

THIS SPACE FOR CONTINUATION OF REMARKS IF NEEDED

1ST. IND.

~~XX~~ HQ AIR TECHNICAL SERVICE COMMAND IN EUROPE, AAF-379, APO 633, US ARMY, 18 APRIL 1945.

TO: Commanding General, US Strategic Air Forces in Europe, AAF-379, APO 633, US Army.

I concur in the above report.


C. P. KANE,
Brigadier General, USA,
Commanding.

INSTRUCTIONS
(SEE AR 600-185)

4. Efficiency ratings comprise an evaluation of an officer in comparison with others of the same grade. In a large group of officers, such as are normally assigned to an infantry division, the law of averages will establish that about twenty percent of the officers of each grade may be superior, about twenty percent may be in the two lower classifications of very satisfactory and satisfactory (Unsatisfactory officers should be identified promptly and reclassified), the remaining sixty per cent who constitute the mass of thoroughly capable officers would fall into the excellent category. Commanders of regiments and large units must analyze the reports prepared within their organization and whenever the distribution varies markedly from the above the reasons must be sought. It is highly important that officers who are genuinely superior be identified by their ratings so that their talents may be fully utilized. It is also important to identify those officers whose qualifications and standards of performance of duty are above the minimum required, but who are clearly below the standard established by the mass of officers of their grade. A series of reports of an individual officer should present a highly accurate evaluation of his worth.

2. Prior to filling in Section G of this report consider carefully the following definitions and the numerical values assigned to each. Keep them in mind when rating, taking into consideration the length of service of officer you are rating and the opportunities afforded him, which might have a bearing upon his performance of duty, personal characteristics, or professional qualifications.

Unsatisfactory: Performance of the particular duty reported upon or personal characteristics or professional qualifications below minimum standards—inefficient.

Satisfactory: Performance of the particular duty reported upon or personal characteristics or professional qualifications up to minimum standard—passably efficient.

Very Satisfactory: Performance of the particular duty reported upon in an efficient manner. Personal characteristics, professional qualifications, or efficiency above that acceptable as satisfactory.

Excellent: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above very satisfactory but below superior.

Superior: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered excellent.

Unknown: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics, or professional qualifications.

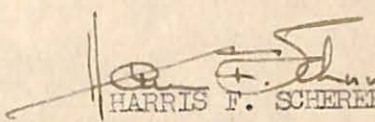
2nd Ind.

HEADQUARTERS, U S STRATEGIC AIR FORCES IN EUROPE, APO 633, U. S. Army, 19 April 1945

TO: Commanding General, European T of Opns, USA, APO 887, U. S. Army

Examined and forwarded.

For the Commanding General:


HARRIS F. SCHERER
Colonel, AGD
Adjutant General

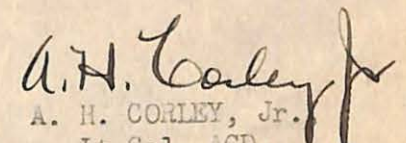
AG 201-McCoy, Howard M. (O) 3d Ind.
Hq, European T of Opns, USA, APO 887, 1 May 1945.

AHCJr/nb

To: The Adjutant General, Washington 25, D.C.

Examined and forwarded.

FOR THE THEATER COMMANDER:


A. H. CORLEY, Jr.
Lt Col, AGD,
Assistant Adjutant General.



EFFICIENCY FILES

HEADQUARTERS

ARMY AIR FORCES

AIR TECHNICAL SERVICE COMMAND

PO



IN REPLY ADDRESS BOTH
COMMUNICATION AND EN-
VELOPE TO ATTENTION OF
FOLLOWING OFFICE SYMBOL:

TSRED

TSRED:HMM:ac
WRIGHT FIELD, DAYTON, OHIO
3 December 1945

SUBJECT: Record of Service

TO: The Adjutant General
Washington 25, D. C.

1. In accordance with Paragraph IV, WD Circular 320, 19 October 1945, the following information is requested be added to complete the service record of the undersigned:

"Graduated Army and Navy Staff College, June, 1944."

Howard M. McCoy
HOWARD M. McCOY
Colonel, Air Corps
Chief, Air Document Division
Intelligence, T-2

*Adj Gen
McCoy
McCoy, Howard M*



MAY 18 1944

EFFICIENCY REPORT

(SEE AR 600-185)

HEADQUARTERS ARMY
NOTED
FORWARDED

A. OFFICER REPORTED UPON McCOY, Howard M. 0-18054 Colonel Noted Corps, RA
(Name typed) (Serial No.) (Grade) (Occupation)
A's official status with respect to you Under my supervision

B. PERIOD COVERED BY THIS REPORT 6 months, from 1 July 1943 to 31 December 1943

C. STATIONS AT WHICH HE SERVED AAF Materiel Command, Wright Field, Dayton, Ohio

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, TAKING INTO CONSIDERATION HIS LENGTH OF SERVICE AND THE OPPORTUNITIES AFFORDED HIM, WHICH MIGHT HAVE A BEARING UPON HIS PERFORMANCE OF DUTY, PERSONAL CHARACTERISTICS, OR PROFESSIONAL QUALIFICATIONS.

UNSATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications below minimum standard—inefficient.

SATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications up to minimum standard—passably efficient.

VERY SATISFACTORY: Performance of the particular duty reported upon in an efficient manner. Personal characteristics, professional qualifications, or efficiency above that acceptable as **SATISFACTORY**.

EXCELLENT: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above **VERY SATISFACTORY** but below **SUPERIOR**.

SUPERIOR: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered **EXCELLENT**.

UNKNOWN: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics, or professional qualifications.

E. DUTIES HE PERFORMED: (State separately. Where possible show duration of each in months. Example: Co. Comdr. ordinary garrison training, 8 mos. Summary court, 6 mos. Brig. Adj. prepared training schedules, Supply Officer.) In describing the manner of performance of duty, use one of six classifications as given under D, and consider carefully the obstacles encountered by the individual in the performance of each duty listed. **THE OPINIONS EXPRESSED UNDER "MANNER OF PERFORMANCE" ARE BASED ON—**

INTIMATE DAILY CONTACT,

FREQUENT OR FREQUENT OBSERVATION OF THE RESULTS OF HIS WORK,

ACADEMIC RATINGS.

(Line out inappropriate words or amplify under par. P according to circumstances)

Duty	Months	Manner of performance
Chief, Propeller Laboratory, Engin. Division	6	Excellent
Senior Pilot	6	Excellent

F. What degree of success has he attained under the following headings: **ENTRIES BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT.** (See par. D above.)

Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
			X		
					X
			X		
					X
					X

G. Enter on lines below any outstanding specialties of value in the military service. **MAKE NO ENTRIES EXCEPT WHERE STATEMENT IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT.** Show pilot and/or observer ratings of Air Corps officers here.

Senior Pilot

1. Handling officers and men
2. Performance of field duties
3. Administrative and executive duties
4. As an instructor
5. Training troops
6. Tactical handling of troops (units appropriate to officer's grade)

H. To what degree has he exhibited the following qualifications? Consider him in comparison with others of his grade and indicate your estimate by marking X in the appropriate rectangle. (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Physical activity (agility; ability to work rapidly)						
2. Physical endurance (capacity for prolonged exertion)						
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)						
4. Attention to duty (the trait of working thoroughly and conscientiously)						
5. Cooperation (acting jointly and effectively with another or others, military or civilian, to attain a designated objective)						
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)						
7. Intelligence (the ability to understand readily new ideas or instructions)						
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)						
9. Judgment and common sense (the ability to think clearly and arrive at logical conclusions)						
10. Leadership (capacity to direct, control, and influence others in definite lines of action or movement and still maintain high morale)				X		

Name of officer reported on McCoy, Howard M. Name of reporting officer F. O. Carroll

- I. During the period covered by this report has he taken advantage of the opportunities afforded him to improve his professional knowledge? _____
- J. Has he exhibited any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? _____ If yes, describe them. (FACT or OPINION. Line out one.) _____
- K. Proper authority having decided on the methods and procedure to accomplish a certain end, did he render willing and generous support regardless of his personal views in the matter? _____
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No (See par. 1b, AR 600-185.)
- M. During the period covered by this report was he the subject of any disciplinary measure that should be included on his record? No If yes, enclose separate statement of nature and attendant circumstances.
- N. Write a brief general estimate of this officer in your own words A hard working officer, intensely interested in all phases of aircraft propeller problems from both theoretical and practical standpoint. Highly qualified. In comparing this officer with all officers of his grade known to me, I would place him among the upper third.
- O. How well do you know him? _____
- P. Remarks (including entry required by par. 11a, AR 600-185) This officer is performing duties commensurate with his grade.
- Q. In case any unfavorable entries have been made by you on this report, were the deficiencies indicated hereon brought to the attention of the officer concerned while under your command and prior to the rendition of this report? None If yes, what improvement, if any, was noted? _____
- If no improvement was noted, what period of time elapsed between your notification to him of his deficiencies and the rendition of this report? _____
- R. Based on your observation during the period covered by this report, give in your own words your estimate of his **GENERAL VALUE TO THE SERVICE** _____
- S. I certify that to the best of my knowledge and belief all entries made hereon are true and impartial and are in accordance with AR 600-185.

(Signed) F. O. Carroll
(Name typed) F. O. CARROLL
(Grade and Org.) Brig. General, U.S.A.
(Comdg. what?) Engineering Division
(Place) Wright Field, Dayton, Ohio.
(Date) 31 December 1943 Incls. None

1st INDORSEMENT

Headquarters, AAF Materiel Command, Wright Field, Ohio. 10 April 1944.
To: Commanding General, Army Air Forces, Washington 25, D. C.

1. I concur in the above report.

Chas. E. Branshaw
CHAS. E. BRANSHAW,
Major General, U.S.A.,
Commanding, Materiel Command.

Write nothing below this line.

ER for Colonel Howard M. McCoy, fr 1 July 43 to 31 December 43

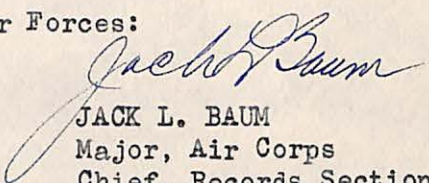
201-McCoy, Howard M (Off) 2nd Ind,
Hq Army Air Forces, Washington 25, D. C., 1 May 1944

ATFMP-3

To: The Adjutant General, Washington 25, D. C.

Examined and forwarded

For the Commanding General, Army Air Forces:


JACK L. BAUM
Major, Air Corps
Chief, Records Section
Office Asst Chief of Air Staff,
Personnel

1 Incl
n/c

NOTED

MAR 3 1944

R

(USE TYPEWRITER IF POSSIBLE.
IF NOT, PRINT PROPER NAMES)

EFFICIENCY REPORT

(SEE AR 600-185)

A. OFFICER REPORTED UPON McCoy, Howard M. 0-18054 Colonel Air Corps
(Name typed) (Serial No.) (Grade) (Organization)A's official status with respect to you Under my supervisionB. PERIOD COVERED BY THIS REPORT 6 months, from January 1, 1943 to June 30, 1943C. STATIONS AT WHICH HE SERVED Wright Field, Dayton, Ohio.

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, TAKING INTO CONSIDERATION HIS LENGTH OF SERVICE AND THE OPPORTUNITIES AFFORDED HIM, WHICH MIGHT HAVE A BEARING UPON HIS PERFORMANCE OF DUTY, PERSONAL CHARACTERISTICS, OR PROFESSIONAL QUALIFICATIONS.

UNSATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications below minimum standard—inefficient.

SATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications up to minimum standard—passably efficient.

VERY SATISFACTORY: Performance of the particular duty reported upon in an efficient manner. Personal characteristics, professional qualifications, or efficiency above that acceptable as SATISFACTORY.

EXCELLENT: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above VERY SATISFACTORY but below SUPERIOR.

SUPERIOR: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered EXCELLENT.

UNKNOWN: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics, or professional qualifications.

E. DUTIES HE PERFORMED: (State separately. Where possible show duration of each in months. Example: Co. Comdr. ordinary garrison training, 8 mos. Summary court, 6 mos. Brig. Adj. prepared training schedules, Supply Officer.) In describing the manner of performance of duty, use one of six classifications as given under D, and consider carefully the obstacles encountered by the individual in the performance of each duty listed. **THE OPINIONS EXPRESSED UNDER "MANNER OF PERFORMANCE" ARE BASED ON—**

INTIMATE DAILY CONTACT,

FREQUENT OR INFREQUENT

OBSERVATION OF THE RESULTS OF HIS WORK,

(Line out inappropriate words or amplify under par. P according to circumstances)

Duty	Months	Manner of performance
Chief, Propellor Lab., Engr. Div., AAF Materiel Command (Prin. Duty)	2-4/30	Superior
Asst. Chief, Propellor Lab., Engr. Div., AAF Materiel Command (Prin. Duty)	3-26/30	Superior

F. What degree of success has he attained under the following headings: ENTRIES BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
				X	
				X	
					X
					X
					X

G. Enter on lines below any outstanding specialties of value in the military service. **MAKE NO ENTRIES EXCEPT WHERE STATEMENT IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT.** Show pilot and/or observer ratings of Air Corps officers here.

Senior Pilot, Aircraft Observer.

1. Handling officers and men.
2. Performance of field duties.
3. Administrative and executive duties.
4. As an instructor.
5. Training troops.
6. Tactical handling of troops (units appropriate to officer's grade).

H. To what degree has he exhibited the following qualifications? Consider him in comparison with others of his grade and indicate your estimate by marking X in the appropriate rectangle. (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Physical activity (agility; ability to work rapidly).						
2. Physical endurance (capacity for prolonged exertion).						
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance).						
4. Attention to duty (the trait of working thoroughly and conscientiously).						
5. Cooperation (acting jointly and effectively with another or others, military or civilian, to attain a designated objective).						
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders).						
7. Intelligence (the ability to understand readily new ideas or instructions).						
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty).						
9. Judgment and common sense (the ability to think clearly and arrive at logical conclusions).					X	
10. Leadership (capacity to direct, control, and influence others in definite lines of action or movement and still maintain high morale).						

Name of officer reported on HOWARD M. MCCOY Name of reporting officer F. O. CARROLL

- I. During the period covered by this report has he taken advantage of the opportunities afforded him to improve his professional knowledge? _____
- J. Has he exhibited any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? _____ If yes, describe them. (FACT or OPINION. Line out one.) _____
- K. Proper authority having decided on the methods and procedure to accomplish a certain end, did he render willing and generous support regardless of his personal views in the matter? _____
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No (See par. 1b, AR 600-185.)
- M. During the period covered by this report was he the subject of any disciplinary measure that should be included on his record? No If yes, enclose separate statement of nature and attendant circumstances.
- N. Write a brief general estimate of this officer in your own words In comparing this officer with all officers of his grade known to me, I would place him among the upper third. This officer is loyal, industrious and conscientious and an outstanding aeronautical engineer.
- O. How well do you know him? _____
- P. Remarks (including entry required by par. 11a, AR 600-185) Report submitted as the annual report. Par. "E" cont'd. Senior Pilot - 6 mo. - Excellent. This officer is performing duties commensurate with his grade.
- Q. In case any unfavorable entries have been made by you on this report, were the deficiencies indicated hereon brought to the attention of the officer concerned while under your command and prior to the rendition of this report? None If yes, what improvement, if any, was noted? _____
- If no improvement was noted, what period of time elapsed between your notification to him of his deficiencies and the rendition of this report? _____
- R. Based on your observation during the period covered by this report, give in your own words your estimate of his **GENERAL VALUE TO THE SERVICE** _____
- S. I certify that to the best of my knowledge and belief all entries made hereon are true and impartial and are in accordance with AR 600-185.

(Signed) F. O. Carroll
(Name typed) F. O. CARROLL,
(Grade and Org.) Brig. General, U.S.A.,
(Comdg. what?) Engineering Div., AAF Materiel Command,
(Place) Wright Field, Dayton, Ohio.
(Date) June 30, 1943 Incls. None

1st INDORSEMENT GBM:ww:11

Hqs., AAF Materiel Command, Wright Field, Dayton, Ohio. 8 February 1944.
To: Commanding General, Army Air Forces, Washington, D. C. Attn: AC/AS-Pers.

1. I have insufficient knowledge of the officer reported upon to express an opinion, however, I do have confidence in the judgment, spirit of fairness and impartiality of the reporting officer.

For the Commanding General

Alden R. Crawford
ALDEN R. CRAWFORD, Brig. Gen., U.S.A.
Chief of Staff.

Write nothing below this line.

ER for Colonel McCoy, Howard M., fr 1 January 1943 to 30 June 1943

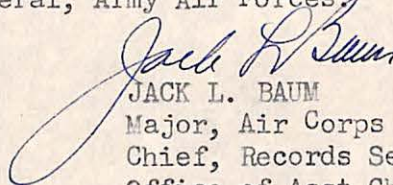
201 McCoy, Howard M. (Off) 2nd Ind.
Hq Army Air Forces, Washington 25, D. C., 1 March 1944.

AFPMP-3

To: The Adjutant General, Washington 25, D. C.

Examined and forwarded.

For the Commanding General, Army Air Forces:



JACK L. BAUM

Major, Air Corps

Chief, Records Section

Office of Asst Chief of Air Staff,
Personnel

EFFICIENCY REPORT

(SEE AR 600-185)

MAY 5-1943

A. OFFICER REPORTED UPON McCoy, Howard M. 0-18054 Colonel, A.C.
(Name typed) (Serial No.) (Grade) (Organisation)
A's official status with respect to you Under my supervision

B. PERIOD COVERED BY THIS REPORT 6 months, from July 1, 1942 to December 31, 1942.

C. STATIONS AT WHICH HE SERVED Wright Field, Dayton, Ohio.

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, TAKING INTO CONSIDERATION HIS LENGTH OF SERVICE AND THE OPPORTUNITIES AFFORDED HIM, WHICH MIGHT HAVE A BEARING UPON HIS PERFORMANCE OF DUTY, PERSONAL CHARACTERISTICS, OR PROFESSIONAL QUALIFICATIONS.

UNSATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications below minimum standard—inefficient.

SATISFACTORY: Performance of the particular duty reported upon or personal characteristics or professional qualifications up to minimum standard—passably efficient.

VERY SATISFACTORY: Performance of the particular duty reported upon in an efficient manner. Personal characteristics, professional qualifications, or efficiency above that acceptable as **SATISFACTORY**.

EXCELLENT: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above **VERY SATISFACTORY** but below **SUPERIOR**.

SUPERIOR: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered **EXCELLENT**.

UNKNOWN: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics, or professional qualifications.

E. DUTIES HE PERFORMED: (State separately. Where possible show duration of each in months. Example: Co. Comdr. ordinary garrison training, 8 mos. Summary court, 6 mos. Brig. Adj. prepared training schedules, Supply Officer.) In describing the manner of performance of duty, use one of six classifications as given under D, and consider carefully the obstacles encountered by the individual in the performance of each duty listed. **THE OPINIONS EXPRESSED UNDER**

"MANNER OF PERFORMANCE" ARE BASED ON—

INIMATE DAILY CONTACT,

FREQUENT OR INFREQUENT

ACADEMIC RATINGS.

OBSERVATION OF THE RESULTS OF HIS WORK,

(Line out inappropriate words or amplify under par. P according to circumstances)

Duty	Months	Manner of performance
Propellor Lab., Exp. Engr. Section, AAF Materiel Center (Prin. Duty)	5-26/30	Superior
Senior Pilot	6	Superior
Total Leave of Absence	4/30	

F. What degree of success has he attained under the following headings: **ENTRIES BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT.** (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Handling officers and men					X	
2. Performance of field duties						X
3. Administrative and executive duties					X	
4. As an instructor						X
5. Training troops						X
6. Tactical handling of troops (units appropriate to officer's grade)						X

G. Enter on lines below any outstanding specialties of value in the military service. **MAKE NO ENTRIES EXCEPT WHERE STATEMENT IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT.** Show pilot and/or observer ratings of Air Corps officers here.

Senior Pilot, Aircraft Observer.

H. To what degree has he exhibited the following qualifications? Consider him in comparison with others of his grade and indicate your estimate by marking X in the appropriate rectangle. (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Physical activity (agility; ability to work rapidly)						
2. Physical endurance (capacity for prolonged exertion)						
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)						
4. Attention to duty (the trait of working thoroughly and conscientiously)						
5. Cooperation (acting jointly and effectively with another or others, military or civilian, to attain a designated objective)						
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)						
7. Intelligence (the ability to understand readily new ideas or instructions)						
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)						
9. Judgment and common sense (the ability to think clearly and arrive at logical conclusions)						
10. Leadership (capacity to direct, control, and influence others in definite lines of action or movement and still maintain high morale)					X	

128

Name of officer reported on HOWARD M. McCOYName of reporting officer F. O. CARROLL

- I. During the period covered by this report has he taken advantage of the opportunities afforded him to improve his professional knowledge? _____
- J. Has he exhibited any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? _____ If yes, describe them. (FACT or OPINION. Line out one.) _____
- K. Proper authority having decided on the methods and procedure to accomplish a certain end, did he render willing and generous support regardless of his personal views in the matter? _____
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No (See par. 1b, AR 600-185.)
- M. During the period covered by this report was he the subject of any disciplinary measure that should be included on his record? No If yes, enclose separate statement of nature and attendant circumstances.
- N. Write a brief general estimate of this officer in your own words He is an outstanding engineer, loyal and industrious. In comparing this officer with all officers of his grade and component known to me, I would place him among the upper third.
- O. How well do you know him? _____
- P. Remarks (including entry required by par. 11a, AR 600-185) Report submitted as the semi-annual report. This officer is performing duties commensurate with his grade.
- Q. In case any unfavorable entries have been made by you on this report, were the deficiencies indicated hereon brought to the attention of the officer concerned while under your command and prior to the rendition of this report? None If yes, what improvement, if any, was noted? _____
- If no improvement was noted, what period of time elapsed between your notification to him of his deficiencies and the rendition of this report? _____
- R. Based on your observation during the period covered by this report, give in your own words your estimate of his **GENERAL VALUE TO THE SERVICE** _____
- S. I certify that to the best of my knowledge and belief all entries made hereon are true and impartial and are in accordance with AR 600-185.

(Signed) F. O. Carroll
(Name typed) F. O. CARROLL
(Grade and Org.) Brig. General, U.S.A.
(Comdg. what?) Exp. Engr. Section, AAF Materiel Center,
(Place) Wright Field, Dayton, Ohio.
(Date) December 31, 1942 Incls. None.

1st INDORSEMENT

War Dept., AAF Materiel Center, Wright Field, Dayton, Ohio. March 2, 1943. To: Commanding General, AAF Materiel Command, Washington, D. C.

1. I have insufficient knowledge of the officer reported upon to express an opinion, however, I do have confidence in the judgment, spirit of fairness and impartiality of the reporting officer.

A. W. Vanaman
A. W. VANAMAN,
Brig. General, U.S.A.,
Commanding General,
AAF Materiel Center.

Write nothing below this line.

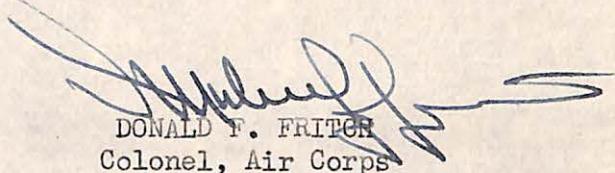
(Efficiency Report - Howard M. McCoy, Colonel, Air Corps)
2nd Ind.

AFAMC-3

War Department, AAF, Headquarters Materiel Command, Washington, D.C.
March 15, 1943. To: The Adjutant General.

1. Examined and forwarded.

For the Commanding General:



DONALD F. FRITCH
Colonel, Air Corps
Assistant Chief of Staff (A)

Incl.:
Eff Rpt.

(USE TYPEWRITER IF POSSIBLE.
IF NOT, PRINT PROPER NAMES)

OCT 24 1942
EFFICIENCY REPORT
(SEE AR 600-185)

NOTED, A. G. O.
OCT 23 1942

A. OFFICER REPORTED UPON McCoy, Howard M. 0-18054 Colonel, A.A.F.
(Serial No.) (Grade) (Organization)
A's official status with respect to you Under my supervision
B. PERIOD COVERED BY THIS REPORT 12 months, from July 1, 1941 to June 30, 1942.
C. STATIONS AT WHICH HE SERVED Wright Field, Dayton, Ohio.
D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, TAKING INTO CONSIDERATION HIS LENGTH OF SERVICE AND THE OPPORTUNITIES AFFORDED HIM, WHICH MIGHT HAVE A BEARING UPON HIS PERFORMANCE OF DUTY, PERSONAL CHARACTERISTICS, OR PROFESSIONAL QUALIFICATIONS.

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EXCELLENT: Performance of the particular duty reported upon in a very efficient manner. Personal characteristics, professional qualifications, or efficiency above **VERY SATISFACTORY** but below **SUPERIOR**.

SUPERIOR: Outstanding and exceptional performance of the particular duty reported upon. Personal characteristics, professional qualifications, or efficiency above that considered **EXCELLENT**.

UNKNOWN: To be used in all cases in which the reporting officer has had insufficient opportunity during the period covered by this report to observe the officer reported upon to permit a rating as to the performance of the particular duty, his personal characteristics, or professional qualifications.

E. DUTIES HE PERFORMED: (State separately. Where possible show duration of each in months. Example: Co. Comdr. ordinary garrison training, 8 mos. Summary court, 6 mos. Brig. Adj. prepared training schedules, Supply Officer.) In describing the manner of performance of duty, use one of six classifications as given under D, and consider carefully the obstacles encountered by the individual in the performance of each duty listed. **THE OPINIONS EXPRESSED UNDER "MANNER OF PERFORMANCE" ARE BASED ON—**

~~ESTIMATE DAILY CONTACT,~~
~~FREQUENT OR INFREQUENT~~
~~ACADEMIC RATINGS~~

OBSERVATION OF THE RESULTS OF HIS WORK,

(Line out inappropriate words or amplify under par. F according to circumstances)

Duty	Months	Manner of performance
<u>Propellor Lab., Experimental Engr. Section,</u>	<u>11-8/30</u>	<u>Superior</u>
<u>AAF Materiel Center (Prin. Duty)</u>	<u>12</u>	<u>Excellent</u>
<u>Pilot</u>	<u>22/30</u>	
<u>Total Leave of Absence</u>		

F. What degree of success has he attained under the following headings: ENTRIES BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Handling officers and men.....					X	
2. Performance of field duties.....						X
3. Administrative and executive duties.....					X	
4. As an instructor.....						X
5. Training troops.....						X
6. Tactical handling of troops (units appropriate to officer's grade).....						X

G. Enter on lines below any outstanding specialties of value in the military service. MAKE NO ENTRIES EXCEPT WHERE STATEMENT IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. Show pilot and/or observer ratings of Air Corps officers here.

Pilot
Specialist on propeller engineering.

H. To what degree has he exhibited the following qualifications? Consider him in comparison with others of his grade and indicate your estimate by marking X in the appropriate rectangle. (See par. D above.)

	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	Unknown
1. Physical activity (agility; ability to work rapidly).....						
2. Physical endurance (capacity for prolonged exertion).....						
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance).....						
4. Attention to duty (the trait of working thoroughly and conscientiously).....						
5. Cooperation (acting jointly and effectively with another or others, military or civilian, to attain a designated objective).....						
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders).....						
7. Intelligence (the ability to understand readily new ideas or instructions).....						
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty).....						
9. Judgment and common sense (the ability to think clearly and arrive at logical conclusions).....						
10. Leadership (capacity to direct, control, and influence others in definite lines of action or movement and still maintain high morale).....					X	

Name of officer reported on HOWARD M. McCOY

Name of reporting officer F. O. CARROLL

- I. During the period covered by this report has he taken advantage of the opportunities afforded him to improve his professional knowledge?
- J. Has he exhibited any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.)
- K. Proper authority having decided on the methods and procedure to accomplish a certain end, did he render willing and generous support regardless of his personal views in the matter?
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No (See par. 1b, AR 600-185.)
- M. During the period covered by this report was he the subject of any disciplinary measure that should be included on his record? No If yes, enclose separate statement of nature and attendant circumstances.
- N. Write a brief general estimate of this officer in your own words He is a good theoretical and practical propeller engineer, and is a very hard worker. In comparing this officer with all officers of his grade and component known to me, I would place him among the upper third.
- O. How well do you know him?
- P. Remarks (including entry required by par. 11a, AR 600-185) Report submitted as the Annual Report.
- Q. In case any unfavorable entries have been made by you on this report, were the deficiencies indicated hereon brought to the attention of the officer concerned while under your command and *prior* to the rendition of this report? If yes, what improvement, if any, was noted? None made.
- If no improvement was noted, what period of time elapsed between your notification to him of his deficiencies and the rendition of this report?
- R. Based on your observation during the period covered by this report, give in your own words your estimate of his **GENERAL VALUE TO THE SERVICE**
- S. I certify that to the best of my knowledge and belief all entries made hereon are true and impartial and are in accordance with AR 600-185.

(Signed) F. O. Carroll
(Name typed) F. O. CARROLL,
(Grade and Org.) Colonel, AAF,
(Comdg. what?) Exp. Engr. Section, AAF Materiel Center,
(Place) Wright Field, Dayton, Ohio.
(Date) June 30, 1942 Incls. None

1st INDORSEMENT

War Dept., AAF Materiel Center, Wright Field, Dayton, Ohio. September 29, 1942. To: Commanding General, Materiel Command, Washington, D. C.

1. I concur in the above report.

A. W. Vanaman
A. W. VANAMAN,
Brig. General, U.S.A.,
Commanding General,
AAF Materiel Center.

Write nothing below this line.

(Efficiency Report - Howard M. McCoy, O-18054, Colonel, Air Corps)

2nd Ind.

AFAMC-3

War Department, AAF, Headquarters Materiel Command, Washington, D. C.,
October 12, 1942. To: The Adjutant General.

1. Examined and forwarded.

For the Commanding General:


DONALD E. FRITCH
Colonel, Air Corps
Assistant Chief of Staff (A)

Incl.:
Eff Rpt



McGoy, Howard M. 550A



McCoy, Howard M. 550A

AFPM-P-A

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