From: Deputy Chief of Naval Personnel  
To: President, FY-21 Information Warfare Community  
Lieutenant Commander Milestone and Leadership Screen  
Board  

Subj: ORDER CONVENING THE FY-21 INFORMATION WARFARE COMMUNITY  
LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN  
BOARD  

Ref: (a) DCNP ltr 1401 BUPERS-00B of 9 Aug 19  

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, 9 December 2019, or as soon as  
practicable thereafter.  

   b. The board shall proceed in accordance with all guidance  
in this letter and the FY-21 Administrative Selection Board  
Precept, reference (a).  

2. **Function.** The function of the board is to recommend  
Information Warfare (IW) community officers (18XX/68XX) 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 have  
two opportunities to be screened for LCDR Milestone duty. The  
first look will occur when officers have reached six years of  
commissioned service and have served in an oceanography billet
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for at least 12 months as of the last day of the month prior to
the convening of the screening board.

(2) Cryptologic Warfare (CW)/Information Professional
(IP)/Intelligence (INTEL) (1810/1820/1830): Each CW, IP, and
INTEL officer will receive two looks for milestone. For this
board, CW, IP, and INTEL Promotion Year Group (PYG) 20 will
receive their first look. CW, IP and INTEL PYG 19 will receive
their second look.

b. Leadership Eligibility

(1) Eligible OCEANO/CW/IP/INTEL (18XX/68XX) officers
will receive two opportunities to screen for LCDR Leadership.
For this board (FY-21), PYG 2018 will receive their first look.
PYG'17 will receive their second look.

(2) Late accessions and lateral transfers: Officers in
PYGs senior to PYG 2017 not previously screened for Milestone
will be eligible for milestone assignment. These officers will
be given the option to defer their initial eligibility for the
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. Officers that screen for
leadership may not be slated in FY-21. These selectees will
have their record annotated and remain eligible for assignment.

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).

a. IW LCDR Leadership (1800/6800/1810/1820/1830/6830). Key
leadership billets at the LCDR level that this board is
screening include Executive Officer and designated 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 are indicators of a high performing
officer who will succeed in these key leadership billets. Fully qualified officers must be LCDR Milestone screened or grandfathered milestone screening (1800/6800 PYGs 18 and prior). The best qualified officers will be in or have completed LCDR Milestone, and have demonstrated sustained superior performance in operational and leadership roles, either afloat or ashore, across the totality of their career. 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.

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 other communities. 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 core-mission areas are Signals Intelligence (SIGINT), Cyber, and Electronic Warfare (EW). CW officers demonstrate tactical SIGINT and EW expertise while embedded in the maritime and expeditionary environments. This may be accomplished while permanently assigned to ships or
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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), U.S. Fleet Cyber Command (FLTCYBERCOM), NSA,
NIOC, NCDOC, or NCWGD. Fully qualified officers will have
demonstrated outstanding leadership and technical acumen in
previous CW assignments at sea or ashore. Best qualified
officers will have demonstrated success in a Type-2/4 sea duty
(reflected by earning the BIS, BIA, BIW, or BIU AQD) and have
demonstrated sustained superior performance in leadership
positions.

(2) 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) The IP Community’s core mission capabilities draw
upon technical knowledge and demonstrated expertise in IW
disciplines and 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 ashore and afloat. Future leaders of
the IP community must have a proven record of leadership, at sea
and/or in Naval Special Warfare/Expeditionary operational tours
and demonstrated technical IP expertise supporting Naval and
Joint operations.

(2) Fully qualified officers will have demonstrated
leadership and technical acumen in IP operational assignments
and/or equivalent pre-lateral transfer assignments. In
addition, they will have a Bachelor’s degree from a regionally
accredited university.

(3) Best qualified officers will have diversity in
assignments and a balance between afloat staffs and ship's
company or squadron/detachment tours. They will have achieved
an advanced technical graduate degree in a STEM related field
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from the Naval Postgraduate School or equivalent regionally
accredited university. An in-residence graduate degree from one
of the service war colleges is also highly valued. They will
also have completed the IP Intermediate qualification and Joint
Professional Military Education Phase I.

(4) As a lateral transfer based community, many officers
will have a mix of assignments prior to their redesignation.
Both are valuable and board members must examine an officer’s
total record to assess leadership, critical thinking,
operational experience, and technical expertise.

(5) The Submarine Communications LDO (6290) community is
a new off-ramp community for IP. The prior 6290s career paths
will not mirror that of a typical 1820. Board members must
examine an officer’s entire record to assess leadership,
critical thinking, operational experience, and technical
expertise.

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 Joint
operations. A limited number of Naval Intelligence officer
(1830) billets support the DoD-wide, joint service RAIDER
CUTLASS (RC) initiative. Officers serving in these billets are
still expected to complete professional milestone and leadership
requirements.

(2) Fully qualified officers will have superior
performance in 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.
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(3) Some officers will have a mix of assignments in both the Intelligence community and another Navy community prior to redesignation 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, and warfare competency.

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

[Signature]
J. W. HUGHES
BOARD MEMBERSHIP
FY-21 INFORMATION WARFARE COMMUNITY LIEUTENANT COMMANDER
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Information Warfare Community Lieutenant Commander Milestone and Leadership Screen Board:

RDML Jeffrey S. Scheidt, USN, 1860 (President)
CAPT Michael S. Salehi, USN, 1810
CAPT Matthew L. Ghen, USN, 1820
CAPT Danny L. Noles, USN, 1810
CAPT Peter N. Shepard, USN, 1830
CAPT Rachael A. Dempsey, USN, 1800
CDR Brad D. Melichar, USN, 1810
CDR Craig A. Gabriellini, USN, 1820
CDR Kelvin B. McGhee, USN, 1820
CDR Alfred J. Corkran III, USN, 1830
CDR Mark Murnane, USN, 1800
CDR Stephen A. McIntyre, USN, 1800
CDR Matthew R. Blanchette, USN, 1830
1. Information Warfare Community Lieutenant Commander Milestone and Leadership: CDR Douglas W. Pearman, USN, will act as senior recorder with the following personnel acting as assistant recorders:

LCDR James C. George  
LT Brandon M. Kim  
LCDR Joseph J. Kruppa

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 Margaret M. Schult

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

RADM Jeffrey W. Hughes  
RDML Richard J. Cheeseman, Jr.  
CAPT Erin E. Acosta  
CAPT Kathleen A. Elkins  
CAPT Keith J. Harnetiaux  
CAPT Adam D. Porter  
CAPT Sheryl S. Richardson  
CAPT Robert P. Schulhof  
CAPT Margaret M. Schult  
CAPT Joseph A. Torres  
CAPT Holly A. Yudisky  
CDR Matthew S. Cushanick  
CDR James G. Gabriel  
CDR William K. Tirrell  
LCDR Willard E. Ball  
LCDR Kristine N. Bench  
LCDR Nicholas A. Cole  
LCDR Jonathan D. Dieter  
LCDR Richard A. Dorsey II  
LCDR Christopher A. Dumas  
LCDR Lyndsey D. Fatz  
LCDR Joseph A. Gueary  
LCDR Cameron J. Mackley  
LCDR Christopher R. McHenry  
LT Cassandra E. Abbott  
LT Jason W. McClinton  
LT Katharine M. Shumway  
LT Annicka M. Weber  
LTJG Tiara L. Dienes  
FORCM(SS/IUSS) Scott A. Rossiter  
YNCM(SW/AW) Roy K. Lambert  
YN2(SW) Doneisha M. Smith  
YN2(SW) Edward F. Westrick  
Mr. George N. Barnes II  
Ms. Marisa Y. Beal  
Mr. Julion A. Bend  
Ms. Donna M. Carpenter  
Mr. Bradley J. Cordts  
Mr. John R. Crotts  
Mr. David Fischer  
Mr. Chris J. Garner  
Mr. Anthony P. Gaston  
Mr. Patrick R. Harris  
Mr. Max Hodge  
Mr. Juan J. Jimenez  
Mr. Anthony Matthews  
Ms. Karon D. Matthews  
Mr. Tommy Owens
Mr. Gary C. Peterson
Ms. Amy Ray
Mr. Stephen R. Ranne
Mr. Jay A. Rublaitus
Ms. Edna Shannon
Mr. Antoine Sharp
Mr. David B. Whorton
Mr. Darrence A. Wolfe
Ms. Mindee M. Wolven
**BOARD AUTHORIZED SELECTIONS**

**FY-21 INFORMATION WARFARE (IW) COMMUNITY LIEUTENANT COMMANDER MILESTONE AND LEADERSHIP SCREEN BOARD**

### a. Oceanography (1800)

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<th>O4 Milestone</th>
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<tr>
<td>PYG 18 (15 Officers)</td>
<td>PYG 14 (2 Officers)</td>
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<td>PYG 17 (6 Officers)</td>
<td>PYG 13 (18 Officers)</td>
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<td>PYG 12 (3 Officers)</td>
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<td>PYG 11 (1 Officers)</td>
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### b. Cryptologic Warfare (1810)

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<tr>
<td>PYG 18 (58 Officers)</td>
<td>PYG 20 (59 Officers)</td>
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<td>PYG 17 (33 Officers)</td>
<td>PYG 19 (8 Officers)</td>
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### c. Information Professional (1820)

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<td>PYG 17 (25 Officers)</td>
<td>PYG 19 (3 Officers)</td>
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<td>PYG 16 (3 Officers)</td>
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### d. Intelligence (1830)

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<tr>
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<td>Eligible:</td>
</tr>
<tr>
<td>PYG 18 (74 Officers)</td>
<td>PYG 20 (98 Officers)</td>
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<tr>
<td>PYG 17 (43 Officers)</td>
<td>PYG 19 (7 Officers)</td>
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