

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) HELIXON, WILLIAM M.		b. SSN [REDACTED]	c. RANK MAJ	d. DATE OF RANK (YYYYMMDD) 20051101	e. BRANCH JA	f. DESIGNATED SPECIALTIES / PMOS (WO) 27A5P		
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 173D ABCT, AFGHANISTAN, APO AE 09310, CENTCOM			g. 2. STATUS CODE 02	h. REASON FOR SUBMISSION Annual				
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or mil)	n. UIC	o. CMD CODE	p. PSB CODE
FROM (YYYYMMDD) 20070525	THRU (YYYYMMDD) 20080524	12		0	[REDACTED]	WARJAA	CT	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) E [REDACTED], F [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Brigade XO	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20080715
b. NAME OF INTERMEDIATE RATER (Last, First, MI) C [REDACTED], F [REDACTED]	SSN [REDACTED]	RANK COL	POSITION Division SJA	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20080715
c. NAME OF SENIOR RATER (Last, First, MI) F [REDACTED], C [REDACTED]	SSN [REDACTED]	RANK COL	POSITION Brigade Commander	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20080716
SENIOR RATER'S ORGANIZATION TF BAYONET, 173D ABCT JALALABAD, AFGHANISTAN, APO AE 09310		BRANCH IN	SENIOR RATER TELEPHONE NUMBER [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) 20080723

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 a Brigade Task Force responsible for counter-insurgency and stability operations in eastern Afghanistan. The TF consists of over 5,000 Soldier and civilians. Provides full-spectrum legal support to the task force commander and staff, and 7 BNs, 4 PRTs, & 35 COs and their respective staffs. Provides legal advice for all combat, stability, and governance operations. Reviews CONOPs, CERP projects, contingency contracts, and ANSF joint training/operations for compliance with domestic, foreign and international laws, regulations and policy. Provides client services, Solatia & foreign claims advice, and manages all military justice matters for the task force. Serves as ethics and fiscal law advisor. Briefs Soldiers on military justice, LOW, human rights, ROE & EOF. Supervises two attorneys, seven paralegal NCOs and six Afghan attorney advisors.

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"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/> <input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/> <input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/> <input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/> <input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" 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"/>		

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"/> <input type="checkbox"/> NO	<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure <input checked="" type="checkbox"/> <input type="checkbox"/> NO
	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input checked="" type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions <input checked="" type="checkbox"/> <input 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"/> <input type="checkbox"/> NO	<input type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment <input checked="" type="checkbox"/> <input type="checkbox"/> NO
OPERATING Short-term mission accomplishment	<input checked="" type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input checked="" type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement <input checked="" type="checkbox"/> <input 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"/> <input type="checkbox"/> NO	<input type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate <input checked="" type="checkbox"/> <input type="checkbox"/> NO	<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change <input checked="" type="checkbox"/> <input type="checkbox"/> NO

c. APFT: PASS DATE: 20080515 HEIGHT: 72 WEIGHT: 245 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.

MAJ Will M. Helixon is easily the best attorney, regardless of rank or duty position, that I have seen or served with. His thorough and insightful legal opinions inspired confidence in all who he counseled. Will expertly advised the command on all legal matters -- from operational law & time sensitive combat-related decisions, to complex fiscal law issues surrounding stability operations, reconstruction & CERP -- comprehensively, quickly, and flawlessly. Exceptional forward thinking and strategic vision were hallmarks of Will's tenure, enabling the command to aggressively and drastically improve governance and the rule of law in eastern Afghanistan. During this period, Will's efforts were critical to the maintenance of good order and discipline -- military justice remained a top priority, as he tirelessly mentored two young CPTs in and out of the courtroom, overseeing the busiest docket in Afghanistan, and prosecuting 9 general and 18 special courts-martial. A testament to his outstanding management, Will's team diligently, timely, and effectively delivered full-spectrum legal services to 68 dispersed combat locations, several of which were accessible by air only. With the forward deployment of legal assets, the constant push forward of attorneys and his frequent battlefield circulation, Will was a leader heard, seen and followed -- there is none better.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Will is clearly one of our best, and there is no limit to his potential to rise to the very top of the JAG Corps. Already performing like as seasoned LTC, Will must be promoted immediately below the zone to LTC, and chosen above all others for ILE-AWOC and other senior academic opportunities.

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 is a gifted speaker and orator, and was masterful at preparing leaders for speeches, conferences and public appearances. As a result, he frequently prepared brigade senior leaders for meetings with both Afghan and U.S. senior leaders including governors, congressmen, senators, and ambassadors.

PART VI - INTERMEDIATE RATER

Outstanding performance by one of the most talented Majors in the JAG Corps. Will Helixon understands the legally-intensive nature of COIN operations and has expertly guided the Bayonet Legal Team in providing superb legal support to commanders and Soldiers in one of the most challenging sectors in Afghanistan. I have been impressed by his dedication, initiative, and commitment to excellence in all he does. Will is a seasoned leader of unlimited ability and potential. Select immediately for ILE-AOWC attendance and early promotion to LTC.

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 41 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

ABOVE CENTER OF MASS

RO: MAJ HELIXON WILLIAM M
 [REDACTED]
 SR: COL P [REDACTED]
 DATE: 2008 07 23
 TOTAL RATINGS: 65
 RATINGS THIS OFFICER: 2

c. COMMENT ON PERFORMANCE/POTENTIAL

Phenomenal performance by the best Army lawyer I have observed in my 26 year career. Unquestionably in the top 1% of his JA peers and a top 5% officer, MAJ Will M. Helixon is my professional confidant. I value his opinion second to none. I routinely rely on his combat-related advice, from targeting & PID of enemy combatants, to stability operations & Rule of Law projects. His strategic vision, operational planning and tactical execution of legal initiatives was so impressive that it served as a model for subsequent ISAF, CJTF and interagency legal actions. In our AO, Will accomplished more in the rule of law arena this tour than all other agencies combined for the entirety of this war. In a league of his own, there is no limit to Will's potential. Promote immediately below the zone to LTC and send to senior schooling -- spectacular performance by a future division and corps staff judge advocate!

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 Deputy Staff Judge Advocate, Regional Defense Counsel, Staff Judge Advocate