

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) HELIXON, WILLIAM M.		b. SSN [REDACTED]	c. RANK MAJ	d. DATE OF RANK (YYYYMMDD) 20051105	e. BRANCH JA	f. DESIGNATED SPECIALTIES / PMOS (WO) 27A
g.1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 173d Airborne Brigade Combat Team, APO AE 09630 USAREUR			g.2. STATUS CODE	h. REASON FOR SUBMISSION 02 Annual		
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) 20060525	THRU (YYYYMMDD) 20070524	12			[REDACTED]	WARJAA
						o. CMD CODE E3
						p. PSB CODE UA70

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) C [REDACTED], S [REDACTED]	SSN [REDACTED]	RANK COL	POSITION DCO	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20070716
b. NAME OF INTERMEDIATE RATER (Last, First, MI) M [REDACTED], J [REDACTED]	SSN [REDACTED]	RANK COL	POSITION SETAF SJA	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20070818
c. NAME OF SENIOR RATER (Last, First, MI) F [REDACTED], C [REDACTED]	SSN [REDACTED]	RANK COL	POSITION Brigade Commander	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20070819
SENIOR RATER'S ORGANIZATION 173d Airborne Brigade Combat Team (ABCT) Vicenza, Italy, APO AE 09630		BRANCH IN	SENIOR RATER TELEPHONE NUMBER DSN: [REDACTED]	E-MAIL ADDRESS (.gov or .mil) [REDACTED]	
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) 20070819

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE **Brigade Judge Advocate** b. POSITION AOC/BR **27A005P**

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.
 Serves as the principle legal advisor for the 173D ABCT, a split-based (Italy and Germany), 3,500 Soldier command responsible for short-notice worldwide combat and counter-insurgency operations. Provides full-spectrum legal support to the brigade commander and staff, six subordinate battalions and their staffs, and 30 company commanders. Provides legal advice for all brigade contingency operations. Provides legal reviews of training concepts, operations, and contingency and exercise plans for compliance with domestic, foreign and international laws, regulations and policy. Provides client services, administrative law advice, and manages the administration of military justice within the brigade. Serves as the brigade ethics and fiscal law advisor. Briefs deploying Soldiers on military justice, LOW, human rights, and ROE. Supervises two attorneys, the legal NCOIC, four paralegal NCOs and a paralegal specialist.

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.)		Yes	No			Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input 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.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> NO
	<input checked="" type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> NO				
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving						
INFLUENCING Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> NO
OPERATING Short-term mission accomplishment	<input type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> NO
IMPROVING Long-term improvement in the Army its people and organizations	<input type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> NO

c. APFT: PASS DATE: 20070501 HEIGHT: 72 WEIGHT: 239 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 NA

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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.

MAJ Will M. Helixon is unquestionably the best lawyer of any rank or grade I have observed in over 23 years of service. He has expertly advised the command on over 70 administrative law issues, 24 ethics and fiscal law matters, and skillfully managed over 85 administrative separations, 235 Article 15's, 18 courts-martial and 5 pre-trial confinement hearings. He is peerless in his military justice knowledge and advice. His legal acumen is remarkable, ensuring the brigade commander, his staff, and subordinate units performed within the proper moral, ethical, and legal boundaries in every operation, action and decision. His credibility is absolute. His legal advice not only identified issues and provided solutions, but it also considered trends and provided analysis on core contributing factors, allowing commanders to not only punish, but also to prevent misconduct. A true team player, Will was one of the driving forces behind this brigade's successful transformation into a modular brigade combat team in preparation of deployment to Afghanistan for OEF VIII. As a testament to versatility, Will is often tasked outside the traditional legal lane, as his judgment, honesty, and common-sense are force multipliers, making his opinion invaluable to brigade mission planning; he is simply a brilliant performer.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Will is a rising star in the JAG Corps. He has the potential to attain the highest levels and will remain one of the finest officers in any organizations he is assigned. This officer must be promoted below the zone and afforded the best in future academic opportunities including ILE at earliest opportunity.

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.

Will has exceptional public speaking and speech writing skills. He has been hand-selected to provide public speaking and communication advice to senior members of the command.

PART VI - INTERMEDIATE RATER

MAJ Helixon is an exceptional Judge Advocate and Soldier. He has distinguished himself as the first Brigade Judge Advocate for the transformed 173d ABCT and set the standard for all that will follow in his footsteps. His performance has been flawless. No doubt he will be an accomplished senior JAG Corps leader at Division or Corps level. Promote him ahead of his peers and challenge him with the Army's toughest JAG assignments.

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 28 officer(s) in this gradeA 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: MAJ HELIXON WILLIAM M

SR: COL F [REDACTED]

DATE: 2007 08 24

TOTAL RATINGS: 32

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

MAJ Will M. Helixon is the best judge advocate I have seen and is one of my top staff officers, regardless of branch. He is easily in the top 1% of his peer lawyers. Having earned my full confidence in every manner, Will is my most trusted staff officer. His performance has been absolutely phenomenal, enabling me the freedom to command with full assurance every action in the brigade has oversight. Routinely selected for missions requiring exceptional judgment and perception, I personally selected him to prepare me for all meetings and engagements with Afghan leaders and distinguished visitors. A great communicator, there is no limit to Will's potential. Choose him first for any specially selected competitive academic or fellowship program and ILE. If there is only one slot for early promotion to Lieutenant Colonel in the JAG Corps, Will is the easy choice. Again, a magnificent performance by a brilliant lawyer.

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.

Division DSJA; Senior Criminal Law/Operational Law Instructor, TJAGLCS; Legal Advisor Joint Staff

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