From: Commander, Navy Personnel Command
To: President, FY-18 Foreign Area Officer (FAO) Captain Major Milestone and Commander Milestone Screen Board

Subj: ORDER CONVENING THE FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND COMMANDER MILESTONE SCREEN BOARD

Ref: (a) FY-18 Administrative Selection Board Precept
(b) MILPERSMAN Article 1301-809

Encl: (1) Board Membership
(2) Administrative Support Staff

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 Navy Personnel Command, Millington, TN, at 0800, November 9, 2016, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-18 Administrative Selection Board Precept, reference (a).

2. **Function**

   a. The function of the board is to recommend Foreign Area Officers (FAO) for Captain (CAPT) Major Milestone and Commander (CDR) Milestone assignment within the FAO community. Officers eligible for their first look are Lieutenant Commanders (LCDR) with a date of rank in FY-13 and FY-12 who have not been previously considered. Officers eligible for the second look are CDRs and LCDRs who received their First Look at the FY-17 FAO CAPT Major Milestone and CDR Milestone Screen Board and were not selected.

   b. To ensure that standards of performance are maintained, the board will also review the records of officers previously screened who have not yet reported to milestone billets by the
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subsequent to the last board that casts doubt in their ability to serve, shall be recommended for removal.

3. **Board Authorized Selections.** The Captain Major Milestone and Commander Milestone screen goals are based on the current percentage as set forth in ref (b).

a. The total numbers of candidates that may be recommended are listed below. For Commander Milestone, members should select the Best and Most Fully Qualified officers in accordance with reference (a) regardless of First or Second Look, but shall not exceed the total selection goal. The board may use quotas for second look selections for first look candidates and vice versa.

<table>
<thead>
<tr>
<th>FAO Captain Major Milestone</th>
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<tr>
<td>Second Look: 16 Officers</td>
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<td>Selection Goal: 3</td>
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<tr>
<th>FAO Commander Milestone</th>
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<tr>
<td>Second Look: 22 Officers</td>
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<tr>
<td>Selection Goal: 9</td>
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<tr>
<td>First Look: 25 Officers</td>
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<td>Selection Goal: 5</td>
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b. The board may elect to designate up to two officers for Commander Milestone and up to two officers for Major Milestone as Qualified Insufficient Opportunity (QIO). Officers designated QIO will be considered eligible to serve in a milestone tour should the inventory of screened officers be insufficient for requirements prior to the subsequent screen board. QIO status will expire at the convening of the subsequent board. If designated QIO on their first look, officers will then be counted among the group of records eligible for screening on the second look.

4. **Additional Guidance.** The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).
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a. Sustained superior performance in both the source and FAO communities and full qualification within the assigned Area Of Responsibility (AOR) are the cornerstones of success for all FAOs.

b. Full FAO qualification within the assigned AOR is awarded via the FA(X) Additional Qualification Designator (AQD) (represented by the FAO Q with corresponding regional abbreviation in the Officer Service Record (OSR)). The most competitive officers should be fully qualified, or have demonstrated aggressive progress towards achieving full qualification. X represented by a numeral, 1-5, designates the geographic area of specialty (1 = United States (U.S.) Central Command, 2 = U.S. Pacific Command, 3 = U.S. Southern Command, 4 = U.S. European Command, and 5 = U.S. Africa Command).

c. The optimal indicators of potential success in a CAPT Major Milestone or CDR Milestone assignment are superior performance in a FAO tour, full qualification within the assigned AOR and for CAPT Major Milestone, a successful CDR Milestone tour and awarded AQD FM2 (represented by MILESTONE COMPLETED in the OSR).

1) The most competitive officers will have distinguished themselves by outstanding performance in previous assignments, to include assignments prior to redesignating as a FAO, and will have strong fitness report breakouts (to include soft breakouts) throughout their careers. These tours include assignments to major staffs, and in-country positions within the Defense Attaché Office or Security Assistance Office.

2) It is expected that a LCDR eligible for milestone screening will also have completed at least one FAO community training module, either language training or graduate education, if such requirements had not been attained prior to lateral transfer into the FAO community. Most graduate education will be reflected as a graduate degree in an international engagement field of study (Foreign Affairs, International Relations, National Security Studies, or Global Leadership). However, officers who have received a Constructive Credit Waiver (CCW) from the Assistant Secretary of the Navy for Manpower and Reserve Affairs to satisfy the FAO Community requirement for a regionally focused masters based on cumulative international experience, or who have graduated from a Foreign War College also fully meet Department of Defense FAO graduate education
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standards and should be regarded as a fully qualified FAO in this regard. In these cases, the Officer’s record will display a FA-X AQD instead of a FT-X AQD if they meet the language and in-region experience. Currently, officer summary reports do not display a CCW in the education block.

(3) Many officers will have a variety of assignments in other line and staff billets prior to their lateral transfer to FAO. Boards are encouraged to examine an officer’s entire record to assess professional achievement, language, regional expertise, critical thinking, leadership, maturity, and operational and staff experience that would translate to success in a milestone assignment. The FAO community has a critical need for milestone-screened officers in all five of the geographic areas of specialty. This selection should only be attained if there is sufficient number of officer(s) determined best qualified among the fully qualified officers who possess those qualifications.

(4) It is expected that a CDR eligible for major milestone screening will have completed multiple FAO community tours increasing in complexity and responsibility. The most competitive officers will be fully qualified FAOs, have distinguished themselves by outstanding performance in previous assignments with strong fitness report breakouts (to include soft breakouts) throughout their careers, and have a successful CDR Milestone tour and awarded AQD FM2 (represented by MILESTONE COMPLETED in the OSR). These tours include assignments to major staffs, community management billets, and in-country positions within the Defense Attaché Office or Security Assistance Office networks.

5. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.

R. A. BROWN
BOARD MEMBERSHIP
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND
COMMANDER MILESTONE SCREEN BOARD

Foreign Area Officer Milestone:

RDML James T. Loeblein, USN, 1110 (Président)
CAPT Timothy J. Maricle, USN, 1710
CAPT Jacqueline R. Finch, USN, 1710
CAPT Michael L. Baker, USN, 1710
CAPT Tony S. W. Park, USN, 1710

Enclosure (1)
ADMINISTRATIVE SUPPORT STAFF
FY-18 FOREIGN AREA OFFICER CAPTAIN MAJOR MILESTONE AND COMMANDER MILESTONE SCREEN BOARD

1. Foreign Area Officer Milestone: CDR Jennifer B. Jones, USN, will act as a recorder with the following personnel acting as assistant recorders:

CDR Robert A. Hochstedler  CDR James A. Hilton

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

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

CAPT Heidi K. Berg

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

RDML Richard A. Brown  LT Simon S. Davies
CAPT Bradley J. Cordts  LT Claire Born
CAPT Christopher Engdahl  LT Erin T. Janofski
CAPT Mark C. Holley  LT Tramayne L. Jenkins
CAPT Douglas P. Howell  LT Jason C. Jensen
CAPT John F. Meier  LT Kevin M. Loughman
CAPT Jeri L. O'Neill  LT Christopher R. McHenry
CAPT Martin L. Pompeo  LT Vincent N. Perry
CAPT Henry P. Roux, Jr.  LT Edward R. Polk
CAPT Elisabeth S. Stephens  LT Van E. Stewart
CDR Howard M. Bryant  LT Holly R. Taylor
CDR Paul J. Dee  LT Donald J. Todorowski
CDR Steven J. Skretkowicz  CWO5 Elizabeth Rivera
LCDR Price W. Balderson  MCPO C. E. Christiansen
LCDR David R. Flowers  MCPO Leo S. Godet
LCDR Andrew J. Greenlees  MCPO Amy M. Kelly
LCDR Johnny W. Kelley  SCPO Robert A. Tunstall
LCDR Stephen P. Milloway  CPO Raymond E. Boyd
LCDR Christopher C. Muller  CPO Dana A. Brown
LCDR Michael S. Newman  CPO Byron J. Capps
LCDR Timothy D. O'Brien  CPO Patrick R. Harris
LCDR Eric A. Polonsky  CPO Gavin A. Irby
LCDR Jeremy S. Yarbrough  CPO Michael M. Riles
LT Robert R. Allen  PO1 Christopher Church
LT Corey A. Bell  PO1 Sharleen L. Ciesielska
LT Beau J. Blanchard  PO1 Carolyn Hester
LT Ivan C. Cole  PO1 Benjamin J. Ryser

Enclosure (2)
PO1 Joseph F. Scarlata
PO2 Santos A. Cedeno
PO2 Courtney E. Countiss
PO2 Lauren M. Hauck
PO2 Frank L. Holland
PO2 Aliscia L. Law
PO2 Kari K. Lueth
PO2 John T. Myrick
PO2 Latoya A. Roberts
PO2 Alexis P. Williams
Mr. Rodger Abernathy
Ms. Jacqueline S. Anderson
Mr. Steve A. Armstrong
Mr. Daryl L. Ballard
Ms. Alison Barnes
Mr. Julion A. Bend
Ms. Wendy Beyer
Mr. Robert C. Black
Ms. Patricia O. Boothe
Mr. Brian D. Bourne
Mr. James W. Bowman
Mr. Doug Burgess
Ms. B. J. Callis
Mr. Clarence Carver
Ms. Lakesha D. Chalmers
Ms. Janice Chambers
Mr. James C. Clemmons
Ms. Linda M. Coffield
Mr. Joel Cook
Ms. Sonya Y. Cox
Mr. John R. Crotts
Mr. James Cutter
Ms. Karen Dapsis
Mr. Bennie Davis
Mr. Paul W. Davis
Mr. Jay C. Delfoe
Mr. Richard T. DeRousse
Mr. Bernard D. Dunn
Mr. Charles D. Eaton
Mr. Jeremy L. Fisher
Mr. John Fleenor
Mr. Mike Foldes
Mr. John Frantz
Mr. Christopher Garner
Mr. Dennis Garza
Mr. Cornell D. Gaulmon
Mr. Bryan Gillentine
Mr. William H. Green
Mr. Keith Grover
Mr. Richard M. Hammer
Mr. Jim Hammerich
Mr. Dave Hard
Ms. Dorothy C. Harris
Mr. Max H. Hodge
Mr. David L. Howard
Ms. Rosalind Hudson-Phillips
Mr. Juan J. Jimenez
Mr. Carl E. Johnson
Mr. Douglas E. Johnson
Mr. John Johnson
Ms. Lorraine A. Johnson
Ms. Patricia A. Johnson
Ms. Crystal Jones
Ms. Melissa D. Jones
Mr. Steven P. Jones
Mr. Charles M. Kellum
Ms. Shu J. King
Mr. Alex Kraus
Ms. Karen M. Kumnick
Mr. David B. Lanham
Ms. Sonia Lewis
Mr. Thomas R. Lewis
Ms. Diane L. H. Lofink
Mr. Victor A. Loy
Ms. Nancy P. Lubian
Ms. Oberia A. Malone
Mr. Donald P. Marshall
Mr. Paul D. Martin
Mr. Paul L. Martin
Mr. Richard P. Mason
Mr. Anthony L. Matthews
Ms. Karon D. Matthews
Ms. Lynda C. McKinney
Mr. Jerrico S. Melton
Mr. Christopher J. Meunier
Mr. Pratap Muratee
Mr. Corey A. Nichols
Mr. Tommy D. Owens
Ms. Keisha R. Parker
Mr. Drew R. Parmley
Mr. Chuck Pennington
Mr. Richard S. Perry
Mr. James A. Price
Mr. Stephen R. Ranne
Ms. Amy C. Ray
Mr. Dondi Reed
Mr. Stanley Robinson
Mr. Jay A. Rublaitus
Mr. Tony V. Sanders
Ms. Cheryl L. Scott
Ms. Edna M. Shannon
Mr. Antoine Sharp
Mr. Michael P. Simrell
Ms. Angie L. Smith
Mr. Thor Smith
Ms. Ruby D. Snowden
Mr. Lee K. Staley
Mr. William A. Stephens
Ms. Lynnette Stinnett
Mr. Tim Suich
Ms. Jennifer M. Summers
Mr. Jim C. Tanner
Mr. Horace Taylor
Mr. Robert J. Thompson
Mr. David C. Tidwell
Ms. Martha Uselton
Mr. Carl R. Waelde
Mr. Shawn Walther
Ms. Davida L. Ward
Mr. Timmy W. West
Ms. Jessica Whitfield
Mr. Christopher A. Wiley
Mr. Bob T. Wilkinson
Mr. Ed Willard
Ms. Sharlene Williams
Mr. Charles E. Wilson
Ms. Deborah A. Wilson
Mr. Jason T. Winfield
Mr. Wiley P. Winter
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
Ms. Rebecca Yong
Mr. Alan D. Young
Mr. Christopher J. Zaller