

OFFICER EVALUATION REPORT For use of this form, see AR 623-3; the proponent agency is DCS, G-1. FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA
a. NAME (Last, First, Middle Initial) HELIXON, WILLIAM M.
b. SSN
c. RANK LTC
d. DATE OF RANK (YYYYMMDD) 20110201
e. BRANCH JA
f. DESIGNATED SPECIALTIES / PMOS (WO) 27A
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND USALSA, Arlington VA w/ Duty at 7A JMTC, APO AE 09114 USAREUR
g. 2. STATUS CODE 02
h. REASON FOR SUBMISSION Annual
i. PERIOD COVERED FROM (YYYYMMDD) 20100628 THRU (YYYYMMDD) 20110627
j. RATED MONTHS 12
k. NONRATED CODES
l. NO. OF ENCL 0
m. RATED OFFICER'S AKA EMAIL ADDRESS (gov or mil)
n. UIC WOKEAA
o. CMD CODE SZ
p. PSB CODE SA01

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)
a. NAME OF RATER (Last, First, MI) V...
b. NAME OF INTERMEDIATE RATER (Last, First, MI) M...
c. NAME OF SENIOR RATER (Last, First, MI) A...
d. This is a referred report, do you wish to make comments?
e. SIGNATURE OF RATED OFFICER
f. DATE (YYYYMMDD) 20110720

PART III - DUTY DESCRIPTION
a. PRINCIPAL DUTY TITLE Special Victim Prosecutor (SVP)
b. POSITION AOC/BR 27A00/JA
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.
Serve as special victim prosecutor (SVP) with primary responsibility for developing & litigating all special victim cases within the USAREUR AOR, a geographic area consisting of 51 countries, approximately 42,000 Soldiers and 5 GCMCAs. Primary responsibility to train over 30 trial counsel spread among 14 law centers in Europe on the proper investigation, preparation and disposition of sexual assault, domestic violence, child abuse and other special victim cases. Ensure that SJAs, COJs, STCs, and TCs receive prompt, sound and proactive advice on all special victim cases. Work closely with Army and German authorities to ensure that special victims receive timely updates, support and assistance. On order, participate as an instructor in national special victim training initiatives and prosecute other non-special victim cases as needed. Serve as a litigation mentor to all.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)
1. HONOR: Adherence to the Army's publicly declared code of values
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed
3. COURAGE: Manifests physical and moral bravery
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier
5. RESPECT: Promotes dignity, consideration, fairness, & EO
6. SELFLESS-SERVICE: Places Army priorities before self
7. DUTY: Fulfills professional, legal, and moral obligations
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb.
Comments are mandatory in Part Vb for all "No" entries.
b.1. ATTRIBUTES (Select 1)
1. MENTAL Possesses desire, will, initiative, and discipline
2. PHYSICAL Maintains appropriate level of physical fitness and military bearing
3. EMOTIONAL Displays self-control; calm under pressure
b.2. SKILLS (Competence) (Select 2)
1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning
2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering
3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving
INFLUENCING
1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups
2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely
3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment
OPERATING
4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable
5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources
6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement
IMPROVING
7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders
8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate
9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change
c. APFT: PASS DATE: 20110610 HEIGHT: 72 WEIGHT: 259 YES
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

- OUTSTANDING PERFORMANCE, MUST PROMOTE**
- SATISFACTORY PERFORMANCE, PROMOTE**
- UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE**
- OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

Fantastic performance by one of the Army's premier courts-martial litigator. Recently promoted, LTC William (Will) Helixon already outperforms many of his O5 Judge Advocate peers and the results of this extremely hard working Judge Advocate are nothing short of spectacular. Will's successes in and out of the courtroom derive from a combination of natural ability, hard work, sound judgment, and an uncompromising commitment to excellence. Indeed, LTC Helixon has always given 110% to ensure mission success. He has spent over 147 days TDY, 40% of which was weekends and holidays, supporting USAREUR and CENTCOM special victim courts-martial and training events in three continents. Albeit operating in his area of responsibility for less than a year, LTC Helixon has remarkably achieved rock star status. Universally admired and highly respected, military justice practitioners, as well as law enforcement investigators and those affiliated with the USAREUR-wide Sexual Assault Prevention and Response Program (SHARP), seek his sage counsel in order to solve challenging and demanding issues regarding sexual and domestic violence -- he is the quintessential SME. There is simply no other military justice practitioner on this continent that has done more to improve our military justice system than LTC Helixon.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Promote to COL. Select to SSC. Absolutely unlimited potential to excel in the most demanding positions in the JAGC.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER

LTC Will Helixon is a superb litigator and military justice trainer, coach, and mentor. He performs all of his SVP duties with consummate expertise, unquestioned loyalty, and total dedication. Will is an extremely accomplished courtroom advocate who makes all military justice practitioners better. LTC Helixon works hard, plans well, organizes meticulously, and thinks clearly. Will has unlimited potential. Promote LTC Helixon to COL and select to SSC.

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

- BEST QUALIFIED**
- FULLY QUALIFIED**
- DO NOT PROMOTE**
- OTHER (Explain below)**

I currently senior rate 25 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

[REDACTED]

SR: BG [REDACTED]

DATE: 2011 07 [REDACTED]

TOTAL RATINGS: 55

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Fantastic performance! A dynamic litigator! Recently promoted, Will shows daily why he was hand-selected for this strategically important position, and why I regard him in the top 10% among his peers. He sets the standard for all other Special Victim Prosecutors to emulate. He is a superb mentor: leading from the front with perfect professionalism, technical competence, and impeccable judgment. His ability to prosecute extremely complex courts-martial while juggling training and mentoring of law enforcement and military justice practitioners is a testament to his phenomenal organizational ability, work ethic, and dedication. I count on Will to ensure the SVP program succeeds in this critical AOR -- trust verified. Assign him to the most demanding positions, requiring a brilliant attorney and inspiring leadership, and watch him deliver fantastic results. Unlimited potential. Promote to COL and select to SSC.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Military Judge; Chief, TCAP; Regional Defense Counsel