



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

1401
BUPERS-00B/ 535
20 Nov 23

From: Deputy, Chief of Naval Personnel
To: President, FY-25 Information Warfare Community
Lieutenant Commander Milestone and Leadership Screen Board

Subj: ORDER CONVENING THE FISCAL YEAR 2025 INFORMATION WARFARE
COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP
SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 03 Oct 2023

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) Board Authorized Selections

1. **Date and Location**

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 11 December 2023, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-25 Administrative Selection Board Precept, reference (a).

2. **Function**. The function of the board is to recommend Information Warfare (IW) community officers (18XX) for Lieutenant Commander (LCDR) Milestone and Leadership (XO/OIC) assignments.

3. **Board Authorized Selections**. The total number of candidates that may be recommended for LCDR Milestone and Leadership is outlined by panel and listed in enclosure (3).

a. **Milestone Eligibility**

(1) Oceanography (OCEANO) (1800): Officers will receive two opportunities to screen for LCDR Milestone. The first look opportunity will occur when officers have reached six years of commissioned service and have served in an oceanography billet for at least 12 months as of the last day of the month prior to the convening of the screening board. The second look opportunity will occur the following year for those officers not selected for LCDR Milestone during the first look opportunity.

Subj: ORDER CONVENING THE FISCAL YEAR 2025 INFORMATION WARFARE
COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP
SCREEN BOARD

(2) Cryptologic Warfare (CW)/Information Professional (IP)/Intelligence (INTEL) (1810/1820/1830): Each CW, IP and INTEL officer will receive two opportunities to screen for LCDR Milestone. Officers in Promotion Year Groups (PYG) 2024 for LCDR will receive their first look opportunity. Officers in PYG 2023 will receive their second look opportunity.

b. Leadership Eligibility

(1) OCEANO (1800): Officers who are milestone screened will receive two opportunities to screen for LCDR Leadership. Milestone-screened officers in LCDR PYGs 2022 or 2021 will receive a first look or second look opportunity, respectively.

(2) CW (1810): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or has completed, LCDR Milestone prior to the convening of this board.

(3) IP (1820): Officers will receive two opportunities to screen for LCDR Leadership. An officer's first look opportunity will occur when an officer is in, or has completed, LCDR Milestone prior to the convening of this board.

(4) INTEL (1830): Officers who are milestone screened will receive two opportunities to screen for LCDR Leadership. Milestone-screened officers in LCDR PYG 2022 will receive a first look opportunity. Milestone-screened officers in LCDR PYG 2021 and senior, with one previous look opportunity for LCDR Leadership, will have a second look opportunity.

(5) Late accessions and lateral transfers (1810/1820/1830): Officers in LCDR PYGs senior to PYG 2023 not previously screened for LCDR Milestone will be eligible for Milestone assignment. These officers have the option to defer first look opportunity eligibility for LCDR Leadership screening for up to one year.

c. Officer "Bank". The Milestone and Leadership Screening Panels will screen to a "bank" vice specific availability to allow for flexibility in detailing. Not all officers that screen for LCDR Milestone and Leadership may be assigned to a LCDR Milestone or Leadership billet in FY-25. These selectees will have their record annotated and remain eligible for future assignment.

4. **Additional Guidance**. Sustained superior performance across a wide spectrum of increasingly challenging jobs with operational excellence and leadership demonstrated in at least one IW specialty is the cornerstone to success for all IW officers. The below information is provided to clarify designator-specific requirements, but in no way should replace the Best and Fully Qualified standard of reference (a).

Subj: ORDER CONVENING THE FISCAL YEAR 2025 INFORMATION WARFARE
COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP
SCREEN BOARD

a. IW LCDR Leadership (1800/1810/1820/1830)

Key Leadership billets at the LCDR level for which this board is screening include Executive Officer and designated Officer-in-Charge billets. Superior performance and demonstrated leadership in challenging operational assignments and roles as a division officer, department head, or other naval or joint leadership positions is an indicator of a high performing officer who will succeed in these key billets. Fully qualified officers must be LCDR Milestone screened. The best qualified officers will be in or complete with LCDR Milestone, and have demonstrated sustained superior performance in operational and leadership roles, either afloat or ashore, throughout their career. Professional excellence and leadership experience should be documented in fitness reports where the officer's performance clearly exceeds that of his or her peers.

b. Oceanography (OCEANO) Milestone (1800)

(1) OCEANO community's core mission capability and capacity draws on experience and expertise across the full Meteorological and Oceanographic (METOC) spectrum to enable naval operations. OCEANO officers typically develop foundational METOC expertise at operational METOC commands afloat and ashore. As a predominantly lateral transfer community, many officers may have a mix of assignments in both the Oceanography community and another community. Both are equally valuable in assessing an officer's career potential, leadership, and operational experience. As such, sustained superior performance in challenging assignments both inside and outside the Oceanography community is an indicator of a successful officer and future community leader.

(2) Advanced education is valued, though not a requirement prior to LCDR Milestone screening. OCEANO sends a limited number of qualified officers to pursue PhDs. Officers selected for PhD programs will have up to three additional years of not observed fitness reports. Past performance and future potential to lead and innovate should be duly considered for these officers.

c. Cryptologic Warfare (CW) Milestone (1810)

(1) The CW community's core mission capability draws upon technical knowledge of and operational experience in the electromagnetic spectrum and cyberspace. CW officers demonstrate tactical SIGINT and EW expertise while embedded in the maritime and expeditionary environments. With the establishment of the Maritime Cyber Warfare Officer (MCWO)/1880 community in June 2023, most CW cyber effects billets will transition to the MCWO community by the end of FY25. CW Officers will continue to lead and support cyberspace operations across the information warfare domain. This may be accomplished while permanently assigned to ships or Navy Special Warfare (NSW) Commands, or as a Direct Support Officer onboard surface, subsurface, or airborne platforms/squadrons. CW officers demonstrate cyber expertise in a variety of assignments to include U.S. Cyber Command (USCYBERCOM), the Cyber National Mission Force (CNMF), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA, NIOCs, CWG-6, NCDOC, NCWDG, and other Navy or Joint Cyber assignments.

Subj: ORDER CONVENING THE FISCAL YEAR 2025 INFORMATION WARFARE
COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP
SCREEN BOARD

(2) Fully qualified officers will have demonstrated outstanding leadership and technical acumen in assignments at sea or ashore. In addition, they will have earned the Information Warfare Officer Qualification.

(3) Best qualified officers will have demonstrated success in a Type-2/4 sea duty and have demonstrated sustained superior performance in leadership positions.

(4) Some officers will have a mix of assignments in both the CW community and another Navy community prior to re-designation into the CW community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

(5) Achievement or progression towards JPME Phase 1 and advanced education (Master's degree, Doctoral Degree, or post-graduate technical certifications) is not a requirement, but highly valued prior to LCDR Milestone assignment. Degrees in the areas of Science, Technology, Engineering and Mathematics (STEM) are valued.

d. Information Professional (IP) Milestone (1820)

(1) Leadership and demonstrated operational excellence in IP core competencies of command, control, communications, computers, and combat systems (C5) and Cyber (offensive/defensive/network) operations are the cornerstones of success for IP officers. The IP community defines operational assignments as those assignments that deploy in support of Naval and Joint operations and those assignments conducting 24/7 C5 or Cyber functions in direct support of Naval and Joint operations. In all assignments, future leaders of the IP community must have a proven record of leadership and demonstrated technical IP expertise.

(2) Fully qualified officers will have demonstrated sustained superior performance in operational assignments in the IP Community or in equivalent pre-lateral transfer assignments. Additionally, they will have earned the Information Warfare Officer Qualification.

(3) Best qualified officers will have a diversity in assignments and a balance between different types of operational tours. They will have achieved an advanced technical graduate degree in a STEM related field from the Naval Postgraduate School, a STEM degree from a regionally accredited university, or an in-residence graduate degree from one of the service war colleges. Additionally, they will also have completed the IP Intermediate qualification.

(4) The IP community gains a significant number of officers through lateral transfer or re-designation, typically at O-3 and O-4. Some officers will have a mix of assignments in both the IP community and/or another Navy community prior to re-designation into the IP community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

Subj: ORDER CONVENING THE FISCAL YEAR 2025 INFORMATION WARFARE
COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP
SCREEN BOARD

e. Intelligence (INTEL) Milestone (1830)

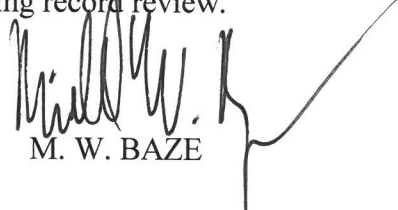
(1) The Intelligence community's core mission capability is conducting all-source operational intelligence (OPINTEL). Leadership, demonstrated professional competence in conducting all-source OPINTEL, and sustained superior performance are the hallmarks of a successful Naval Intelligence officer. Intelligence officers must have a proven record of leadership at sea and/or in Naval Special Warfare/Expeditionary operational tours and OPINTEL expertise in supporting Naval and/or Joint operations. A limited number of Naval intelligence officers (1830) are extensively screened and selected to undergo a rigorous National-level training pipeline and certification before being designated a Navy RAIDER CUTLASS (RC) officer. RC officers compete for and fulfill professional milestone and leadership requirements within the specialized RC career path on par with traditional 1830 requirements.

(2) Fully qualified officers will have completed at least one operational assignment between the paygrades of ENS/O-1 and LT/O-3 and have completed the Information Warfare Officer (IWO) qualification. The best qualified officers will also demonstrate breakout performance in competitive summary groups and/or possess sustained superior performance in multiple operational tours.

(3) Some officers will have a mix of assignments in both the Intelligence community and another Navy community prior to re-designation into the Intelligence community. Both are equally valuable and board members are encouraged to examine an officer's entire record to assess career potential, leadership ability, and warfare competency.

5. **Service Colleges.** All officers screened for IW community LCDR Milestone and Leadership assignments will be considered screened for junior service colleges.

6. **Markup Procedures.** Official Navy Record Markup Program (ONRMP) will be utilized to "pre-markup" records with fitness report trend lines, individual trait averages above reporting senior cumulative average, rank changes, and tour lines. The board member assigned is responsible to ensure ONRMP's accuracy during record review.


M. W. BAZE

BOARD MEMBERSHIP
FY-25 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

CAPT BRYAN BRASWELL E, USN, 1810 (President)
CAPT CHRISTOPHER D ENG, USN, 1810
CAPT KELVIN BERNARD MCGHEE, 1820
CAPT JAIME LYNN HILL, 1820
CAPT DOUGLAS WAYNE PEARMAN, 1800
CAPT RYAN ALEXANDER RIPPEON, 1820
CAPT CHELSEY LYNN ZWICKER, 1810
CDR SARAH A SHERWOOD, 1830
CDR OBIE I SHABAZZ, 1830
CDR CHRISTOPHER KEITH TUGGLE, 1800
CDR CHRISTOPHER DAVID JOHNSON, 1810
CDR ROBERT DALE TRAVIS WENDT, 1800
CDR CASSIE LYNN HAMBLING, 1830

ADMINISTRATIVE SUPPORT STAFF
FY-25 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

1. Information Warfare Community Lieutenant Commander Milestone and Leadership Screen:
CDR Kristine N. Bench, USN, will act as head recorder with the following personnel acting as assistant recorders:

CDR Patrick W. Jones
LCDR Sharef H. Talbert
LCDR Jenillee A. Gruber

LCDR Brock A. McQueen
LCDR Suzanne M. Gay

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following person is designated to serve as the board sponsor:

CAPT Kathryn M. Hermsdorfer

4. The following personnel are designated to serve as administrative support staff to the board:

RDML Michael W. Baze
RDML Michael J. Schwerin
CAPT Dana Chapin
CAPT David B. Clark
CAPT Robert B. Conner
CAPT Michael O'Driscoll
CAPT Cassius A. Farrell
CAPT Steven F. Friloux
CAPT Jared Geller
CAPT Josie L. Moore
CAPT Kurt L. Podrazik
CAPT Robert Schulhof
CAPT Colin Thompson
CDR Jennifer J. Landry
CDR Jada E. Lightning
CDR Mary F. Link
CDR Jacob N. Norris
CDR Donald Northup
CDR Kevin J. Pudas
CDR Jeffrey M. Ryan
CDR Brian M. Salter
CDR Christopher N. Seeley
CDR Noadiah K. Sikinger
LCDR Bruce A. Andrews
LCDR Lisa A. Brown
LCDR Tabitha Calloway
LCDR Chris Cedros

LCDR Quinn Challinor
LCDR Ryan S. Clark
LCDR Timothy M. Clemens
LCDR Peter J. Crimmins
LCDR Simon S. Davies
LCDR Kimberly M. Fowler
LCDR Katherine T. Gorski
LCDR Clark Hartley
LCDR Eric M. Kemp
LCDR Matthew M. Long
LCDR Kristel D. Ramsay
LCDR Chris M. Roberts
LCDR Andrew E. Sweeney
LCDR Emilie F. Torielli
LCDR Jessica R. Warner
LT Michael D. Alsbrook
LT Jason D. Bentley
LT Jill M. Bolden
LT Jeffrey B. Brown
LT Aaron M. Connolly Nutting
LT Maelin R. Harris
LT James B. Henson
LT Keyaira C. Seales
LT Paul W. Wilson
LT Morgan R. Young
LT Charles C. Youngblood
CWO4 Carlos H. Ramirez

**ADMINISTRATIVE SUPPORT STAFF
FY-25 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD**

CWO4 Tameka J. Reid	Mr. John Pucciarelli
CWO4 Xavier D. Ware	Mr. Stephen R. Ranne
FORCM(SW/AW) William Houlihan	Ms. Candis L. Robinson
PSCM(AW) Patrick A. Abiera	Mr. Jay A. Rublaitus
YNCM(AW) Dana M. Axson	Ms. Edna Shannon
HMCM(SW/FMF) Tameeka Washington	Mr. Antoine Sharp
MCCS(SW/AW) John Osborne	Mr. Steven J. Skretkowicz
YNC(SW/AW/EXW) Aaron J. Buss	Ms. Ruby D. Snowden
YNC(SCW/EXW/AW) Kevin L. Capelety	Ms. Verleada S. Tarver-Pruitt
PSC(SW/AW/IW) Dean D. Hughes	Mr. David B. Whorton
YNC(SW/AW/SCW) Christopher B. Kalb	Mr. Joshua S. Williams
YNC(SCW/EXW/SW/AW) Helana Ross	Ms. Mindee M. Wolven
NCC(AW/SW) Shanita Williams	
YN1(SW) Kingston Allen	
IT2 Willie J. Allen	
ET2 Ervin F. Romero	
YN2(SW/AW) Joseph Wilbers	
YN2(AW) Onika Wilson	
AO3 David T. Paisano	
Mr. Julion A. Bend	
Ms. Pamela D. Bennett	
Ms. Lucretia Benson	
Ms. Tanya D. Campbell	
Ms. Donna M. Carpenter	
Mr. Bradley J. Cordts	
Mr. Edward Dodrill	
Mr. David D. Fischer	
Mr. Reginald L. Fulton	
Mr. Christopher J. Garner	
Ms. Patrice Y. Hall	
Mr. Patrick R. Harris	
Mr. Juan J. Jimenez	
Ms. Priscilla L. Jones	
Ms. Melissa D. Jones-McNealy	
Ms. Marsea K. Lewis	
Mr. Joseph J. Lipko	
Mr. Anthony Matthews	
Ms. Karon D. Matthews	
Mr. Michael A. McNab	
Mr. Tommy Owens	
Ms. Leslie J. Pitts	
Mr. Martin L. Pompeo	