

AUG 31 1936

EFFICIENCY REPORT

(SEE AR 600-185)

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

A. OFFICER REPORTED UPON: McCoy, Howard M. 018051 1st Lt., Air Corps.
(Name typed) (Serial No.) (Grade) (Organisation)

A's official status with respect to you Student, under my supervision

B. PERIOD COVERED BY THIS REPORT 11 months, from August 1, 1935 to June 30, 1936

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 in this report are based on intimate daily contact, frequent or infrequent observation of the results of his work, or academic ratings. (Line out inappropriate words or amplify under "Remarks" according to circumstances.)

Duty	Months	Manner of performance
Student, Air Corps Engineering School	11	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.)	Unknown	Unsatisfactory	Satisfactory	Very satisfactory	Excellent	Superior	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.
1. Handling officers and men	X						Airplane Pilot - Excellent
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						

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

Name of officer reported on Howard M. McCoy

Name of reporting officer Frederick M. Hopkins, Jr.,

- I. During the period covered by this report has he taken advantage of the opportunities afforded him to improve his professional knowledge? Yes, by application and study
- J. Has he exhibited any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? No If yes, describe them. ~~FACT~~/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? Yes
- 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 sober, sincere officer with very definite ambitions. Willing, responsible, and dependable. An appreciation of his general excellence is not gained quickly and requires acquaintanceship. He is especially well liked by those who know him.
- O. How well do you know him? Intimately for eleven months
- P. Remarks (including entry required by par. 11a, AR 600-185)
- Suitable for civilian contact.
- 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 made. 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** This officer is above the average of officers of corresponding rank and experience and is especially well qualified in the technical phases of his branch.
- 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)

(Name typed)

(Grade and Org.)

(Comdg. what?)

(Place)

(Date)

Frederick M. Hopkins, Jr.
FREDERICK M. HOPKINS, Jr.,

Captain, Air Corps,

Ass't Commandant, A.C. Engineering School,

Wright Field, Dayton, Ohio.

June 30, 1936

Incls. None

1st INDORSEMENT

Air Corps Engineering School, Wright Field, Dayton, Ohio, July 2, 1936.

To: The Adjutant General (Thru: The Chief of the Air Corps).

1. I concur in the above report.
2. This officer is completing (July 31, 1936) the course in general aeronautical engineering at the Air Corps Engineering School.
3. He is being graduated, adapted for engineering.
4. His academic rating is superior.

A. W. Robins
A. W. ROBINS,
Brig. General, Air Corps,
Commandant.

Write nothing below this line.

NOV 6 - 1935

NINETY-FOURTH PURSUIT SQUADRON, GHQ AF
SELFRIDGE FIELD, MICHIGAN

August 1, 1935.

SUBJECT: Efficiency Report

TO: Commanding General, Second Wing, GHQ Air Force,
Langley Field, Hampton, Virginia.

1. Under the provisions of paragraph 15 a, Army Regulations 600-185, the following reason for non-submission of efficiency report in the case of Second Lieutenant Howard M. McCoy, (O-18054), Air Corps, is submitted:

a. Second Lieutenant Howard M. McCoy, Air Corps, performed duty as a squadron officer for the period July 1, 1935 to July 4, 1935, and was on leave of absence from July 5, 1935 to August 1, 1935, during which periods no opportunity to observe the officer's performance of duty occurred. Lieutenant McCoy was relieved from assignment this date and transferred to the Air Corps Engineering School Wright Field, Ohio, as a student.

1st Ind.

LEE Q. WASSER,
Captain, Air Corps,
Commanding.

Hq. 1st Pursuit Group, GHQ Air Force, Selfridge Field, Michigan, August 22, 1935. To: Commanding General, Second Wing, GHQ Air Force, Langley Field, Hampton, Va.

RALPH ROYCE,
Lieut. Colonel, Air Corps,
Commanding.



201.61

2nd Ind.

(C-20)

Headquarters 2nd Wing, GHQ Air Force, Langley Field, Va.,
To: Commanding General, GHQ Air Force, Langley Field, Va.

SEP 3 1935



AF 201-McCoy, Howard M. (Off) 3rd Ind.

HEADQUARTERS GHQ AIR FORCE, Langley Field, Virginia, OCT 10 1935
To: The Adjutant General, Washington, D. C.

WWD
W. W. D.

WAR DEPARTMENT
AIR CORPS
MATERIEL DIVISION
OFFICE OF THE CHIEF OF DIVISION

"NOTED: A. G. O."

OCT 9 - 1935

WRIGHT FIELD, DAYTON, OHIO

July 31, 1935.

SUBJECT: Efficiency Report -
Second Lieutenant Howard M. McCoy, Air Corps.

TO: The Adjutant General
(Thru The Chief of the Air Corps).

1. In accordance with Paragraph 15, AR 600-185, no Efficiency Report will be rendered on Second Lieutenant Howard M. McCoy, Air Corps, for the period July 26, 1935 to July 31, 1935, due to the fact that the period of duty does not exceed one month. Report submitted because of transfer of officer reported upon to the Air Corps Engineering School.

For the Chief of the Materiel Division:


F. L. MARTIN,
Colonel, Air Corps,
Executive.

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

EFFICIENCY REPORT

(SEE AR 600-185)

NOTED - A. G. O.

JAN 28 1936

A. OFFICER REPORTED UPON: McCOY, HOWARD M. 0-18054 2nd Lieut. Air Corps
(Name typed) (Serial No.) (Grade) (Organisation)

A's official status with respect to you

B. PERIOD COVERED BY THIS REPORT 8 19/30 months, from Sept. 20, 1934 to June 8, 1935

C. STATIONS HE SERVED AT California Institute of Technology, Pasadena, California

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.

INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.

SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.

EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.

SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.

E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
<u>DS Student, California Institute of Technology</u> <u>(Aeronautical Engineering).</u>	<u>8 19/30</u>	<u>Excellent</u> <u>(Based on Academic Rating)</u>

F. What degree of success has he attained under the following headings:
MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
No				
	Opportunity			
		to		
	Observe.			

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.**

1. Handling officers and men	No	No
2. Performance of field duties		
3. Administrative and executive duties	Opportunity	Opportunity
4. As an instructor		
5. Training troops	to	to
6. Tactical handling of troops (units appropriate to officers' grade)	Observe.	Observe.

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
1. Physical activity (agility; ability to work rapidly)			No		
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)			Opportunity		
5. Tact (the faculty of being considerate and sensible in dealing with others)					
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)			to		
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)				Observe.	

I. Would you *object, *be reluctant, be satisfied, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.)

J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.)

4

Name of officer reported on McCoy, Howard M. 2nd Lt. AG Name of reporting officer O. Westover, Maj. Gen. AC.

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does 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 (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known

O. Is he qualified in every respect for all the duties of his arm or service and grade? If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? In war?

R. Write a brief general estimate of this officer in your own words

S. How long have you known him? T. How well do you know him?

U. Remarks (par. 10a, AR 600-185)

V. 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?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Signed) O. Westover

(Name typed) O. Westover,

(Grade and Org.) Major General, Air Corps,

(Comdg. what?) Chief of the Air Corps,

(Place) Washington, D.C.

(Date) January 25, 1936 Incls.

(Leave blank)

1st INDORSEMENT

RECORD OF				Place and Date of Birth				Matriculation				Course											
McCoy, Lieut. Howard Monroe				Kane, Pennsylvania Dec. 4, 1907				Sept. 21, 1934				AE											
Church Preference				Nationality				Graduation				Degree											
				American				June 7, 1935				M.S. in A.E.											
Name of Parent or Guardian				Address				Designation															
1st Year 1934-35				No.	Us.	Gr.	Credits	2nd Year 19				No.	Us.	Gr.	Credits	4th Year 19				No.	Us.	Gr.	Credits
1st Term																							
Acro. of Airpl. AE251				9	2		18																
Airplane Design AE252				12	2		24																
Air. Probs. in Airpl. Des. AE253				6	3		18																
Elast. App. in Airpl. Des. AE254				2	W		4																
Acro. Seminar AE290				2	P		4																
Structures CE 11				9	3		27																
Aero. Research				12	P		24																
				50			115																
2nd Term																							
Acro. of Airplane AE251b				9	2		18																
Airplane Design AE252b				12	2		24																
Air. Probs. & Test Proc. AE253b				6	3		18																
AE Seminar AE290b				2	P		4																
Aircraft Structures AE2				12	3		36																
AE Research				12	P		24																
				51			114																
3rd Term																							
Acro. of Airpl. AE251c				9	2		18																
Airpl. Des. Probs. AE252c				12	3		36																
Airpl. Test Proc. AE253c				6	4		24																
Aircraft Struct. AE2				12	3		36																
AE Seminar AE290c				2	P		4																
AE Research				12	4		48																
				51			126																
TOTALS FOR YEAR				151			477	TOTALS FOR YEAR								TOTALS FOR YEAR							
CALIFORNIA INSTITUTE OF TECHNOLOGY, PASADENA, CALIFORNIA																							
TOTALS																							

ENTRANCE			NAME					CONDITIONS AND INCOMPLETES REMOVED						
Prepared at			5TH YEAR	19	No.	Us.	Gr.	Creds.	Date	Subject	No.	Us.	Gr.	Creds.
			McCoy, Lieut. Howard Monroe											
GROUP A			Cert.	Ex.										
English, 1st year			1											
English, 2nd year			1											
English, 3rd year			1											
Elementary Algebra			1											
Higher Algebra			1											
Plane Geometry			1											
Solid Geometry			1											
Trigonometry			1											
Physics			1											
Chemistry			1											
U. S. Hist. & Govt.			1											
GROUP B														
GROUP C														
ENTRANCE UNITS ALLOWED														
By Certificate														
By Examination														
Other Coll. & Univs. attend. & does not attend														
Rensselaer Poly. (1)														
U.S. Military Academy (4)														
TOTALES FOR YEAR														
TOTALES, 1ST 4 YEARS														
TOTALES														
Granted Honorable Dismissal 11-18-35 Major of Air Corps			Fifteen preparatory units are required for entrance. About six college units and a grade point average of 1.5 are required for graduation. The number of units given each term for any course is the total number of hours per week required in that course, including class and laboratory work and the estimated time for preparation. The number of credits allowed for a course is the number of units multiplied by the grade received. 1- Marked Distinction 2- Above Average 3- Average 4- Below Average C- Condition, Inc. Incomplete F- Failed and subject must be repeated W- Withdrawn Cr. indicates that advance standing was granted P- Passed N.R. - No report											

A fee of \$1.00 is charged for each duplicate of this transcript.

Correct Transcript of Record and Honorable Dismissal.

Philip S. Fogg, Registrar
By-

T. Dierkes

Transcript not official without Registrar's stamp.

Custodian of Records



EFFICIENCY REPORT

(SEE AR 600-185)

NOTED
NOV 12 1934

A. OFFICER REPORTED UPON: Howard M. McCoy 0-18054 2nd Lt. Air Corps.
(Name typed) (Serial No.) (Grade) (Organisation)

A's official status with respect to you Subordinate officer under my command.

B. PERIOD COVERED BY THIS REPORT 3-1/3 months, from June 4, 1934 to September 16, 1934

C. STATIONS HE SERVED AT Saltridge Field, Michigan.

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.

INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.

UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.

SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.

EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.

SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.

E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Assistant Squadron Engineering Officer.	2	Excellent.
Leave of Absence from Sept. 1, 1934 to Sept. 16, 1934		
Ordinary garrison training	1	Satisfactory

F. What degree of success has he attained under the following headings: MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
			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.

Airplane Pursuit Pilot - Satisfactory.

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
1. Physical activity (agility; ability to work rapidly)					X
2. Physical endurance (capacity for prolonged exertion)					X
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)				X	
4. Attention to duty (the trait of working thoroughly and conscientiously)					X
5. Tact (the faculty of being considerate and sensible in dealing with others)				X	
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)				X	
7. Intelligence (the ability to understand readily new ideas or instructions)				X	
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)				X	
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)				X	

I. Would you ~~object~~, ~~be reluctant~~, ~~be satisfied~~, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.) Yes.

J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? No. If yes, describe them. ~~(FACT)~~ OF OPINION. Line out one.)

3

Name of officer reported on Howard H. McCoy Name of reporting officer Earle E. Partridge

- K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes.
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No. (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.
- N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known -----
- O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes. If not, state reasons -----
- P. Has he demonstrated his fitness to perform the duties of the next higher grade? Yes. If so, how? By proper performance of his present duties.
- Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Flight leader.
In war? Squadron leader.
- R. Write a brief general estimate of this officer in your own words Excellent, conscientious, ambitious junior officer.

- S. How long have you known him? Two years. T. How well do you know him? Well.
- U. Remarks (par. 10a, AR 600-185) I consider this officer suitable for civilian contact or for duty with one or more of the civilian components. Delay in the submission of this report was due to inadvertence and the departure of the undersigned on leave of absence under orders to report at the expiration thereof to Rockwell Field, California, on detached service.
- V. 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.

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Signed) Earle E. Partridge
(Name typed) EARLE E. PARTRIDGE,
(Grade and Org.) 1st Lt., Air Corps,
(Comdg. what?) 94th Pursuit Squadron, Air Corps
(Place) Selfridge Field, Michigan.
(Date) October 9, 1934 Incls. None

(Leave blank)

1st INDORSEMENT

Hq. Selfridge Field, Mt. Clemens, Michigan. October 26, 1934. To: Commanding General, Sixth Corps Area, Chicago, Illinois.

Neither the reporting officer nor the officer reported upon is sufficiently known to the undersigned to enable him to express an opinion.

2nd Ind.

Hq. 6th C. A., Chicago, Ill., NOV 5 - 1934

The Adjutant General, Washington, D. C.

Examined and forwarded.

Ralph Royce
RALPH ROYCE,
Major, Air Corps,
Commanding.

Write nothing below this line.

For the Commanding General

OFFICE CHIEF AIR CORPS

NOTED

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

"ABBREVIATED REPORT"
EFFICIENCY REPORT

(SEE AR 600-185)

"NOTED: - A. G. O."

JUN 18 1934

A. OFFICER REPORTED UPON: McCoy, Howard M. (0-18054) 2nd Lieut., Air Corps

A's official status with respect to you Squadron Officer

B. PERIOD COVERED BY THIS REPORT 1 months, from May 4, 1934 to June 3, 1934

C. STATIONS HE SERVED AT Selfridge Field, Michigan

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.

INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.

UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.

SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.

EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.

SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.

E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Ordinary Garrison Training (94th Pur Sqdrn.)	1	Satisfactory

F. What degree of success has he attained under the following headings: MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior

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.

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 officers' grade)

Airplane Pursuit Pilot

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
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. Tact (the faculty of being considerate and sensible in dealing with others)					
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)					

I. Would you *object, *be reluctant, be satisfied, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.)

J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.)

3

Name of officer reported on Howard M. McCoy Name of reporting officer A. B. Ballard

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does 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 (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known

O. Is he qualified in every respect for all the duties of his arm or service and grade? If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? In war?

R. Write a brief general estimate of this officer in your own words

S. How long have you known him? T. How well do you know him?

U. Remarks (par. 10a, AR 600-185)

V. 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? No unfavorable entries.

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) A. B. Ballard

(Name typed) A. B. BALLARD,

(Grade and Org.) Captain, Air Corps

(Comdg. what?) 94th Pursuit Squadron, A.C.

(Place) Selfridge Field, Michigan

(Date) June 4, 1934 Incls. None

1st INDORSEMENT

Headquarters Selfridge Field, Mt. Clemens, Michigan, June 5, 1934. To The Commanding General, Sixth Corps Area, U S Post Office Building, Chicago, Illinois.

I concur in the above report.

2nd Ind.

Hq. 6th C. A., Chicago, Ill.,

The Adjutant General, Washington, D. C.

Examined and forwarded.

F. M. Andrews,
Lieut. Col., A.C.
Commanding

Write nothing below this line. For the Commanding General:

ABBREVIATED REPORT

EFFICIENCY REPORT

(SEE AR 600-185)

MAY 29 1934

A. OFFICER REPORTED UPON: HOWARD M. McCOY, 0-18054 2nd Lieut. Air Corps
(Name typed) (Serial No.) (Grade) (Organization)

A's official status with respect to you under my command

B. PERIOD COVERED BY THIS REPORT 2-9/30 months, from February 27, 1934 to May 5, 1934.

C. STATIONS HE SERVED AT AACMO - Cleveland, Ohio.

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.

INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.

UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.

SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.

EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.

SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.

E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
<u>Air Mail Pilot</u>	<u>2-9/30</u>	<u>Excellent</u>

F. What degree of success has he attained under the following headings: MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

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.

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
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 officers' grade)					

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
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. Tact (the faculty of being considerate and sensible in dealing with others)					
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)					

I. Would you *object, *be reluctant, be satisfied, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.)

J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.)

(3)

Name of officer reported on Howard M. McCoy, 2nd Lieut Name of reporting officer H. H. GEORGE, Captain, A.C.
A.C.

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does 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 (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known

O. Is he qualified in every respect for all the duties of his arm or service and grade? If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? In war?

R. Write a brief general estimate of this officer in your own words

S. How long have you known him? T. How well do you know him?

U. Remarks (par. 10a, AR 600-185) No unfavorable entries

V. 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?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) H. H. GEORGE
(Name typed) H. H. GEORGE,
(Grade and Org.) Captain, Air Corps
(Comdg. what?) First Section, EZ. Army Air Corps Mail Operations.
(Place) Cleveland, Ohio.
(Date) May 5, 1934. Incls.

1st INDORSEMENT

HQ. EASTERN ZONE, AACMO., Mitchel Field, Hempstead, L.I., N.Y. May 9, 1934.

TO: Chief of Air Corps, AACMO., Munitions Building, Washington, D. C.

I concur in the above report.

B. Q. Jones
B. Q. JONES,
Major, A.C.,
COMMANDING.

2nd Indorsement.

War Department, Office of the Chief of the Air Corps, Washington, D. C., May 18, 1934.

To: The Adjutant General.

Examined and forwarded.

B. D. Foulouis
B. D. Foulouis,
Major General, Air Corps,
Chief of the Air Corps.

Write nothing below this line.

NOTED

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

EFFICIENCY REPORT

(SEE AR 600-185)

JUN 18 1934

- A. OFFICER REPORTED UPON: McCoy, Howard M. (0-18054) 2nd Lieut., Air Corps
(Name typed) (Serial No.) (Grade) (Organization)
A's official status with respect to you Squadron Officer
- B. PERIOD COVERED BY THIS REPORT 1 1/2 months, from January 4, 1934 to February 13, 1934
- C. STATIONS HE SERVED AT Selfridge Field, Michigan
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.
INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Squadron Engineering Officer	1 1/2	Satisfactory
Squadron Maintenance Inspector	1	Satisfactory

- F. What degree of success has he attained under the following headings:
MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior

- 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.

- Handling officers and men
- Performance of field duties
- Administrative and executive duties
- As an instructor
- Training troops
- Tactical handling of troops (units appropriate to officers' grade)

Airplane Pursuit Pilot

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
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. Tact (the faculty of being considerate and sensible in dealing with others)					
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)					

- I. Would you ~~object~~, ~~be reluctant~~, be satisfied, ~~especially desire~~, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.) Yes

- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? No If yes, describe them. (FACT or OPINION. Line out one.)

3

Name of officer reported on Howard M. McCoy Name of reporting officer Karl G. E. Gimmler

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes

L. Since last report has he been mentioned favorably or unfavorably in official communications? No (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known On duty commensurate with grade

O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? No If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Flight leader In war? Squadron commander

R. Write a brief general estimate of this officer in your own words A very capable officer

S. How long have you known him? 2 years T. How well do you know him? Quite well

U. Remarks (par. 10a, AR 600-185) No special suitability for civilian contact or detail for duty with one or all of the civilian components.

This officer departed on Air Mail Duty Feb. 13, 1934. Report not previously submitted as same was not believed to be necessary due to temporary nature of his absence.

V. 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? No unfavorable entries If yes, what improvement, if any, was noted?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) Karl G. E. Gimmler
(Name typed) KARL G. E. GIMMLER
(Grade and Org.) 1st Lieut., Air Corps
(Comdg. what?) 94th Pursuit Squadron, A.C.
(Place) Selfridge Field, Michigan
(Date) April 30, 1934 Incls. None

1st INDORSEMENT

Headquarters Selfridge Field, Mt. Clemens, Michigan, May 1, 1934. To The Commanding General, Sixth Corps Area, U S Post Office Building, Chicago, Illinois.

I concur in the above report.

2nd Ind.

JUN 9 1934

Hq. 6th C. A., Chicago, Ill., To

The Adjutant General, Washington, D. C.

Examined and forwarded.

F. M. Andrews
F. M. ANDREWS
Lieut. Col., A.C.
Commanding

For the Commanding General

Write nothing below this line.

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

EFFICIENCY REPORT

(SEE AR 600-185)

JUN 18 1934

- A. OFFICER REPORTED UPON: McCoy, Howard M. (0-18054) 2nd Lieut., Air Corps
(Name typed) (Serial No.) (Grade) (Organisation)
- A's official status with respect to you Squadron Officer
- B. PERIOD COVERED BY THIS REPORT 1-1/6 months, from Nov. 28, 1933 to January 3, 1934
- C. STATIONS HE SERVED AT Selfridge Field, Michigan
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.
 INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
 UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
 SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
 EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
 SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Ass't Squadron Engineering Officer	1/3	Satisfactory
Squadron Inspecting Officer	1/3	Satisfactory
Squadron Chemical Warfare Officer	1/3	Satisfactory
Squadron Engineering Officer	1	Satisfactory

- F. What degree of success has he attained under the following headings:
 MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatistactory	Satisfactory	Excellent	Superior
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- 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.

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 officers' grade)

Airplane Pursuit Pilot - Satisfactory

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

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. Tact (the faculty of being considerate and sensible in dealing with others)
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)

Inferior	Unsatistactory	Satisfactory	Excellent	Superior

- I. Would you *object, *be reluctant, be satisfied, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.)

- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.)

3

Name of officer reported on Howard M. McCoyName of reporting officer E. E. Partridge

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does 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 (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known

O. Is he qualified in every respect for all the duties of his arm or service and grade? If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? In war?

R. Write a brief general estimate of this officer in your own words

S. How long have you known him? T. How well do you know him?

U. Remarks (par. 10a, AR 600-185) The undersigned departed for Langley Field, Va. on January 4, 1934 for 4 weeks training in advanced aviation and due to the temporary nature of this absence did not consider it necessary to render efficiency report.

V. 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? No unfavorable entries

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed)

(Name typed)

(Grade and Org.)

(Comdg. what?)

(Place)

(Date)

May 3, 1934

Incls.

None

1st INDORSEMENT

Headquarters Selfridge Field, Mt. Clemens, Michigan, May 4, 1934. To The Commanding General, Sixth Corps Area, U S Post Office Building, Chicago, Illinois.

I concur in the above report.

-2nd Ind.

cc. 6th C. A., Chicago, Ill.,

JUN 9 - 1934

The Adjutant General, Washington, D. C.

Examined and forwarded.

For the Commanding General

F. M. ANDREWS

Lieut. Col., A.C.

Commanding

Write nothing below this line.

3-8308

DEC 12 1933

(USE TYPEWRITER IF POSSIBLE
IF NOT PRINT PROPER NAMES)

EFFICIENCY REPORT

(SEE AR 600-185)

- A. OFFICER REPORTED UPON: Howard M. McCoy 0-18054 2d Lt. Air Corps
(Name typed) (Serial No.) (Grade) (Organization)
A's official status with respect to you Commanding Officer, 679th Company, C. C. C.
- B. PERIOD COVERED BY THIS REPORT 2-5/30 months, from Aug. 25, 1933, to October 27, 1933.
- C. STATIONS HE SERVED AT Camp Goodar, South Branch, Michigan
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.
INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Camp and Company Commander	2-5/30	Excellent

F. What degree of success has he attained under the following headings: MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
			X	
			X	
		X		
	Not observed			
	Not observed			
	Not observed			

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.

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 officers' grade)

None known

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
1. Physical activity (agility; ability to work rapidly)				X	
2. Physical endurance (capacity for prolonged exertion)				X	
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)			X		
4. Attention to duty (the trait of working thoroughly and conscientiously)				X	
5. Tact (the faculty of being considerate and sensible in dealing with others)				X	
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)			X		
7. Intelligence (the ability to understand readily new ideas or instructions)				X	
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)				X	
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)				X	

- I. Would you *object, ~~be reluctant, be satisfied~~, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.) Peace or War
Present or higher grade.
- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? No If yes, describe them. (FACT or OPINION. Line out one.)

Name of officer reported on Howard M. McCoy Name of reporting officer Samuel F. Hawkins

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes

L. Since last report has he been mentioned favorably or unfavorably in official communications? No (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known He is

O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? Yes If so, how? By handling company.

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Squadron commander In war? Squadron commander.

R. Write a brief general estimate of this officer in your own words an energetic, capable and very likable officer.

S. How long have you known him? 2 months T. How well do you know him? Slightly,

U. Remarks (par. 10a, AR 600-185) Fitted for civilian contacts.

V. 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?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Signed) S. F. Hawkins
(Name typed) S. F. HAWKINS
(Grade and Org.) Major, C.A.C.
(Comdg. what?) 3d FORESTRY DISTRICT - C. C. C.
(Place) Camp Silver Creek East Tawas, Michigan
(Date) October 27, 1933. Incls. None

(Leave blank)

Hq. SIXTH CORPS AREA, 1st INDORSEMENT
Chicago, Illinois, November 10, 1933. To - The Adjutant General, Washington, D. C.

Neither the reporting officer nor the officer reported upon are sufficiently known to me for an expression of an opinion.

Frank C. Bolles
FRANK C. BOLLES,
Brigadier General, U. S. A.,
Commanding.

Write nothing below this line.

3-8308

OFFICE CHIEF AIR CORPS
NOTED(USE TYPEWRITER IF POSSIBLE
IF NOT, PRINT PROPER NAMES)

EFFICIENCY REPORT

(SEE AR 600-185)

NOV 13 1933

A. OFFICER REPORTED UPON: Howard M. McCoy O-18054 2nd Lieut Air CorpsA's official status with respect to you Company Officer (Name) (Serial No.) (Grade) (Organization)B. PERIOD COVERED BY THIS REPORT one months, from 7/25/33 to 8/23/33C. STATIONS HE SERVED AT Camp Goodar, South Branch, Michigan

D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.

INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.

UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.

SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.

EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.

SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.

E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Company Officer (679th Company C.C.C.)	1	Excellent
Mess Officer	1	Excellent
Motor Transport Officer	1	Excellent
Athletic Officer	1	Excellent

F. What degree of success has he attained under the following headings:

MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
----------	----------------	--------------	-----------	----------

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.

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 officers' grade)

XXXXXX
XXXXXX
XXXXXX
XXXXXX
XXXXXX
XXXXXX

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

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
----------	----------------	--------------	-----------	----------

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. Tact (the faculty of being considerate and sensible in dealing with others)
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)

			X	
			X	
			X	
				X
	X			
				X
			X	
			X	
			X	
	X			

I. Would you ~~object to his promotion~~ ~~be reluctant to promote~~, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.) yes. in higher gradeJ. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? If yes, describe them. (FACT or OPINION. Line out one.) None

(3)

Name of officer reported on Howard M. McCoy Name of reporting officer J.K. Colwell, Major, Cav.

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? yes

L. Since last report has he been mentioned favorably ~~or unfavorably~~ in official communications? yes (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known yes

O. Is he qualified in every respect for all the duties of his arm or service and grade? yes If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? no If so, how?

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Captain
In war? Captain

R. Write a brief general estimate of this officer in your own words Very clever officer. Hard worker.
Relieves Commanding Officer of a great many arduous details.

S. How long have you known him? One month T. How well do you know him? Very well

U. Remarks (par. 10a, AR 600-185) I believe this officer has the length of service required
for duty with civilian component.

This report was delayed due to lack of forms.

V. 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? no unfavorable entries If yes, what improvement, if any, was noted?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) J.K. Colwell
(Name typed) J.K. Colwell, Major, Cavalry
(Grade and Org.) Major, Cavalry
(Comdg. what?) 1680th Company, CCC Camp Evansville, Wisc. - 679th Co. CCC
(Place) Camp Goodar, South Branch, Michigan.
(Date) Sept. 20, 1933 Incls none

1st INDORSEMENT

Hq. 3rd Forest Dist., Camp Silver Creek, E. Tawas, Mich., Sept. 27, 1933:
To: Commanding General, Sixth Corps Area, Chicago, Illinois.

Approved. Special report attached hereto.

S. F. Hawkins
S. F. HAWKINS

1 Incl. - Spec. Report

Major, C.A.C. - COMMANDING

Hq. 6th C. A., Chicago, Ill., OCT 18 1933 To

The Adjutant General, Washington, D. C.

Examined and forwarded.

1 Incl. For the Commanding General

Write nothing below this line.

679th Company, CCC.,
Camp Goodar,
South Branch, Michigan.
August 16, 1933.

Subject; Special Report, 2d Lt. H. M. McCoy, A. C.

To; The District Commander, 3d Forestry District,
Camp Silver Creek,
East Tawas, Michigan.

1. I desire to make a special report on 2d Lieut. H. M. McCoy, Air Corps, on duty with this Company since July 17, 1933.

2. a, It might be expected that this Officer would voice some complaint at the difficulties of flying presented by his present duties. On the contrary he has showed initiative and enthusiasm in adapting himself to his new assignment and adjusting his duties so that he can arrange to fly when it is possible.

b, With mostly voluntary labor he has constructed a very satisfactory emergency landing field.

c, As Mess Officer and Assistant Athletic Officer he has shown ability which I would rate as Excellent.

d, His initiative in relieving his superiors of work and his ability to plan and carry out new projects is Superior.

J. K. Colwell
J. K. Colwell,
Major, Cavalry,
Commanding.

NOTE: CHIEF AIR GUARD
NOTED
(USE TYPEWRITER IF POSSIBLE
IF NOT, PRINT PROPER NAMES)

EFFICIENCY REPORT

(SEE AR 600-185)

NOTED: RECORD
Officers Div.
A. G. O.

AUG 3 1933

- A. OFFICER REPORTED UPON: McCoy, Howard M., (0-18054) 2nd Lieut., Air Corps
A's official status with respect to you Squadron Officer (Serial No.) (Grade) (Organization)
- B. PERIOD COVERED BY THIS REPORT 12 months, from July 1, 1932 to June 30, 1933
- C. STATIONS HE SERVED AT Selfridge Field, Michigan.
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.
INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED: (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Ordinary Garrison Duties	12	Satisfactory
Post School Officer	(10 1/4)	See 1st Ind.
Assistant to the Provost Marshal.	(10)	See 1st Ind.

- F. What degree of success has he attained under the following headings:
MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
		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.

1. Handling officers and men					Airplane Pursuit Pilot - Excellent
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 officers' grade)					

* Not observed.

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
1. Physical activity (agility; ability to work rapidly)				X	
2. Physical endurance (capacity for prolonged exertion)				X	
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)			X		
4. Attention to duty (the trait of working thoroughly and conscientiously)				X	
5. Tact (the faculty of being considerate and sensible in dealing with others)			X		
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)				X	
7. Intelligence (the ability to understand readily new ideas or instructions)			X		
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)			X		
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)			X		

- I. Would you *object, be reluctant, be satisfied, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons/ Yes

- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? No If yes, describe them. (FACT or OPINION. Line out one.)

3

Name of officer reported on Howard M. McCoy Name of reporting officer Audrey B. Ballard

- K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes
- L. Since last report has he been mentioned favorably or unfavorably in official communications? Yes (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.
- N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known - - -
- O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes If not, state reasons - - -
- P. Has he demonstrated his fitness to perform the duties of the next higher grade? Yes If so, how? By performing duties.
- Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Element leader In war? Flight leader
- R. Write a brief general estimate of this officer in your own words Above average young regular officer.

- S. How long have you known him? 12 months T. How well do you know him? Well
- U. Remarks (par. 10a, AR 600-185) No special suitability for civilian contact or detail for duty with one or all of the civilian components.

- V. 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? No unfavorable entries.

- W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Signed) A. B. Ballard

(Name typed) A. B. BALLARD

(Grade and Org.) Captain, Air Corps

(Comdg. what?) 94th Pursuit Squadron, A. C.

(Place) Selfridge Field, Michigan

(Date) June 30, 1933 Incls. Two (2) Letters of Commendation.

(Leave blank)

1st INDORSEMENT

Headquarters Selfridge Field, Mt. Clemens, Michigan, June 30, 1933. To The Commanding General, Sixth Corps Area, 1819 West Pershing Road, Chicago, Illinois.

I concur in the above report. Manner of performance of additional post duties shown under "E" "Satisfactory."

2nd Ind.

Adj. 6th C. A., Chicago, Ill., JUL 14 1933 To

The Adjutant General, Washington, D. C.

Examined and forwarded.

2 Incls. For the Commanding General:

GEO. H. BRETT,
Major, Air Corps,
Commanding.

Write nothing below this line.

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

EFFICIENCY REPORT

(SEE AR 600-185)

AUG 25 1932

A. G. O.

- A. OFFICER REPORTED UPON:** McCoy, Howard M., (0-18054), 2d Lieut., Air Corps.
A's official status with respect to you Squadron Officer. (Name typed) (Serial No.) (Grade) (Organisation)
- B. PERIOD COVERED BY THIS REPORT** 3 months, from April 1, 1932 to June 30, 1932.
- C. STATIONS HE SERVED AT** Selfridge Field, Michigan.
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.**
INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED:** (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Squadron Engineering Inspector	2	Satisfactory.
Squadron Engineering Officer	1	Satisfactory.
Assistant to the Provost Marshal	(3)	See 2d Ind.

- F. What degree of success has he attained under the following headings: MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)**
- | | Inferior | Unsatisfactory | Satisfactory | Excellent | Superior |
|---|----------|----------------|--------------|-----------|----------|
| 1. Handling officers and men | | | X | | |
| 2. Performance of field duties | | | X | | |
| 3. Administrative and executive duties | | | X | | |
| 4. As an instructor | | | | | |
| 5. Training troops | | | | | |
| 6. Tactical handling of troops (units appropriate to officers' grade) | | | | | |
- 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.**
- Airplane Pursuit Pilot - Excellent.

- H. To what degree has he exhibited the following qualifications? Consider him in comparison with others in his grade and indicate your estimate by marking X in the appropriate rectangle. (See par. D above.)**
- | | Inferior | Unsatisfactory | Satisfactory | Excellent | Superior |
|--|----------|----------------|--------------|-----------|----------|
| 1. Physical activity (agility; ability to work rapidly) | | | | X | |
| 2. Physical endurance (capacity for prolonged exertion) | | | X | | |
| 3. Military bearing and neatness (dignity of demeanor; neat and smart appearance) | | | X | | |
| 4. Attention to duty (the trait of working thoroughly and conscientiously) | | | | X | |
| 5. Tact (the faculty of being considerate and sensible in dealing with others) | | | X | | |
| 6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders) | | | | X | |
| 7. Intelligence (the ability to understand readily new ideas or instructions) | | | X | | |
| 8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty) | | | X | | |
| 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) | | | X | | |

- I. Would you ~~object~~ ~~be reluctant~~ ~~be satisfied~~, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. *State reasons.)** Yes.

- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? None. If yes, describe them. (FACT or OPINION. Line out one.)**

Name of officer reported on Howard M. McCoy. Name of reporting officer Harry A. Johnson.

K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes.

L. Since last report has he been mentioned favorably or unfavorably in official communications? No. (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.

N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known Yes.

O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes. If not, state reasons

P. Has he demonstrated his fitness to perform the duties of the next higher grade? Yes. If so, how? By the way he performs his duties.

Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Flight leader. In war? Flight leader.

R. Write a brief general estimate of this officer in your own words A capable young officer very energetic and who pays strict attention to duty.

S. How long have you known him? Six months. T. How well do you know him? Intimately.

U. Remarks (par. 10a, AR 600-185) This officer has less than two years commissioned service in the Regular Army. No special suitability for civilian contact or detail for duty with one or all of the civilian components.

V. 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? No unfavorable entries. If yes, what improvement, if any, was noted?

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) Harry A. Johnson
(Name typed) HARRY A. JOHNSON,
(Grade and Org.) Captain, Air Corps,
(Comdg. what?) 94th Pursuit Squadron, Air Corps,
(Place) Selfridge Field, Michigan,
(Date) June 30, 1932. Incls. None.

1st INDORSEMENT

Hq. 1st Pur. Grp., A.C., Self. Fld. Mich. June 30, 1932. To: C.O. Self. Fld., Mich.

I concur in the above report.

G. E. Brower
G. E. BROWER,
Major, Air Corps,
Commanding.

2d Ind.

Hq. Self. Fld., Mt. Clemens, Mich., June 30, 1932. To - The CG, 6th CA, Chicago, Ill.

Examined and forwarded. Manner of performance of additional post duty shown under "E" - Satisfactory.

GEO. H. BRETT
GEO. H. BRETT,
Major, Air Corps,
Commanding.

Write nothing below this line.

AA 201 McCoy, Howard M.

~~3rd~~ ~~Ind~~ **AUG 16 1932**
Hq. 6th C. A., Chicago, Ill., ~~-----~~ To-
The Adjutant General, Washington, D. C.

Examined and forwarded.

Clear
For the Commanding General:

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

EFFICIENCY REPORT

(SEE AR 600-185)

- A. OFFICER REPORTED UPON:** McCoy, Howard M. (0-18054), 2d Lieut., Air Corps.
A's official status with respect to you Squadron Officer.
- B. PERIOD COVERED BY THIS REPORT** 3 months, from January 1, 1932 to March 31, 1932.
- C. STATIONS HE SERVED AT** Selfridge Field, Michigan.
- D. CONSIDER CAREFULLY THESE DEFINITIONS, KEEP THEM IN MIND WHEN RATING, AND COMPARE THE OFFICER WITH OTHERS IN SAME GRADE.**
INFERIOR: EXCEPTIONALLY POOR performance of duty; EXCEPTIONALLY LACKING in qualification considered.
UNSATISFACTORY: Duty NOT performed AS WELL AS SHOULD REASONABLY BE EXPECTED under circumstances; not ENTIRELY satisfactory.
SATISFACTORY: EFFICIENT; duty WELL performed; UP TO STANDARD; qualification SATISFACTORY.
EXCELLENT: Duty performed in a HIGHLY EFFICIENT manner; qualification BETTER THAN usually accepted as SATISFACTORY.
SUPERIOR: PREEMINENTLY EFFICIENT performance of duty; qualified to a PREEMINENT degree.
- E. DUTIES HE PERFORMED:** (State separately and summarize. 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 five classifications as given under D, amplified as may be appropriate.

Duty	Months	Manner of performance
Squadron Engineering Inspector	3	Satisfactory.
Squadron Athletic Officer	(3)	Satisfactory.
Assistant to the Provost Marshal	(3)	See 2d Ind.

- F. What degree of success has he attained under the following headings:**
MAKE NO ENTRIES EXCEPT WHERE RATING IS BASED ON PERSONAL OBSERVATION OR OFFICIAL REPORTS DURING PERIOD COVERED BY THIS REPORT. (See par. D above.)

Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
		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.**

Airplane Pursuit Pilot - Satisfactory.

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

	Inferior	Unsatisfactory	Satisfactory	Excellent	Superior
1. Physical activity (agility; ability to work rapidly)			X		
2. Physical endurance (capacity for prolonged exertion)			X		
3. Military bearing and neatness (dignity of demeanor; neat and smart appearance)			X		
4. Attention to duty (the trait of working thoroughly and conscientiously)			X		
5. Tact (the faculty of being considerate and sensible in dealing with others)			X		
6. Initiative (the trait of beginning needed work or taking appropriate action on his own responsibility in absence of orders)			X		
7. Intelligence (the ability to understand readily new ideas or instructions)			X		
8. Force (the faculty of carrying out with energy and resolution that which on examination is believed reasonable, right, or duty)			X		
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)			X		

- I. Would you ~~object, be reluctant, be satisfied~~, especially desire, to have this officer serve under your command, in peace? In war? In his present or a higher grade? (Line out inappropriate words. ~~*State reasons*~~)** Yes.

- J. Has he any weaknesses—temperamental, moral, physical, etc.—which adversely affect his efficiency? None. If yes, describe them. (FACT or OPINION. Line out one.)**

3

Name of officer reported on Howard M. McCoy Name of reporting officer Harry A. Johnson

- K. Proper authority having decided on the methods and procedure to accomplish a certain end, does he render willing and generous support regardless of his personal views in the matter? Yes.
- L. Since last report has he been mentioned favorably or unfavorably in official communications? No. (Inclose copies only when authorized by paragraph 1b(3), 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, inclose separate statement of nature and attendant circumstances.
- N. If he is not now on duty commensurate with his present grade and its responsibilities, state reasons if known Yes.
- O. Is he qualified in every respect for all the duties of his arm or service and grade? Yes. If not, state reasons _____
- P. Has he demonstrated his fitness to perform the duties of the next higher grade? No. If so, how? Do not believe he has had enough experience.
- Q. What is the highest command (or assignment in case of a staff officer) he is qualified to hold in peace? Pilot in a squadron. In war? Pilot in a squadron.
- R. Write a brief general estimate of this officer in your own words A capable and conscientious young officer, who is quite athletic.
- S. How long have you known him? Three months. T. How well do you know him? Intimately.
- U. Remarks (par. 10a, AR 600-185) This officer has less than two years commissioned service in the Regular Army. No special suitability for civilian contact or detail for duty with one or all of the civilian components.
- V. 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? No unfavorable entries.

W. I certify that all entries made hereon are true and impartial to the best of my knowledge and belief and are based on personal observation or official reports.

(Leave blank)

(Signed) Harry A. Johnson
(Name typed) HARRY A. JOHNSON
(Grade and Org.) Captain, Air Corps
(Comdg. what?) 94th Pursuit Squadron, Air Corps
(Place) Selfridge Field, Michigan
(Date) March 31, 1932 Incls. None.

1st INDORSEMENT

Hq. 1st Pur. Grp., A.C., Mar. 31, 1932. To - The C.O., Self. Fld., Mt. Clemens, Mich.

I concur in the above report.

C. E. BROWER
C. E. BROWER,
Major, Air Corps,
Commanding.

2d Ind.

Hq. Self. Fld., Mt. Clemens, Mich., Mar. 31, 1932. To - The CC, 8th CA, Chicago, Ill.
Examined and forwarded. Manner of performance of additional duty shown under "E" - "Satisfactory".

GEO. H. BRETT
GEO. H. BRETT,
Major, Air Corps,
Commanding.

Write nothing below this line.