

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
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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
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- 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
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- 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
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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
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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 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
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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)

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)

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

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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)

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SIGNATURE OF RATEE		DATE

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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)

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

- Phenomenal officer! 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)

CONCUR

NON-CONCUR

- 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)

CONCUR

NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION THOMAS J. MASIETTO, Major General, USAF Air Force Research Laboratory (AFMC) Wright-Patterson AFB OH	DUTY TITLE Commander	DATE 8 May 2014
	SSN 8449	SIGNATURE MASIETTO.THOMAS.J.1024094550

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR
(Indicate applicable review by marking the appropriate box)

FUNCTIONAL EXAMINER

AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	DATE
	SSN	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 No

SIGNATURE

DATE

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**

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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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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)

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

SIGNATURE OF RATEE	DATE
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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, religion or sexual orientation. 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 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.