

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) <b>HELIXON, WILLIAM M.</b>		b. SSN [REDACTED]	c. RANK <b>LTC</b>	d. DATE OF RANK (YYYYMMDD) <b>20110201</b>	e. BRANCH <b>JA</b>	f. DESIGNATED SPECIALTIES / PMOS (WO) <b>27A00</b>
g.1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND <b>USALSA, Arlington, VA w/ Duty at JMTC, GERMANY</b>			g.2. STATUS CODE <b>HQDA</b>	h. REASON FOR SUBMISSION <b>02 Annual</b>		
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S AKA EMAIL ADDRESS (.gov or mil)	n. UIC
FROM (YYYYMMDD) <b>20110628</b>	THRU (YYYYMMDD) <b>20120627</b>	<b>12</b>	<b>Q</b>	<b>0</b>	[REDACTED]	<b>WOKEAA</b>
						o. CMD CODE <b>SZ</b>
						p. PSB CODE <b>MD12</b>

**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) <b>M [REDACTED], D [REDACTED]</b>	SSN [REDACTED]	RANK <b>LTC</b>	POSITION <b>Staff Judge Advocate</b>	SIGNATURE [REDACTED]	DATE (YYYYMMDD) <b>20120822</b>
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
c. NAME OF SENIOR RATER (Last, First, MI) <b>M [REDACTED], J [REDACTED]</b>	SSN [REDACTED]	RANK <b>BG</b>	POSITION <b>AJAG-MLO</b>	SIGNATURE [REDACTED]	DATE (YYYYMMDD) <b>20120921</b>
SENIOR RATER'S ORGANIZATION <b>Office of The Judge Advocate General (OTJAG) Washington, DC 20310-2200</b>		BRANCH <b>GO</b>	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS (.gov or .mil)	
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No			e. SIGNATURE OF RATED OFFICER [REDACTED]		DATE (YYYYMMDD) <b>20120921</b>

**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.  
**Serves 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 & 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. Works 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. Serves 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

<b>a. ARMY VALUES</b> (Comments mandatory for all "NO" entries. Use PART Vb.)		<b>Yes No</b>		<b>Yes No</b>	
<b>1. HONOR:</b> Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/> <input type="checkbox"/>	<b>5. RESPECT:</b> Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/> <input type="checkbox"/>	<b>6. SELFLESS-SERVICE:</b> Places Army priorities before self	<input checked="" type="checkbox"/> <input type="checkbox"/>
<b>2. INTEGRITY:</b> Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/> <input type="checkbox"/>	<b>7. DUTY:</b> Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/> <input type="checkbox"/>		
<b>3. COURAGE:</b> Manifests physical and moral bravery	<input checked="" type="checkbox"/> <input type="checkbox"/>				
<b>4. LOYALTY:</b> Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/> <input type="checkbox"/>				

**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>b.1. ATTRIBUTES (Select 1)</b> Fundamental qualities and characteristics	<input checked="" type="checkbox"/> <b>1. MENTAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Possesses desire, will, initiative, and discipline	<input type="checkbox"/> <b>2. PHYSICAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Maintains appropriate level of physical fitness and military bearing	<input type="checkbox"/> <b>3. EMOTIONAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Displays self-control; calm under pressure
	<input checked="" type="checkbox"/> <b>1. CONCEPTUAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> <b>2. INTERPERSONAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input type="checkbox"/> <b>3. TECHNICAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Possesses the necessary expertise to accomplish all tasks and functions
<input type="checkbox"/> <b>4. TACTICAL</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Demonstrates proficiency in required professional knowledge, judgment, and warfighting			

**b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving**

<b>INFLUENCING</b> Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> <b>1. COMMUNICATING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Displays good oral, written, and listening skills for individuals / groups	<input type="checkbox"/> <b>2. DECISION-MAKING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Employs sound judgment, logical reasoning and uses resources wisely	<input type="checkbox"/> <b>3. MOTIVATING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Inspires, motivates, and guides others toward mission accomplishment
	<input checked="" type="checkbox"/> <b>4. PLANNING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Develops detailed, executable plans that are feasible, acceptable, and suitable	<input type="checkbox"/> <b>5. EXECUTING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input type="checkbox"/> <b>6. ASSESSING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Uses after-action and evaluation tools to facilitate consistent improvement
<b>IMPROVING</b> Long-term improvement in the Army its people and organizations	<input checked="" type="checkbox"/> <b>7. DEVELOPING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Invests adequate time and effort to develop individual subordinates as leaders	<input type="checkbox"/> <b>8. BUILDING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Spends time and resources improving teams, groups and units; fosters ethical climate	<input type="checkbox"/> <b>9. LEARNING</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Seeks self-improvement and organizational growth; envisioning, adapting and leading change

c. APFT: **PASS**      DATE: **20120627**      HEIGHT: **72**      WEIGHT: **255**      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?      YES  NO

**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.

LTC Helixon is the finest military justice practitioner I have observed in my 18 years of service, and his contributions to ensuring good order and discipline in this command cannot be overstated. His dedication to the military justice system, care and compassion for victims, and mentorship of young trial counsel has single-handedly raised the bar of criminal practice. Simply put, he is truly invaluable to my organization and the Command. Will has put his stamp on nearly 40 courts-martial and innumerable investigations over the last year, both in Europe and in the CENTCOM AOR. His reputation and skill as both a courtroom litigator and as a mentor to young trial counsel has led to his being hand-picked to prosecute multiple high-profile cases. He is frequently invited to instruct at TCAP conferences and other in-theater training sessions for both legal and non-legal professionals. Despite a significant travel schedule and a geographically dispersed jurisdiction, Will still finds time to coordinate and produce both a regional and an SVP-specific newsletter, making his influence truly world-wide. An inspired performance from a gifted Judge Advocate, Will has established the blueprint for what every SVP should strive to be. LTC Helixon has completed or initiated an Army Multi-Source Assessment and Feedback/360 within the last three years as required by AR 350-1.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Unlimited potential. Promote to Colonel and send to SSC.

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.

Expert criminal litigator.

**PART VI - INTERMEDIATE RATER**

**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

RO: LTC HELIXON WILLIAM M  
 [REDACTED]  
 SR: BG [REDACTED]  
 DATE: 2012 09 21  
 TOTAL RATINGS: 152  
 RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

LTC Will Helixon is one of the top 3 finest prosecutors in the US Army. Will's knowledge of the UCMJ and his preparation for courts-martial is legendary, and his reputation as our Corps' premier mentor and trainer is well-deserved. For years to come, Will would rightfully be the first pick of any commander or SJA dealing with a complex or difficult case or in need of a leader to develop junior Soldiers. Will is a true plankholder in our practice and his influence on the junior officers within his jurisdiction, his fellow SVPs, and his care and handling of victims has had a direct, positive and lasting impact on the US Army's position on and processing of sexual assault allegations. Promote LTC Helixon to COL and send soonest 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.

Chief, TCAP; Regional Defense Counsel; Military Judge