From: Deputy Chief of Naval Personnel  
To: President, FY-19 Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board  
Subj: ORDER CONVENCING THE FY-19 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD  
Ref: (a) FY-19 Administrative Selection Board Precept  
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 Navy Personnel Command, Millington, TN, at 0800, 4 December 2017, or as soon as practicable thereafter.

   b. The board shall proceed in accordance with all guidance in this letter and the FY-19 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to recommend:

   a. Information Warfare Community (IWC) officers (18XX/68XX) for LCDR Milestone.

   b. IWC officers (18XX/68XX) for assignment to lieutenant commander (LCDR) leadership (XO/OIC) jobs.

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

a. Milestone Eligibility

(1) Oceanography (OCEANO) (1800/6800): Based on the
timing between the FY-18 and FY-19 LCDR Milestone boards and
change in eligibility criteria, OCEANO will not convene a panel
for the FY-19 Lieutenant Commander Milestone board. Officers
will receive two looks for milestone. OCEANO Officers eligible
for milestone will have at least six years of commissioned
service and at least 12 months in initial OCEANO tour. This new
eligibility criterion will begin with the FY-20 board.

(2) Cryptologic Warfare (CW)/Information Professional
(IP)/Intelligence (INTEL) (1810/6810/1820/6820/1830/6830): Each
CW, IP and INTEL officer will receive two looks for milestone.
For this board, CWs, IPs and INTELS Promotion Year Groups (PYG)
2018 will receive their first look. CWs, IPs and INTELS PYG
2016 and 2017 will receive their second look.

b. Leadership Eligibility

(1) OCEANO/CW/IP/INTEL (18XX/68XX): This is the second
year this panel will be conducted. Eligible officers will
receive two opportunities to screen for LCDR Leadership. For
this board (FY-19), PYG 2016 will receive their first look.
Promotion Year Groups 2014 and 2015 will receive their second
look.

c. Officer “Bank”. The Leadership Screening Panel will
screen to a “bank” vice specific availability to allow for
flexibility in detailing. Officers that screen for leadership
may not be offered these billets in FY-19. These selectees will
have their record annotated and remain eligible for future
orders.

d. Promotion Status and Eligibility. Officers, whose
promotions to lieutenant commander remain held in abeyance by
NPC PERS-8 action on the board convene date, shall not be
eligible for this board.

4. Additional Guidance. 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).
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a. Sustained superior performance across a wide spectrum of challenging jobs with operational excellence and leadership demonstrated in at least one IW specialty is the cornerstone to success for all IW officers. The IWC values strong critical thinking skills, as well as officers who lead innovation throughout their careers.

(1) IW LCDR Leadership (1800/6800/1810/6810/1820/6820/1830/6830): Key leadership billets at the LCDR level include Executive Officer and Officer in Charge billets. Superior performance and demonstrated leadership in challenging operational assignments and leadership 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 leadership billets. Officers must be LCDR Milestone screened to be qualified for LCDR Leadership screening. The strongest officers will have demonstrated superior performance in an LCDR milestone, though completion of LCDR Milestone is not required prior to screening for LCDR leadership. Professional competence and leadership experience should be documented in fitness reports where the officer's performance traits clearly exceed that of his or her peers.

(a) Sequencing for LCDR Leadership screen panel: The FY-19 Lieutenant Commander Leadership and Milestone Screen Board will first screen for milestone. Successful screen for LCDR Milestone will be a prerequisite for LCDR Leadership screen. All LCDR IWC officers in PYG 16 who screen for milestone will become eligible for the FY-19 LCDR Leadership screen panel. Officers in PYGs 17 and 18 will screen for milestone but are not eligible for the leadership screen panel.

(2) Oceanography (1800/6800). Considerations to LCDR Milestone: 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 expertise in assignments at operational meteorology and oceanography commands (FWC, NOAC, JTW, NOMWC, NOSWC, PST, FNMOC, NAVO, NOCC). As a predominately Lateral Transfer community, many officers may have a mix of assignments in both the Oceanography community and other communities. Both are
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equally valuable in assessing an officer’s career potential,
leadership, and operational experience. As such, sustained
superior performance in challenging assignments both within and
outside the Oceanography Community is an indicator of a
successful officer and future community leader. Advanced
education is valued, though not a requirement prior to LCDR
Milestone screening. Oceanography 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. LDO
career paths will not mirror that of a typical 1800 and are
limited if they do not off-ramp to 1800 prior to LCDR; their
records should receive due diligence and be considered fully
qualified.

(3) Cryptologic Warfare (CW) (1810/6810).
Considerations to LCDR Milestone: The CW community is built on
technical knowledge of the IW warfighting domain (specifically
the electromagnetic spectrum and cyberspace) coupled with
operational experience. CW core-mission areas are Signals
Intelligence (SIGINT), Cyber, and Electronic Warfare (EW). CW
operational capacity is principally organized into IWC Commands
(NIOCs, NCWDG, NDCOC) and are presented to the supported
commander in both the Fleet and Joint arena. CW officers
typically develop deep foundational SIGINT and Cyber expertise
in assignments at Cryptologic Centers and NSA/CSS. While shore-
based, these commands operate 24/7 across the full spectrum of
SIGINT and Cyber and integrate tactically and operationally with
Fleet and Joint forces in planning and executing operations
worldwide. Qualified officers will have demonstrated out-
standing leadership and technical acumen in previous operational
CW assignments at sea or shore. For SIGINT and EW, officers
demonstrate expertise in the embedded maritime and expeditionary
environments, assigned as PCS’ed Officers to surface ships; Navy
Special Warfare (NSW) Commands, or as a Direct Support Officer
onboard surface, subsurface, or airborne platforms/squadrons.
For Cyber, CW officers demonstrate expertise under the
operational control of U.S. Cyber Command (USCYBERCOM); its
naval component command U.S. Fleet Cyber Command (FLTCYBERCOM),
and NSA while assigned administratively to NIOCs, NDCOC, or
NCWDG. The most competitive candidates will have demonstrated
success in a Type-2/4 sea duty (reflected by earning the BIS, BIA, BIW, or BIU AQD) and have leadership experience as a Division Officer, Department Head, or other Naval or Joint leadership positions. Achievement or progression towards 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.

(4) Information Professional (IP) (1820/6820). Considerations for selection to LCDR Milestone: Demonstrated expertise and operational performance in Information Warfare disciplines and Information Professional (IP) core competencies including communications, combat systems, space operations, network operations, offensive and defensive cyber operations, electromagnetic spectrum management, information assurance, and knowledge management in operational assignments is the cornerstone of success for IP Officers. Future leaders of the IP community must have a proven record of leadership, at sea or in Naval Special Warfare/Expeditionary operational tours and demonstrated technical IP expertise supporting Naval and Joint operations. Qualified officers will have a bachelor degree from an accredited university and have demonstrated outstanding leadership and technical acumen in previous assignments both in and out of the 1820 community. The most competitive candidates will have diversity in assignments to include OPNAV or major headquarters staff, Numbered Fleet and/or Type Commander, assignments in combat zones, and a balance between afloat staffs and ship’s company or squadron/detachment tours; achieved STEM technical graduate education; be fully qualified in IP Intermediate qualifications; completed Joint Professional Military Education Phase I, and/or attained civilian technical certifications such as those required for Cybersecurity Workforce (CSWF) qualification. Space Cadre experience is highly valued and acquisition experience are also valued. As a lateral transfer based community, many officers will have a mix of assignments prior to their lateral transfer to the Information Professional community. Both are equally valuable and board members must examine an officer’s entire record to assess leadership, critical thinking, operational experience, and technical expertise.
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(5) Intelligence (1830/6830). Considerations for selection to LCDR Milestone: Leadership, demonstrated professional warfighting competence, and sustained superior performance are the hallmarks of a successful Naval Intelligence Officer. Intelligence officers gain operational experience from a broad range of tours including assignment to operational aviation tours, afloat CVN/LHD/LHA/DESRON tours, and NSW/Expeditionary tours, or Individual Augmentee/Global War on Terrorism Support Assignments (IA/GSA). Future leaders of the intelligence community must have a proven record of leadership, proficiency and expertise in conducting full spectrum intelligence operations in operational assignments at sea and ashore, in Naval Special Warfare/Expeditionary assignments, or with joint warfighting forces. A limited number of Naval Intelligence billets support the DoD-wide, joint service RAIDER CUTLASS initiative. Officers selected to perform these sensitive duties complete demanding proficiency training and multiple operational assignments that can preclude them from serving in traditional billets. A RAIDER CUTLASS milestone billet structure has been developed; therefore, RAIDER CUTLASS officers should continue to be screened for Milestone and Leadership assignments. Qualified officers will have demonstrated outstanding leadership and professional proficiency in previous operational assignments. The most competitive candidates will have demonstrated success in an operational tour or tours, and have leadership experience as a Watch Center Supervisor, Branch Chief, Division Officer, Department Head, or other Joint leadership positions. The Intelligence community includes some officers that lateral transfer to 1830. These officers will have a mix of assignments prior to their lateral transfer to the Intelligence field, but have equally valuable experience and knowledge gained from their service in other communities. Board members are encouraged to examine an officer's entire record to assess career potential, leadership and operational acumen.

b. The following stamps are authorized to be placed on each record as applicable:

(1) Letter to the Board (LTB)

(2) Field Code 17 (FC-17)
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(3) In or complete LCDR Milestone (MS)

(4) Milestone tour identified on PSR

R. A. BROWN
BOARD MEMBERSHIP
FY-19 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
MILESTONE AND LEADERSHIP SCREEN BOARD

Information Warfare Community Lieutenant Commander Milestone And Leadership Screen Board:

RDML John A. Okon, USN, 1860 (President)
CAPT Harold T. Cole, USN, 1810
CAPT Raymond R. Delgado III, USN, 1800
CAPT Jennifer K. Eaves, USN, 1830
CAPT Matthew J. Labert, USN, 1820
CDR Jay P. Aldea, USN, 1830
CDR Robert C. Cadena, USN, 1810
CDR James D. McCartney, USN, 1820
CDR Christi S. Montgomery, USN, 1800
CDR Marcus R. Polson, USN, 1830
CDR Dwight E. Smith, Jr, USN, 1800
CDR Deborah B. Yusko, USN, 1810
LCDR Blythe A. Blakistone, USN, 1820

Enclosure (1)
ADMINISTRATIVE SUPPORT STAFF
FY-19 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD

1. Information Warfare Community Lieutenant Commander Milestone and Leadership: CDR Heather H. Quilenderino, USN, will act as a recorder with the following personnel acting as assistant recorders:

   CDR Matthew J. Cegelske  
   LCDR Jason J. Becker

   CDR Joseph P. Bobrowski  
   LCDR Mark A. Hebert

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 Michael J. Vernazza

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

   RADM Richard A. Brown  
   CAPT Bruce J. Black  
   CAPT Christopher Engdahl  
   CAPT William J. Kramer  
   CAPT James M. Lucci  
   CAPT Sheryl S. Richardson  
   CAPT Robert P. Schulhof  
   CAPT Michael J. Vernazza  
   CDR Erin M. Ceschini  
   CDR Joseph B. Harrison  
   CDR Robert A. Hochstedler  
   CDR David R. Kuehn  
   CDR Lemuel S. Lawrence  
   CDR Jonathan A. Savage  
   CDR Wade C. Thames  
   LCDR David B. Clark  
   LCDR Andrew J. Greenlees  
   LCDR Joseph A. Gueary  
   LCDR Walter K. Pauli  
   LCDR Billy W. Young  
   LT Cassandra E. Abbott  
   LT Claire Born  
   LT Ivan C. Cole  
   LT Stephen S. Cortez

   LT Kevin M. Loughman  
   FORCM(SW/AW) Tuck E. Williams  
   YN1 Sharleen L. Ciesielska  
   YN2(SW) Michael A. Matos  
   YN2(SW) Edward F. Westrick  
   Mr. Julion A. Bend  
   Mr. Norman L. Blake  
   Mr. John R. Crotts  
   Mr. Bernard D. Dunn  
   Mr. David W. Fischer  
   Mr. Christopher Garner  
   Mr. Max Hodge  
   Mr. Carl E. Johnson  
   Mr. Juan J. Jimenez  
   Ms. Oberia A. Malone  
   Mr. Richard P. Mason  
   Mr. Anthony Matthews  
   Ms. Karon D. Matthews  
   Ms. Lynda Mckinney  
   Mr. Tommy Owens  
   Mr. Stephen R. Ranne  
   Mr. Jay A. Rublaitus  
   Ms. Edna Shannon  
   Ms. Mindee M. Wolven

Enclosure (2)
BOARD AUTHORIZED SELECTIONS  
FY-19 INFORMATION WARFARE COMMUNITY  
LCDR MILESTONE AND LEADERSHIP SCREEN BOARD

a. Oceanography (1800)

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b. Cryptologic Warfare (1810)

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<td>PYG 15 (31 Officers)</td>
<td>PYG 17 ( 8 Officers)</td>
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c. Information Professional (1820)

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d. Intelligence (1830)

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Note: 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.