



UNITED STATES AIR FORCE ACADEMY

Office of the Registrar

Transcript

Name: FRYER, BRYON KENT JR

Student ID No: 136-84-2431

Degree: BACHELOR OF SCIENCE

27-MAY-2009

Major(s): COMPUTER SCIENCE, CYBER WARFARE OPTION

Academic Order of Merit: 316/ 1058

Class of: 2009

Date Entered USAF Academy: 30-JUN-2005

High School: SUSQUEHANNA TOWNSHIP HS
HARRISBURG, PENNSYLVANIA

High School Graduation: 2005

Commissioned: US Air Force

27-MAY-2009

Date of Birth: 17-JUN-1987

Place of Birth: SOMERS POINT, NEW JERSEY

Graduation Recognition:

COURSE	DESCRIPTIVE TITLE	HRS	GRADE	GPTS	COURSE	DESCRIPTIVE TITLE	HRS	GRADE	GPTS
SUMMER TERM 2005									
MILTNG 100	BASIC CADET TRAINING	100	P		ARMNSHP 251	SOARING STUDENT	3.00	P	
PHYED 100	BASIC PHYSICAL TNG	100	P		BIOLOGY 215	INTRO TO BIOLOGY W/LAB	3.00	B+	9.90
FALL SEMESTER 2005									
CHEM 141	APPLICATIONS OF CHEM I	3.00	B	9.00	COMPSCI 220	DATA ABSTRACTION	3.00	B	9.00
ENGLISH 111	INTRO/COMP & RESEARCH	3.00	A-	11.10	COMPSCI 351	COMP ORG/ARCHITECT I	3.00	B-	8.10
HISTORY 101	MODERN WORLD HISTORY	3.00	C+	6.90	ELENGR 215	ELECTRIC SIGNALS/SYSTMS	3.00	A	12.00
MATH 141	CALCULUS I	3.00	A	12.00	MATH 340	DISCRETE MATHEMATICS	3.00	B-	8.10
MSS 100	MILIT. THEORY/STRATEGY	3.00	B	9.00	PHYED 222	WATER SURVIVAL	.50	A	2.00
PHYED 110	BOXING	.50	B-	1.35	PHYSICS 215	GENERAL PHYSICS II	3.00	B+	9.90
SEM-HRS 15.50	SEM-GPA 3.18	CUM-HRS 15.50		CUM-GPA 3.18	SEM-HRS 18.50	SEM-GPA 3.19	CUM-HRS 74.50	CUM-GPA 3.01	
DEAN'S HONOR LIST									
SPRING SEMESTER 2006									
BEHSCI 110	INTRO. BEHAV. SCI/LDRS	3.00	B-	8.10	MILTNG 201	OPERATION 3RD LT	3.00	P	
CHEM 142	APPLICATION OF CHEM II	3.00	B-	8.10	MILTNG 402	BCT CADRE (2ND BCT)	3.00	P	
COMPSCI 110	INTRO TO COMPUTING	3.00	A	12.00	MILTNG 444	SUMMER LEAVE	3.00	P	
ENGR 100	INTRO TO ENGR. SYSTEMS	3.00	B	9.00					
MATH 142	CALCULUS II	3.00	B+	9.90					
PHYED 112	PHYSICAL DEVELOPMENT	.50	C+	1.15					
READSKLS 103	READING ENHANC/4TH CL	2.00	P						
SOCSCL 112	GEOPOLITICS	3.00	B-	8.10					
SEM-HRS 20.50	SEM-GPA 3.05	CUM-HRS 36.00		CUM-GPA 3.11	SEM-HRS 18.50	SEM-GPA 3.15	CUM-HRS 93.00	CUM-GPA 3.04	
DEAN'S HONOR LIST									
SUMMER TERM 2006									
ARMNSHP 490	BASIC FREEFALL PARA	100	P						
MILTNG 101	OPERATION NON-COM	100	P						
MILTNG 260	GLOBAL ENGAGEMENT	100	P						
MILTNG 444	SUMMER LEAVE	100	P						
		CUM-HRS 36.00		CUM-GPA 3.11					
FALL SEMESTER 2006									
COMPSCI 210	INTRO TO PROGRAMMING	3.00	C+	6.90					
ECON 200	INTRO TO ECONOMICS	2.00	B-	5.40					
ELENGR 281	INTRO DIGITAL SYSTEMS	3.00	A-	11.10					
ENGLISH 211	LIT. & INTERMED COMPOS	3.00	B-	8.10					
ENGRMECH 120	FUND OF MECHANICS	3.00	B-	8.10					
MGT 200	INTRODUCTION TO MGT.	2.00	B-	5.40					
PHYED 111	SWIMMING	.50	B-	1.50					
PHYED 340	RACQUETBALL	.50	B-	1.35					
PHYSICS 110	GENERAL PHYSICS I	3.00	C	6.00					
SEM-HRS 20.00	SEM-GPA 2.69	CUM-HRS 56.00		CUM-GPA 2.95	SEM-HRS 19.00	SEM-GPA 3.33	CUM-HRS 112.00	CUM-GPA 3.09	
DEAN'S AND COMMANDANT'S HONOR LISTS									
SPRING SEMESTER 2008									
COMPSCI 364	INFO STORAGE & RETRIEV	3.00	A-	11.10					
COMPSCI 431	CRYPTOGRAPHY	3.00	A-	11.10					
COMPSCI 467	COMPUTER NETWORKS	3.00	A-	11.10					
COMPSCI 499	UAV SYSTEMS DIGITAL INTEGRATION	3.00	A	12.00					
	AND FLIGHT CONTROL								
ENGR 210	AIR BASE DESIGN & PERFORMANCE	3.00	C+	6.90					
HISTORY 202	INTRO TO MIL HISTORY	3.00	B-	8.10					
PHYED 215	UNARMED COMBAT I	.50	B+	1.65					
PHYED 315	UNARMED COMBAT II	.50	B-	1.35					
SEM-HRS 19.00	SEM-GPA 3.33	CUM-HRS 112.00		CUM-GPA 3.09	DEAN'S AND COMMANDANT'S HONOR LISTS				
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PHYED 215	UNARMED COMBAT I	.50	B+	1.65					
PHYED 315	UNARMED COMBAT II	.50	B-	1.35					
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Accreditation

The Air Force Academy's Bachelor of Science degree is accredited by The Higher Learning Commission, The North Central Association of Colleges and Schools. All graduates will have BACHELOR OF SCIENCE printed on their diploma. The majors in Aeronautical Engineering, Astronautical Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Engineering Mechanics, Environmental Engineering, Mechanical Engineering, and Systems Engineering are accredited by ABET, Inc. The Chemistry, Biochemistry, and Materials Science options, within the Chemistry major are approved by the Committee on Professional Training of the American Chemical Society. The Computer Science major is accredited by the Computing Accreditation Commission of ABET, Inc. The Management major is accredited by the Association to Advance Collegiate Schools of Business (AACSB).

Calendar

The academic year at the Air Force Academy consists of a summer term (9 weeks), a fall semester, and a spring semester (17 weeks of instruction and one week of final examinations each). During 1959-1961, the academic year was divided into a summer term, fall and springs semesters, and a May term.

Transcripts

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Academic Credit

Three semester hours of credit represents one course that meets for 50 – 55 minutes 40 times per semester with 100 – 110 minutes of preparation prior to each class meeting.

For the class of 1977 through 1989, cadets normally were required to take two prescribed math courses each semester of their first year. The courses were offered sequentially, each for one half of the semester; therefore, it was possible for a cadet to fail and repeat the same course in one semester. There were several half-semester courses for which a cadet could receive a final grade at mid-semester.

Grading System

All calculations are figured on the 4-point system explained below. The +/- system began with the 1988-89 academic year.

A	4.0 grade points per semester hour
A-	3.7 grade points per semester hour
B+	3.3 grade points per semester hour
B	3.0 grade points per semester hour
B-	2.7 grade points per semester hour
C+	2.3 grade points per semester hour
C	2.0 grade points per semester hour
C-	1.7 grade points per semester hour
D	1.0 grade points per semester hour
F	No grade points
I	Incomplete; no grade points (hours not included in GPA)
P	Passing (hours not included in GPA)
W	Withdrawn/dropped (hours not included in GPA)
WP	Withdrawn passing (hours not included in GPA)
WF	Withdrawn failing (hours not included in GPA)
X	Credit by examination (hours not included in GPA)

Explanation of Symbols

The following symbols may appear in the grade column:

R	Indicates a course has been repeated
N	Indicates a course in progress
H	Indicates an honors course
S	Indicates an Academy Scholars Program course

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If you have any questions about this document, please contact our office at (719) 333-3970. ALTERATION OF THIS DOCUMENT MAY BE A CRIMINAL OFFENSE!
10130410

Cumulative Grade Point Average

Beginning in fall 1980, a cadet may repeat any course if the repeat does not delay graduation. Semester hours and quality points for up to 13.0 semester hours of repeat courses are counted once in computing cumulative GPA; only the repeated grade and associated quality points are used. Beyond 13.0 semester hours of repeated course work, both the original and repeat semester hours and quality points are calculated in cumulative GPA. All courses attempted and grades earned are on the transcript.

Transfer Credit

Cadets are granted transfer course credit for corresponding courses in the USAFA curriculum. The Academy equivalent course is shown in the Course column.

Merit Lists

Beginning with the fall semester 1972, cadets earning merit list recognition are identified on the transcript for this achievement as follows:

Dean's List: demonstration of excellence in studies with a semester grade point average (GPA) of at least 3.00. Beginning with the fall semester 1993, Phy Ed grades are not calculated in the GPA to determine eligibility for Dean's List.

Commandant's List: demonstration of excellence in leadership qualities. Beginning with spring semester 1980, a semester military performance average (MPA) of at least 3.00 was required. In spring semester 1995, the standard changed to the top 25% by class with a minimum of 3.00 MPA. In 2006, the requirement reverted to a minimum 3.00 MPA. In fall 2009, the standard became the top 33% by class with a minimum 3.00 MPA.

Athletic Director's List: demonstration of excellence in athletics and physical fitness with at least 3.00 physical education average (PEA). This list was created fall semester 1993.

Superintendent's List: demonstration of excellence in studies and leadership qualities. Beginning the fall semester 1993, the Superintendent's List also includes excellence in athletics and physical fitness.

Graduation/Academic Order of Merit

Prior to the 1966-67 academic year, transcripts included the cadet's graduation order of merit, which is a weighted computation of all the student's course grades and military performance. Since 1967, only the cumulative academic order of merit is shown. For the classes of 1967 through 1979, the academic order of merit is based on GPA (25%) and total quality points (75%). For the classes of 1980 through 1997, the academic order of merit was determined from a rank ordered listing of the cumulative academic performance average (APA), which was the weighted combination of GPA (75%) and quality points divided by a constant factor (constant = 20 per semester) (25%). The cumulative APA included all courses taken and all grades earned. Beginning with the class of 1998, the academic order of merit is based on cumulative GPA.

Graduation Recognition

For the classes of 1982 through 1997, members of the graduating class who were in the top 10% of the cumulative APA graduated "with academic distinction." Beginning with the class of 1998, cadets graduating in the top 10% of the cumulative GPA graduate "with academic distinction." Cadets graduating in the top 10% of the cumulative MPA graduate "with military distinction." Beginning with the class of 1996, members of the graduating class who are in the top 10% of the cumulative PEA graduate "with athletic distinction." Members of the graduating class who completed the requirements of the Academy's honors program graduate "with honors." The honors program was discontinued with the class of 1993. Beginning with the Class of 2007, each member of the graduating class who completes the Academy Scholars Program requirements graduates as an "Academy Scholar."

Before 1996, up to 7% of the graduating class members were designated "distinguished graduates." Beginning with the class of 1996, 10% of the graduating class may be designated as such. Selection for this honor is determined from the cumulative overall performance average (OPA). The OPA for the classes of 1980 through 1997 was 70% APA and 30% MPA. The OPA for the classes of 1998 through 2008 was 70% GPA and 30% MPA. Beginning with the class of 2009, OPA is the weighted combination of 60% GPA, 30% MPA, and 10% PEA. "Distinguished Graduate" is comparable to "Summa Cum Laude" at a civilian college or university.

SCRIP-SAFE® Security Products, Inc. Cincinnati, OH U.S. Patent 5,171,040

UNITED STATES AIR FORCE ACADEMY



Office of the Registrar

Transcript

Academic Order of Merit: 316/ 1058

Class of: 2009

Minor(s):

Commissioned: US Air Force

27-MAY-2009

Date of Birth: 17-JUN-1987

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COURSE	DESCRIPTIVE TITLE	HRS	GRADE	GPTS	COURSE	DESCRIPTIVE TITLE	HRS	GRADE	GPTS
SUMMER TERM 2008									
MILITNG 301 SPACE 472	OPERATION BREVET LT SPACE INSTRUCTOR	PP	PP	3.09					
FALL SEMESTER 2008									
COMPSCI 380 COMPSCI 426 COMPSCI 453 ENGLISH 411 OPSRSCH 310 PHYED 488 POLSCI 311	DSGN & ANAL. OF ALGR LANGUAGES AND MACHINES SOFTWARE ENGR I LANGUAGE, LITERATURE, & LDRSHP SYSTEMS ANALYSIS SOFTBALL AMER. POLITICS/NATL	3.00 3.00 3.00 3.00 3.00 .50 3.00	B+ A- A- A- A- B B+	9.90 11.10 11.10 12.00 11.10 1.50 9.90					
SEM-HRS 18.50	SEM-GPA 3.60	CUM-HRS 130.50	CUM-GPA 3.17						
DEAN'S AND COMMANDANT'S HONOR LISTS									
SPRING SEMESTER 2009									
ASTROENGR 310 COMPSCI 438 COMPSCI 454 COMPSCI 468 MSS 400 PHILOS 310 PHYED 483	INTRODUCTION TO ASTRONAUTICS COMP SEC/INFO WARFARE SOFTWARE ENGR II NETWORK SECURITY JOINT AND COALITION OPERATIONS ETHICS SCUBA	3.00 3.00 3.00 3.00 3.00 3.00 .50	B+ B+ B+ A B B+ B	9.90 9.90 12.00 12.00 9.00 9.90 1.50					
SEM-HRS 18.50	SEM-GPA 3.47	CUM-HRS 149.00	CUM-GPA 3.20						
DEAN'S HONOR LIST									
TOTAL SEM HOURS 149.00									
***** END OF ACADEMIC RECORD *****									

DATE PRINTED: 24-JUL-2012

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PAGE NUMBER: 2 of 2

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Dean H. Wilson, Associate Dean for Student Academic Affairs and Academy Registrar

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10130410 SCRIP-SAFE® Security Products, Inc. Cincinnati, OH U.S. Patent 5,171,040

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Superintendent's List: demonstration of excellence in studies and leadership qualities. Beginning the fall semester 1993, the Superintendent's List also includes excellence in athletics and physical fitness.

Graduation/Academic Order of Merit

Prior to the 1966-67 academic year, transcripts included the cadet's graduation order of merit, which is a weighted computation of all the student's course grades and military performance. Since 1967, only the cumulative academic order of merit is shown. For the classes of 1967 through 1979, the academic order of merit is based on GPA (25%) and total quality points (75%). For the classes of 1980 through 1997, the academic order of merit was determined from a rank ordered listing of the cumulative academic performance average (APA) which was the weighted combination of GPA (75%) and quality points divided by a constant factor (constant = 20 per semester) (25%). The cumulative APA included all courses taken and all grades earned. Beginning with the class of 1998, the academic order of merit is based on cumulative GPA.

Graduation Recognition

For the classes of 1982 through 1997, members of the graduating class who were in the top 10% of the cumulative APA graduated "with academic distinction." Beginning with the class of 1998, cadets graduating in the top 10% of the cumulative GPA graduate "with academic distinction." Cadets graduating in the top 10% of the cumulative MPA graduate "with military distinction." Beginning with the class of 1996, members of the graduating class who are in the top 10% of the cumulative PEA graduate "with athletic distinction." Members of the graduating class who completed the requirements of the Academy's honors program graduate "with honors." The honors program was discontinued with the class of 1993. Beginning with the Class of 2007, each member of the graduating class who completes the Academy Scholars Program requirements graduates as an "Academy Scholar."

Before 1996, up to 7% of the graduating class members were designated "distinguished graduates." Beginning with the class of 1996, 10% of the graduating class may be designated as such. Selection for this honor is determined from the cumulative overall performance average (OPA). The OPA for the classes of 1980 through 1997 was 70% APA and 30% MPA. The OPA for the classes of 1998 through 2008 was 70% GPA and 30% MPA. Beginning with the class of 2009, OPA is the weighted combination of 60% GPA, 30% MPA, and 10% PEA. "Distinguished Graduate" is comparable to "Summa Cum Laude" at a civilian college or university.

AIR FORCE INSTITUTE OF TECHNOLOGY

DEPARTMENT OF THE AIR FORCE
AIR EDUCATION AND TRAINING COMMAND
AIR UNIVERSITY

Record of: Fryer, Bryon K

Student ID: 0093866

SSN: XXX-XX-2431 DOB: 17 Jun

COURSE	Course Title	Grade/Credit Hours	COURSE	Course Title	Grade/Credit Hours	FALL QUARTER 2009			
						SUMMER QUARTER 2010			
CSCE 560	INTRO TO COMP NETWORKING	A- 4.00	STAT 525	APPLIED STATS FOR MGRS I	A 4.00				
CSCE 586	DSGN & ANAL OF ALGORITHMS	A 4.00	CSCE 723	ADVANCED TOPICS IN AI	A 4.00				
CSCE 525	INTRO TO INFO WARFARE	A 4.00	CSCE 644A	CRYPTANALYSIS	A 4.00				
Attempted	Earned	Qpts	GPA		Attempted	Earned	Qpts	GPA	
Current:	12.00	12.00	46.8	3.900	Current:	12.00	12.00	46.8	3.900
Cumulative:	12.00	12.00	46.8	3.900	Cumulative:	52.00	52.00	200.4	3.854
WINTER QUARTER 2010									
CSCE 528	CYBER DEFENSE I	A 4.00	CSCE 799	INDEPENDENT STUDY	IP 0.00				
CSCE 698	same as CSCE698 : 03/29/2010	S 0.00							
CSCE 625	INFO SYS SECURITY, ASSUR ANALYS	A- 4.00	Attempted	Earned	Qpts	GPA			
CSCE 523	ARTIFICIAL INTELLIGENCE	A- 4.00	Current:	12.00	0.00	0	0.000		
CSCE 629	CYBER ATTACK	A 4.00	Cumulative:	64.00	52.00	200.4	3.854		
Attempted	Earned	Qpts	GPA						
Current:	16.00	16.00	61.6	3.850					
Cumulative:	28.00	28.00	108.4	3.871					
SPRING QUARTER 2010									
CSCE 544	DATA SECURITY	A 4.00	CSCE 799	INDEPENDENT STUDY	IP 0.00				
CSCE 698	RESEARCH SEMINAR	S 0.00							
CSCE 628	CYBER DEFENSE II	A 4.00	Attempted	Earned	Qpts	GPA			
CSCE 623	AI SYSTEM DESIGN	B+ 4.00	Current:	24.00	12.00	36	3.000		
Attempted	Earned	Qpts	GPA						
Current:	12.00	12.00	45.2	3.767					
Cumulative:	40.00	40.00	153.6	3.840					
Master's Thesis successfully completed. 12.00 quarter hours completed with a grade of B.									
Degree Received: Master of Science Date Conferred.: 03/24/2011 Majors.....: Computer Science Thesis Title: Virtual Battlespace Behavior Generation Through Class Imitation									

THE PRIVACY ACT OF 1974 AND THE FAMILY EDUCATION RIGHT AND PRIVACY ACT (FERPA) OF 1974 PROHIBITS RELEASE OF INFORMATION RECORDED ON THIS TRANSCRIPT TO A THIRD PARTY WITHOUT THE STUDENT'S WRITTEN CONSENT.

NOT OFFICIAL UNLESS ON BLUE PAPER, BEARING THE SEAL OF THE AIR FORCE INSTITUTE OF TECHNOLOGY AND A SIGNATURE BLOCK IN RED, GREEN AND BLUE.



REGISTRAR

AIR FORCE INSTITUTE OF TECHNOLOGY

Office of the Registrar

Bldg. 641, Room 102

2950 Hobson Way

Wright-Patterson AFB, OH 45433-7765

**Graduate School of Engineering and Management
TRANSCRIPT KEY**

ACCREDITATIONS:

The Air Force Institute of Technology is accredited by The Higher Learning Commission and a member of the North Central Association (NCA). The Engineering Accreditation Commission of the Accreditation Board (ABET) also accredits appropriate engineering curricula for Engineering and Technology.

GRADING SYSTEM:

Grade Character	Grade Point Per Credit H
A	Excellent 4.0
A-	3.7
B+	3.3
B	Good 3.0
B-	2.7
C+	2.3
C	Fair 2.0
C-	1.7
D	Poor 1.0
F	Failure 0
IP	In-Progress (Master's Students Only)
I	Incomplete
P	Progress (PhD Students Only)
S	Satisfactory
U	Unsatisfactory
W	Withdrawn
WP	Withdrawn Passing (ended Fall 2007)
WF	Withdrawn Failing (ended Fall 2007)
AU	Audit
NG	No Grade Submitted

COURSE ABBREVIATIONS AND NUMBERING SYSTEMS:

Course Abbreviations:

ACSC	Air Command and Staff College
AERO	Aeronautical and Astronautical Engineering
AMGT	Systems Acquisition Management
ASYS	Systems Engineering
BIOL	Biology
BIOM	Biomedical
CHEM	Chemistry
CMGT	Contracting Management
COMM	Communication
COSC	Computer Science
COST	Cost Analysis
CSCE	Computer Science and Computer Engineering
CWMD	Weapons of Mass Destruction
DISS	Dissertation
ECON	Economics
EENG	Electrical Engineering
EMGT	Engineering Management
ENGR	Engineering
ENVR	Environmental Management
EVSC	Environmental Sciences
FANL	Financial Analysis
FMGT	Financial Management
HFEN	Human Factors Engineering
IMGT	Information Resource Management
LAWS	Contract Law
LOGM	Logistics Management
MATH	Mathematics
MATL	Materials
MECH	Mechanics
MENG	Mechanical Engineering
METG	Meteorology

MGTA	Management
NENG	Nuclear Engineering
OENG	Optical Engineering
OPER	Operational Sciences
ORSC	Organizational Sciences
PHYS	Physics
QMGT	Quantitative Management
RLAL	Thesis Research
RLAR	Thesis Research
RLAS	Thesis Research
RSCH	Research Methods
RDMT	Research and Development Management
SENG	Systems Engineering
SMGT	Systems Acquisition Management
STAT	Statistics
TACT	Strategic and Tactical Sciences
TMGT	Technical Management

Course Numbering System:

000-099	Non-credit courses
200-399	Upper level undergraduate courses
400-599	Advanced undergraduate and lower level graduate courses
600-799	Graduate courses
800-999	Primarily doctoral level courses

TRANSFER OF CREDITS:

Students in master's degree programs may transfer up to 12 credit hours of graduate credit from other accredited institutions. Neither the grades, nor the credit hours pertaining to the transferred courses will be used in grade point average calculations except to remedy academic deficiencies.

TO TEST FOR AUTHENTICITY: Translucent globe icons *MUST* be visible from both sides when held toward a light source. The face of this transcript is printed on blue SCRIP-SAFE® paper with the name of the institution appearing in white type over the face of the entire document.

ADDITIONAL TESTS: When photocopied, a latent security statement containing the institutional name and the words COPY COPY COPY appear over the face of the entire document. When this paper is touched by fresh liquid bleach, an authentic document will stain. A black and white or color copy of this document is not an original and should not be accepted as an official institutional document. This document cannot be released to a third party without the written consent of the student. This is in accordance with the Family Educational Rights and Privacy Act of 1974. If you have any questions about this document, please contact our office. **ALTERATION OF THIS DOCUMENT MAY BE A CRIMINAL OFFENSE!**

---- MILITARY OFFICER ACQUISITION APDP RECORD ----					
PERSONAL AND CAREER DATA					
NAME:	FRYER, BRYON		RANK:	CPT	DOR:
SSAN:	136842431		P/GR:		JSO STATUS:
REC STAT:	ACTIVE NO PROJECTED ACTION		BPZ:		COMMISSION:
MEMBER TYPE:	REGULAR		FILE TYPE:	AF OFF ACT MBR	
SPOUSE DATA					
MARRIED TO MILITARY?	NO	REASON FOR ASSOCIATION:		JOINT ASSIGNMENT INTENT:	
SERVICE DATES					
TAFMSD:	2009-05-27	PAY DATE:	2009-05-27	DOS:	3888-08-08
TAFCSD:				TAFCSD:	2009-05-27
ASSIGNMENT					
ORGANIZATION AND POSITION DATA				INCUMBENT DATA	
MPCN:	1M0039792		AUTH GRD:	1LT	
PEC:	0062788B		AUTH AFSC:	62E3	
CMD:	AIR FORCE MATERIEL COMMAND		ACQ CAT:	SYSTEMS PLANNING, RESEARCH, DEV, AND ENGINEERING SCIENCE AND TECHNOLOGY MGR	
SUBCMD:	S		ACQ TYPE:	ACQ POSN - NON-CRIT-DEVELOP, NON-CRIT ACQ POSN	
BASE:	ROME LAB ADM, NY		ACQ LVL:	1	
PAS:	LK1MFSD1		CERT DUE DATE:		
				OFFICE SYMBOL:	RIGD
				PROJ RNLTD:	
AFSC					
CORE:	62E	DAFSC:	62E3C	PAFSC:	62E3C
2AFSC:					
ASSIGNMENT AVAILABILITY			AD SERVICE COMMITMENTS		
DATE	AVAILABILITY		DATE	COMMITMENTS	
			2013-04-09	PERMANENT CHANGE OF STATION (PCS)	
			2014-03-23	TRNG-AFIT	
			2014-05-26	SERVICE ACADEMY	
ACADEMIC INFORMATION					
DATE	LEVEL	DISCIPLINE			SCHOOL
2011-03-23	AWARDED MASTERS DEGREE	CYBER OPERATION			AFIT WPAFB OH
2009-05-27	AWARDED BACCALAUREATE DEGREE	CYBER WARFARE			USAF ACADEMY CO
PME INFORMATION					
DATE	COURSE		METHOD		
GENERAL ACQUISITION DATA					
ACQUISITION EXPERIENCE INFORMATION			ACQUISITION CORPS INFORMATION		
SPO EXP:			CORPS:		
ACMS ADJ SPO:	0.00		APT DATE:		
			BASIS-EXP:		
			BASIS-ED:		
			BASIS-GR:		
			BASIS-24/12:		
ACMS ACQUISITION EXPERIENCE CALCULATIONS					
ACQUISITION FUNCTIONAL CATEGORY				EXPERIENCE	
SPRDE-SCIENCE AND TECHNOLOGY MANAGER				33.61	
TOTAL				33.61	
ACQUISITION CERTIFICATIONS					
DATE	LEVEL	CERTIFICATION			
2013-05-29	1	SYSTEMS PLANNING, RESEARCH, DEV, AND ENGINEERING SCIENCE AND TECHNOLOGY MGR			
2013-05-29	1	SYSTEMS PLANNING, RESEARCH, DEVELOPMENT AND ENGINEERING SYSTEMS ENGINEER			
2013-05-20	1	PROGRAM MANAGEMENT			



CYBER PROFESSIONAL SURF



This Information is Covered by the Privacy Act of 1974, Amended,
(5 USC 552a) and is For Official Use Only

GR/PJ	03	FRYER BRYON K	SSAN	2431	UNIT	0010 0000 SRL LB	PAS	LK1MFSD1	As of: 01/30/2014
OFF SYM	RIGD		POS #	00397921M	DUTY LOC	ROME LAB MTC		ADM NY	Decertified N
CORE	62E	PAFSC	62E3C	GOR	05/27/2013	BTZ	TAFCS	05/27/2009	TAFMSD 05/27/2009 DAS 04/11/2011

DAFSC	DUTY TITLE	ORG	DUTY LOC	DTY EFF DT	EC	TIME	Experience (Years)			
62E3C	CYBERSPACE OPS DEV ENGINEER		Curr Current	04/11/2011	CAJ4	2.81	Off Ops	0.00	Per Ops	0.00
62E3C	CYBERSPACE OPS DEV ENGINEER		0000 ROME LAB (MT	04/11/2011	CAJ4	0.00	Def Ops	0.00	ISR	0.00
62E3C	COMPUTER ENGINEER		0000 WRIGHT PATTE	04/10/2010		1.00	Est Ext	0.00	Info Ops	0.00
92S0	AFIT MASTERS STUDENT		0000 WRIGHT PATTE	09/01/2009		0.61	Sec Prot	0.00	Edu Trg	0.00
						0.00	Bat Sys	0.00	Cyb Stf	2.81
						0.00	Functional Area (Years)			
						0.00	A	2.81	O	0.00
						0.00	S	0.00		
						0.00	Other Domain Time (Years)			
						0.00				
						0.00	Total EC Time (Yrs)			
						2.81				
						0.00	Cert Level	1	Dt	11/16/2011
						0.00	Prior Enl Exp			
						0.00	Crs 100	Yes	Dt	09/01/2011
						0.00	Crs 200		Dt	
						0.00	Crs 300		Dt	
						0.00	Adv Crs		Dt	
						0.00	Professional Specialty Courses			
						0.00	SYS 101			
						0.00	AF FUNDAMENTALS OF ACQUISITION			
						0.00	S&T Management 202			
						0.00				
						0.00				
						0.00				
						0.00				
						0.00	Duty SEI			
						0.00	SYSTEMS ENGINEER			
						0.00	General SEI			
						0.00				

PME 1st
PME 2nd
PME 3rd
PME 4th

APDP 1st	SYSTEM PLANNING RSRCH DEV AND ENGRN	1	1305	Misc	Cyber X Crs	1109
APDP 2nd	SCIENTIFIC MANAGER	1	1305	Misc		
APDP 3rd	PROGRAM MANAGEMENT	1	1305	Misc		

Academics High	AWARDED MASTERS DEGREE	CYBER OPERATION	1103
Academics 2nd	AWARDED BACCALAUREATE DEGREE	CYBER WARFARE	0905
Academics 3rd			

OFFICER PERFORMANCE REPORT (Lt thru Col)
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) FRYER, BRYON K.	2. SSN 136-84-2431	3. GRADE 1st Lt	4. DAFSC 62E3C	5. REASON FOR REPORT Annual	6. PAS CODE LK1MFSD1
--	-----------------------	--------------------	-------------------	--------------------------------	-------------------------

7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Air Force Research Laboratory, Detachment 10 (AFMC) Rome NY (AD)	8. PERIOD OF REPORT 25 Mar 2011 THRU 24 Mar 2012	9. NO. DAYS SUPV. 231
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II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE LEAD DEVELOPMENTAL ENGINEER, ADVANCED CYBER TECHNOLOGIES	10. SRID 1MSCV
---	-------------------

- Leads directorate cyber training and education team to enhance security awareness/info assurance for 1300+ mil/civ
- Liaison btwn cyber operations/R&D community; determines capability gaps & future requirements to drive research
- Subject matter expert for future cyber technology; ensures research relevance to dynamic threats & warfighter needs
- Unit Deployment Mgr for 58-mbr detachment; ensures mobility readiness, compliance, pre/post deployment actions

III. PERFORMANCE FACTORS Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
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IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)
- Amazing cyber warrior! My go-to for "net" anything--lifted cyber prowess of whole unit, pushed R&D to new high
- Led 15-mbr cyber security training team--tested/mentored engineers on vulnerabilities--built cutting-edge workforce
- Authored & executed robust test plan--ID'd vulnerabilities in cyber-resiliency prgm--hardened future msn networks
- Directed new development effort--created agile computer platform--incr'd longevity & sustainability of \$40M prgm
- Organized 1st-ever unit cyber exercise--created flexible trng network--trained 30+ mbrs on new tools & techniques
- Highly driven officer! Developed cyber tools with technical skills and leadership--CYBERCOM next; PDE ASAP!

Last performance feedback was accomplished on: 2 Nov 2011 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION CHRISTOPHER E. BOOTH, Major, USAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Integration Operations Branch	DATE 27 Apr 2012
	SSN 1272	SIGNATURE BOOTH.CHRISTOPHER.EDWARD.1247662347

V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
---	--	-------------------------------------

- Division CGOQ (#1/5)! Sharp role-model and tireless leader--expertly developed future cyber tools & warfighters
- Led 4-mbr tech team/\$6M joint prgm--crafted blueprint to defend networks--built future cyber architecture w/ Army
- Facilitated six deployments--ensured 58 mbrs' combat readiness--drove unit records review w/ zero discrepancies
- Superb officer! Dedicated leader/technical expert & cyber R&D visionary--CNODP next; send to PDE 1st chance!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOSEPH CAMERA, DR-IV (GS-15), DAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Information Grid Division	DATE 30 Apr 2012
	SSN 1731	SIGNATURE CAMERA.JOSEPH.1228675284

VI. REVIEWER (If required, limit text to 4 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
--	--	-------------------------------------

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION DANIEL P. MORIN, Colonel, USAF Air Force Research Laboratory (AFMC) Wright-Patterson AFB OH	DUTY TITLE Vice Commander	DATE 16 May 2012
	SSN 6627	SIGNATURE MORIN.DANIEL.P.1006343003

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	<input checked="" type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR
---	---	--

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION DAVID P. BLANKS, Colonel, USAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Commander	DATE 17 May 2012
	SSN 0592	SIGNATURE BLANKS.DAVID.P.1053808723

VIII. RATEE'S ACKNOWLEDGMENT 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 <input checked="" type="checkbox"/>	No <input type="checkbox"/>	SIGNATURE FRYER.BRYON.KENT.JR.1283418746	DATE 18 May 2012
---	---	-----------------------------	---	---------------------

RATEE NAME: FRYER, BRYON K.

IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])

DOES NOT
MEET STANDARDS

1. Job Knowledge.	Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.	<input type="checkbox"/>
2. Leadership Skills.	Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>
3. Professional Qualities.	Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>
4. Organizational Skills.	Plans, coordinates, schedules and uses resources effectively. Meets suspense. Schedules work for self and others equitably and effectively. Anticipates and solves problems.	<input type="checkbox"/>
5. Judgment and Decisions.	Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.	<input type="checkbox"/>
6. Communication Skills.	Listens, speaks, and writes effectively.	<input type="checkbox"/>
7. Physical Fitness.	Maintains Air Force physical fitness standards.	<input type="checkbox"/>

X. REMARKS (use this section to spell out acronyms from the front)

Cyber Command (CYBERCOM); Computer Network Operations Development Program (CNODP)

XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)

I am referring this OPR to you according to AFI 36-2406, para 3.9. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para, 3.9. 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 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension 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 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 MPF career enhancement section, or the AF Contact Center 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 for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPF or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, 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, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE

INSTRUCTIONS

ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. Evaluators enter only the last four numbers of SSN.

RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.

ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.

REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.

RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).

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 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.

OFFICER PERFORMANCE REPORT (Lt thru Col)

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

1. NAME (Last, First, Middle Initial) FRYER, BRYON K.	2. SSN 136-84-2431	3. GRADE 1st Lt	4. DAFSC 62E3C	5. REASON FOR REPORT Annual	6. PAS CODE LK1MFSD1
--	-----------------------	--------------------	-------------------	--------------------------------	-------------------------

7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Air Force Research Laboratory, Detachment 10 (AFMC) Rome NY (AD)	8. PERIOD OF REPORT 25 Mar 2012 THRU 24 Mar 2013	9. NO. DAYS SUPV.
--	---	-------------------

II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE LEAD DEVELOPMENTAL ENGINEER, ADVANCED CYBER TECHNOLOGIES	10. SRID 1MSCV
---	-------------------

- Supervises 50-mbr team executing \$10M in all aspects of cyber research, development, prototyping and evaluation
- Liaison b/w cyber operations/R&D community--determines capability gaps & future requirements to drive research
- Leads directorate cyber training and education team to enhance security awareness/info assurance for 1300+ mil/civ
- Subject matter expert for future cyber technology--ensures research relevance to dynamic threats & warfighter needs

III. PERFORMANCE FACTORS Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
--	---	--	---

IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Top-notch officer! Drove cutting-edge network attack/defense research while developing next-gen cyber warriors
- Steered future cyber acq strategy--wrote \$25M contracting vehicle streamlining pgrm rqmts--decr'd R&D time 25%
- Secured \$200K for NetA toolkit transition--collaborated w/ NSA for ops cell deployment--incr'd cyber effects 20%
- Led 15-mbr cyber trng/education tm--taught 50+ lessons/orchestrated 2 exercises--incr'd cyber awareness unit wide
- Facilitated HS cyber competition pgrm--taught cyber defense, tm ranked #6 in country--incr'd STEM enrollment 10x
- Phenomenal leader! Fused operational needs w/ latest R&D--CNODP next w/ AFCYBER follow-on--PDE ASAP!

Last performance feedback was accomplished on: 21 Nov 2012 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JARED M. EKHOLM, Captain, USAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Cyber Integration & Transition Branch	DATE
	SSN 7303	SIGNATURE

V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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- Division CGOQ2! Pioneered collocation pgrm btwn laboratory & operational users--unprecedented R&D/ops unity
- Directed \$6M interoperability pgrm--integrated cyber effects into jnt plans/ops--incr'd CYBERCOM's effectiveness
- Led \$3M cyber stealth effort--adapted existing s/w for use on denied networks--saved \$100M US cyber investment
- My 2 of 5 CGOs! Brilliant leader with proven technical expertise--a must for CNODP then AFCYBER--PDE next!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOSEPH CAMERA, DR-IV (GS-15), DAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Info Exploitation and Operations Div	DATE
	SSN 1731	SIGNATURE

VI. REVIEWER (If required, limit text to 4 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION ROGER M. VINCENT, Colonel, USAF Air Force Research Laboratory (AFMC) Wright-Patterson AFB OH	DUTY TITLE Vice Commander	DATE
	SSN 0911	SIGNATURE

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	<input checked="" type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION DAVID P. BLANKS, Colonel, USAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Commander	DATE
	SSN 0592	SIGNATURE

VIII. RATEE'S ACKNOWLEDGMENT	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 <input type="checkbox"/>	No <input type="checkbox"/>	SIGNATURE	DATE
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RATEE NAME: FRYER, BRYON K.

IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])

DOES NOT
MEET STANDARDS

1. Job Knowledge.	Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.	<input type="checkbox"/>
2. Leadership Skills.	Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>
3. Professional Qualities.	Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>
4. Organizational Skills.	Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.	<input type="checkbox"/>
5. Judgment and Decisions.	Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.	<input type="checkbox"/>
6. Communication Skills.	Listens, speaks, and writes effectively.	<input type="checkbox"/>
7. Physical Fitness.	Maintains Air Force physical fitness standards.	<input type="checkbox"/>

X. REMARKS (use this section to spell out acronyms from the front)

Research and Development (R&D); Network Attack (NetA); National Security Agency (NSA); High School (HS); Science, Technology, Engineering & Math (STEM); Computer Network Operations Development Program (CNODP)

XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)

I am referring this OPR to you according to AFI 36-2406, para 3.9. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para. 3.9. 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 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension 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 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 MPF career enhancement section, or the AF Contact Center 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 for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPF or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, 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, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE

INSTRUCTIONS

ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. Evaluators enter only the last four numbers of SSN.

RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.

ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.

REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.

RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).

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 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.

OFFICER PERFORMANCE REPORT (Lt thru Col)

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

1. NAME (Last, First, Middle Initial) FRYER, BRYON K.	2. SSN 136-84-2431	3. GRADE Capt	4. DAFSC 62E3C	5. REASON FOR REPORT Annual	6. PAS CODE LK1MFSD1
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Air Force Research Laboratory, Detachment 10 (AFMC) Rome NY			8. PERIOD OF REPORT 25 Mar 2013 THRU 24 Mar 2014		9. NO. DAYS SUPV. 365

II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE CYBERSPACE OPERATIONS DEVELOPMENT ENGINEER	10. SRID 1MRCC
---	-------------------

- Supervises 40-mbr team executing \$12M in all aspects of cyber research, development, prototyping and evaluation
- Liaison b/w cyber operations/R&D community--determines capability gaps & future requirements to drive research
- Subject matter expert for future cyber technology--ensures research relevance to dynamic threats & warfighter needs
- Leads 3-mbr rapid development tm--delivers network monitoring/exploitation solutions to intel & AF communities

III. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate). Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Phenomenal ofcr! Handpicked to lead NSA R&D team--honored w/ prestigious NSA Research Team of the Year
- Led network triage prgm--found source of data loss, 20+ orgs incorporated in daily ops--earned POTUS recognition
- Wrote flexible cyber domain concept--solution beat 3 ktr options, saved \$100K--decr'd integration timeframe 40%
- Directed C2 integration effort--enabled rapid reconfig/reattack capability--decr'd network attack reaction time 10%
- Initiated network mx enhancement--incr'd sys modularity to integrate new tools--adopted/deployed in COCOM ops
- One-of-a-kind AF asset! Unprecedented fusion btwn operations and S&T--a must for AFCYBER Flt/CC--PDE now

Last performance feedback was accomplished on: 30 Oct 2013 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JARED M. EKHOLM, Major, USAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Cyber Integration and Transition Branch	DATE 2 May 2014
	SSN 7303	SIGNATURE EKHOLM.JARED.M.1261090488

V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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- Directorate CGOQ (#1/25)! AFRL lead in joint collaboration merging R&D/IC--lauded by NSA research director
- Developed scalable search toolset--incr'd # of queries by 1000%--enabled real-time suspicious activity monitoring
- Led \$10M+ in R&D prgms--incr'd SA 300%, decr'd DT&E time by 25%--transitioned 8 prgms to cyber community
- Superb ofcr! Nominated for directorate Gen John Jumper Award--perfect fit for AFCYBER Flt/CC next--PDE now

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOSEPH CAMERA, DR-IV (GS-15), DAF Air Force Research Laboratory (AFMC) Rome NY	DUTY TITLE Chief, Info Exploitation and Operations Division	DATE 5 May 2014
	SSN 1731	SIGNATURE CAMERA.JOSEPH.1228675284

VI. REVIEWER (If required, limit text to 3 lines)	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION THOMAS J. MASIELLO, Major General, USAF Air Force Research Laboratory (AFMC) Wright-Patterson AFB OH	DUTY TITLE Commander	DATE 8 May 2014
	SSN 8449	SIGNATURE MASIELLO.THOMAS.J.1024094550

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	<input type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. RATEE'S ACKNOWLEDGMENT	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	SIGNATURE	DATE
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.	FRYER.BRYON.KENT.JR.1283418746			12 May 2014

RATEE NAME: FRYER, BRYON K.

IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])

**DOES NOT
MEET STANDARDS**

1. Job Knowledge. Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.	<input type="checkbox"/>
2. Leadership Skills. Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>
3. Professional Qualities. Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>
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6. Communication Skills. Listens, speaks, and writes effectively.	<input type="checkbox"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.	<input type="checkbox"/>

X. REMARKS (use this section to spell out acronyms from the front)

National Security Agency (NSA); President of the United States (POTUS); Air Force Cyber Command (AFCYBER)

XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)

I am referring this OPR to you according to AFI 36-2406. para 1.10. It contains comment(s)/rating(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 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals 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 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 MPS, Force Management section, or the AF Contact Center 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 for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the 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 2.

NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	

SIGNATURE OF RATEE	DATE
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INSTRUCTIONS

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ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.

REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.

RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).

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: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.



ADVANCING THE GLOBAL IT INDUSTRY

Bryon Fryer

has successfully completed the requirements to be recognized as



CERTIFIED

COMP001020418247

CAREER ID


TODD THIBODEAUX
President & CEO

May 21, 2012

DATE CERTIFIED

Code: BWH14YS10PQ152KE
Verify at: <http://verify.CompTIA.org>



ADVANCING THE GLOBAL IT INDUSTRY

Byron Fryer

has successfully completed the requirements to be recognized as



COMP001020398782

CAREER ID


TODD THIBODEAUX
President & CEO

March 30, 2012

DATE CERTIFIED

This certification is valid through: 2015-Mar-30

Code: 8QCCXBB18LR4KKWZ
Verify at: <http://verify.ComptIA.org>

AFSC 17D4*, Staff
AFSC 17D3*, Qualified
AFSC 17D2*, Intermediate
AFSC 17D1*, Entry

★NETWORK OPERATIONS
(★Changed 31 Oct 14)

★1. Specialty Summary. Operates cyberspace weapons systems, employs cyberspace capabilities, and commands crews to accomplish cyberspace, training, and other missions.

★2. Duties and Responsibilities:

- 2.1. Plans and prepares for mission. Reviews mission tasking, intelligence, terrain and weather information. Supervises mission planning, preparation and crew briefing/debriefing. Ensures equipment and crew are mission ready prior to execution/deployment.
- 2.2. Operates weapons system(s) and commands crew. Performs, supervises, or directs weapons system employment and associated crew activities.
- 2.3. Conducts or supervises training of crewmembers. Ensures operational readiness of crew by conducting or supervising mission specific training.
- 2.4. Translates operational requirements into architectural and technical solutions. Works with commanders to deliver complete capabilities that include technical and procedural components. Researches or oversees research of technologies and advises commanders on associated risks and mitigation factors in conjunction with meeting requirements.
- 2.5. Directs extension, employment, reconfiguration, adaptation and creation of portions of cyberspace to assure mission success for combatant commanders. This includes both deliberate and crisis action scenarios.
- 2.6. Develops plans and policies, monitors operations, and advises commanders. Assists commanders and performs staff functions related to this specialty.

★3. Specialty Qualifications:

- 3.1. Knowledge. Knowledge is mandatory including electronics theory, information technology, telecommunications and supervisory and control systems including cryptography, vulnerability assessment and exploitation techniques. Additionally knowledge will include operational planning, governing cyberspace operations directives, procedures and tactics.
- 3.2. Education. The vast majority of 17D officers will possess computer, science, mathematics, technical, analytical and/or problem solving skills developed in the degree programs identified in see [Appendix A, Paragraph 2, 17D CIP Education Matrix](#).
- 3.3. Training. The following training is mandatory as indicated:
 - 3.3.1. For award of AFSC 17D2X, completion of Undergraduate Cyberspace Training (UCT) and mission qualification training in suffix specific area.
 - 3.4. Experience. For upgrade to AFSCs 17D2X/3X, unit commander determines proficiency based on performance, experience and completion of minimum training requirements.
 - 3.5. For award and retention of 17DX, specialty requires routine access to Top Secret or similar environment and completion of a current Single Scoped Background Investigation (SSBI) according to AFI 31-501, *Personnel Security Program Management*.

NOTE: Award of the entry level without a completed SSBI is authorized provided an interim Top Secret clearance has been granted according to AFI 31-501.

★4. *Specialty Shredouts:

<i>Suffix</i>	<i>Portion of AFS to Which Related</i>
A.....	CDA – Cyberspace Defense Analysis
B.....	CSCS – Cyber Security and Control System
C.....	AFINC – Air Force Intranet Control
D.....	CVA/Hunt – Cyberspace Vulnerability Assessment/Hunter
E.....	C3MS – Cyber Command and Control Mission System
F.....	ACD- Air Force Cyberspace Defense
Y.....	General
Z.....	Other

★2. 17D – Network Operations - Education Matrix (Effective 31 Oct 14)

17D – Network Operations – Education Requirements

Tier	Target Accession Rate	CIP	Education Program Description	Requirement
1	≥65%	11.XXXX (Excluding 11.03XX and 11.06XX)	Computer and Information Sciences and Support Services or 14.09XX or 14.1201 or 14.3501 or 14.3501 or 14.10XX or 15.0303 or 15.1202 or 29.0207 or 30.08XX, or 30.16XX or 30.3001 or 52.12XX	Mandatory Management Information Systems
2	≤5%	27.0103, 27.0303, 27.0304	Mathematics	Mandatory
3	≤20%	14.XXXX (Excluding 14.0102)	Engineering or 15.03XX, 15.04XX, 15.08XX, 15.12XX, 15.14XX or 27.XXXX or 40.08XX or 40.05XX	Desired Engineering Technologies Mathematics and Statistics Physics Chemistry
4	≤10%	Any	Any Degree	Permitted

regardless of reason) according to the appropriate subparagraph in paragraph 4.1 Consider return to a prior AFSC, if practical, IAW para 4.3.1.2.3.4. If not, designate as a disqualified airman and review for retraining consideration pursuant AFIs 36-2626, *Airman Retraining Program* or separation IAW 36-3208, *Administrative Separation of Airmen*.

3.6. Reinstating an AFSC, SDI, or RI and Associated SEIs. AFSCs, SDIs, or RIs and associated SEIs withdrawn using appropriate authority can be reinstated by the AFCFM (or NGB/AFR CFM) if the original reason for withdrawal no longer exists. Reinstatement must be requested by the individual, in writing (memorandum format), endorsed by the individual's supervisor and commander, and forwarded by e-mail (digitally signed and encrypted) to the MPS. The MPS will ensure each request is fully documented and forwarded to HQ AFPC/DPSIC by e-mail/CMS for RegAF Airmen. The reinstatement request must outline the circumstances leading to AFSC withdrawal, what has changed since the withdrawal, and justification for AFSC, RI, or SDI and/or SEI reinstatement. Requests must be justified and include supporting document(s). HQ AFPC/DPSIC will coordinate with the appropriate AFCFM, approve/disapprove the request, and notify the MPS. The MPS will notify the individual requesting the reinstatement, and the individual's parent unit. If approved for reinstatement, DPSIC will award the AFSC at the skill level designated by the AFCFM.

3.6.1. Reinstatement request for AFR members will be documented as above and the MPS will forward the reinstatement request electronically to HQ AFRC/A1KK for processing to AFR CFM for approval/disapproval. HQ AFRC/A1KK will notify the MPS of the AFR CFM's decision. The MPS will notify the individual requesting the reinstatement and the individual's unit. If approved for reinstatement, MPS will award the AFSC at the skill level designated by the AFR/CFM.

3.6.2. Reinstatement request for ANG members will be documented as above and the MPS will forward the reinstatement request electronically to the ANG Classification Waivers CoP for processing to NGB/CFM for approval/disapproval. NGB/CFM will notify the MPS of the decision. The MPS will notify the individual requesting the reinstatement and the individual's unit. If approved for reinstatement, MPS will award the AFSC at the skill level designated by the NGB/CFM.

3.7. Waiving Mandatory Requirements. Mandatory requirements for awarding AFSCs may be waived in extremely rare instances for individuals possessing exceptional qualifications determined to be equivalent to the mandatory requirements. Approval authority and procedures to request classification waivers are outlined below in **Table 3.1** and **Table 3.2**. A waiver request must start with the individual or the individual's immediate supervisor. Waiver requests must be fully justified and documented. Only requests that are recommended for approval will be forwarded to the next review level (see paragraph 3.7.5, **Table 3.3** and **Table 3.4** for processing instructions). **NOTE:** Procedures to request waivers pertaining to on-the-job training (OJT) time-in-training for AFSC upgrade are contained Table 3.4., below.

3.7.1. Experience: Consider waivers for individuals who have had experience in a closely related AFS, or who have had civilian experience considered a counterpart of the specialty being considered. The length of like civilian or related experience must equal the time required for upgrade to the appropriate skill level (for enlisted) or the qualified level (XXX3 for officers) in the AFSC.

3.7.2. Training: Consider waivers of training (formal, Career Development Course (CDC), etc.) for individuals who have performed exceptionally well in the specialty over an extended period or have gained the required knowledge through other avenues.

3.7.3. Minimum Aptitude Scores for Retraining (Enlisted). Waiver requests must explain why waiver of the mandatory aptitude score is in the best interest of the AF *and not simply to allow retraining for the individual*. Consider requests for individuals who have a sustained record of outstanding performance and identify the specific rationale for supporting the waiver. Commanders will screen each waiver and only forward those justified and recommended for approval.

3.7.4. Other Mandatory Requirements. Waiver requests must be justified and documented. Use **Table 3.1** and **Table 3.2** to determine approval authorities for waivers of mandatory requirements. Forward officer medical, legal, and chaplain waivers as follows:

3.7.4.1. Medical Officers (AFSCs 4XXX): MAJCOM to HQ AFPC/DPANF, 550 C Street West, Suite 25, Randolph AFB TX 78150-4729.

3.7.4.2. Legal Officers (AFSCs 51JX): HQ USAF/JAX, 1420 Air Force Pentagon, Washington DC 20330-1420.3.7.4.3. Chaplains (AFSCs 52RX): HQ USAF/HC, 12 Luke Ave, Carpenter Bldg 5683, Bolling AFB DC 20332-5113.

Table 3.1. Waiver Authority for Mandatory Classification Requirements--Officers (see paragraph 3.7).

R U L E	A	B	C
	If the requirement is (see Note 1)	and the officer has	then approval authority is
1	education	provided justification	AFCFM
2	experience	experience or other training which equates to that in the AFS	
3	a prerequisite AFSC (see Note 5)	experience in assigned AFSC that equals or exceeds the experience requirement shown for the immediate prerequisite AFSC and completed training requirements shown as mandatory in the prerequisite AFSC specialty description (see paragraph 3.7.)	
4	training	completed other training or has extensive experience which can be equated to the training requirement	AFCFM (see paragraph 3.7.) EXCEPTION: AFSC 71SX (see Note 2).

5	other mandatory requirements (not specified above) in the Officer Classification Directory specialty description	provided justification	HQ AFPC/ DPSIC (see <i>Notes 3, 4, and 5</i>).
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NOTES:

1. The MPS will ensure the individual requesting the waiver provides rationale and justification why the waiver is warranted and include appropriate supporting documentation (i.e., transcripts, training records, performance reports, test results, letters of recommendation, medical evaluations, or other documents justifying the request).
2. Approval authority for AFSC 71SX is HQ AFOSI/CC.
3. If a waiver is requested for physical reasons, forward only those recommended for approval by base medical authority.
4. A copy of the waiver decision is forwarded to the AFCFM.
5. Prerequisite AFSC requirements may be listed in the “experience” or “other” paragraph of the specialty description. In either case, the AFCFM is the approval authority. ANG and AFR officers requesting waiver under this rule will complete waiver requests IAW the respective Classification Waiver Guide and send to NGB/AFR CFM for review and coordination. Waiver packages will be forwarded to HQ AFPC/DPSIC for coordination with the AFCFM.

Table 3.2. Waiver Authority For Mandatory Classification Requirements--Enlisted Personnel (see paragraph 3.7).

R	A	B
U		
L		
E	If the enlisted airman's waiver is for (see Note 1)	then approval authority is (see Note 2)
1	mandatory training as listed in the specialty description	AFCFM (see <i>Notes 3 and 6</i>).
2	experience (including input AFSC for an AFSC or prefix in AFECD) (see <i>Note 8</i>)	
3	mandatory education as listed in the specialty description	
4	CDC	
5	Defense Language Aptitude Battery Score	

6	CDC qualification after twice failing an end of course test	wing commander or equivalent (see Notes 4 7 , and). EXCEPTION: AFSC 3E7XX and 4N0X1X waiver authority is AFCFM.
7	other mandatory requirements (not specified above) in the specialty description or Other Mandatory Entry Requirements listed in the AFECD; or any of the above	HQ AFPC/DPSIC (see Notes 5 and 8).

NOTES:

1. The MPS will ensure individual requesting the waiver includes the rationale, using official memorandum format, why the waiver is warranted and includes supporting documentation, (i.e., transcripts, training records, performance reports, test results, letters of recommendation, medical evaluations, or other documents justifying request).
2. Follow the processing guidelines established in paragraphs **3.7.5.**
3. Before approving training/qualification waivers for RegAF enlisted Airmen with approved retraining class quotas, coordinate with HQ AFPC/DPTOT. For RC airmen, the MPS will contact NGB/A1DC or AFRC/A1KK, respectively.
4. Prior to processing a waiver request, commanders must ensure trainees have completed all subject and task knowledge requirements as identified by the supervisor. Refer to the applicable AFSC specialty description to identify specific mandatory requirements for award.
5. A copy of the waiver decision is forwarded to the AFCFM (or NGB/AFR CFM, as appropriate).
6. Waiver authority equivalent to that of the AFCFM is delegated to the headquarters level Air National Guard and Air Force Reserve Command CFMs for their Reserve Component.
Exception: AFSC 3E7XX and 4N0XXX waiver authority remains with AFCFM.
7. Waiver authority for two time CDC failures will not be further delegated. The Fire Protection Career Field (3E7XX) and Aerospace Medical Service (4N0XXX) CDCs are part of a National Certification and Accreditation system. Unit and Base Education and Training Managers (for locations not having a Base Training Manager, the senior training manager will fill this role) must ensure waiver packages are properly documented and recommendations well justified.
8. Prerequisite AFSC requirements may be listed in the “experience” or “other” paragraph of the specialty description. HQ AFPC/DPSIC will coordinate waivers with the AFCFM. ANG and AFR enlisted requesting waiver under this rule will complete waiver requests IAW the Classification Waiver Guide and send to NGB/AFR CFM for review and coordination. Waiver packages will be forwarded to the approval authority (HQ AFPC/DPSIC) for coordination with the AFCFM. Examples could be ASVAB, lift factor, PULHES, hearing, vision and any other requirements not identified in rules 1 – 6, above.

3.7.5. Processing Waiver Requests. Use **Table 3.3** (Table 3.4. is for enlisted On-the-job-Training (OJT) time-in-training) to determine appropriate routing for waiver requests. The individual’s immediate supervisor or commander must decide when a waiver is appropriate. All waiver requests must be justified and include sufficient rationale or documentation for the next level of review to adequately and fairly determine disposition. Each level of review

has the responsibility to use their best judgment of what is fair and equitable to the individual, and what is in the best interest of the Air Force. Return or disapprove cases lacking sufficient justification to warrant consideration.

NOTE: There are no provisions to award additional AFSCs solely to show future, potential, or possible utilization. Return such requests without action and advise the Airman to apply for formal retraining if they wish to pursue utilization in another specialty.

Table 3.3. Processing of All Classification Waiver Requests (Except Enlisted On-the-Job-Training (OJT) Time-in-Training for AFSC Upgrade). (Note 1)

If the individual requests a waiver, then the (see Note 2)	of organization	must:
Supervisor	Unit	decide whether a waiver is appropriate. Weigh documentation and circumstances. If supportable, provide the individual's commander the request in Air Force memorandum format, include rationale and attach documentation to support request. If applicable, coordinate with the Base Training Manager to evaluate the request and identify any deficiencies in the training or to request a recommendation and provide detailed rationale for the recommendation. If request is not appropriate, document why and return to individual.
Commander	Unit	review the request and determine whether further evaluation is necessary. If recommended for approval, include appropriate endorsement and forward complete request to the MPS.
MPS	Unit	review the request for completeness and forward to HQ AFPC/DPSIC (ANG/AFR CFM for Reserve Component Airmen). See Notes 3 and 4 .
ANG/AFR CFM	ANG/AFR	evaluate the request to determine whether further evaluation is necessary. If request is not appropriate, document why and return to the action office for disposition. If recommended for approval and within the scope of ANG/AFR CFM approval authority, approve waiver. If not within the scope of ANG/AFR CFM approval authority, include appropriate endorsement and forward completed request to the HQ AFPC/DPSIC for waivers requiring approval by the AFCFM or DPSIC. See Note 4 .
Classification Representative (DPSIC)	AFPC	evaluate request. Forward coordinated requests recommending approval, along with supporting documentation, to the applicable RegAF approval authority (see Tables 3.1. and 3.2.). Do not forward incomplete cases or cases lacking rationale or justification. Return disapproved requests to the action office for disposition.

Training Manager (DPSIT)	AFPC	If needed, evaluate request and identify any deficiencies in the training or the request. Provide a recommendation and coordinate it with the MAJCOM Functional Manager (MFM), if applicable (see Tables 3.1. and 3.2.). Do not forward incomplete cases or cases lacking rationale or justification. Return disapproved requests to the Unit for disposition.
AFCFM	Air Force	evaluate request and either approve or disapprove those that are within your approval authority (see Tables 3.1. and 3.2.). Forward all other cases with recommendation to HQ AFPC/DPSIC.
Classification Representative (DPSIC)	AFPC	evaluate request and either approve or disapprove. Approved requests are routed to the applicable office. Disapproved requests will be returned to the applicable action office with rationale for disapproval. A courtesy copy of all actions will be provided to the applicable AFCFM and ANG/AFR CFM (when applicable)

NOTES:

1. *AFR and ANG members/units will use the respective classification waiver guide for processing.*
2. All waiver requests must be in official memorandum format.
3. Requests to waive mandatory training, education, or CDCs will be forwarded by email to HQ AFPC/DPSIC for further staffing to the AFPC Education and Training Branch, as necessary.
4. ANG/AFR CFMs, consistent with waiver authority in Table 3.2. (Waiver Authority For Mandatory Classification Requirements--Enlisted Personnel), approve/disapprove waivers within their authority. All others are to be sent with recommendation to HQ AFPC/DPSIC.

Table 3.4. Processing of OJT Time-in-Training Waiver Requests for AFSC Upgrade for Enlisted ANG, RegAF, and AFR Airmen. (See note)

R U L E	If an individual requests a waiver under Table 3.2., rule 1, then the	of organization	must:
1	Supervisor	Unit	RegAF/ANG/AFR: Review the member's request and if concur complete a memorandum for record (MFR) detailing the request and justification for waiver approval
2	Training Manager	Unit	RegAF: Review the request package for compliance with instructional guidance. If recommended for approval, place the MFR on top of the waiver package and process through the unit commander, group commander, and finally to the wing commander or designee for final approval/disapproval authority.

			<p>AFR: N/A, supervisor forwards to Unit Commander, Rule 3</p> <p>ANG: Review the request package for compliance with instructional guidance. If recommended for approval, place the MFR on top of the waiver package and forward to MSG and Wing CC</p>
3	Commander	Unit/Wing	<p>RegAF: Review the MFR and corresponding package and determine whether further evaluation is necessary. If recommended for approval, Wing CC or designee will include appropriate endorsement and forward completed request to the UTM. Disapproved waivers are returned to the unit commander</p> <p>ANG: Review the MFR and corresponding package and determine whether further evaluation is necessary. If recommended for approval, include appropriate endorsement and forward completed request to the Base Training Manager for processing to Wing Commander and TAG</p> <p>AFR: Review the MFR and corresponding package and determine whether further evaluation is necessary. If recommended for approval, include appropriate endorsement and forward completed request to the Base Training Manager for processing</p>
4	Wing/Base Training Manager	FSS/Wing	<p>RegAF: Initiate upgrade action in MilPSA following Wing/CC approval</p> <p>ANG: Scan entire waiver package and add the Classification Waiver Checklist as page 1 of file, MFR of concurrence for TAG and forward to the single State POC (typically the State MPMO)</p> <p>AFR: Reviews and forwards to HQ AFRC/A1K</p>
5	MPMO	State	ANG ONLY: Review and have the TAG complete/add a concurrence MFR to the electronic waiver package and load the file to the ANG Classification Waiver CoP
6	AFRC/A1K	MAJCOM	AFR ONLY: Reviews complete/add a concurrence/non concurrence MFR to the electronic waiver package. Forward to MAJCOM functional manager for final disposition

7	Career Field Manager (CFM)	HAF/MAJCOM	<p>ANG: Evaluate request and either approve or disapprove. Complete a MFR of action and add to the request as the first page. Approved request packages are moved to the completed AFSC folder within the ANG Classification Waiver CoP and routed to the State POC. Disapproved requests will be returned to the applicable action office with rationale for disapproval</p> <p>AFR: Once received from HQ AFRC/A1K, CFM evaluates request and either approves or disapproves. Complete a MFR of action and add to the request as the first page. Approved request packages are moved to the completed AFSC folder within the HQ AFRC CoP and routed to the Wing Training and Education Office of origin</p>
8	Wing/Base Training Manager	Wing	AFR ONLY: Forwards final disposition to unit of origin for appropriate action
9	Unit Training Manager	FSS/Unit	RegAF/ANG ONLY: Initiate upgrade action in the Personnel Data System

NOTES: ANG and AFR units will use their respective Classification Waiver Standard Operating Procedures

3.8. Converting to New or Revised AFS:

3.8.1. Establishing a new AFS or revising existing ones usually requires changes to accession targets, training courses and requirements, initial and selective reenlistment bonus applicability, and manning documents as well as reevaluating entry, award, and retention qualification criterion. Conversion instructions for such changes will be published in the CS&CIG with each update to either the AFOCD or AFECD. The CS&CIG will specify the action(s) required by the MPS, AFPC, and Manpower.

3.8.2. If a review and evaluation of individual's qualification is required, e.g. an indirect conversion action, this must be accomplished as a pre-conversion action to ensure award of the AFSC(s) occurs immediately following the AFSC conversion effective date (see the applicable CS&CIG and *AFSC Conversion PSD guide* available on the AFPC myPers website, for detailed conversion instructions). Conversion actions must be completed immediately following the conversion effective date. However, in cases where the actions are not completed, MPSs are authorized to award AFSCs based on conversion instructions for up-to 30 days after the effective date.

3.8.3. Conversion to new or revised AFS will be at a comparable skill level unless otherwise noted in the conversion guide instructions.

3.8.4. During the initial conversion period and for up to 30 days after the effective date, testing and mandatory training, experience, and education may be waived for awarding new AFSCs unless otherwise specified in conversion guide instructions.

training waivers. Note: Forward time-in-training waivers to HQ AFRC/ANG for ARC personnel as applicable.

4.1.2.4. Superintendent. Must be at least a Senior Master Sergeant (SMSgt) and meet mandatory requirements listed in the AFECD, be recommended by their supervisor and approved by their commander for award of the 9-skill level.

4.1.3. Officer Skills Training Requirements. All officers will:

4.1.3.1. Enter initial skills training (IST) as applicable. Note: Not Applicable for ANG and AFRC.

4.1.3.2. Complete all requirements (knowledge, education, experience, and training) listed in the specialty description in the Air Force Officer Classification Directory (AFOCD) on the AFPC web site and CFETP if applicable.

4.1.3.3. Complete advanced or supplemental education/training courses, as required by the AFCFM.

4.1.3.4. Waivers will be considered on a case-by-case basis. Submit requests to the AFCFM for review and approval/disapproval. Examples of waiver requests may include: prerequisite AFSCs, mandatory course attendance (if the individual has equivalent skills through civilian experience or education) and skills gained through duty assignments.

4.1.3.5. No shows will be charged to bases when insufficient time is allowed to obtain a backfill for officers who do not arrive for training.

4.1.3.6. Requests for release/reclama of training must be approved by the wing commander or equivalent command authority at FOAs and Air Staff. Requests to release officers from training based on a justification that the individual is indispensable to an Operational Readiness Inspection, mission, or special project will not be accepted. Requests to release members from training should only be used for exceptional circumstances such as placement on medical profile. AFPC/DPPAOS will backfill the training seat. Request for swaps will not be entertained.

4.1.4. Waiver Requests:

4.1.4.1. Waiving Specialty Qualification Requirements. Specialty qualification requirements are published in the Officer and Enlisted Classification Directories, and the CFETP. These requirements may be for entry, award, or retention of the AFS and respective skill level. However, special circumstances may warrant waiving these requisites. A waiver saves training resources without impacting career field progression or mission accomplishment when an individual possesses qualifications equivalent to the established requirements.

4.1.4.2. Evaluating Waiver Requests. Compare each waiver request against predetermined standards to maintain AFS integrity. Consider task knowledge and performance, ability to learn and transfer knowledge to performance, and future within the AFS in equal relation to peers. Requests must consider the following factors:

4.1.4.2.1. Education. Has the individual completed an equivalent education course or certificate program (or equivalency test), or performed duty in an exceptional manner

over an extended period of time in the actual or equivalent AFS or civilian occupation?

4.1.4.2.2. Training. Has the individual completed an equivalent technical training course or civilian vocational technical training course, certificate program (or equivalency test), or performed duty in an exceptional manner over an extended period of time in the actual or equivalent AFS or civilian occupation?

4.1.4.2.3. Knowledge. Does the individual possess the career knowledge equivalent to current requirements? Waiver requests must meet the mandatory career knowledge topics identified in the specialty description.

4.1.4.2.4. Experience. Has the individual performed duty over an extended period of time in the actual or equivalent AFS or civilian occupation? Supporting documentation must include proof of experience, such as performance reports, training records, state or federal operating licenses, certificates of affiliation, etc.

4.1.4.2.5. Other. Does the individual possess the physical ability, aptitude, or qualifications that are equivalent to, or commensurate with, the established requirement?

4.1.4.2.6. Individual Involvement. Does the individual acknowledge possessing the prescribed training requirements? Trainees must understand what their education and training requirements are; accept responsibility for training, and document task qualification.

4.1.4.2.7. Supervisory Involvement. Did the commander and supervisor fulfill their obligations to the trainee and the training program? Level of support or involvement is not, by itself, justification for approving waivers; it may indicate problems in training equity or other areas.

4.1.4.2.8. Training System Equity. This area relates to circumstances beyond a trainee's control such as the following. Were training or testing conditions abnormal? Did the training or testing system provide the best opportunity for successful completion of training requirements? Was the training or testing system flexible enough to allow for unexpected situations or conditions? Did those responsible for the training or testing program fulfill their obligations effectively? Depending on the facts, this area may warrant options other than approving a waiver.

4.1.4.3. Processing Waiver Requests. Process waiver requests according to AFI 36-2101, Classifying Military Personnel (Officer and Enlisted). Use the following criteria to evaluate waiver requests:

4.1.4.3.1. Manpower and Personnel Flight (FSM). Review the AFS description and determine whether experience factors, mandatory training requirements, and additional mandatory requirements not in the AFS description (i.e., aptitude scores) are satisfied. As appropriate, review other sources such as evaluation reports and duty history to validate experience.

4.1.4.3.2. Base Training Manager. Determine whether the trainee meets the experience and training requirements in the CFETP and AFS description. Also, assess

whether all practical training options, were exhausted before recommending approval or disapproval of the waiver request.

4.1.4.3.3. MPS Superintendent. Consider the recommendations from the FSM and Base Training Manager. Return waiver requests to the originator for more documentation, when necessary.

4.1.4.3.4. MAJCOM Training Manager. Determine whether the trainee meets or exceeds the experience and training requirements in the CFETP and specialty description. Also, assess whether all practical training options, were exhausted before recommending approval of the waiver request.

4.1.4.3.5. MAJCOM Classification Representative. Evaluate request and use AFI 36-2101 to determine appropriate routing for waiver requests.

4.1.4.3.6. MAJCOM Functional Manager. Ensure AFS concerns are assessed. Consider all recommendations before making a decision to recommend approval or disapproval.

4.1.4.3.7. AFCFM. Ensure AFS concerns are assessed and satisfied. Consider all recommendations before making a final decision or recommendation as applicable. Air Force Reserve Command (AFRC)/Air National Guard (ANG) Functional managers have waiver authority equivalent to AFCFMs. Note: Each recommendation must be supported by the evaluation criteria outlined in paragraph 4.1.4.2.

4.1.4.4. Processing Time-in-Training Waivers: The unit training manager (UTM) will assist the supervisor in preparing time in training waiver packages. The package will process through the unit commander, group commander, to the wing commander or designee for final approval/disapproval authority. (Does not apply to ARC). Note: Forward time-in-training waivers for ARC personnel to HQ AFRC/ANG as applicable.

4.1.4.4.1. Unit Commander. Use the criteria in paragraph 4.1.4.2 of this instruction, the AFECD, and the CFETP, Part I, to evaluate trainee qualifications. Review the AFS description and determine whether experience factors, mandatory training requirements, and additional mandatory requirements not in the AFS description are satisfied. As appropriate, review other sources such as evaluation reports and duty history to validate experience. Determine whether the trainee meets the experience and training requirements in the CFETP and AFS description.

4.1.4.4.2. Group Commander. Use the criteria in paragraph 4.1.4.2., of this instruction, the AFECD, and the CFETP, Part I, to evaluate trainee qualifications to support recommendation. Determine whether the trainee meets or exceeds the experience and training requirements in the CFETP and specialty description.

4.1.4.4.3. Wing Commander or designee. Will approve or disapprove the waiver request.

4.1.4.5. Approved waivers are returned to the UTM to initiate upgrade action in the Personnel Data System.

4.1.4.6. Disapproved waivers are returned to the unit commander.

4.1.4.7. Waiver Packages. As a minimum, all waiver packages, regardless of reason, must include the following documentation:

- 4.1.4.7.1. Copy of the CFETP, Part II, with certification of all mandatory tasks as directed by the AFCFM.
- 4.1.4.7.2. Copy of all AU IMT 9 (Consolidate Student Report) and Field Scoring Answer Sheets.
- 4.1.4.7.3. Copy of all EPRs or LOEs, if applicable.
- 4.1.4.7.4. Copy of all AF Forms 623a or automated version.
- 4.1.4.7.5. Memorandum from the supervisor, endorsed by the unit commander, recommending waiver for airmen whose behavior, attitude, and record of performance show a high probability of success in the higher skill level.

4.1.5. Responsibilities for Managing Training.

4.1.5.1. AF Learning Division (AF/A1DL):

- 4.1.5.1.1. Develops and oversees training policy for the development and management of formal technical training (non-flying), ADL, On-the-job training (OJT), ancillary training, automated training record and learning management systems, and acts as AF liaison for BMT.
- 4.1.5.1.2. Advises AFCFMs on training processes and procedures for their assigned AF Specialty (AFS).
- 4.1.5.1.3. Directs, assists, and monitors Air Force formal schools.
- 4.1.5.1.4. Authorizes the establishment of schools and prescribes and approves school missions.
- 4.1.5.1.5. Approves prerequisites and procedures for selection of students to Air Force schools.
- 4.1.5.1.6. Approves procedures for processing individuals whose student status has been terminated.

4.1.5.2. Directorate of Force Management Policy (AF/A1P):

- 4.1.5.2.1. Establishes policy for the development, and publishing of Program Requirements Document (PRD) and Program Guidance Letter (PGL) specific to recruiting and technical training requirements. (Reference AFI 36-2616).
- 4.1.5.2.2. Establishes policy, advocates, and monitors resources utilized for recruiting activities and advertising, recruit training and technical and field training.
- 4.1.5.3. AFPC. AFPC/DPSIT will coordinate with the AFCFM on approvals for 3-skill level school waivers for individuals required to retrain under special circumstances when attendance would incur undue hardship on the retrainee and retraining the Airman is in the best interest of the AF, e.g., Exceptional Family Member Program, Humanitarian Assignment, or AFSC disqualification.
- 4.1.5.4. Associate Director for Intelligence, Surveillance and Reconnaissance, Force Management Division (AF/A2DF) establishes policies and programs resources for