT:

D.J. Putzier

REPORTING SENIOR (LAST NAME, FIRST)
J. Lehman

COMMANDING OFFICER, NAVAL CONSTRUCTION BATTALION CENTER, UIC 62604
5200 CBC 2ND STREET, GULFPORT, MS 39501-5001

DATE REPORTED: _____
SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND SEPARATE REPORT: _____

PUTZIER, D L, 162-55-2629, 93JUL22-94JAN31
CBC GULFPORT MS

AND OTHER UNITS ASSIGNED WHETHER DEPLOYED OR IN HOMEPORT; TO SUPPORT MOBILIZATION REQUIREMENTS OF THE NCF; TO STORE, PRESERVE AND SHIP ADVANCED BASE MOBILIZATION STOCKS; TO PERFORM ENGINEERING AND TECHNICAL SERVICES.

24. DUTIES ASSIGNED (Continued)

ALTERNATE TRAFFIC COURT JUDGE; MBR ARMED FORCES DISCIPLINARY CONTROL BD; MBR FAMILY ADVOCACY BD; MBR PHYSICAL SECURITY REVIEW COMMITTEE; BANK AND CREDIT UNION LIAISON OFFICER; MBR QUALITY OF LIFE COUNCIL-5 1/2. JOB SCOPE: PROVIDES LEGAL COUNSEL TO CO CBC AND CO'S/OIC'S OF TENANT AND COMPONENT ACTIVITIES. ADDU LEGAL COUNSEL TO COM20THNCR.

25. COMMENTS: Particularly comment upon the officer's overall leadership ability, personal traits not listed on the message form, and estimated or actual performance in context. Include comments pertaining to unusual skills and distinctions that may be important to career development and future assignment. A mark in boxes with an asterisk (*) indicating admiralty and supporting comments are required.

NAVY CLAIMS OFFICER FOR MS, AL, EASTERN LA. MANAGES 4 MIL AND 2 CIV PERS.

Lt Putzier is one of the finest JAG junior officers I have met in my 28 years of naval service. She has displayed the highest levels of maturity and judgment in her superior performance. As my legal advisor for both the Naval Construction Battalion Center and the TWENTIETH Naval Construction Regiment, she quickly gained my complete confidence in her advice and counsel and has become involved in every aspect of the command. Her flawless analysis of a diverse range of legal issues reflects a thorough professional knowledge and uncommon dedication. Possessing tremendous initiative, she enhanced the responsiveness and quality of legal services and developed a reputation for customer satisfaction. Lt Putzier has provided sound legal advice and assistance to Commanding Officers and Officers in Charge of tenant activities and homeported units on topics including: military justice, environmental law, customs regulations, labor law and Standards of Conduct/ethics. Her most noteworthy accomplishments include:

- As Special Assistant United States Attorney, handled five misdemeanor cases per month in Magistrate's Court; felony cases in District Court; and effectively recovered bad check losses for NEX.
- Aggressively represented the agency as counsel in EEO hearings. Is a member of Law Enforcement Coordinating Committee, and the Armed Forces Disciplinary Control Board.
- Personally provided legal assistance to approximately 20 military members with will preparation and handling of disputes with landlords and other creditors.
- Extremely effective as adjudicating authority for claims incurred by Navy personnel in the Gulf Coast area and responsible for recovery of loss from responsible contractors.
- Initiated JAGMAN investigations when warranted, assisted investigating officers, and prepared command endorsements for five cases.
- Assisted departments in interpreting applicable laws and answering requests as freedom of Information/Privacy Act Coordinator.
- Oversaw service of process and arrest warrants on base personnel.
- Reviewed indebtedness/nonsupport letters from outside sources, counseled individuals when appropriate, and prepared reply correspondence.
- Quickly and effectively handled five complex cases for Administrative Separation.
- Served as Article 32 officer for a rape case and is a member of Family Advocacy Committee.
- Assisted command training officer with sexual harassment training by presenting a significant portion of the training and facilitating a lengthy question/answer session.
- Awarded Navy Achievement Medal for service at prior command.
- Community: Edgewater Rotary Club member and Interact Committee Chairman at St. Mark's Episcopal Church.

Lt Putzier is a source of great pride to this command. Her active involvement in community affairs and interaction with local law enforcement and adjudicative officials has brought great credit to this command and the U.S. Navy. She is a professional Naval officer and extremely capable staff officer whose potential has yet to be reached in a most demanding assignment. Her personal integrity and unquestionable loyalty sets her apart from her peers. Without reservation, I most strongly recommend that she be augmented to the regular Navy and promoted to Lieutenant Commander at the earliest opportunity.

5960212

PL111-1

26 1992

REPORT ON THE FITNESS OF OFFICERS

1 NAME (LAST, FIRST, MIDDLE) EVERAGE, DAPHNE LYNN		2 GRADE LTJG		3 DESIG 2505		4 SSN 462-55-2629	
5 ACQUISITION TELEPHONE NO. 30451		6 ORGANIZATION NAVJUSSTCOL NEWPORT RI				7 DATE REPORTED 92JAN05	
8 LOCATION FOR REPORT <input type="checkbox"/> IN PERIODIC <input type="checkbox"/> IN DETACHMENT OF REPORTING SENIOR <input checked="" type="checkbox"/> IN DETACHMENT OF OFFICER		9 PERIOD OF REPORT 92JAN03		10 DATE OF REPORT 92MAR06			
11 TYPE OF REPORT <input checked="" type="checkbox"/> IN REGULAR <input type="checkbox"/> IN SPECIAL <input type="checkbox"/> IN SPECIAL <input type="checkbox"/> IN SPECIAL <input type="checkbox"/> IN SPECIAL <input type="checkbox"/> IN SPECIAL <input type="checkbox"/> IN SPECIAL <input checked="" type="checkbox"/> IN SPECIAL		12 EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF REPORT COPY) TRAINING OF STUDENTS IN MILITARY LAW AND PROCEDURE		13 DAYS OF COMMAND N			
14 REPORTING SENIOR (LAST NAME, FIRST) PHILPOTT, A R		15 TITLE CO		16 GRADE CAPT		17 DESIG NOB	
18 DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF REPORT COPY) STUDEN-STUDENT 2		19 PERIOD OF DUTY 92JAN03-92JAN05		20 DUTY ASSIGNMENT TRANSIT			
21 SPECIAL ASPECTS OF PERFORMANCE (1) QUALITY OF WORK (2) ACHIEVEMENT		22 EFFICIENCY OF WORK (1) EFFICIENCY OF WORK (2) EFFICIENCY OF WORK		23 PERSONALITY (1) PERSONALITY (2) PERSONALITY		24 COMMUNICATIONS (1) COMMUNICATIONS (2) COMMUNICATIONS	
25 LEADERSHIP (1) LEADERSHIP (2) LEADERSHIP		26 PERSONALITY (1) PERSONALITY (2) PERSONALITY		27 COMMUNICATIONS (1) COMMUNICATIONS (2) COMMUNICATIONS		28 PERSONALITY (1) PERSONALITY (2) PERSONALITY	
29 EVALUATION X		30 SUMMARY		31 COMMENTS			
32 SIGNATURE OF REPORTING SENIOR		33 SIGNATURE OF OFFICER		34 DATE			
35 SIGNATURE OF REPORTING SENIOR		36 SIGNATURE OF OFFICER		37 DATE			
38 SIGNATURE OF REPORTING SENIOR		39 SIGNATURE OF OFFICER		40 DATE			
41 SIGNATURE OF REPORTING SENIOR		42 SIGNATURE OF OFFICER		43 DATE			
44 SIGNATURE OF REPORTING SENIOR		45 SIGNATURE OF OFFICER		46 DATE			
47 SIGNATURE OF REPORTING SENIOR		48 SIGNATURE OF OFFICER		49 DATE			
50 SIGNATURE OF REPORTING SENIOR		51 SIGNATURE OF OFFICER		52 DATE			
53 SIGNATURE OF REPORTING SENIOR		54 SIGNATURE OF OFFICER		55 DATE			
56 SIGNATURE OF REPORTING SENIOR		57 SIGNATURE OF OFFICER		58 DATE			
59 SIGNATURE OF REPORTING SENIOR		60 SIGNATURE OF OFFICER		61 DATE			
62 SIGNATURE OF REPORTING SENIOR		63 SIGNATURE OF OFFICER		64 DATE			
65 SIGNATURE OF REPORTING SENIOR		66 SIGNATURE OF OFFICER		67 DATE			
68 SIGNATURE OF REPORTING SENIOR		69 SIGNATURE OF OFFICER		70 DATE			
71 SIGNATURE OF REPORTING SENIOR		72 SIGNATURE OF OFFICER		73 DATE			
74 SIGNATURE OF REPORTING SENIOR		75 SIGNATURE OF OFFICER		76 DATE			
77 SIGNATURE OF REPORTING SENIOR		78 SIGNATURE OF OFFICER		79 DATE			
80 SIGNATURE OF REPORTING SENIOR		81 SIGNATURE OF OFFICER		82 DATE			
83 SIGNATURE OF REPORTING SENIOR		84 SIGNATURE OF OFFICER		85 DATE			
86 SIGNATURE OF REPORTING SENIOR		87 SIGNATURE OF OFFICER		88 DATE			
89 SIGNATURE OF REPORTING SENIOR		90 SIGNATURE OF OFFICER		91 DATE			
92 SIGNATURE OF REPORTING SENIOR		93 SIGNATURE OF OFFICER		94 DATE			
95 SIGNATURE OF REPORTING SENIOR		96 SIGNATURE OF OFFICER		97 DATE			
98 SIGNATURE OF REPORTING SENIOR		99 SIGNATURE OF OFFICER		100 DATE			

COPY FORWARDED

SIGNATURE OF REPORTING SENIOR

SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT

AVERAGE - D. I. 462-55-25291 SPANOS-42MAR06

25. DUTIES ASSIGNED (Continued)

For (2) (3) (4) (5) Particulars comment upon the officer's overall knowledge, ability, performance and behavior, the manner, rate, and extent of his or her professional performance, including comments on factors, strengths, and weaknesses that may be important to career development and future assignment. A plus (+) means with assistance (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40) (41) (42) (43) (44) (45) (46) (47) (48) (49) (50) (51) (52) (53) (54) (55) (56) (57) (58) (59) (60) (61) (62) (63) (64) (65) (66) (67) (68) (69) (70) (71) (72) (73) (74) (75) (76) (77) (78) (79) (80) (81) (82) (83) (84) (85) (86) (87) (88) (89) (90) (91) (92) (93) (94) (95) (96) (97) (98) (99) (100)

THIS OFFICER SUCCESSFULLY COMPLETED THE PRESCRIBED COURSE IN MILITARY LAW AND PROCEDURE UNDER THE UNIFORM CODE OF MILITARY JUSTICE. HE WAS A FINALIST IN THE TRIAL ADVOCACY COMPETITION.

FINAL AVERAGE - 87.800
CLASS STANDING - 11/50

NAVAL JUSTICE SCHOOL
NEWPORT, RI 02841-5030

OFFICIAL RECORD COPY

1 NAME (LAST, FIRST, MIDDLE) EVERAGE, DAPHNE LYNN		2 GRADE LT	3 DESIG 2505	4 USSN 462-55-2629
5 ACQUA/T/TEMAC <input type="checkbox"/>	6 LDC 45730	7 SHIP/STATION NAVLEGSVCOFF DET GULFPORT MS		8 DATE REPORTED 92APR12
OCCASION FOR REPORT 9 PER-100C <input type="checkbox"/> 10 DETACHMENT OF REPORTING SENIOR <input checked="" type="checkbox"/> 11 DETACHMENT OF OFFICER <input type="checkbox"/>		PERIOD OF REPORT 12 FROM 92APR12		13 TO 92JUL02
TYPE OF REPORT 14 REG-ULAR <input checked="" type="checkbox"/> 15 CON-CURRENT <input type="checkbox"/> 16 SPE-CIAL <input type="checkbox"/> 17 OPS CDR <input type="checkbox"/> 18 CLOSE <input type="checkbox"/> 19 FIVE-QUEST <input checked="" type="checkbox"/> 20 IN THE-AGENT <input type="checkbox"/>		BASIS FOR OBSERVATION 21 DAYS OF COMBAT <input type="checkbox"/> N		
22 EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) PROVIDE LEGAL ASSISTANCE AND COUNSEL				
23 REPORTING SENIOR (LAST NAME, FI MI) VANDEVORT, D E		24 TITLE CO	25 GRADE LCDR	26 DESIG 2500
27 DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) DEFENSE COUNSEL - 3; LEGAL ASSISTANCE - 3				
SPECIFIC ASPECTS OF PERFORMANCE (TYPE BY COR CODE LETTER FROM VALUE SHEET)				
28 GOAL SETTING & ACHIEVEMENT A	29 MANAGERIAL MAN-AGEMENT & DEVELOPMENT A	30 WORKING RELATIONS A	31 LEADERSHIP ABILITY A	32 WRITING ABILITY A
33 RESPONSE IN STRESSFUL SITUATIONS A	34 LEADERSHIP ABILITY A	35 SPEAKING ABILITY A	36 WRITING ABILITY A	37 WRITING ABILITY A
38 SPECIALTY SKILLS (FROM COR VALUE SHEET) 39 SEA-MANSHIP N	40 WATCH STANDING A	41 TACTICAL PROFICIENCY N	42 LEADERSHIP SKILL A	43
44 SUBSPECIALTY CODE	45 RECORDED BY SHEET <input type="checkbox"/> YES <input type="checkbox"/> NO	46 UPLIFTS <input type="checkbox"/> YES <input type="checkbox"/> NO	47 PERFORMANCE	48 PERFORMANCE N
50 SENIOR CONTRIBUTION NOT OBS <input type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> LOW <input type="checkbox"/> HARS <input type="checkbox"/> VASAT <input type="checkbox"/>				
51 EVALUATION				
52 SUMMARY				
53 PERIOD OF REPORT 54 FIRST REPORT <input checked="" type="checkbox"/> 55 CON-SISTENT <input type="checkbox"/> 56 APPROVING <input type="checkbox"/> 57 DEVELOPING <input type="checkbox"/>				
58 RESPONSIBILITY (TYPE BY COR CODE FROM VALUE SHEET) 59 COM-MAND A 60 OPERA-TIONAL A 61 STAFF A 62 LEAD-ERSHIP A 63 FOREIGN LANGUAGE A				
59 COMMUNICATIONS (FROM VALUE SHEET) 64 EARLY <input checked="" type="checkbox"/> 65 REG-ULAR <input type="checkbox"/> 66 NOT <input type="checkbox"/> 67 PERFORMANCE 2 68 TRAINING <input type="checkbox"/>				
60 PERSONAL TRAITS (TYPE BY COR CODE FROM VALUE SHEET) 69 DISCIPLINE A 70 MANAGE-ABILITY A 71 ANALYTIC ABILITY A 72 PERSONAL BEHAVIOR A 73 LEADERSHIP ABILITY A 74 MILITARY BEARING A				
75 APPROPRIATE DOCUMENTS 76 NONE NOTED <input checked="" type="checkbox"/> 77 YES <input type="checkbox"/> 78 NO <input type="checkbox"/> STATEMENT 79 NOT DESIRED <input type="checkbox"/> 80 ATTACHED <input type="checkbox"/>				
81 SIGNATURE OF OFFICER EVALUATED (NAV BUPERS POST 1041-D-SECRET) I ACKNOWLEDGE THAT I HAVE BEEN THIS REPORT HAS BEEN APPROVED BY MY PERFORMANCE AND RIGHT TO MAKE A STATEMENT <i>D. D. Everage</i>				
82 SIGNATURE OF REPORTING SENIOR <i>D. E. VanDevort</i>				
83 DATE FORWARDED JUL 25 1992		84 IN CHARGE <input type="checkbox"/>		
85 COMMANDING OFFICER, NAVAL LEGAL SERVICE OFFICE, UIC: 68366 NAVAL AIR STATION, PENSACOLA, FL 32508-6000				
86 DATE FORWARDED		87 SIGNATURE OF REGULAR RE		
		88 SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT		

462552629-EVER 253

EVERAGE, P. 1, 662 55-2600, 01APR12 TO 01JUL12

2b. DUTIES ASSIGNED (Continued)

RE COMMENTS: Particularly comment upon the officer's overall leadership ability, personal traits not listed on the reverse side, and estimated or actual performance in command. Include comments pertaining to unique skills and distinctions that may be important to career development and future assignments. A mark enclosed with an asterisk (*) indicates noteworthy and supporting comments are required.

LT EVERAGE DEMONSTRATES A PROFESSIONAL MATURITY WELL BEYOND THAT EXPECTED OF A JUNIOR LIEUTENANT. SHE MAINTAINS A CARING ATTITUDE TOWARDS HER MILITARY JUSTICE CLIENTS, GAINING THEIR TOTAL TRUST AND CONFIDENCE IN HER ABILITIES. HER SPECIFIC ACCOMPLISHMENTS DURING THIS BRIEF REPORTING PERIOD INCLUDE:

- SERVED AS DEFENSE COUNSEL IN THREE (3) CASES AND AS TRIAL COUNSEL IN TWO (2) CASES.

- ASSISTED APPROXIMATELY 105 LEGAL ASSISTANCE CLIENTS AND 120 PERSONAL REPRESENTATION CLIENTS. SHE HAS TRULY ENDEARED HERSELF TO THE RESIDENTS OF THE NAVAL HOME WHO UNANIMOUSLY PRAISE HER WORK AND DEMEANOR.

LT EVERAGE IS A FINE YOUNG OFFICER WHO DEMONSTRATES THE QUALITIES AND ATTRIBUTES NECESSARY TO BECOME A TRULY OUTSTANDING ATTORNEY AND NAVAL OFFICER. LT EVERAGE STRONGLY SUPPORTS THE NAVY'S EQUAL OPPORTUNITY PROGRAMS AND POLICIES. SHE IS RECOMMENDED FOR AUGMENTATION AND EARLY PROMOTION.

OFFICIAL RECORD COPY

1 NAME (LAST, FIRST, MIDDLE) PUTZIER, DAPHNE LYNN		2 GRADE LT		3 DESIG 2505		4 SSN 462-55-2629	
5 ACQUITTAL TEMAC <input type="checkbox"/>		6 UIC 45730		7 SHIP/STATION NAVLEGSVCOFF DET GULFPORT MS		8 DATE REPORTED 92 APR 12	
9 PERIOD OF REPORT <input checked="" type="checkbox"/> 9 PERIOD KODIC		10 DETACHMENT OF REPORTING SENIOR		11 DETACHMENT OF OFFICER		PERIOD OF REPORT TO FROM 92 JUL 03 TO 93 JAN 31	
TYPE OF REPORT <input checked="" type="checkbox"/> 14 REGULAR		15 CONCURRENT		16 SPECIAL		17 OPS CORR	
18 EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) PROVIDE LEGAL ASSISTANCE AND COUNSEL		19 DAYS OF COMBAT 0		20 FREQUENT		21 MORE FREQUENT	
22 REPORTING SENIOR (LAST NAME, FI, MI) SWANSON, R V		24 TITLE CO		25 GRADE CAPT		26 DESIG 2500	
28 DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) DEFENSE COUNSEL - 7; LEGAL ASSISTANCE - 7		29 SOCIAL SETTINGS & ACHIEVEMENT A		30 SENIOR/SENIOR MAN ACHIEVEMENT & DEVELOPMENT A		31 WORKING RELATIONS A	
32 RESPONSIVE IN STRESSFUL SITUATIONS A		33 LOGICAL CAPABILITY A		34 SPEAKING ABILITY A		35 WRITING ABILITY A	
36 SEA-MANSHIP N		37 AIRMANSHIP N		38 WATCH STANDING A		39 TACTICAL PROFICIENCY U	
40 LEADER SHIP A		41 UTILIZATION 42 YES 43 NO 44 NONE N		45 YES 46 NO 47 NONE N		48 YES 49 NO 50 NONE N	
MISSION CONTRIBUTION		NOT OBS		HIGH		MED	
EVALUATION		X					
SUMMARY		1		10		0	
51 FIRST REPORT <input checked="" type="checkbox"/>		52 CONSISTENT		53 IMPROVING		54 DECLINING	
55 REGULAR		56 SPECIAL		57 STAFF		58 JOINT CORP	
59 FOREIGN SERVICE A		60 FOREIGN SERVICE A		61 FOREIGN SERVICE A		62 FOREIGN SERVICE A	
63 EARLY		64 REGULAR		65 NOT		66 NUMBER OF DEBARMENTS 10	
67 ADDITION A		68 IMAGINATION A		69 ANALYTIC ABILITY A		70 PERSONAL BEHAVIOR A	
71 P/13		72		73		74	
75 NAME NOTED <input checked="" type="checkbox"/>		76 YES		77 NO		78 STATEMENT 79 NOT DESIRED N	

80 SIGNATURE OF OFFICER EVALUATED (NAV BUFFERS PART 1011-10-SERIES) I ACKNOWLEDGE THAT I HAVE BEEN SEEN THIS REPORT HAVE BEEN APPRISED OF MY PERFORMANCE AND RIGHT TO MAKE A STATEMENT

Daphne L. Putzier

85 SIGNATURE OF REPORTING SENIOR

RV Swanson

COMMANDING OFFICER, NAVAL LEGAL SERVICE OFFICE, UIC: 68366
NAVAL AIR STATION, PENSACOLA, FL 32508-5100

86 DATE FORWARDED

87 SIGNATURE OF REGULAR REPORTING SENIOR ON / OF CURRENT AND CONCURRENT / SPECIAL REPORT

PUTZIER, D L, 462-55-2629,
92JUL03-93JAN31

NAVLEGSVCOFFDET GULFPORT MS

28 DUTIES ASSIGNED (Continued)

29 COMMENTS: Particularly comment upon the officer's overall leadership ability, personal traits not noted on the reverse side, and estimate of actual performance. (Do not include comments pertaining to unique tasks and duties, items that may be important to career development and future assignment. A mark in column with an asterisk (*) indicates subject's and supervisor's comments are included.)

A SUPERIOR PERFORMER WHO SURPASSES CONTEMPORARIES IN MATURITY AS WELL AS PROFESSIONALISM. A DRAWER TOP TRIAL ADVOCATE. SHE'S SOUGHT OUT AS THE COUNSEL OF CHOICE BY AREA COMMANDS AND SERVICE MEMBERS THROUGHOUT/U.S. GULF COAST REGION. A REALISTIC ASSESSMENT OF THIS OFFICER'S LONG TERM POTENTIAL AND PERFORMANCE DURING THIS REPORTING PERIOD: A SUPERLATIVE JUNIOR OFFICER; DEFINITELY CAREER MATERIAL. RIS

SPECIFICS INCLUDE:

- EAGER AND CONFIDENT, LT PUTZIER IS A QUICK STUDY. BECAUSE OF FAST PACED GROWTH AS A NAVAL OFFICER AND COUNSEL, LT PUTZIER IS TASKED, WITH INCREASING FREQUENCY, TO TAKE ON THE MOST VISIBLE CASES. EXAMPLES: SHE WAS SENT TO NAS, MERIDIAN TO PROVIDE COUNSEL TO SEVERAL NAVAL AVIATORS CONCERNING TH-91. DOD IG HAS GRANTED ONLY MINIMAL NUMBER OF GRANTS OF IMMUNITY. NONETHELESS, LT PUTZIER ACCOMPANIED ONE CLIENT TO D.C. WHERE SHE NEGOTIATED AND OBTAINED IMMUNITY. THE CLIENT'S INTERESTS WERE SERVED AND A SIGNIFICANT VOLUME OF ESSENTIAL INFORMATION BECAME AVAILABLE TO DOD IG. TOUGH NEGOTIATOR WHO REMAINS COOL UNDER PRESSURE! FURTHER, SENSITIVE CASE INVOLVING ALLEGATIONS OF FRAUD BY BOTH A SENIOR NAVY CAPTAIN AND A FLAG SELECTEE, MANDATED DETAILING OF NLSO, PENSACOLA'S TWO BEST COUNSEL. ALTHOUGH NOT A GULFPORT CASE, LT PUTZIER WAS CALLED UPON BECAUSE SHE IS THAT GOOD!
- HAS SEEN OVER 200 PERSONAL REPRESENTATION AND DEFENSE CLIENTS. COMPASSIONATE YET FIRM. RESULTS WHEN SHE IS INVOLVED ARE BEST POSSIBLE.
- AS PART OF DETACHMENT ROUTINE, ROUTINELY SEES LEGAL ASSISTANCE CLIENTS RANGING FROM DEPLOYING SEABEES TO RESIDENTS OF THE NAVAL HOME. IN EACH INSTANCE, LT PUTZIER DEMONSTRATES A FORCEFUL WORK ETHIC AND COMPLETE DEDICATION. SHE GETS CONSTRUCTIVELY INVOLVED AND SOLVES PROBLEMS!
- ALLEGATIONS OF MISCONDUCT BY A SENIOR PETTY OFFICER AT THE DETACHMENT WAS DISRUPTIVE TO MISSION READINESS. LT PUTZIER DEMONSTRATED EXEMPLARY LEADERSHIP SKILL AS A NAVAL OFFICER TO ASSIST IN RESOLUTION.
- ATTENDED NITA TRAINING IN PENSACOLA, FL, AND THE SHORT COURSE FOR DEFENSE LAWYERS IN A CRIMINAL CASE IN CHICAGO. RANKED AS ONE OF TOP TWO BY NITA TRAINERS.

ONE OF THE STRONGEST CANDIDATES FOR TAP AND AUGMENTATION I'VE ENCOUNTERED. IN LESS THAN ONE YEAR, THIS OFFICER HAS BECOME ONE OF NAVY'S FINEST TRIAL ATTORNEYS. SHE IS MOST STRONGLY RECOMMENDED FOR SELECTION INTO THE REGULAR NAVY AND EARLY SELECTION TO THE RANK OF LCDR.

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

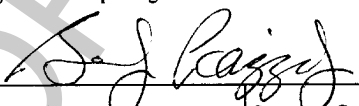
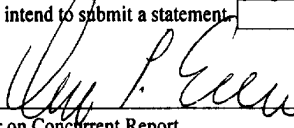
1. Name (Last, First MI Suffix) EVERAGE, DAPHNE L				2. Grade/Rate LCDR		3. Desig 2505		4. SSN 462-55-2629		
5. ACT <input type="checkbox"/> TAR <input type="checkbox"/> INACT <input checked="" type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 87418		7. Ship/Station NRLSO CENTRAL 109			8. Promotion Status REGULAR		9. Date Reported 03AUG01	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 03AUG01 15. To: 03SEP30						
16. Not Observed Report <input checked="" type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness N/XX		21. Billet Subcategory (if any) NA
22. Reporting Senior (Last, FI MI) PIAZZA, B J			23. Grade CAPT	24. Desig 2505	25. Title COMMANDING OFF		26. UIC 87418		27. SSN [REDACTED]	
28. Command employment and command achievements. NAVAL RESERVE LEGAL SERVICE OFFICE UNIT. PROVIDES LEGAL ASSISTANCE, CLAIMS AND MILITARY JUSTICE SUPPORT TO NAVAL AND MARICE CORPS COMPONENTS. GAINING COMMAND: NAVAL LEGAL SERVICE OFFICE CENTRAL, NAS PENSACOLA										
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) LA OFF Legal Assistance Officer - 2										
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled		

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

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input checked="" type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input checked="" type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	-	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
35. MILITARY BEARING/ CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input checked="" type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results. NOB <input checked="" type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input checked="" type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) EVERAGE, DAPHNE L		2. Grade/Rate LCDR		3. Desig 2505		4. SSN 462-55-2629	
PERFORMANCE TRAITS		1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards		4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.		- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.			- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
NOB <input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.		- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.			- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.
NOB <input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						XO	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>In the short time LCDR Everage has been attached to this unit she has taken care of her administrative and medical requirements promptly. LCDR Everage completed the Naval Reserve Leadership Continuum training her first drill weekend. She exhibits a great deal of enthusiasm for the program and I look forward to her full integration into the unit.</p> <p>Before returning to SELRES status, LCDR Everage established Pattison Law Firm, PC, focusing on criminal defense, estate probate, and personal injury law. LCDR Everage brings a great deal of experience to the unit, having tried numerous civilian cases ranging from DUI to capital murder. She has also provided pro bono advice and representation to numerous Air Force members, including several courts-martial and an Officer Board of Inquiry with favorable results, including one acquittal at court-martial and a retention at the Board of Inquiry.</p> <p>AT: None (Not required)</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address 23 SOUTH CROWNPOINTE DRIVE JACKSON, MS 39211
42. INDIVIDUAL	<input checked="" type="checkbox"/>						
43. SUMMARY	<input checked="" type="checkbox"/>						
45. Signature of Reporting Senior  Date: 1 OCT 03				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>			
Member Trait Average:		Summary Group Average:		 Date: 10-4-03			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							Date:

REPORT ON THE FITNESS OF OFFICERS

1. NAME (LAST, FIRST, MIDDLE (OR MR)) EVERAGE, DAPHNE LYNN		2. GRADE: LT	3. INSG. 2505	4. SSN: 462-55-2629
5. AT/ADT. ADJUT./ OYN/265/ TMP RECALL. <input type="checkbox"/>	6. UIC 62604	7. SHIP/STATION CBC GULFPORT MS		8. DATE REPORTED 93AUG16
9. OCCASION FOR REPORT <input type="checkbox"/> PERFORM		<input type="checkbox"/> 10. DETACHMENT OF REPORTING SENIOR	<input checked="" type="checkbox"/> 11. DETACHMENT OF OFFICER	12. PERIOD OF REPORT FROM: 94DEC17 TO: 95JUN30
TYPE OF REPORT <input checked="" type="checkbox"/> 14. REGULAR		<input type="checkbox"/> 15. CON- CURRENT	<input type="checkbox"/> 16. SPECIAL	<input type="checkbox"/> 17. OPS COR
18. BASIS FOR TERMINATION <input checked="" type="checkbox"/> CLOSE			<input type="checkbox"/> 19. FRE- QUENT	<input type="checkbox"/> 20. INFRE- QUENT
21. EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE) TO SUPPORT THE NAVAL CONSTRUCTION FORCE (NCF), FLEET				22. DAYS OF COMBAT N
23. REPORTING SENIOR (LAST NAME, FI, MI) DIGEORGE, F P III	24. TITLE CO	25. GRADE: CAPT	26. INSG. 5100	27. SSN [REDACTED]
28. DUTIES ASSIGNED (CONTINUED ON REVERSE) SJA-STAFF JUDGE ADVOCATE-6 1/2; ALTERNATIVE TRAFFIC COURT				
SPECIFIC ASPECTS OF PERFORMANCE				
29. GOAL SETTING & ACHIEVEMENT A	30. SUPERIOR/NT. MGMT. & DEVELOPMENT A	31. WORKING RELATIONS A	32. EQUIP. & MA- TERIAL MGMT. A	33. NAVY ORGAN- IZATION SUPPORT A
34. RESPONSE IN STRESSFUL SITUATIONS A		35. EQUAL OPPORTUNITY A	36. SPEAKING ABILITY A	37. WRITING ABILITY A
WARE ARE SPECIALTY SKILLS				
38. SEA MANSHIP N	39. AIR MANSHIP N	40. WATCH- STANDING A	41. TACTICAL PROFICIENCY N	42. LEADER SHIP A
44. SUBSPECIALTY CODE		RE. (R) BY BILLET <input type="checkbox"/> 45. YES <input type="checkbox"/> 46. NO		UTILIZATION <input type="checkbox"/> 47. FRE- QUENT <input type="checkbox"/> 48. INFRE- QUENT <input type="checkbox"/> 49. NONE
MISSION CONTRIBUTION		50. PERFOR- MANCE N		
51. EVALUATION		A	B	C
52. SUMMARY		D	E	F
TREND OF PERFORMANCE				
<input checked="" type="checkbox"/> 53. FIRST REPORT		<input type="checkbox"/> 54. CON- SISTENT	<input type="checkbox"/> 55. IMPROVING	<input type="checkbox"/> 56. INCLINING*
57. COMM- MAND A		58. OPERA- TIONAL A	59. STAFF A	60. JUDGE/ OSD A
RECOMMENDATION FOR PROMOTION <input checked="" type="checkbox"/> 62. EARLY		<input type="checkbox"/> 63. REGULAR	<input type="checkbox"/> 64. N/P*	RANKING FOR EARLY PROMOTION 65. NUMBER RECOMMENDED 1
66. RANKING				
PERSONAL TRAITS				
67. JUDGE MENT A	68. IMAGIN- ATION A	69. ANALYTIC ABILITY A	70. PERSONAL BEHAVIOR A	71. FORCEFUL- NESS A
72. MILITARY BEARING A		73. PHYSICAL READINESS P/WS	<input type="checkbox"/> 74	<input type="checkbox"/> 75
76. PROMOTION STATUS REG				
77. NAME NOTED <input checked="" type="checkbox"/>		<input type="checkbox"/> 78. YES	<input type="checkbox"/> 79. N/P*	STATEMENT 80. NOT INSIRED
81. ATTACHED				
82. SIGNATURE OF OFFICER EVALUATED (IAW BUPERSINST 1611.17) "I HAVE READ THIS REPORT AND UNDERSTAND MY RIGHT TO MAKE A STATEMENT." <i>Daphne Lyne Everage</i>				
83. SIGNATURE (OF REPORTING SENIOR) <i>A.P. Digearge III</i>				
84. DATE SIGNED 30 JUN 1995	85. RES. PART. <input type="checkbox"/>			
86. COMMANDING OFFICER, NAVAL CONSTRUCTION BATTALION CTR, UIC 62604 5200 CBC 2ND STREET, GULFPORT, MS 39501-5001				
87. SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT				
88. DATE SIGNED				

OFFICER PHOTOGRAPH

Everage, Daphne L.
PRINT NAME (Last, First, MI)

462-55-2629
SOCIAL SECURITY NUMBER

LCDR / O-4
GRADE

2505
DESIGNATOR

23-Jan-05
DATE PHOTOGRAPH TAKEN



I authorize release of my photograph for public affairs releases:

YES

NO

Signature: _____

Daphne L. Everage

COMMANDING OFFICER
NAVAL AND MARINE CORPS RESERVE CENTER
5808 N. 30TH ST.
OMAHA, NE 68111

1321
Ser RCS 040521
13 Oct 04

From: Commanding Officer, Naval and Marine Corps Reserve Center, Omaha
To: LCDR DAPHNE L. EVERAGE, USNR, 462-55-2629/2505
13160 HANOVER DRIVE
OCEAN SPRINGS, MS 39564

Subj: INACTIVE DUTY TRAINING ORDERS-MODIFICATION CNAVRES 1321/2

Ref: (a) NAVRESFOR 1321/2 as appropriate w/mods
(b) U.S. Navy Regulations 1990
(c) COMNAVRESFORINST 1001.5D
(d) BUPERSINST 1001.39D
(e) BUPERSINST 1610.10

Per reference (a), which authorized your assignment to:

RUIC: 87418, in NR LSO CENTRAL 109, at NAVRESCEN NEW ORLEANS, LA in a drill pay status is hereby modified 1 October 2004 as indicated below:

Per reference (b) through (e) report to:

RUIC: 83386, in NR USSTRATCOM 0188, at NAVMARCORESCEN OMAHA, NE for inactive duty training in a drill pay status in mobilization RBSC: 7038F/AUIC: 00087. These are noncommand orders.

Regular reporting senior for fitness report purposes is:

CO, NR USSTRATCOM 0188

Reporting senior of losing activity submit FITREP per reference (e).

WJ Lear
W. J. LEAR

Copy to:
COMNAVPERSCOM (PERS-313C)
COMNAVRESREDCOM SOUTH (N12)
NR LSO CENTRAL 109
NAVRESCEN NEW ORLEANS
NR USSTRATCOM 0188
NAVMARCORESCEN OMAHA



41-2-55-2629
DEPARTMENT OF THE NAVY

NAVAL LEGAL SERVICE COMMAND
200 STOVALL STREET
ALEXANDRIA, VA 22332-2400

IN REPLY REFER TO

The Secretary of the Navy takes pleasure in presenting the
NAVY ACHIEVEMENT MEDAL to

LIEUTENANT DAPHNE L. PUTZIER
JUDGE ADVOCATE GENERAL'S CORPS
UNITED STATES NAVAL RESERVE

For service as set forth in the following
CITATION:

For professional achievement in the superior performance of duties while serving as defense counsel, personal representation attorney, and legal assistance officer from April 1992 to June 1993. A persuasive and effective negotiator, Lieutenant Putzier routinely convinced convening authorities to resolve allegations of misconduct at the lowest possible level. Equally effective as an advocate, she obtained a spectacular record of acquittals and retention as well as favorable discharge characterizations, while impressing convening authorities with her painstaking preparation, superb presentation, and overall professionalism. As a result of her extraordinary efforts, she garnered a collection of accolades from clients, superiors, and adversaries. Notable successes include complete acquittals in a rape case, drug solicitation case, and convoluted sexual assault case. She also secured one of the first and few grants of immunity issued by Department of Defense Tailhook '91 Investigation Team. Smart in appearance, impeccable in bearing and deportment, Lieutenant Putzier is a model junior officer. Her loyalty, dedication, and commitment set her apart. Lieutenant Putzier's outstanding performance and unswerving devotion to duty reflected great credit upon herself and were in keeping with the highest traditions of the United States Naval Service.

For the Secretary of the Navy,

W. L. SCHACHTE, JR.
RADM, JAGC, U.S. Navy
Commander, Naval Legal Service Command