

# OFFICER PERFORMANCE REPORT (707A and 707B)

<b>I. RATEE IDENTIFICATION DATA</b> (Read AFI 36-2408 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial) CUFFARI, JOSEPH V.	2. SSN [REDACTED]	3. GRADE Maj	4. DAFSC 16R1	5. REASON FOR REPORT Annual	6. PAS CODE HH39F9YJ
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Office of the Secretary of Defense (OSD) Pentagon, Arlington, VA (Non-EAD)			8. PERIOD OF REPORT 29 May 2010 THRU 28 May 2011	9. NO. DAYS SUPV. 120	
<b>II. JOB DESCRIPTION</b> (Limit text to 4 lines) DUTY TITLE Program Evaluator/Investigator					10. SRID DG116
<ul style="list-style-type: none"> <li>- IMA serving joint staff--develops policy, monitors &amp; evaluates prgm performance, &amp; provides operations guidance</li> <li>- Researches, analyzes, and evaluates DoD worldwide investigative programs and contingency operations</li> <li>- Serves part-time as Assistant Professor of Aerospace Studies--instructs National Security &amp; Leadership curriculum</li> <li>- Represents the Inspector General's interests to DoD senior officials at the executive and flag officer levels</li> </ul>					
<b>III. PERFORMANCE FACTORS</b>					
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)			DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
<b>IV. RATER OVERALL ASSESSMENT</b> (Limit text to 6 lines)					
<ul style="list-style-type: none"> <li>- Volunteered for multiple active duty tours--filled critical manning shortage and ensured continuity of operations</li> <li>- Mentored and instructed AFOTC officer candidates--devlpd courses to instill knowledge in quality future leaders</li> <li>- Capitalized on established relationships with DHS execs--resolved complex intrn'l exploitation of DoD cybernets</li> <li>- Eval'd Operation Flicker--quickly id'd sys weaknesses &amp; reduced DoD's vulnerability to Internet child pornography</li> <li>- Handpicked as my IMA--imported his uncommon perspectives on complex national/intrn'l bureaucratic disputes</li> <li>- Definitely my #1 reservist--an exemplary airman--send to IDE in-residence now--ready for the toughest command</li> </ul>					
Last performance feedback was accomplished on: <u>3 Mar 11</u> (IAW AFI 36-2408) (If not accomplished, state the reason)					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense		DUTY TITLE Director of Oversight		DATE 16 Sep 2011	
		SSN [REDACTED]	SIGNATURE [REDACTED]		
<b>V. ADDITIONAL RATER OVERALL ASSESSMENT</b> (Limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
<ul style="list-style-type: none"> <li>- AFA Ex Council mbr &amp; nominee for the AG's Volr Comm Service Awd--outstg ambassador of Service Before Self</li> <li>- By-name selected by OSD to employ his keen listening, elicitation &amp; analytical skills--exceptional Force multiplier</li> <li>- Team mbr winner of the '10 CIGIE Award of Excellence/Special Act--Review of Electrocutions of US mbrs in Iraq</li> <li>- #1 of 4 reserve officers--must select for IDE in-residence now and follow with large Sq/CC or Joint Staff J5 Plans!</li> </ul>					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense		DUTY TITLE Deputy Inspector General, Policy and Oversight		DATE 16 Sep 2011	
		SSN [REDACTED]	SIGNATURE [REDACTED]		
<b>VI. REVIEWER</b> (If required, limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense		DUTY TITLE Principal Deputy Inspector General		DATE 20 Sep 2011	
		SSN [REDACTED]	SIGNATURE [REDACTED]		
<b>VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR</b> (Indicate applicable review by marking the appropriate box)					
<input type="checkbox"/> FUNCTIONAL EXAMINER <input checked="" type="checkbox"/> AIR FORCE ADVISOR					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Global Strategic Affairs/SCP (OSD) Pentagon, Washington, D.C.		DUTY TITLE Principal Director		DATE 18 Oct 2011	
		SSN [REDACTED]	SIGNATURE [REDACTED]		
<b>VIII. RATEE'S ACKNOWLEDGMENT</b>					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.		Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		SIGNATURE CUFFARI, JOSEPH V. [REDACTED] DATE 19 Oct 2011	

# OFFICER PERFORMANCE REPORT *thru Col)*

<b>I. RATEE IDENTIFICATION DATA</b> (Read AFI 108-106 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial) <b>CUFFARI, JOSEPH V.</b>	2. SSN [REDACTED]	3. GRADE <b>Maj</b>	4. DAFSC <b>16R4</b>	5. REASON FOR REPORT <b>Annual</b>	6. PAS CODE <b>HH39F9YJ</b>
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT <b>Office of the Secretary of Defense (OSD) Pentagon, Arlington, VA (Non-EAD)</b>			8. PERIOD OF REPORT <b>29 May 2011 THRU 28 May 2012</b>		9. NO. DAYS SUPV. <b>365</b>
11. JOB DESCRIPTION (Limit text to 4 lines) <b>DUTY TITLE Program Evaluator/Investigator</b>					10. SRID <b>DG116</b>
<ul style="list-style-type: none"> <li>- IMA serving joint staff--develops policy, monitors &amp; evaluates prgm performance, &amp; provides operations guidance</li> <li>- Researches, analyzes, and evaluates full spectrum of DoD worldwide investigative programs and contingency ops</li> <li>- Serves part-time as Assistant Professor of Aerospace Studies--instructs National Security &amp; Leadership curriculum</li> <li>- Represents the Inspector General's interests to DoD senior officials at the executive and flag officer levels</li> </ul>					
<b>III. PERFORMANCE FACTORS</b>					
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)			DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
<b>IV. RATER OVERALL ASSESSMENT</b> (Limit text to 6 lines)					
<ul style="list-style-type: none"> <li>- Exceptional Total Force Multiplier; volunteered for 5 AD tours, filled critical man shortages--prevented backlogs</li> <li>- Pivotal mentor/instructor of AFOTC officer candidates--led, developed &amp; retained 80 quality future AF leaders</li> <li>- AFA Ex Council mbr--Private Org significantly supported CINC Installation Excellence Award to Davis-Monthan</li> <li>- Team mbr recipient of DoD IG's 2011 OGE Prgrm Innovation/Excellence Awrd &amp; IPO's Project of the Year Awrd</li> <li>- Handpicked for Congressional/SECDEF's interest review of SAs--mastery level skill in sensitive prgm mgt evals</li> <li>- Definitely my #1 reservist--innovative prblm solver who gets things done right--IDE in-res now, command ASAP!</li> </ul>					
Last performance feedback was accomplished on: <b>27 Feb 2012</b> (IAW AFI 36-2408) (If not accomplished, state the reason)					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] <b>Office of the Inspector General (OSD) Department of Defense</b>		DUTY TITLE <b>Director of Oversight</b>		DATE <b>20 Jun 2012</b>	
SSN [REDACTED]		SIGNATURE [REDACTED]			
<b>V. ADDITIONAL RATER OVERALL ASSESSMENT</b> (Limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
<ul style="list-style-type: none"> <li>- By-name selected by OSD--authoritative source in eval'g findings and recommendations--strengthens DoD prgms/op</li> <li>- Competitively selected for and compl'd RSSB--internal/external coalition builder--AF continuing Ed ambassador</li> <li>- Adroit research &amp; practical talents led team to restructure DoD SA response design--signif enhanced confidence/eff</li> <li>- #1 of 5 reserve officers--strategic leader &amp; model mentor; my top push for Joint IDE now &amp; a must for JS/J5 Plans!</li> </ul>					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] <b>Office of the Inspector General (OSD) Department of Defense</b>		DUTY TITLE <b>Deputy Inspector General, Policy and Oversight</b>		DATE <b>20 Jun 2012</b>	
SSN [REDACTED]		SIGNATURE [REDACTED]			
<b>VI. REVIEWER</b> (If required, limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] <b>Office of the Inspector General (OSD) Pentagon, Washington D.C.</b>		DUTY TITLE <b>Inspector General, Acting</b>		DATE <b>29 Jun 2012</b>	
SSN [REDACTED]		SIGNATURE [REDACTED]			
<b>VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR</b> (Indicate applicable review by marking the appropriate box)					
<input type="checkbox"/> FUNCTIONAL EXAMINER <input checked="" type="checkbox"/> AIR FORCE ADVISOR					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] <b>Global Strategic Affairs/SCP (OSD) Pentagon, Washington, D.C.</b>		DUTY TITLE <b>Principal Director, Space Policy</b>		DATE <b>11 Jul 2012</b>	
SSN [REDACTED]		SIGNATURE [REDACTED]			
<b>VIII. RATEE'S ACKNOWLEDGMENT</b>					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.		Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		SIGNATURE <b>CUFFARI, JOSEPH V.</b>	
				DATE <b>12 Jul 2012</b>	

# OFFICER PERFORMANCE REPORT (AF Form 707, 20080618)

<b>I. RATEE IDENTIFICATION DATA</b> (Read AFI 36-2408 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial) CUFFARI, JOSEPH V.	2. SSN [REDACTED]	3. GRADE Maj	4. DAFSC 16R4	5. REASON FOR REPORT Annual	6. PAS CODE HH39F9YJ
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Office of the Secretary of Defense (OSD) Pentagon, VA (Non-EAD)			8. PERIOD OF REPORT 29 May 2012 THRU 28 May 2013	9. NO. DAYS SUPV. 365	
11. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Program Evaluator/Investigator					10. SRID DG116
<ul style="list-style-type: none"> <li>- IMA serving joint staff--develops policy, monitors &amp; evaluates prgm performance, &amp; provides operations guidance</li> <li>- Researches, analyzes, and evaluates full spectrum of DoD worldwide investigative programs and contingency ops</li> <li>- Serves part-time as Assistant Professor of Aerospace Studies--instructs National Security &amp; Leadership curriculum</li> <li>- Represents the Inspector General's interests to DoD senior officials at the executive and flag officer levels</li> </ul>					
<b>III. PERFORMANCE FACTORS</b>					
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)			DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
<b>IV. RATER OVERALL ASSESSMENT</b> (Limit text to 6 lines)					
<ul style="list-style-type: none"> <li>- Selfless Total Force Multiplier; voln'd for 3 AD tours, conquered daunting challenges--eliminated manning shortage</li> <li>- Distinguished instructor of AFROTC off candidates--flawlessly trned, coached &amp; retained 80 quality future AF ldrs</li> <li>- AFA Ex Council mbr--significantly enhanced new mbr recruitment--recognized w/State and Chptr Growth Awards</li> <li>- Team mbr recipient of 2012 CIGIE Evaluation Excellence Award &amp; DoD IG's 2012 Project of the Year Award</li> <li>- Peerless Subject Matter Exp on CID Lab, Sex Aslts Victim eval, DNA, Sex Off Reg &amp; Child Abuse investigations</li> <li>- Definitely my #1 reservist--honest broker of information who solves problems--IDE in-res now &amp; command ASAP!</li> </ul>					
Last performance feedback was accomplished on: <u>28 Feb 2013</u> (IAW AFI 36-2408) (if not accomplished, state the reason)					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense			DUTY TITLE Director of Oversight		DATE 21 Jun 2013
			SSN [REDACTED]	SIGNATURE [REDACTED]	
<b>V. ADDITIONAL RATER OVERALL ASSESSMENT</b> (Limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
<ul style="list-style-type: none"> <li>- Designed a groundbreaking model trng program for violent crime investigations--est certification criteria/compt'ncy</li> <li>- Competitively selected &amp; compl'd RSSB/Leadership Challenge Prgm &amp; ARC Trng Course--exceptional facilitator</li> <li>- Handpicked for Congressional/SECDEF/COS's critical review of Sex Aslts--invented smart priorities/approaches</li> <li>- #1 of 5 reservists--a skillful, energized visionary--my top push for IDE now &amp; a must for command or JS/J5 Plans!</li> </ul>					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense			DUTY TITLE Deputy Inspector General, Policy and Oversight		DATE 21 Jun 2013
			SSN [REDACTED]	SIGNATURE [REDACTED]	
<b>VI. REVIEWER</b> (If required, limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Office of the Inspector General (OSD) Department of Defense			DUTY TITLE Principal Deputy Inspector General		DATE 27 Jul 2013
			SSN [REDACTED]	SIGNATURE [REDACTED]	
<b>VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR</b> (Indicate applicable review by marking the appropriate box)					
			<input type="checkbox"/> FUNCTIONAL EXAMINER		<input checked="" type="checkbox"/> AIR FORCE ADVISOR
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION [REDACTED] Missile Defense Agency (MDA) Huntsville, AL			DUTY TITLE Deputy Director		DATE 30 Jul 2013
			SSN [REDACTED]	SIGNATURE [REDACTED]	
<b>VIII. RATEE'S ACKNOWLEDGMENT</b>					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.			Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE CUFFARI, JOSEPH V. [REDACTED]	
					DATE 10 Aug 2013

# OFFICER PERFORMANCE REPORT (AF Form 707, Col)

## I. RATEE IDENTIFICATION DATA (Read AFJ 3)

(Carefully before filling in any item)

1. NAME (Last, First, Middle Initial) CUFFARI, JOSEPH V.	2. SSN [REDACTED]	3. GRADE Maj	4. DAFSC 16R4	5. REASON FOR REPORT CRO	6. PAS CODE HH39F9YJ
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT Office of the Secretary of Defense (OSD), Pentagon, VA (Non-EAD)			8. PERIOD OF REPORT 29 May 2013 THRU 1 Apr 2014		9. NO. DAYS SUPV. 308

## II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Program Evaluator/Investigator

10. BRID  
DG116

- IMA serving joint staff--develops policy, monitors & evaluates prgm performance & provides operations guidance
- Researches, analyzes, and evaluates full spectrum of DoD worldwide investigative programs and contingency ops
- Serves part-time as Assistant Professor of Aerospace Studies--instructs National Security & Leadership curriculum
- Represents the Inspector General's interests to DoD senior officials at the executive and flag officer levels

## III. PERFORMANCE FACTORS

DOES NOT MEET STANDARDS MEETS STANDARDS FITNESS EXEMPTION

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate), Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness  
(see reverse if marked Does Not Meet Standards)

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## IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Committed Total Force Multiplier; 2x AD tour volunteer, seamlessly integrated duties--precluded prjct interruption
- Distinguished instructor of AFROTC officer candidates--superbly mentored 120 future AF leaders--awarded MSM
- AFA Exec Council mbr--emphasis on outreach and CONDEL interaction--recognized with Region Growth Award
- Crit mbr of team evaluating MCIO's Sexual Assaults Invs--his expertise resulted in 2013 DoD IG Proj of Yr Award
- Expert liaison skill guided solutions with FBI on fingerprint verification--identified new DoD management standard
- My #1 of 3 investigators! Best I've seen in 17 yrs--exceptional competence, skills & academic cred--IDE then cmd

Last performance feedback was accomplished on: 12 Aug 2013 (IAW AFJ 38-2408) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION

DUTY TITLE

DATE

Director of Oversight

23 Apr 2014

Office of the Inspector General (OSD)  
Department of Defense

SSN

SIGNATURE

## V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒

CONCUR

☐

NON-CONCUR

- Created groundbreaking survey protocol for sexual assault victims/evidence retention--key components of NDAA
- Blazed comprehensive sexual aslt investigative review standards--significantly incr'd CONDEL/public confidence
- Crafted eval of DoD's DNA lab--strength'd database credibility--fed legislation est standards for forensic lab ops
- Definitely #1 of 4 investigators--generates strategic solns--my top push for IDE & a must for cmd or a wg IG billet!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION

DUTY TITLE

DATE

Deputy Inspector General, Policy and Oversight

24 Apr 2014

Office of the Inspector General (OSD)  
Department of Defense

SSN

SIGNATURE

## VI. REVIEWER (If required, limit text to 4 lines)

☒

CONCUR

☐

NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION

DUTY TITLE

DATE

Principal Deputy Inspector General

9 May 2014

Office of the Inspector General (OSD)  
Department of Defense

SSN

SIGNATURE

## VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)

☐

FUNCTIONAL EXAMINER

☒

AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION

DUTY TITLE

DATE

DCIO, C4I Infrastructure Capabilities

19 May 2014

OSD(DOD CIO) OSD  
Pentagon, Washington DC

SSN

SIGNATURE

## VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.

Yes No

☒

SIGNATURE

CUFFARI, JOSEPH V.

DATE

23 May 2014