

12-1-1969

Report of Casualty

San Dewayne Francisco

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DEPARTMENT OF THE AIR FORCE
WASHINGTON, D. C. 20330

REPORT OF CASUALTY		REPORT NUMBER AND TYPE M-456 Corrects Report Number M-401 #	DATE PREPARED 1 Dec 69
1. SERVICE IDENTIFICATION (Name, Service Number, Grade or Rate, Component, Branch and Organization) FRANCISCO, San Dewayne, 535-38-5087, Capt*, Reserve, USAF - 555 Tac Ftr Sq, APO San Francisco 96237			
2. CASUALTY STATUS <input checked="" type="checkbox"/> BATTLE <input type="checkbox"/> NON-BATTLE North Vietnam 25 Nov 68 MISSING IN ACTION			
3. DATE AND PLACE OF BIRTH, RACE, RELIGIOUS PREFERENCE 29 Feb 44 - Brookfield, MO			
4. DATE AND PLACE OF LAST ENTRY ON ACTIVE DUTY IN CURRENT STATUS AND HOME OF RECORD AT TIME			
5. SOCIAL SECURITY NUMBER, PAY GRADE, LENGTH OF SERVICE FOR PAY, BASIC PAY, INCENTIVE PAY 535-38-5087; Yes			CHECK IF APPLICABLE <input checked="" type="checkbox"/> CREW <input type="checkbox"/> NON-CREW
6. DUTY STATUS Active - On duty			
7. INTERESTED PERSONS (Name, Address, Relationship) Mrs. Kathleen J. Francisco 1927 Jay St, Apt H, Pasco WA 99301 wife (4) Tod D. Francisco same son Mr. Harry L. Francisco Box 47, Burbank, WA 99323 father Mrs. Esther L. Francisco same mother			
8. REPORT FOR VA TO FOLLOW <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		9. REPORTING COMMAND AND DATE REPORT RECEIVED IN DEPARTMENT UDORN AFLD THAILAND - 25 Nov 68	
10. SELECTIVE SERVICE NUMBER, LOCAL BOARD, AND LOCATION (If unknown, enter date and place of first entry in Armed Services)			
11. PRIOR SERVICE DATA <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO FV 3 193 610 #			
12. REMARKS: DATE PCS SEA TOUR COMMENCED: 2 Aug 68 * Promoted to temporary Captain effective 14 October 1969, Special Order AB-2625, Department of the Air Force, 14 October 1969. Individual was reported missing in action on 25 November 1968. A determination under the provisions of Section 555, Title 37, USC, was made to continue him in a missing in action status following the expiration of twelve months' absence, effective 26 November 1969. # <small>TRAVEL OF DEPENDENTS AND TRANSPORTATION OF HOUSEHOLD GOODS OF MISSING IN ACTION AND CAPTURED PERSONNEL: ONE MOVEMENT OF DEPENDENTS AND SHIPMENT OF HPG'S IS AUTHORIZED WITHIN ONE YEAR OF THE DATE OF THIS STATUS REPORT UNDER THE PROVISIONS OF CHAPTER 7, PART D, AND CHAPTER 8, PART G, VOLUME 1 AND PARAGRAPH C5002 AND CHAPTER 7, PART B, VOLUME 1, JTR. INDORSE THIS REPORT TO SHOW APPROPRIATE FISCAL YEAR ALLOTMENT FUND. ORDERS ARE REQUIRED ONLY FOR DEPENDENT OVERSEAS TRAVEL.</small>			
FOOTNOTES: 1 Adult next of kin. 2 Beneficiary for gratuity pay in event there is no surviving wife or child - as designated on record of emergency data. 3 Beneficiary for unpaid pay and allowances - as designated on record of emergency data. 4. Person to receive allotment if missing, captured, interned.			
13. DISTRIBUTION		14. BY ORDER OF THE SECRETARY OF THE AIR FORCE  ROLAND J. BURNS, Lt Col, USAF Directorate of Personnel Services	

DEPARTMENT OF THE AIR FORCE
WASHINGTON, D. C. 20330

REPORT OF CASUALTY		REPORT NUMBER AND TYPE M-401 Corrects Report Number M-806 #	DATE PREPARED 24 Oct 69
1. SERVICE IDENTIFICATION (Name, Service Number, Grade or Rate, Component, Branch and Organization) FRANCISCO, San Dewayne, 535-38-5087#, Capt##, Reserve, USAF - 555 Tac Ftr Sq, APO San Francisco 96237			
2. CASUALTY STATUS <input checked="" type="checkbox"/> BATTLE <input type="checkbox"/> NON-BATTLE			
North Vietnam 25 Nov 68			
MISSING IN ACTION			
3. DATE AND PLACE OF BIRTH, RACE, RELIGIOUS PREFERENCE 29 Feb 44 - Brookfield, MO			
4. DATE AND PLACE OF LAST ENTRY ON ACTIVE DUTY IN CURRENT STATUS AND HOME OF RECORD AT TIME			
5. SOCIAL SECURITY NUMBER, PAY GRADE, LENGTH OF SERVICE FOR PAY, BASIC PAY, INCENTIVE PAY 535-38-5087; Yes			CHECK IF APPLICABLE <input checked="" type="checkbox"/> CREW <input type="checkbox"/> NON-CREW
6. DUTY STATUS Active - On duty			
7. INTERESTED PERSONS (Name, Address, Relationship)			
Mrs. Kathleen J. Francisco		1927 Jay St, Apt H, Pasco WA 99301 #	wife (4)
Tod D. Francisco		same	son
Mr. Harry L. Francisco		Box 47, Burbank, WA 99323	father
Mrs. Esther L. Francisco		same	mother
8. REPORT FOR VA TO FOLLOW <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		9. REPORTING COMMAND AND DATE REPORT RECEIVED IN DEPARTMENT UDORN AFLD THAILAND - 25 Nov 68	
10. SELECTIVE SERVICE NUMBER, LOCAL BOARD, AND LOCATION (If unknown, enter date and place of first entry in Armed Services)			
11. PRIOR SERVICE DATA <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO FV 3 193 610 #			
12. REMARKS: DATE PCS SEA TOUR COMMENCED: 2 Aug 68 * Promoted to temporary Captain effective 14 October 1969, Special Order AB-2625, Department of the Air Force, 14 October 1969. #			
FOOTNOTES: 1 Adult next of kin. 2 Beneficiary for gratuity pay in event there is no surviving wife or child - as designated on record of emergency data. 3 Beneficiary for unpaid pay and allowances - as designated on record of emergency data.			
13. DISTRIBUTION		14. BY ORDER OF THE SECRETARY OF THE AIR FORCE ROLAND J. BURNS, Lt Col, USAF Directorate of Personnel Services	

DEPARTMENT OF THE AIR FORCE
WASHINGTON, D. C. 20330

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REPORT OF CASUALTY		REPORT NUMBER AND TYPE M-806 - Final	DATE PREPARED 27 Nov 68
1. SERVICE IDENTIFICATION (Name, Service Number, Grade or Rate, Component, Branch and Organization) FRANCISCO, San Dewayne, FV 3 193 610, 1st Lt, Reserve, USAF - 555 Tac Ftr Sq, APO San Francisco 96237			
2. CASUALTY STATUS <input checked="" type="checkbox"/> BATTLE <input type="checkbox"/> NON-BATTLE - Missing in action North Vietnam 25 Nov 68			
3. DATE AND PLACE OF BIRTH, RACE, RELIGIOUS PREFERENCE 29 Feb 44 - Brookfield, MO			
4. DATE AND PLACE OF LAST ENTRY ON ACTIVE DUTY IN CURRENT STATUS AND HOME OF RECORD AT TIME			
5. SOCIAL SECURITY NUMBER, PAY GRADE, LENGTH OF SERVICE FOR PAY, BASIC PAY, INCENTIVE PAY 535-38-5087;		CHECK IF APPLICABLE Yes <input checked="" type="checkbox"/> CREW <input type="checkbox"/> NON-CREW	
6. DUTY STATUS Active - On duty			
7. INTERESTED PERSONS (Name, Address, Relationship) Mrs. Kathleen J. Francisco 1712 W Bonneville, Apt D, Pasco, Washington 99301 wife (4) Tod D. Francisco same son Mr. Harry L. Francisco Box 47, Burbank, WA 99323 father Mrs. Esther L. Francisco same mother			
8. REPORT FOR VA TO FOLLOW <input type="checkbox"/> YES <input type="checkbox"/> NO		9. REPORTING COMMAND AND DATE REPORT RECEIVED IN DEPARTMENT UDORN AFLD THAILAND - 25 Nov 68	
10. SELECTIVE SERVICE NUMBER, LOCAL BOARD, AND LOCATION (If unknown, enter date and place of first entry in Armed Services)			
11. PRIOR SERVICE DATA <input type="checkbox"/> YES <input type="checkbox"/> NO			
12. REMARKS: DATE PCS SEA TOUR COMMENCED: 2 Aug 68			
<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p>FILE IN MASTER PERSONNEL RECORDS</p> <p>Initials <u>AFPMSC</u></p> <p>Office Symbol <u>AFPMSC</u></p> <p>Date <u>29 NOV 1968</u></p> </div>			
FOOTNOTES: 1 Adult next of kin. 2 Beneficiary for gratuity pay in event there is no surviving wife or child - as designated on record of emergency data. 3 Beneficiary for unpaid pay and allowances - as designated on record of emergency data. 4. Person to receive allotment if missing, captured, interned.			
13. DISTRIBUTION		14. BY ORDER OF THE SECRETARY OF THE AIR FORCE ROLAND J. BURNS, Major, USAF Directorate of Personnel Services	

23 JUN 1969

IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item.)					
1. LAST NAME—FIRST NAME—MIDDLE INITIAL Francisco, San D.		2. AFSC FV3193610		3. ACTIVE DUTY GRADE 1st Lt	
3. ORGANIZATION, COMMAND AND LOCATION 555th Tac Ftr Sq Udon RMAFB, Thailand (PACAF)		6. AERO RATING CODE Pilot 1		7. PERIOD OF REPORT FROM: 6 Jul 68 THRU: 25 Nov 68	
		8. PERIOD OF SUPERVISION 104		9. REASON FOR REPORT Dir by Hq USAF	
II. DUTIES—PAFSC 1115R. DAFSC 1115R. Present Duty: Sq Plt Tac Ftr F4D. Assists the Aircraft Commander in mission planning; selects geographical checkpoints suitable for radar navigation; computes timing requirements for refueling operations and rendezvous with participating forces; operates the radar, radio, and inertial navigation systems to accomplish both day and night combat missions, such as air-to-air fighter sweeps, interdiction, close air support and armed reconnaissance. Operates and monitors electronic warning and counter-measures equipment; maintains both visual watch and radar search for enemy aircraft. Additional Duty: Ass't Awards and Decorations Officer					
III. RATING FACTORS (Consider how this officer is performing on his job.)					
1. KNOWLEDGE OF DUTIES					
NOT OBSERVED <input type="radio"/>	SERIOUS GAPS IN HIS KNOWLEDGE OF FUNDAMENTALS OF HIS JOB. <input type="checkbox"/>	SATISFACTORY KNOWLEDGE OF ROUTINE PHASES OF HIS JOB. <input type="checkbox"/>	WELL INFORMED ON MOST PHASES OF HIS JOB. <input type="checkbox"/>	EXCELLENT KNOWLEDGE OF ALL PHASES OF HIS JOB. <input type="checkbox"/>	EXCEPTIONAL UNDERSTANDING OF HIS JOB. EXTREMELY WELL INFORMED ON ALL PHASES. <input checked="" type="checkbox"/>
2. PERFORMANCE OF DUTIES					
NOT OBSERVED <input type="radio"/>	QUALITY OR QUANTITY OF WORK OFTEN FAILS TO MEET JOB REQUIREMENTS. <input type="checkbox"/>	PERFORMANCE MEETS ONLY MINIMUM JOB REQUIREMENTS. <input type="checkbox"/>	QUANTITY AND QUALITY OF WORK ARE VERY SATISFACTORY. <input type="checkbox"/>	PRODUCES VERY HIGH QUANTITY AND QUALITY OF WORK. MEETS ALL SUSPENSES. <input type="checkbox"/>	QUALITY AND QUANTITY OF WORK ARE CLEARLY SUPERIOR AND TIMELY. <input checked="" type="checkbox"/>
3. EFFECTIVENESS IN WORKING WITH OTHERS					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN WORKING WITH OTHERS. DOES NOT COOPERATE. <input type="checkbox"/>	SOMETIMES HAS DIFFICULTY IN GETTING ALONG WITH OTHERS. <input type="checkbox"/>	GETS ALONG WELL WITH PEOPLE UNDER NORMAL CIRCUMSTANCES. <input type="checkbox"/>	WORKS IN HARMONY WITH OTHERS. A VERY GOOD TEAM WORKER. <input type="checkbox"/>	EXTREMELY SUCCESSFUL IN WORKING WITH OTHERS. ACTIVELY PROMOTES HARMONY. <input checked="" type="checkbox"/>
4. LEADERSHIP CHARACTERISTICS					
NOT OBSERVED <input type="radio"/>	OFTEN WEAK. FAILS TO SHOW INITIATIVE AND ACCEPT RESPONSIBILITY. <input type="checkbox"/>	INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY ADEQUATE IN MOST SITUATIONS. <input type="checkbox"/>	SATISFACTORILY DEMONSTRATES INITIATIVE AND ACCEPTS RESPONSIBILITY. <input type="checkbox"/>	DEMONSTRATES A HIGH DEGREE OF INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY. <input type="checkbox"/>	ALWAYS DEMONSTRATES OUTSTANDING INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY. <input checked="" type="checkbox"/>
5. JUDGEMENT					
NOT OBSERVED <input type="radio"/>	DECISIONS AND RECOMMENDATIONS OFTEN WRONG OR INEFFECTIVE. <input type="checkbox"/>	JUDGEMENT IS USUALLY SOUND BUT MAKES OCCASIONAL ERRORS. <input type="checkbox"/>	SHOWS GOOD JUDGEMENT RESULTING FROM SOUND EVALUATION OF FACTORS. <input type="checkbox"/>	SOUND, LOGICAL THINKER. CONSIDERS ALL FACTORS TO REACH ACCURATE DECISIONS. <input type="checkbox"/>	CONSISTENTLY ARRIVES AT RIGHT DECISION EVEN ON HIGHLY COMPLEX MATTERS. <input checked="" type="checkbox"/>
6. ADAPTABILITY					
NOT OBSERVED <input type="radio"/>	UNABLE TO PERFORM ADEQUATELY IN OTHER THAN ROUTINE SITUATIONS. <input type="checkbox"/>	PERFORMANCE DECLINES UNDER STRESS OR IN OTHER THAN ROUTINE SITUATIONS. <input type="checkbox"/>	PERFORMS WELL UNDER STRESS OR IN UNUSUAL SITUATIONS. <input type="checkbox"/>	PERFORMANCE EXCELLENT EVEN UNDER PRESSURE OR IN DIFFICULT SITUATIONS. <input type="checkbox"/>	OUTSTANDING PERFORMANCE UNDER EXTREME STRESS. MEETS THE CHALLENGE OF DIFFICULT SITUATIONS. <input checked="" type="checkbox"/>
7. USE OF RESOURCES					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN CONSERVATION OF RESOURCES. <input type="checkbox"/>	USES RESOURCES IN A BARELY SATISFACTORY MANNER. <input type="checkbox"/>	CONSERVES BY USING ROUTINE PROCEDURES. <input type="checkbox"/>	EFFECTIVELY ACCOMPLISHES SAVINGS BY DEVELOPING IMPROVED PROCEDURES. <input type="checkbox"/>	EXCEPTIONALLY EFFECTIVE IN USING RESOURCES. <input checked="" type="checkbox"/>
8. WRITING ABILITY AND ORAL EXPRESSION					
NOT OBSERVED <input type="radio"/>	UNABLE TO EXPRESS THOUGHTS CLEARLY. LACKS ORGANIZATION. <input type="checkbox"/>	EXPRESSES THOUGHTS SATISFACTORILY ON ROUTINE MATTERS. <input type="checkbox"/>	USUALLY ORGANIZES AND EXPRESSES THOUGHTS CLEARLY AND CONCISELY. <input type="checkbox"/>	CONSISTENTLY ABLE TO EXPRESS IDEAS CLEARLY. <input type="checkbox"/>	OUTSTANDING ABILITY TO COMMUNICATE IDEAS TO OTHERS. <input checked="" type="checkbox"/>
IV. MILITARY QUALITIES (Consider how this officer meets Air Force standards.)					
NOT OBSERVED <input type="radio"/>	BEARING OR BEHAVIOR INTERFERE SERIOUSLY WITH HIS EFFECTIVENESS. <input type="checkbox"/>	CARELESS BEARING AND BEHAVIOR DETRACT FROM HIS EFFECTIVENESS. <input type="checkbox"/>	BEARING AND BEHAVIOR CREATE A GOOD IMPRESSION. <input type="checkbox"/>	ESPECIALLY GOOD BEHAVIOR AND BEARING. CREATES A VERY FAVORABLE IMPRESSION. <input type="checkbox"/>	BEARING AND BEHAVIOR ARE OUTSTANDING. HE EXEMPLIFIES TOP MILITARY STANDARDS. <input checked="" type="checkbox"/>

V. OVER-ALL EVALUATION (Compare this officer ONLY with officers of the same grade.)

SPECIFIC JUSTIFICATION REQUIRED FOR THESE ACTIONS						SPECIFIC JUSTIFICATION REQUIRED FOR THESE ACTIONS	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
UNSATISFACTORY	MARGINAL	BELOW AVERAGE	EFFECTIVE AND COMPETENT			VERY FINE	OUTSTANDING

VI. PROMOTION POTENTIAL

1. DOES NOT DEMONSTRATE A CAPABILITY FOR PROMOTION AT THIS TIME. <input type="checkbox"/>	2. PERFORMING WELL IN PRESENT GRADE. SHOULD BE CONSIDERED FOR PROMOTION ALONG WITH CONTEMPORARIES. <input type="checkbox"/>
3. DEMONSTRATES CAPABILITIES FOR INCREASED RESPONSIBILITY. CONSIDER FOR ADVANCEMENT AHEAD OF CONTEMPORARIES. <input type="checkbox"/>	4. OUTSTANDING GROWTH POTENTIAL BASED ON DEMONSTRATED PERFORMANCE. PROMOTE WELL AHEAD OF CONTEMPORARIES. <input checked="" type="checkbox"/>

VII. COMMENTS FACTS AND SPECIFIC ACHIEVEMENTS: Lt Francisco is highly motivated towards the Air Force mission and displays the attitude of a professional Air Force officer. He accomplishes all tasks in a superior manner. He has studied in great detail the techniques and procedures that apply to his jobs and has demonstrated outstanding judgement and clear thinking while under stress. In combat situations he unfailingly maintains presence of mind to call appropriate breaks and simultaneously remains oriented with respect to the target. This has enabled his flights to successfully hit targets even under marginal weather conditions and at night. His flight plans are incomparably complete and the flawless manner in which he performs invariably draws complimentary comments from those who fly with him. Lt Francisco was selected to work with the Squadron Awards and Decorations Section, and tirelessly spent many additional hours daily, for the following five weeks to overcome the heavy backlog of work which he inherited. His outstanding creative imagination and initiative was demonstrated by his conception and development of an awards and decorations thesaurus, formats, and checklists for action officers. All of these greatly reduced the time requirement for each assignment and eased the overall workload of the section. His thoroughness and ability was recognized and he was selected to be final reviewing official for all awards and to act as action officer on the highest category awards. **STRENGTHS:** Lt Francisco's greatest strength lies in his determination for precision and thoroughness. Nothing escapes his critical evaluation. Whether it is crew coordination or a written statement, Lt Francisco critically scrutinizes each detail and quickly identifies areas for improvement. **SUGGESTED ASSIGNMENTS:** Lt Francisco should be selected to attend Squadron Officers School. **OTHER COMMENTS:** His ability and professional competence clearly identifies him to be advanced well ahead of his contemporaries. I recommend that he be augmented into the Regular Air Force. He has flown 75 combat sorties, of which, 51 were flown over North Vietnam. Lt Francisco is currently missing in action.

VIII. REPORTING OFFICIAL

NAME, GRADE, AFSC, AND ORGANIZATION ROGER D. JEFFS, Major, FR54137 555th Tactical Fighter Squadron Udon RTAFB, Thailand (PACAF)	DUTY TITLE Aircraft Commander Senior Pilot	SIGNATURE <i>Roger D. Jeffs</i>
	AERO RATING 1	DATE 26 November 1968

IX. REVIEW BY INDORSING OFFICIAL I concur. Lt Francisco has developed into an accomplished combat fighter pilot. His performance under hostile fire has in every case shown courage as well as superior preparedness. He is a hard working, extremely conscientious officer who accomplishes any assigned task in an outstanding manner. His dedication to duty and loyalty to the organization have rapidly made him one of the mainstays of the squadron. Lt Francisco is a superior Air Force officer who has clearly demonstrated the ability to assume greater responsibility.

NAME, GRADE, AFSC, AND ORGANIZATION ARNIM L. BRANTLEY, Lt Col, FR22117 555th Tactical Fighter Squadron Udon RTAFB, Thailand (PACAF)	DUTY TITLE Operations Officer Command Pilot	SIGNATURE <i>Arnim L. Brantley</i>
	AERO RATING 1	DATE 26 November 1968

LAST NAME-FIRST NAME-MIDDLE INITIAL Francisco, San D.		AFSN FV3193610	ACTIVE DUTY GRADE 1st Lt
(CHECK APPROPRIATE BLOCK AND COMPLETE AS APPLICABLE)			
<input checked="" type="checkbox"/> SUPPLEMENTAL SHEET TO RATING FORM WHICH COVERS THE FOLLOWING PERIOD OF REPORT		<input type="checkbox"/> LETTER OF EVALUATION COVERING THE FOLLOWING PERIOD OF OBSERVATION	
FROM 6 Jul 68	THRU 25 Nov 68	FROM	THRU
Precede comments by appropriate data, i.e. section continuation, indorsement continuation, additional indorsement, etc. Follow comments by the authentication to include: name, grade, AFSN, organization, duty title, date and signature.			
<p>ADDITIONAL INDORSEMENT</p> <p>I concur. 1st Lt Francisco is one of those quiet unassuming officers who carry more than their share of the load. He can be depended on to complete any task in a timely and competent fashion. His most outstanding self-initiated project was to provide the Awards and Decorations Section with the management tools which enabled them to clear up a staggering backlog of actions. This officer is the type of young professional that we need to retain in the service. He should be tendered a Regular Commission and considered for early promotion.</p> <p><i>George G. Hupp</i> GEORGE G. HUPP, Lt Col, FR28340, 555th Tactical Fighter Squadron (PACAF), Commander 26 November 1968</p> <p>ADDITIONAL INDORSEMENT</p> <p>I heartily concur. Lt Francisco has served with a professional dedication quite unusual for so junior an officer. His courage under enemy fire and aerial skill are superb. The outstanding manner with which he undertook the responsibilities as assistant Squadron Awards and Decorations Officer is indicative of his total performance. He has the forcefulness and mental capability for increased responsibility and should be favorably considered for augmentation into the Regular Air Force.</p> <p><i>Ralph F. Findlay</i> RALPH F. FINDLAY, Colonel, FR22631, 432nd Tactical Reconnaissance Wing, (PACAF), Deputy Commander for Operations, 6 Dec 68</p> <p>ADDITIONAL INDORSEMENT</p> <p>Concur. Lt Francisco is a dedicated and outstanding young officer. He has committed himself totally to the mission and has given selflessly of his ability and energy to the Wing and the Air Force. Men of his caliber make my job easier and more enjoyable. He should be given every opportunity to develop his leadership, managerial, and aerial skills with jobs of ever increasing responsibility and degrees of difficulty. It would be in the best interest of the Air Force if he be rendered a Regular Commission.</p> <p><i>Wendell L. Bevan, Jr.</i> WENDELL L. BEVAN, JR., Colonel, FR9780, 432nd Tactical Reconnaissance Wing, (PACAF), Commander, 8 December 1968</p>			

I. IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item)

1. LAST NAME—FIRST NAME—MIDDLE INITIAL FRANCISCO, SAN D.	2. AFSC FV3193610	3. ACTIVE DUTY GRADE 1/Lt	4. PERMANENT GRADE 2/Lt
5. ORGANIZATION COMMAND AND LOCATION 68 Tac Ftr Sq (TAO) George AFB, Calif.	6. AERO RATING Pilot	CODE 1	8. PERIOD OF REPORT FROM: 22 Oct 67 THRU: 5 Jul 68
	7. ACADEMIC PERIOD 150 days	9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED	

10. NAME AND LOCATION OF SCHOOL OR INSTITUTION
**479 Tac Ftr Wg (F-4)
George AFB, California**

11. NAME OR TITLE OF COURSE USAF REPLACEMENT TRAINING COURSE 111507B	12. LENGTH OF COURSE 20 Wks
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II. REPORT DATA (Complete as applicable)

1. COURSE HOURS COMPLETED 283.5	2. COURSE HOURS FAILED	3. AFSC AWARDED 1115R	4. AERO RATING AWARDED	5. DEGREE AWARDED
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6. COURSE SUCCESSFULLY COMPLETED (Final report only)

YES NO (If "No," state reason)

7. TITLE OF THESIS	8. ACADEMIC FIELD
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III. COMMENTS

DAFSC 1111R

IV. REPORTING OFFICIAL

TYPIST NAME, GRADE, AFSC AND ORGANIZATION ROBERT F. PUGH, LT COL F44140 68 Tac Ftr Sq (TAO)	DUTY TITLE Commander	SIGNATURE <i>[Signature]</i> DATE 8 July 68
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13 NOV 1967

I. IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item)				
1. LAST NAME—FIRST NAME—MIDDLE INITIAL Francisco, San D.		2. AFSN FV3193610	3. ACTIVE DUTY GRADE 2dLt	4. PERMANENT GRADE 2dLt
5. ORGANIZATION, COMMAND AND LOCATION 3645th Student Squadron Air Training Command Laughlin AFB, Texas		6. REPORTING CODE Pilot	8. PERIOD OF REPORT FROM: 14 Oct 1966 THRU: 21 Oct 1967	
		7. ACADEMIC PERIOD 372 days	9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED	
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION USAF Pilot School, 3646th Pilot Training Wing (ATC), Laughlin AFB, Texas				
11. NAME OR TITLE OF COURSE Undergraduate Pilot Training (T-41/T-37/T-38) 51-111103-3			12. LENGTH OF COURSE 53 weeks	
II. REPORT DATA (Complete as applicable)				
1. COURSE HOURS COMPLETED 1092.45	2. COURSE HOURS FAILED 0	3. AFSC AWARDED T1P1z	4. AERO RATING AWARDED Pilot	5. DEGREE AWARDED
6. COURSE SUCCESSFULLY COMPLETED (Final report only) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If "No," state reason)				
7. TITLE OF THESIS			8. ACADEMIC FIELD	
III. COMMENTS DAFSC - 0006				
IV. REPORTING OFFICIAL				
TYPED NAME, GRADE, AFSC AND ORGANIZATION LEE M TIGNER, Major FR48275 3645th Student Squadron (ATC)		DUTY TITLE Chief, Officer Training	SIGNATURE <i>Lee M. Tigner</i>	
			DATE 27 October 1967	

AIR FORCE OFFICER PERFORMANCE REPORT

C-2

I. IDENTIFICATION DATA 1. NAME (see AFM 36-10 for instructions)	FRANCISCO		2. GRADE: 2ND LT <input checked="" type="checkbox"/> 1ST LT <input type="checkbox"/> CAPT <input type="checkbox"/>	3. ATTENDED FULL-TIME TRAINING? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	4. AFSN	5. DA FSC	6. PERIOD ENDING DAY MONTH YR.	7	
	SAN							Jan	(0)
	D							Feb	(1)
								Mar	(2)
								Apr	(3)
								May	(4)
								Jun	(5)
								Jul	(6)
								Aug	(7)
								Sep	(8)
								Oct	(9)
								Nov	(0)
			Dec	(1)					

II. PERSONAL QUALITIES COMPARE OFFICER ONLY WITH OTHERS OF THE SAME GRADE AND EXPERIENCE

1. LEARNING ABILITY THE DEGREE TO WHICH THE OFFICER GRASPS INSTRUCTIONS, ABSTRACT IDEAS OR CONCEPTS.
 LOWEST 10% HIGHEST 10% LOWEST 10% HIGHEST 10%
 REPORTING OFFICIAL: INDORSING OFFICIAL:

2. ACCEPTANCE OF RESPONSIBILITY THE DEGREE TO WHICH THE OFFICER ACCEPTS RESPONSIBILITY FOR HIS OWN ACTIONS, THOSE OF HIS SUBORDINATES AND THE ORGANIZATIONAL OBJECTIVES ASSIGNED TO HIM.
 LOWEST 10% HIGHEST 10% LOWEST 10% HIGHEST 10%
 REPORTING OFFICIAL: INDORSING OFFICIAL:

3. WRITING ABILITY AND ORAL EXPRESSION THE ABILITY OF THE OFFICER TO COMMUNICATE HIS IDEAS IN:
 1. WRITING (W) AND 2. SPEECH (S)
 LOWEST 10% HIGHEST 10% LOWEST 10% HIGHEST 10%
 (W) REPORTING OFFICIAL: (W) INDORSING OFFICIAL:
 (S) REPORTING OFFICIAL: (S) INDORSING OFFICIAL:

4. BEARING AND BEHAVIOR THE EXTENT TO WHICH HE MEETS STANDARDS OF BEARING, DRESS AND COURTESY, AND ENHANCES THE IMAGE OF THE AIR FORCE OFFICER.
 LOWEST 10% HIGHEST 10% LOWEST 10% HIGHEST 10%
 REPORTING OFFICIAL: INDORSING OFFICIAL:

5. ACCOMPLISHMENT THE DEGREE TO WHICH HE DISPLAYS FLEXIBILITY AND INGENUITY IN ACCOMPLISHING HIS DUTIES.
 LOWEST 10% HIGHEST 10% LOWEST 10% HIGHEST 10%
 REPORTING OFFICIAL: INDORSING OFFICIAL:

III. AIR FORCE CAREER INTEREST (REPORTING OFFICIAL ONLY)

REPORTING OFFICIAL:	VERY DEFINITELY NOT INTERESTED IN AF CAREER	PROBABLY NOT INTERESTED IN AF CAREER	UNDECIDED	EXPRESSED SOME INTEREST IN AF CAREER	EXPRESSED STRONG INTEREST IN AF CAREER
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IV. AIR FORCE CAREER RECOMMENDATION

REPORTING OFFICIAL:	NOT RECOMMENDED FOR AIR FORCE CAREER	MAY RECOMMEND IN THE FUTURE	RECOMMEND FOR AIR FORCE CAREER	HIGHLY RECOMMENDED FOR AIR FORCE CAREER	OUTSTANDING POTENTIAL FOR AIR FORCE CAREER
INDORSING OFFICIAL:					

V. REPORTING OFFICIAL		VI. INDORSING OFFICIAL NOT OBSERVED	
NAME-GRADE-ORGANIZATION AND COMMAND VAN HUNN, MAJOR, USAF 3646 Plt Tng Sq (ATC)		NAME-GRADE-ORGANIZATION AND COMMAND DONALD J. MCCOMB, MAJOR, USAF 3646 Plt Tng Sq (ATC)	
DUTY TITLE Element Leader	DATE 31 JUL 1967	DUTY TITLE Flight Comdr.	DATE 31 JUL 1967
SIGNATURE <i>Van Hunn</i>		SIGNATURE <i>DMC Comb</i>	

I. IDENTIFICATION DATA

Table with columns for name (FRANCISCO SAND), grade (2ND LT), and AFSC (0000). Includes reporting and indorsing official fields.

3. ATTENDED FULL-TIME TRAINING? YES NO

6. PERIOD ENDING DAY MONTH YR.

II. PERSONAL QUALITIES

COMPARE OFFICER ONLY WITH OTHERS OF THE SAME GRADE AND EXPERIENCE

Personal Qualities section containing 5 categories: 1. Learning Ability, 2. Acceptance of Responsibility, 3. Writing Ability and Oral Expression, 4. Bearing and Behavior, 5. Accomplishment. Each category includes reporting and indorsing official performance scales.

III. AIR FORCE CAREER INTEREST (REPORTING OFFICIAL ONLY). Includes reporting official interest level (Very definitely not interested to Expressed strong interest).

IV. AIR FORCE CAREER RECOMMENDATION. Includes reporting official recommendation (Not recommended to Outstanding potential) and indorsing official recommendation.

V. REPORTING OFFICIAL VI. INDORSING OFFICIAL

Reporting and Indorsing Official information including names, grades, organizations, duty titles, and dates (31 MAR 1967).

Signature lines for reporting officer (Delmar G Pullins) and indorsing officer (Lee M Tigner).