



The Mustang Lariat

November 2023
Volume 02

Silver Eagle: CAPT Matthew Arnold

Senior Warrant Officer, Navy (SWON) CW05 Brian Baker

Head OCM's Corner:

Greetings from Millington! Your OCM team just wrapped up FY-25 promotion planning, and as we commence year five of competing within our enterprise-aligned competitive categories, we see further evidence of a more balanced, healthy LDO/CWO community where promotion opportunity is distributed more evenly across our designators, and most importantly, our experience and skill sets are distributed across the force at all LDO/CWO ranks. Overall, that's a big win. However, it bears repeating that opportunity in smaller designators will continue to experience a more pronounced impact from variables such as number of billets, inventory, and timing. It's important to get dialed in early in your officer career to resources such as your snapshot, OCM road show briefs, the "zone" message, familiarity with your competitive category, etc., so you are best-equipped for service in your designator, and so you are tracking career progression and promotion opportunity in your designator.

As we move into November, our next big muscle movement is accession planning in preparation for the LDO/CWO ISPB. As you're aware from our road show brief, the demand signal for new accession LDO/CWOs is in a fairly steady state, with some added accession numbers in designators that have new billets coming on line. This seems like the perfect place to interject that our detailers never have enough of us to go around, so for those of us that have always answered the bell, please continue to manage expectations and know that our call to service supports the Navy team beyond measure.

Our LDO/CWO applicant numbers are on track with last year's numbers. It appears that with efficiencies gained in assessing quality cuts at the local level, our annual applicant numbers will be 1500ish for the time being. I cannot over-emphasize the goodness achieved by having senior officers chairing appraisal boards and engaged, experienced command coordinators guiding the process. It's absolutely necessary that every one of us use the "each one, teach one" methodology to find the best of our reliefs.

Big shout out and thank you to all who sponsored us this year to bring the OCM road show to the fleet. A big part of the value we bring is directly proportional to the time spent coordinating before the visit, and your teams really knocked it out of the park! For spring and summer 2024, we'd like to engage in some of the locations we weren't able to visit this year. Please start thinking about when you would like our team to visit your area as we will build our 2024 road show schedule shortly after the holidays. We aren't funded for this important piece of our recruiting effort, so those who can sponsor us are much appreciated.

BZ and thanks to CWO4 Tameka "TJ5" Reid and her PERS 803 team for making look easy the very cumbersome process of administering the intake and quality control of our ISPB applications. Administrative boards such as ours are not nearly as streamlined as their statutory cousins as there are many steps and much paper involved in the process. So applicants, if you have an "NE" by your name, get hot, because the root cause likely traces right back to you.

Head OCM's Corner Cont:

Community Snapshot: Our community is overall healthy with LDO manning at 98% (3,363 officers), and CWO manning at 90% (2,015 officers).

Critical Requirements (Critical Competency/Skill): This topic relates to critical requirements for specific LDO/CWO designators called out in Board Convening Orders. You likely recall feeling either an extra glimmer of hope or disdain when reading this portion of the convening order depending on whether or not your designator was included when you were in zone for promotion. As a memory jogger, a hypothetical excerpt from a board convening order is worded like this:

“Critical Requirements. Currently, the Navy has a critical need for officers with the competencies/skills listed below. The selection minimum number for officers with the identified competencies/skills is provided below. This number should only be attained if there is a sufficient number of officers determined best qualified among those fully qualified officers who possess that competency/skill. The specific skills and associated numbers in the below table shall not be interpreted as quotas.”

Competitive Category and Grade: LDO (Aviation) Commander		
Competency/Skill	Minimum	Requirement
6330 Aviation Maintenance	5	13
Competitive Category and Grade: Chief Warrant officer, W-5		
Competency/Skill	Minimum	Requirement
7411 Ship's Clerk	1	2

**the table above is hypothetical and for illustrative purposes only*

The change: Critical Requirements had a much greater utility when our community competed for promotion in the aggregate. As we start year five of competing in revised competitive categories, our supported enterprises have achieved a much greater parity in getting LDO/CWOs in billets at paygrades those enterprises are paying for. The next logical step in the promotion planning process is to suspend a broad-brush call-out of critical requirements for our designators. In the near term out-years, our OCM team will assess the need for each designator's critical requirements with increased focus on criticality of need. This coming round of FY-25 boards are not affected by this change. Suspension of our current one size doesn't fit all process will commence with FY-26 boards. Leaders, that means you have time to weigh in if desired. OCMs will always retain the ability to use critical requirement call-outs when necessary to address specific shortfalls.

Board of Directors: Competitive category and in-designator leaders, start thinking about your ability to participate here in Millington in spring 2024. It's always a challenge to get busy folks with busy day jobs to sync up for this important event, but there is a lot of good work, progress, and education gained in the process. The education piece comes overwhelmingly from across the spectrum of knowledge and experience of our participants. If it's been a minute since you synced with your CC members, please pick it back up and discuss your "top 5" head-hurters, big rocks, needed improvements, etc., so we remain nimble, relevant, and in demand.

Head OCM's Corner Cont:

Career Counselor's Corner: *When a new accession LDO/CWO gets commissioned, they soon realize that their detailer is now their career counselor. From commissioning through retirement, the detailer/constituent relationship must be maintained in good order. But who hasn't had a contentious exchange with their detailer? The old joke goes like this: 1/3 of folks love the detailer, 1/3 hates them, and 1/3 is indifferent because their timing was out of phase. Sometimes, it's good to have a "neutral" set of ears to field your questions, and that's a part of what our OCM team does, so fire away.*

Lastly, I encourage you to keep my team looped in with your fleet questions and concerns. Many of us here in Millington are far from the deckplate, so rather than suffer in silence or vent without purpose, educate us about your issues. We have the entire community within reach and with some willingness to do some reverse mentorship, so do you.

Very Respectfully,

CAPT Pat Sutton



CAPT Sutton delivering the Recruiting Brief to Newport/Groton.

CWO OCM Corner:

I am happy to report this year's travel has been nothing short of amazing! We were able to secure funding this past recruiting period to visit the following regions:

*Jacksonville/Mayport/King Bay
Millington, TN
Yokosuka/Atsugi/Sasebo, Japan
D.C./Pax River/North Virginia (DMV)
Newport, RI
San Diego, CA
Hampton Roads, VA
Pearl Harbor/Kaneohe Bay/Wahiawa, Hawaii*

We would like to say "THANK YOU" to all the commands that sponsored our travel financially and also to the many great people who worked behind the scenes to make each visit successful. We each have different backgrounds and experiences, but we share a common goal of strengthening the Mustang community. Thank you for caring about our community, taking care of each other, and exuding excellence in all you do.

During the middle of our travel, we hosted the LDO/CWO Board of Directors meeting in Millington. We had six O6/CAPT's and 11 CWO5's in attendance along with 52 online participating via Microsoft Teams. It was great to hear updates on each competitive category in addition to many positive initiatives being promoted for several designators. We enjoyed the company here in Millington and appreciate all the efforts that went into everyone's briefs. Sustainment of the community lies in our own hands, and it's looking promising for sure! I encourage everyone to participate in the BOD of each CC, as that is the way to push ideas and constructive feedback to the senior CC members and help change happen. If you don't know whom to seek out, reach out to the O6/W5 members of your designators to start a conversation.

The OCM office recently updated the message for next FY's convening orders and also thoroughly reviewed the discrete requirements/community values and career progression slides. Our goal is to develop parameters that promote selection of the finest Mustangs to lead our communities into the future. We appreciate your input and encourage you to contact your BOD leaders to share any suggestions to improve these products.

As briefed on the roadshows, the new LDO/CWO program instruction continues to move along nicely up in DC. We are optimistic it will be published in the near future. Since 2009, numerous changes occurred within our communities and we are looking forward to the consolidation of those changes into this new instruction for the use and benefit of everyone.

While we see and hear many positive things every day, I'd like to take a couple of minutes to mention a few areas where we can improve. In the last few Lariats, we discussed mentorship and a need for the O6/O5/W5 to play an integral part in our appraisal boards. Now I'd like to encourage dedicated support to the community, the program and our recruiting efforts. We all need to read and understand the NAVADMIN so that we are all on the same page. We cannot do what we "WANT" to do vice what is published to do. When in doubt, call the OCM office. We are here to assist in finding answers to your questions.

CWO OCM Corner (Cont):

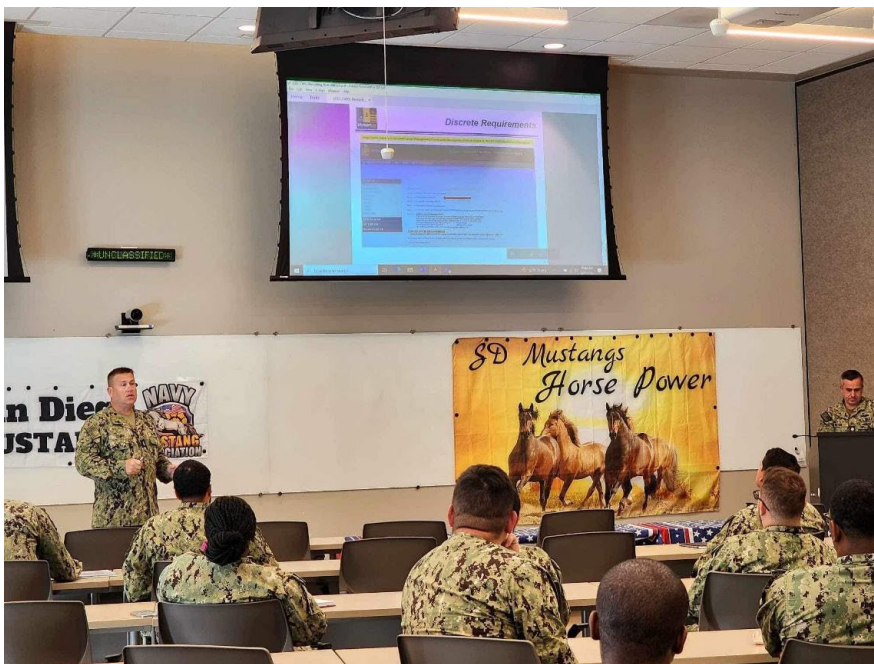
As Mustangs, we must answer the bells when they are sounded. This cannot be accomplished when we continue to go med down after negotiating for orders or when deployment is on the horizon. We need to take better care of ourselves, both physically and mentally. The PERS shops like to use the term “distributable inventory.” According to that data, we are significantly deficient. If you are on a shore tour, start from the beginning of that tour and formulate a plan to improve your health. You owe it to yourself and to your family to be in better health. Each of us wants to walk away from this career and live a long life without medical issues. Find a mentor and talk to them about your next steps. We want you to be healthy for personal reasons, but we also need you to be ready and able when the call is placed to make a difference.

Finally, I'd like to mention the assignability of new accessions. The detailers continue to have new accessions who are not worldwide assignable. Applicants claim worldwide assignability, but when they receive their first assignment, they inform the detailers they have “things/issues/reasons” as to why they cannot do certain accession tours/jobs. This issue directly relates back to mentorship. As mentors to these new accessions, we need to remind them of limited job choice. They will likely have to move and/or make some sacrifices as they build a new career. Back-to-back sea duty is a real possibility. Obtaining a nice shore duty job in the same geographical location is rare for a new accession. We owe it to the community to take a vested interest in this piece of the process and actively mentor. We will all benefit from focusing on this area with our new accessions.

In closing, I hope you have a wonderful and safe holiday season. The promotion zone message will be out in December, so please look for that information next month. I look forward to meeting as many of the Navy's best and brightest Mustangs in the next year.

Very respectfully,

CWO5 John Cowan



CWO5 Cowan presenting the Recruiting Brief to San Diego.



2023 Board of Directors Conference held in Millington, TN

Selection NAVADMINs/ALNAVs

ALNAV 077/23 LT SELECTIONS
ALNAV 076/23 RESERVE LT SELECTION
ALNAV 075/23, WO SELECTIONS
ALNAV 074/23 RESERVE WO SELECTIONS
ALNAV 066/23, RESERVE LCDR SELECTIONS
ALNAV 064/23, LCDR SELECTIONS

CONGRATULATIONS to all the selectees!

SNAPSHOT

Now is a good time to request your updated snapshot. Keep in mind, the low, mid, and high zone blocks are based off your flowpoint from when you were commissioned. When you actually go into zone will be based on vacancies and determined from year to year and announced in the zone message.

To request your snapshot, please send an email to the OCM functional email:
ldocwoocm.fct@navy.mil.

ADMIN TOOL BOX

Enlisted to officer conversions for active duty LDOs and CWOs are processed by TSC Great Lakes. Great Lakes begins working with the prospective officer's CPPA four to six weeks prior to the commissioning date. The Great Lakes team will provide guidance, process the DD-214, open an officer pay record, start initial officer pay and entitlements, and electronically forward the signed Oath to PERS-8 to be included in the OMPF. TSC Great Lakes encourages prospective officers to sign and provide all commissioning documentation prior to the actual commissioning date to ensure officer pay is received at the end of the first pay period following commissioning (the Oath of Office should be signed using the actual commissioning date).

TSC Great Lakes now will forward Oaths for future LDOs/CWOs onboard carriers and certain SPECWAR units, but these units process their own commissioning.

*All prospective LDOs/CWOs (including those on carriers and SPECWAR units) MUST contact TSC Great Lakes 60 days prior to the commissioning date at: M-GRLK-TSCEOPP@navy.mil. Provide your name, your commissioning date, the name of your command, your contact information, the name of your CPPA, and your CPPA's contact information.

RC OCM Corner:

Greetings Mustangs! First, congratulations to all of those members who were selected in FY24 and to those who have already promoted in October and November!

For those who do not know, this time of year is busy in Millington! PERS-92 is screening/reviewing RC LDO/CWO packages for the upcoming in-service procurement board in January and BUPERS-35 is reviewing time-in-service waivers in parallel with FY25 RC promotion planning. With this in mind, I would like to offer a special thanks to LCDR Dilbeck, LTJG Witter, the RC Engagement Team and all of the mentors who stepped-up to support the future generations of RC LDO/CWOs. The Engagement team along with many others have taken on the additional responsibility to recruit and engage RC Sailors through interview appraisals and all aspects of the application process. Thank you!

As also mentioned above, FY25 promotion plans have started their long routing process to SECNAV. Although there is still some time before the zone message is eventually released later this year, now is the time to update your records! Do not wait to update your records at the last minute! It is your responsibility to ensure your record is accurate. PERS-911D and the My Navy Career Center (MNCC) can help assist you with these items or direct you to the organization that can. I encourage everyone to review the PERS-911D and MNCC webpages on the My Navy HR website to better understand how you can submit requests for updates.

As you begin FY24, remember that the LDO/CWO force is founded on deck plate technical expertise. Are you doing everything you can to support this expectation? If not and/or you are in a billet that is outside your field of expertise, recommend speaking with your dashboards leads so that you can support your respective communities. Remember, holding billets outside your designator WILL impact the perception of your record during a promotion board and has the potential to negatively impact opportunity within your entire community! If you have questions concerning your billet or questions on a future billet, get with your enterprise leads for mentorship!

*Very Respectfully,
LCDR Dustin Hoskins*

Words from the Silver Eagle!

It was my great honor and pleasure to assume the duties as the community's sixteenth Silver Eagle from Captain John Popham at his retirement ceremony that was held onboard Fort Myers, Virginia in May. John Popham was a model Limited Duty Officer who set an example of service with honor. He was dedicated to improving not only the Limited Duty Officer/Chief Warrant Officer community but also our Navy as a whole. He fulfilled his many roles brilliantly. He continued the strong legacy of the Silver Eagles that came before him. He had a positive impact on our community not only through his engagement and strategic messaging but also by setting an example worthy of emulation. I wish John and his family "Fair Winds and Following Seas" as they enter a new chapter in their life.

We are quickly approaching the FY-25 promotion board season. Now is the time to ensure your record accurately reflects your performance and properly highlights your accomplishments. History is full of examples of great officers who failed to promote because their records were missing essential information or whose records contained information associated with another member. Proper maintenance of your record is essential to your selection and is the personal responsibility of each officer. If you have questions concerning your record, please contact your detailer. I wish you good luck in the upcoming boards and I look forward to congratulating each you upon your selection.

We all seek to have rewarding and fulfilling careers in the service of our country. Mentorship is a significant task associated with being a Limited Duty Officer/Chief Warrant Officer. We are well aware of the importance of our LDO/CWO candidates having strong mentors to help prepare them for selection and guide them through the process. It is of equal or greater importance for each of us to have and maintain mentors to help and guide us through our careers. The importance of having well informed, strong and competent mentors cannot be overstated. I would recommend that you have mentors both inside and outside of your designator. It is our duty to serve as mentors and thus we need to prepare ourselves to serve in that capacity by maintaining our currency both inside our respective fields of expertise and with general Navy policies.

We are a few months into the Get Real Get better initiative. This initiative is well suited for the Limited Duty Officer/Chief Warrant Officer community, as we are known for having practiced the precepts of this initiative for years. Our community is known for telling the hard truth even when it is unpopular. We as a community need to remember that we serve to support our Unrestricted and Restricted Line brothers and sisters. Below are some thought provoking questions I ask of our new officers as they complete our designator-specific training:

- Do you understand your place in the overall scheme and do you actively seek ways to provide support both up and down the Chain of Command?*
- Do you strive to gain and then maintain enhanced Readiness /Lethality/Survivability within your unit?*
- Are you the expert your CO and your unit need you to be?*
- Do you understand your unit's requirements and do you actively work to support them?*
- Do you ensure the proper Qualification/Certification/Training of **yourself** and your personnel?*
- Do you provide the appropriate oversight and **Hold the Standard?***
- Do you demand process discipline?*
- Do you enforce the use of checklists/publications/written guidance?*
- Do you practice proactive and continuous communication?*
- **Do you hold yourself to a Higher Standard?***

Words from the Silver Eagle!(cont)

These questions serve to focus their attention on what is most important in the performance of their duties as Limited Duty Officers and Chief Warrant Officers. I would request that each of you ask yourself these questions on a routine basis and if your answer to any of these questions is ever "No" then that you take the action necessary immediately to correct the deficiency. I personally keep these questions on my desk to force me to continually evaluate my performance and allow me to take corrective action when it is required. I look forward to serving as the Silver Eagle and working to better our community and our Navy. Thanks to your work, our community is strong and getting stronger but there is much work that remains to be done. Sail and Fly Safe.

*Very Respectfully,
CAPT Matt Arnold*



Words from the SWON!

Fellow Mustangs,

As my time is winding down as the SWON, political unrest is occurring more and peace and freedom are being challenged more in multiple sectors of our world. All of these world events demand that we sustain THE WORLD'S BEST AND MOST CAPABLE naval military force. As the Navy's most highly experienced, knowledgeable, and capable technical experts, that means that we must keep our systems knowledge current, and we must also look at better technology, maintenance and training solutions to ensure we sustain success. We must also ensure that we are staying engaged with our leaders, fellow officers, Chiefs, and junior enlisted technicians to ensure our Navy has an abundant pool of great leaders and super technicians well into the future.

As I have continued leading local area safety assessments and also sat on many appraisal boards these past few months, I would say that we need to do a better job training and prepping our future reliefs. I witness many leaders, Chiefs and supervisors not teaching the basic sound practices for the jobs their technicians do and not holding their people accountable to those basic standards (i.e. by-the-book maintenance, following basic electrical safety, proper watch standing, proper risk assessment before every assigned task...). During appraisal boards I encountered many candidates that didn't know basic governing instructions, some knew what jobs we do, but did not know much about what each of those entailed, many did not truly understand the extra responsibility and expectation that comes with earning a commission as an LDO or CWO. This is largely on us as LDOs and CWOs to ensure our reliefs are ready to step in our jobs on day one, ensuring our Navy, their command, their people, and they themselves succeed.

I want to try and give you all some encouragement since we are always doing more with less, every deployment seems to be getting extended, more administrative stuff is being expected of us to support better data collection, you all out in the operational fleet are dealing with a lot. Thank you for what you do each and every day, I will retire with confidence January 26th knowing that you have the watch. Is a whole lot expected of you/us? Yes! You/we are the only people who can do what we do for our nation, Navy and the people we lead with the proficiency we do it with. We are the only officers who can truly bridge the gap between the unrestricted line wardroom, Chiefs Mess, and junior enlisted ranks. We are the only ones who have the experiences and time spent in all of those ranks and extensive technical knowledge because we have been maintainers of the systems that the unrestricted line officers have worked hard becoming proficient at tactically fighting. The Navy needs all of us to succeed. Our nation, Navy, and Sailors need us to stay committed and stay engaged because if we don't keep doing the things we do, who will? Who will ensure that freedom continues to reign? Who will continue to be the Navy's senior leadership's technical experts? Who will continue to inspire our young warriors/technicians to be the best they can be? I am praying that it will be each one of you Mustangs.

Words from the SWON cont:

It has been a true honor to serve as the Senior Chief Warrant Officer of the Navy and to represent all the Chief Warrant Officers across all designators at the semi-annual Board of Directors meetings and year round. I thank all of you who give 100 percent every day and provide an excellent example of honor, courage and commitment to all those who serve with you. I will miss serving with you all and I pray that you all have a great remainder of your time serving our great nation, Navy and the people who make both great.

Best regards,

CWO5 Brian Baker

A word from our Sponsor:



Commander, Naval Education and Training Command

Greetings,

It is an absolute pleasure to serve as your community resource sponsor. Rear Admiral Garvin and I spoke about his experience as the community sponsor, and he described it as one of his most personally rewarding experiences during his time at Naval Education and Training Command (NETC). I am excited for the opportunity to follow suit.

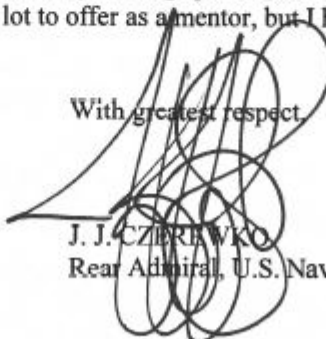
My focus at NETC revolves around three pillars: Building Trust, Increasing Performance and Closing Gaps. NETC will support development of a **lethal** and **survivable** fleet by recruiting the best future Sailors our nation has to offer. We deliver them a world-class education and effective fleet-informed training to build the strongest Navy in the world.

Both officers and enlisted Sailors rely heavily on their Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) throughout their careers. You set the example for our Sailors, and you accept nothing shy of the highest standards of personal and professional integrity. With the leadership that each one of you brings to the table, our enlisted Sailors achieve the highest levels of technical proficiency, creating a tactical and strategic advantage over our adversaries.

Although individual Sailors and commands make up our force, we are one Navy team. Your charge as LDOs and CWOs is to strengthen the individual parts, to make each Sailor more adept, efficient, and effective to ensure that the whole Fleet, is the strongest, most capable force it can be.

I look forward to working with you all as your flag sponsor, and cannot wait to get involved as soon as possible. I believe I have a lot to offer as a mentor, but I have even more to learn from you.

With greatest respect,


J. J. CZIBRZAKO
Rear Admiral, U.S. Navy

Discrete Requirements from the Aviation Detailer:

During our travels this year it was inspirational to meet so many Aviation LDO/CWOs doing great work. Every warfighter I spoke to values the work that we do, I did not encounter one leader dissatisfied with our community's performance and I rarely receive calls on technical performance in Millington. There is one area of concern that I heard during our travels that needs addressing and that is the discrete requirements. They are being used subjectively without uniformity as checklists to not conduct appraisal boards. This is resulting in some highly qualified candidates being filtered out. The OCM shop has communicated we are seeing fewer applications and anecdotally speaking I am sure this is likely one key contributing factor.

Discrete requirements set the framework and criteria for identifying the most qualified candidates, they are not an absolute standard or check list. There are many paths and jobs to qualification in a specific designator. More often than not the needs of the command and Navy will dictate an individual's path and experience opportunities. The language in each community's discrete requirements is chosen for a reason and vetted. Most have language stating: "with opportunity", "opportunities afforded", "They may also serve as", "Favorable consideration should be given to those who have qualified and earned NECs A or B", "served in one or more of the following commands", "If serving in an assignment that affords the opportunity", and many other "this" or "that" statements indicating multiple and varying paths.

The discrete requirements are written very carefully to help navigate the best qualified applicants and proven leaders with sustained superior performance, who possess skill-set subject matter expertise required for that designator. The discrete requirements aid in weeding out the "paper tigers" and collateral duty warriors, and help keep the focus on applicants that are technically, operationally and administratively proven while demonstrating sustained superior performance, they are not an absolute 100 percent standard. A paper tiger is an applicant who at first glance with top Early Promote breakouts looks qualified and technically powerful but after examination is weak technically, often performing in secondary non-technical leadership roles.

Discrete requirements are not all encompassing but help ensure the candidates are technically sound and not paper tigers. Also, please consider there are often barriers not within the individual's control to obtaining a specific qualification. Specifically, command policy such as rank limitations and/or platform specific opportunities. An individual with strong performance and other qualifications should not be disadvantaged because of this. Even though a Sailor may have consistent hard and soft evaluation breakouts above RSCA are they performing the work driving the mission and performing in the discrete requirement areas in the "opportunities afforded to them"? If yes they are competitive and the LDO/CWO ISP board's mission is to select the best and fully qualified based off the newest discrete provided by the community.

The new discrete requirements are available at the ISP Board, during appraisal season the priors' year's discrete requirements are used, so filtering decisions are being made off old information. In Aviation, often the mentality is the member must have a safe for flight qualification or bust. For CWO candidates absolutely, for LDOs not so much. For First Class POs and junior Chiefs, I will argue top EP performance in other discreet areas such as: multiple detachment leadership assignments, maxed out on in rate qualifications, leading technically in out of rate areas and work centers, multiple Collateral Duty Inspector and Quality Assurance qualifications with top performance marks, they are competitive and will be highly effective on day one after selection. Have I-Level Sailors maxed out on their opportunities? Often they are NEC constrained.

Discrete Requirements from the Aviation Detailer cont:

Lastly, the best candidates are often not the ones walking around with a binder checking boxes on how to become an LDO/CWO all day or that perfectly regurgitate the Blue Book information verbatim. Please take a second look at the potential applicants with their nose in the publications, leading winning teams while showing technical prowess, qualified technically to the highest levels, and who effectively lead while driving readiness and the mission every day. They are often so focused on the mission and putting the command and Sailors first, they haven't even give our program much thought. Introduce them to our program, they may not even see themselves as officers, plant the seed.

*CAPT Shawn Rumbley
PERS 43/Aviation Head Detailer*

Schoolhouse News!



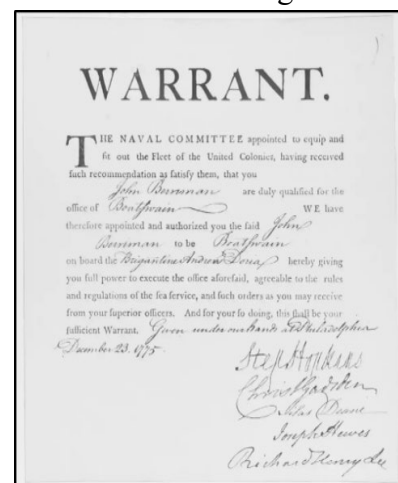
Good day from your Mustang Academy team! We would like to start this Lariat with welcoming our new Director, CDR Jason Blickens, 6110. We bid farewell to our previous Director, CDR Chad Hamm and staff member, LT Markus Howard. The school house has gone through many positive changes under CDR Hamm's charge, and we thank him for his guidance and leadership. The Mustang Academy continues to be led with the utmost accomplished and professional leadership! We are also pleased to welcome aboard our latest instructor, CWO4 Rafael "Raffy" Azconasanchez; he has already made a positive impact in our schoolhouse.

Giving Back to the LDO/CWO Community

Mustang Academy would like to thank all sponsors for providing mentorship and leadership this past fiscal year to all of our new accessions. Way to corral the new Mustangs into the Wardroom! A big shout out to: CDR Tres James, CWO5 Wilfrid Bossous, CAPT Omar Martinez, CWO5 Joe Theodorou, CAPT Nichol Schine, CAPT Ken Holland, CAPT Brad Bauer, LCDR Caleb Nation, and CWO5 Larry Martin. If you are interested, please contact our Deputy Director, CWO5 Jody Olson. There's no better way to give back to the Mustang community!

Birth of the Warrant Officer

As we celebrate our Navy's 248th birthday, it is important to recall the date of December 23, 1775. This date not only marks the first appointment of the Navy Warrant Officer, but all Specialty Officers at that time (Restricted Line & Staff Corps); these communities all branched out from the Warrant Officer ranks. Boatswain John Berriman, had the honor of being the first Warrant Officer appointed. Happy Birthday to our Navy, all of the Chief Warrant Officers and Warrant Officers!



Outstanding Students

Bravo Zulu to ENS Clinton Atchison (Class 23060), CWO2 Rafael Torres (23070), CWO2 Jerry Graff (23080), CWO2 Jeremy Neu (23090), ENS Seeta Roberson (23100), ENS Omari Eastman (23110), and ENS Mason Marshall (23120) on their achievement as Outstanding Student. Each class votes on the Sailor who consistently set the example for their peers.

Future Students

The OTCN website is the definitive source of information:
<https://www.netc.navy.mil/Commands/Naval-Service-Training-Command/OTCN/LDO/>

Please review all information including our Director's Letter. We're consistently updating the website as conditions change. Feel free to network with other selectees on the FY24 LDO/CWO Selectees Facebook Group.

ACADEMY STAFF

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CWO4 Rafael "Raffy" Azcona

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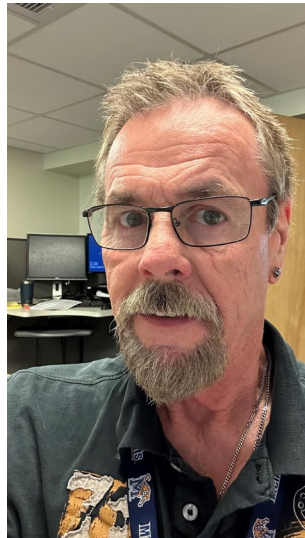
CWO3 Raechel Pope

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The Mustang Lariat

Around the Fleet





Parker Dinwiddie

U.S.C. Title 10 Section 619:

From the promotion message, officers with an established separation date within 90 calendar days after the convening of their promotion board will not be considered for promotion. This will not apply to those who meet the requirements of the continuation policy.

CAPT Pat Sutton
Head LDO and CWO Community Manager

CWO5 John Cowan
CWO Community Manager

LCDR Ryan Peter
Asst LDO and CWO Community Manager

Mr. Parker Dinwiddie
Asst LDO and CWO Community Manager

Our Group Email address: ldocwoocm.fct@navy.mil

Community News and Forums: Stay Connected!

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