



# **Senior Rater Potential Evaluation (SRPE)**

**U.S. Army Acquisition Support Center (USAASC)  
Army Director, Acquisition Career Management (DACM) Office**



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# SRPE

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- AGENDA:
  - ✓ Background
  - ✓ SRPE Overview
  - ✓ SRPE Rater and Senior Raters Responsibilities

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# Senior Rater Potential Evaluation (SRPE)



- WHO: All GS12 – GS15 and broadband equivalent Army Acquisition Workforce (AAW) civilians unless an exception is granted from the Army Acquisition Executive or his Principal Military Deputy\*.
- WHAT: The SRPE is a Talent Management tool to assess the leadership potential of AAW civilian employees in designated grades/broadbands to perform in positions of increased responsibility for selection into senior leadership positions and programs. It is not a performance evaluation.
- WHEN: Annual SRPE Automation Pushed within the CAPPMS system on 1 OCT.
- WHERE: <https://apps.asc.army.mil/camp/>
- WHY: The SRPE enables AAW Senior Raters (SRs) to identify employees' leadership potential, helping employees identify their strengths and underdeveloped areas, and offering suggested positions to enhance their professional and leadership development.

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# Benefits of the SRPE



- ❑ Talent Management Tool
  - ✓ *Identify your high potentials, measure leadership potential*
  - ✓ *Help identify and develop future AAW professionals*
  - ✓ *Mentor and help advance AAW into positions of greater responsibility*
  - ✓ *Succession Planning*
- ❑ Employee Development Tool
  - ✓ *Consistent tool used to discuss a supervisor's (rater) view of employee strengths, skill levels, potential training and experiences*
  - ✓ *Mechanism to provide constructive feedback on employee's potential for selection to positions of greater responsibility compared to their peers*
  - ✓ *Identify employee strengths and underdeveloped areas and offer recommended positions to enhance their professional and leadership development*
  - ✓ *Forces supervisors to have an honest and frank conversations with their employees – should be no surprises if not selected for a position or opportunity*
- ❑ Internal organizational selection of developmental or professional opportunities (i.e., CES Advanced, shortage of quotas); Required for many Army DACM Office programs
- ❑ Most critical document in centralized AAW civilian selection boards (CSL PM, PD)

**Potential not Performance**



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# SRPE – Types

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- ❑ Annual (SPRE PUSH)
  - Automatically generated through the SRPE module in CAPPMMIS
  
- ❑ Out-of-Cycle
  - Out-of-cycle SRPEs for selection boards may be issued under the following conditions:
    - The employee has been promoted to a higher graded/banded position and does not have a SRPE in that position
    - The employee is a new AAW Civilian member and has never received a SRPE
    - GS-11s (broadband equivalent) and below can have one during the annual time because theirs is not pushed
  
- ❑ Close out
  - Close out SRPEs may be issued if the current Senior Rater is leaving the organization or retiring and the employee will not be receiving an Annual SRPE.
  
- Note: Non-acquisition personnel **are not eligible** to receive a SRPE

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# SRPE – Rater Responsibilities



- Initiate the SRPE process in accordance with the established timelines and/or when requested by the AAW professional and follow the SRPE through to completion.
- Evaluate the AAW professional's leadership potential amongst his/her peers within the rater's pool of rated employees, providing constructive comments and suggesting training, career development, operational and broadening assignments, and strategic growth opportunities.
- Support the AAW professional's acquisition career development by helping to identify experiences or training that will develop his/her leadership skills and potential, and planning and approving these opportunities on his/her IDP.
- Anticipate and project future SRPE evaluations (annual, out-of-cycle, or close out) for AAW professionals in the rater's rating chain.
- Keep the Senior Rater informed of upcoming evaluations.
- Advocate on behalf of the AAW professional to the Senior Rater.

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# Spvr (Rater) Module – Employee Record




- Selecting an employee's name from among the list of rated employee(s) results in the following employee level view:

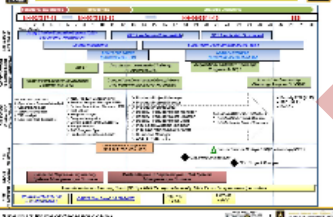
HOME ACRB IDP SRPE CMS AAPDS AAC MS

SRPE Info Senior Rater Supervisor Employee Admin Tutorial

### Employee's Name Information

Employee Information:	Supervisor Information:	Senior Rater Information:
Name:	Name:	Name:
Phone:	Phone:	Phone:
DSN:	DSN:	DSN:
E-mail:	E-mail:	E-mail:
Org:	Org:	Org:

Civilian Program Management Career Model  **Employee's Acquisition Career Model Guide:**  
[PROGRAM MANAGEMENT](#)



A Rater can use the position's Career Development Model when completing the Rater's portions of the SRPE

### Employee's Name Evaluations

Period Start Date	Period End Date	Status	Days in Progress	Action
10/01/2016	09/30/2017	Complete		<a href="#">View/Print AAC Form I</a>
10/01/2015	09/30/2016	Complete		<a href="#">View/Print AAC Form I</a>

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# SRPE – Confirm Sr Rater & Parts 1 and 2



HOME ACRB IDP **SRPE** CMS AAPDS

SRPE Info Senior Rater Supervisor Employee Admin

**Employee Evaluation Form**

**Senior Rater Validation**

Confirm the Senior Rater for WALTER P O'REILLY

JANE B DOE is the correct Senior Rater for this SRPE.

**Change the Senior Rater:**  
If JANE B DOE is not the correct Senior Rater for this SRPE, click the "Change Senior Rater" link to the right and search for the correct one. [Change Senior Rater](#)

**AAC Form I**  
**Part 1: Administrative**

<b>Name (Last First MI)</b> O'REILLY WALTER P	<b>Title/Position</b> ACQUISITION CAREER MANAGER	<b>Grade</b> NH-03	<b>OCC Series</b> 0301
<b>Organization</b> HQ ACQUISITION ORGANIZATION			<b>UIC</b> W12BAA
<b>Period Covered From:</b> 10/01/2019 <b>Thru:</b> 09/30/2020		<b>Reason for Submission:</b> <input checked="" type="radio"/> Annual <input type="radio"/> Out of Cycle <input type="radio"/> Close Out	

**Part 2: Authentication**

<b>Rater Name (Last First MI)</b> CLARK KIMBERLY P	<b>Rater Grade</b> NH-04	<b>Rater Title/Position</b> SUPERVISORY ACQUISITION CAREER MANAGER
<b>Rater Organization</b> HQ ACQUISITION ORGANIZATION	<b>Rater Phone</b> (123) 456-7890	<b>Rater Email Address</b> KIMBERLY.P.CLARK.CIV@MAIL.MIL
<b>Senior Rater Name (Last First MI)</b> DOE JANE B	<b>Senior Rater Grade</b> NH-04	<b>Senior Rater Title/Position</b> SUPV REGIONAL DIRECTOR
<b>Senior Rater Organization</b> HQ ACQUISITION ORGANIZATION	<b>Senior Rater Phone</b> (123) 456-7891	<b>Senior Rater Email Address</b> JANE.B.DOE.CIV@MAIL.MIL

- Confirm Senior Rater's information is correct.





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# Rater Module, SRPE Parts 3 and 4



- In Part 3: Position Duty Description:
  - Rater must list employee's Principal Duty Title
  - Significant Duties and Responsibilities
  
- In Part 4: Professionalism, Competencies, and Attributes
  - Rater inputs on Broadening and Operational Assignments focused on the next 3-5 years of service
  - Strategic Assignments focused on the next 3-5 years of service
  - Future Potential assessment inputs examples of demonstrated leadership, courage and innovation

**Part 3: Position Duty Description**

**Principal Duty Title**  
This field defaults to the employee's Title/Position and is not editable.  
ACQUISITION CAREER MANAGER

**Significant Duties and Responsibilities**  
State the Army Acquisition Workforce member's significant duties and responsibilities, written in a succinct narrative (not bullet) format, using the present tense to identify what the employee is supposed to do or be responsible for in his/her duty position. Describe in detail the rated employee's duties and responsibilities, the number of personnel supervised, amount of resources under his/her control, and scope of responsibilities. Descriptions must be clear and concise with emphasis on specific functions required of the employee. Also note conditions unique to the assignment.

Rater (Supervisor) must list the rated employee's duty title, significant duties and responsibilities in this block.

**Part 4: Professionalism, Competencies, and Attributes**

**This rated employee possesses skills and qualities for the following and future Broadening & Operational Assignments**  
List up to three (with a minimum of two) different duty positions (by job title) in which the employee would benefit from, relative to Broadening and Operational experience, focusing on the next 3 to 5 years of service.

Rater (Supervisor) must provide information on Broadening and Operational Assignments for the reated employee in the next 3-5 years of service in this block.

**This rated employee possesses skills and qualities for the following and future Strategic Assignments**  
List up to three (with a minimum of two) different duty positions (by job title) in which the employee possesses skills and abilities, relative to Strategic Assignments, focusing on the next 3 to 5 years of service.

Rater (Supervisor) must provide information on Strategic Assignments for the reated employee in the enxt 3-5 years of service in this block.

**Provide narrative comments which demonstrate assessment of the Civilian Employee's future potential**

Examples of ways employee demonstrated leadership, curage, innovation. Did the AAW member assume leadership or superisory duties, wheather an official detail or through example. This is not a performance review and should nto be written as such.

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# SRPE – Senior Rater Responsibilities



- Ensure all AAW professionals within the rating chain receive their SRPEs in a timely manner and in accordance with the guidance.
- Provide an objective and comprehensive evaluation of a rated AAW professional's potential.
- Maintain the SR profile in accordance with the SRPE guidance.
- Review the completed SRPE with the AAW professional and identify ways to capitalize on the AAW professional's leadership potential strengths and improve his/her weaknesses.
- Developmental opportunities should be discussed during professional development sessions and captured in the AAW professional's Individual Development Plan (IDP).

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# SRPE – Senior Rater Module

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- Under the **Name Column** lists the total number of AAW members the SR assesses by name and pay scale and profile grouping.
  - Prior to starting the SRPE process, a SR should review the appropriate Profile Worksheet by fiscal year and pay scale/profile.
    - Next, a SR reviews the total number of AAW members in the same profile.
    - Then, this SR plans the assessments of the entire population of AAW members in the same profile to determine the number of EPs available for award. EP assessments are cumulative, following a SR while s/he remains a SR of AAW members.

HOME ACRB IDP SRPE CMS AAPDS

SRPE Info Senior Rater Supervisor Employee Tutorial

**Senior Rater Module**

Below is a listing of your second-level employees and employees whose SRPE was directly assigned to you as a "Senior Rater" role.

Name	Cmd / UIC	Pay Scale (Equiv) / Profile	Latest SRPE Actions/Information				
			Action / Status	Days in Progress†	Period Start Date	Period End Date	Potential Mass Range
	CE / W2SF05		Complete		10/01/2008	02/28/2009	EP
	AE / W27PAA	GS-09 / Profile 1					
	AE / W27PAA	GS-12 / Profile 2	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-12 / Profile 2	Requested by Supervisor	12	10/01/2016	09/30/2017	
<b>PUBLIC JOHN Q</b>	AE / W27PAA	GS-12 / Profile 2	Incomplete (Pending Senior Rater)	0	10/01/2016	09/30/2017	
	AE / W27PAA	GS-12 / Profile 2	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27P19	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27P19	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	

SRPE Days in Progress Legend: 0-59 days 60-89 days Overdue (90+ days)

\* = Employee has submitted Reclama document  
 † = SRPE must be completed by Senior Rater within 90 days of initiation  
 = Click to view employee's ACRB in new window

Access/Create a Rater Worksheet for:

Pay Scale Profile:

Fiscal Year:

**Open Worksheet**

To review the Rater Worksheet, the SR sorts by Pay Scale Profile and Fiscal Year, then selects the "Open Worksheet" link to view.

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# SRPE – SR Evaluation Worksheet



- In order for senior raters to assess an employee an “EP”, the “**Current SRPE Percentages**” must remain **less than 50%** in the “Exceptional Potential (EP)” block.

**SRPE Evaluation Worksheet**

Pay Scale Profile: 3      Fiscal Year: 20XY      [Click for Instructions](#)

Current SRPE Percentages				Projected SRPE Percentages			
EP	HP	P	MP	EP	HP	P	MP
33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%

Name	Position Title	Rating Period		Profile			
		From	To	EP	HP	P	MP
	ACQUISITION CAREER MANAGER	10/01/2015	09/30/2016	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* This employee has an incomplete SRPE, already in progress  
 \*\* The SRPE for this employee has been completed

- Projected SRPE Percentages are the result of the Current SRPE percentages combined with a pay scale profile’s mass range selections made on the worksheet for employees yet to be assessed.



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# SRPE – Senior Rater Module

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- After a SR selects an AAW member's name from under the Name column, the view below appears identifying the AAW member, the assessment rater and senior rater, contact information, the Career Model for the selected AAW member and past SRPEs.

HOME
ACRB
IDP
SRPE
CMS
AAPDS
AAC MS

SRPE Info
Senior Rater
Supervisor
Employee
Tutorial

## JOHN QUENTIN PUBLIC

Employee Information:	Supervisor Information:	Senior Rater Information:
<b>Name:</b> PUBLIC JOHN QUENTIN	OYL OLIVE OLIVIA	YOSEMITE SAM IAM
<b>Phone</b> (123) 456-7890	(123) 456-7891	(123) 456-7892
<b>DSN:</b> (312) 890-7890	(312) 890-7891	(312) 890-7892
<b>E-mail</b> john.a.public.civ@mail.mil	olive.o.oyl.civ@mail.mil	sam.iam.yosemite.civ@mail.mil
<b>Org:</b> HQ USAASC	HQ USAASC	HQ USAASC

**Employee's Acquisition Career Model Guide:**  
[PROGRAM MANAGEMENT](#)

- Senior rater can use the Career Model for the position when completing the SR's portion of the AAC 1 form Parts.

## JOHN QUENTIN PUBLIC'S Evaluations

Period Start Date	Period End Date	Status	Days in Progress	Action
10/01/2016	09/30/2017	Complete		<a href="#">View/Print AAC Form I</a>
10/01/2015	09/30/2016	Complete		<a href="#">View/Print AAC Form I</a>

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# SRPE – Senior Rater Module

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- Select the Incomplete (Pending Senior Rater) link to assess employee and comment on potential.

HOME ACRB IDP SRPE CMS AAPDS AAC MS

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	AE / W27PAA	GS-12 / Profile 2	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27P19	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27P19	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	
	AE / W27PAA	GS-13 / Profile 3	Requested by Supervisor	12	10/01/2016	09/30/2017	

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\* = Employee has submitted Reclama document  
 † = SRPE must be completed by Senior Rater within 90 days of initiation  
 = Click to view employee's ACRB in new window

**Access/Create a Rater Worksheet for:**

[Pay Scale Profile:](#)

Fiscal Year:

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# Part 5, SR Comment on Potential



- Provide comments on employee's potential and assess employee on Potential Mass Range.

**Senior Rater Assignment Confirmation**

**Are you the correct Senior Rater for this SRPE?**

Yes, I am the correct Senior Rater for this SRPE.

No, I am not the correct Senior Rater for this SRPE and need to re-assign.

---

**Part 5: Senior Rater**

I currently Senior Rate  AAW Civilians in this grade/payband **GS-12 / Profile 2**

Potential Mass Range	Comment on Potential																
<p>POTENTIAL COMPARED WITH AAW CIVILIANS SENIOR RATED IN THIS GRADE/PAYBAND</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">#</th> <th style="text-align: center;">%</th> </tr> </thead> <tbody> <tr> <td><input type="radio"/> EXCEPTIONAL POTENTIAL</td> <td style="text-align: center;"><input type="text" value="1"/></td> <td style="text-align: center;"><input type="text" value="25%"/></td> </tr> <tr> <td><input checked="" type="radio"/> HIGH POTENTIAL</td> <td style="text-align: center;"><input type="text" value="3"/></td> <td style="text-align: center;"><input type="text" value="75%"/></td> </tr> <tr> <td><input type="radio"/> POTENTIAL</td> <td style="text-align: center;"><input type="text" value="0"/></td> <td style="text-align: center;"><input type="text" value="0%"/></td> </tr> <tr> <td><input type="radio"/> MINIMAL POTENTIAL</td> <td style="text-align: center;"><input type="text" value="0"/></td> <td style="text-align: center;"><input type="text" value="0%"/></td> </tr> </tbody> </table>		#	%	<input type="radio"/> EXCEPTIONAL POTENTIAL	<input type="text" value="1"/>	<input type="text" value="25%"/>	<input checked="" type="radio"/> HIGH POTENTIAL	<input type="text" value="3"/>	<input type="text" value="75%"/>	<input type="radio"/> POTENTIAL	<input type="text" value="0"/>	<input type="text" value="0%"/>	<input type="radio"/> MINIMAL POTENTIAL	<input type="text" value="0"/>	<input type="text" value="0%"/>	<p>Senior Rater must provide comments on the employee's potential in this block.</p> <div style="border: 1px solid #ccc; height: 150px; width: 100%;"></div> <p style="font-size: small; text-align: right;"><b>Note:</b> "Comment on Potential" field is limited to 1600 characters. Current character count: <input type="text" value="79"/></p>	
	#	%															
<input type="radio"/> EXCEPTIONAL POTENTIAL	<input type="text" value="1"/>	<input type="text" value="25%"/>															
<input checked="" type="radio"/> HIGH POTENTIAL	<input type="text" value="3"/>	<input type="text" value="75%"/>															
<input type="radio"/> POTENTIAL	<input type="text" value="0"/>	<input type="text" value="0%"/>															
<input type="radio"/> MINIMAL POTENTIAL	<input type="text" value="0"/>	<input type="text" value="0%"/>															

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**Your digital signature (as it appears below) will be annotated on the SRPE document upon submission**

SR Digital Signature Certificate

Digital Signature is Correct

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# Senior Rater Potential Evaluation (SRPE)



- Based on feedback, after-action reports and lessons learned, a common theme among board members is that the SRPE is the most critical document in a board file.
- It is the primary tool used to document and communicate a candidate's potential and readiness to assume positions of increased responsibility.
- If done right, it will send a definitive message to the board that eliminates any guesswork. A well-written SRPE should contain five key elements:
  - Block check: Forces distinction (exceptional potential, strong potential, potential or minimum potential).
  - Enumeration: This should be the first sentence in the senior rater's narrative and probably the most important sentence in the writeup. This sentence sets the tone and sends a clear signal to the board where you stand among your peers.
  - Potential: This element is an assessment of promotion potential.
  - Broadening assignments/schooling: Addresses selective schooling and professional development programs. •
  - Service potential, next higher grade: Highlights the most suitable positions





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DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

# Questions?

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# BACK UP SLIDES

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## **Potential: Defined as existing in possibility, capable of development into actuality.**

- **Exceptional (EP):** Results far surpass expectations. Readily (fluently/naturally/effortlessly) demonstrates a high level of the all attributes and competencies. Recognizes and exploits new resources; creates opportunities. Demonstrates initiative and adaptability even in highly unusual or difficult situations. Emulated; sought after as expert with influence outside organization. Actions have significant, enduring, and positive impact on mission, the organization and beyond. Innovative approaches to problems produce significant gains in quality and efficiency. Employee's assessed potential for success, in positions of increasing responsibility, exceeds 50% of his peers
- **High (HP):** Consistently produces quality results with measurable and lasting improvement in unit performance. Consistently demonstrates a high level of performance for each attribute and competency. Proactive in challenging situations. Habitually makes effective use of time and resources; improves position procedures and products. Positive impact extends beyond position expectations. Employee's potential for success, in positions of increasing responsibility, exceeds his peers
- **Potential (P):** Meets requirements of position and additional duties. Actively learning to apply them at a higher level or in more situations. Aptitude, commitment, competence meets expectations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration. Employee's assessed potential for success, in positions of increasing responsibility, equals his peers
- **Minimal Potential (MP):** Employee's assessed potential for success, in positions of increasing responsibility, requires development



# SRPE COMMENTS GUIDE



- *Raters and SRs should address the following elements in the comments section:*
- Enumeration: Standing among other employees in the same grade/broadband population (x number out of 100 other GS x rated by this SR)
- Potential or Promotion Potential: Potential to serve in a position of increased responsibility (ready now; ready in the future with development)
- Schooling/Leadership Developmental Opportunities: Potential for selection to competitive premier schools and other acquisition leadership opportunities
- Leadership Positions: Potential to serve in a significant leadership position within the Army Acquisition Workforce (i.e. Key Leadership Positions (KLPs), Centralized Selection List (CSL) Project/Product Manager (PM)/Acquisition Director and/or Project/Product Director (PD) positions, etc.)
- NOTE: While failure to comment on one or more of the elements is not derogatory, it may convey the message that the employee is weak in this element. Historically, employees who consistently received constructive comments on all elements do better on boards.



# SRPE Evaluation Narrative



- Selection boards should understand what input the Rating Chain is providing without having to guess
- Raters focus on specifics to quantify and qualify potential
- Senior raters need to amplify their potential box checks by using the narrative to clearly send the appropriate message to selection boards. Focus on potential (3 to 5 years; schooling and promotion)
- Cannot mention Box Check in the narrative (i.e. EP, HP)
- Be careful with your narrative
  - ✓ *What is NOT said can have the same impact as what IS said*
  - ✓ *Don't say the same thing for all your people (Boards can easily detect repeated verbiage)*
  - ✓ *Avoid using the same verbiage year to year for the same AAW member (modified cut and paste)*
  - ✓ *Accurately and fairly assess all AAW members' potential*



# SRPE Highlights for Boards

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- ❑ Most important document in the application – only opportunity for the Board to assess potential
- ❑ All completed SRPEs displayed in an applicant's board file
- ❑ SR comments need to be quantified (John is my #3 GS-14 I Senior Rate) and qualified (select now for SSC, select now for CDG)
- ❑ Ensure an annual SRPE is completed every FY (1 Oct – 30 Sept); Out of cycles are discouraged
- ❑ Comments over Level of Senior Rater
- ❑ BEST ARTICLE ON SRPE:  
[April 2018 DACM Newsletter](#)

Potential Mass Range	
<input checked="" type="checkbox"/>	EXCEPTIONAL POTENTIAL
<input type="checkbox"/>	HIGH POTENTIAL
<input type="checkbox"/>	POTENTIAL
<input type="checkbox"/>	MINIMAL POTENTIAL

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POTENTIAL COMPARED WITH  
AAW CIVILIANS SENIOR RATED  
IN THIS GRADE/PAYBAND

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# SRPE - Maintaining A Profile

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	2020	2021	2022	Total	%	
EP	4	2	6	12	40%	
HP	4	8	3	15	50%	
P	2	0	0	2	6.7%	
MP	0	0	1	1	3.3%	
Total	10	10	10	30	100%	

	2019	2020	2021	2022	Total	%
EP	1*	0	0	2	3	37.5%
HP	1	2	2	0	5	62.5%
P	0	0	0	0	0	0
MP	0	0	0	0	0	0
Total	2	2	2	2	8	100%

\*Silver Bullet