



NATIONAL GUARD BUREAU
1000 AIR FORCE PENTAGON, ROOM 4E126
WASHINGTON, DC 20330-1000

Friday, August 1, 2014

To All Members of the Air National Guard:

A few days ago you received correspondence from the CSAF and CMSAF regarding the new Air Force Enlisted Evaluation System (EES). I wish to emphasize a few points in this new system that will apply differently to all of us in the Air National Guard.

As your Command Chief, I believe that when you equip people, you teach them how to do a job. However, when you develop people, you are improving them as individuals. Developing is much harder than equipping, but I'm sure we all agree it's worth the price.

The EES is an Air Force-wide, "Total Force" tool with many benefits, one of which is a solid process to provide detailed feedback on the performance of our Airmen. Learning how to successfully execute the Airman Comprehensive Assessment (ACA) and Enlisted Performance Report (EPR) will take us time, effort and practice, but I am confident it is the right thing to do for our Airmen.

As members of the profession of arms, it is important that we understand how EPRs will be used, and how EPRs will not be used. EPRs will be used to enable the much needed dialogue between our people, and to serve as a bridge to mentorship, guidance and development – critical elements for a successful career and for highly functioning teams. However, in the ANG we will not apply forced distribution (quotas). We will continue to promote Airmen utilizing our current polices. Utilizing the EPR as a reference provides an additional benefit for our commanders. Additionally, we are not involved with the Air Force Weighted Airman Promotion System (WAPS).

You will soon receive updated ANG guidance on EES, with more detailed information. If you have any questions, now or in the future, please ask your Force Support Squadron (FSS), first sergeants or command chiefs; they are receiving general and specific updates on the rollout as it evolves.

"The purpose of the enlisted evaluation system is to accurately document duty performance so we can have honest performance-based discussions with our Airmen," said Chief of Staff Gen. Mark Welsh.

Together, we will move forward and make this another example of how the Air National Guard is "Always on Mission!"

Sincerely,

A handwritten signature in black ink, appearing to read "James W. Hotaling", is positioned below the word "Sincerely,".

JAMES W. HOTALING, CMSgt, USAF
Command Chief, Air National Guard