



MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MO 65101-1203

NGMO-PER-AB (AB-100-2)

1 May 2026

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Memorandum of Instruction (MOI) for the 2027 Enlisted Promotion System (EPS)

1. References:

- a. Army Regulation (AR) 600-8-19 (Enlisted Promotions and Reductions)
- b. Missouri Army National Guard Regulation (MONGR) 600-200 (Enlisted Career Management Standard Operating Procedures)

2. Purpose. To provide guidance and establish the annual promotion consideration criteria for the Missouri Army National Guard (MOARNG) during fiscal year (FY) 2027.

3. Background. The MOARNG promotion selection process establishes the means to:

- a. Consider all eligible Soldiers.
- b. Evaluate each Soldier's potential.
- c. Rank the best qualified Soldiers for promotion.
- d. Select Soldiers in sequential order.
- e. Promote those who have completed the required level of professional military education (PME).

4. Effective dates. This MOI for the FY27 EPS is effective immediately.

- a. The FY26 EPS lists will expire in accordance with (IAW) the timelines outlined in enclosures 1 and 2.

- b. The FY27 EPS suspense dates, board dates and consideration cutoff dates are outlined in enclosures 1 and 2.

- c. The FY27 EPS lists will be effective the date(s) in which the lists are approved by the Military Personnel Management Office (MPMO) IAW reference 1a.

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5. Consideration Criteria:

a. Soldiers must elect to be considered for the next grade and meet the minimum consideration criteria outlined in enclosure 3 to be considered for evaluation during FY27. Soldiers must elect to be considered in IPPS-A (see enclosure 10 for instructions). Soldiers that are currently in the rank of MSG that are not eligible for consideration to SGM but choose to be considered for 1SG must complete their preferences on the DA Form 4187 (see enclosure 12). Soldiers that are currently in the ranks of SGM and CSM and choose to be considered for BN/BDE CSM must also complete their preferences on the DA Form 4187 (see enclosure 13).

(1) Soldiers must make preferences for promotion consideration, assignment location, 00F positions (MOS immaterial) and leadership positions (if applicable).

(2) Soldiers that fail to make preferences in IPPS-A by the suspense dates outlined in enclosures 1 and 2 will be automatically given the following preferences:

- (a) "Yes" for consideration to the next higher grade.
- (b) "Current Armory only" for the assignment location.
- (c) "No" to consideration for 00F positions.

(3) Soldiers that are qualified in the MOS 15T and assigned to any position with the required or authorized SQI "F" will choose their preference for promotion consideration only to flight positions. Preferences will be made on the DA Form 4856 (see enclosure 14). Flight positions are designated as Crew Chief, Air Crewmember, or Platoon Sergeant in the duty positions of 15T2F, 15T3F and 15T4F. These positions will be filled by utilizing the EPS list to select Soldiers who currently hold SQI "F". Soldiers that make the preference of "Yes" to be considered only for flight positions but are not yet SQI "F" qualified will be ineligible for selection from the EPS list until they become SQI "F" qualified. Soldiers that make the preference of "No" to be considered only for flight positions and are SQI "F" qualified will be eligible for selection from the EPS list for both flight and non-flight positions.

b. Soldiers must also certify that their My Board File (MBF) is correct within the Army Selection Board System (ASBS) at <https://mbf.hrc.army.mil/>. Soldiers will no longer submit EPS packets through their chain of command. If a Soldier identifies a deficiency in their MBF, they must first notify their Full-Time Support (FTS) and provide all substantiating documentation. FTS will update the appropriate systems of record (i.e., IPPS-A, iPERMS, ATIS, etc.) IAW reference 1b. It is highly recommended that Soldiers submit a Letter to the President of the Board (LPB) (see enclosure 9) if any

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discrepancies are identified. Soldiers must upload the LPB and all substantiating documentation in one single file within their MBF. See enclosure 10 for instructions regarding MBF.

c. Soldiers who do not meet the criteria outlined in enclosure 3 or are in a non-promotable status IAW paragraph 6–20b of reference 1a, will not be considered for the next grade during FY27.

d. Soldiers who meet the criteria within the FY27 EPS cycle and are on a valid EPS list but are not eligible for selection due to time in grade (TIG), time in service (TIS) and/or cumulative enlisted service (CES), will be included in the “expanded zone” of consideration.

e. Soldiers who fall into the “special considerations” category IAW paragraph 3–4 of reference 1b may be considered for the next grade, however, they must meet the criteria within the FY27 EPS cycle. If on a valid EPS list, these Soldiers will be included but may receive a comment under the remarks section of the list annotating their status.

6. Scoring Criteria and Board Procedures. Soldiers must meet the minimum scoring criteria outlined in enclosure 4 to make the FY27 EPS list.

a. The FY27 EPS Voting Rubrics for consideration to SSG, SFC, MSG and SGM are in enclosures 5 and 6. These rubrics will be utilized by voting board members to evaluate and rate each Soldier using the whole Soldier concept based on the established evaluation categories.

b. Soldiers that are being considered for SGT will be ranked utilizing administrative points only (maximum of 800 points) IAW paragraphs 6–50 through 6–54 of reference 1a. Administrative points are awarded by the HR system of record (IPPS-A) data, and updates to these fields must be made IAW reference 1b on or before the eligibility criteria date outlined in enclosure 2.

(1) Soldiers will be ranked accordingly by Order of Merit (OML) standing in ascending order based on the total sum of administrative points. Soldiers will have their Career Progression MOS (CPMOS) listed for promotion selection along with consideration for 00F positions.

(2) The tiebreaker for the OML when multiple Soldiers share the same total sum of administrative points is calculated in this order:

(a) Grade Entry Date (GED) to E-4 – oldest to newest.

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(b) Pay Entry Base Date (PEBD) – oldest to newest.

(c) Date of Birth (DOB) – oldest to newest.

c. Soldiers that are being considered for SSG will be ranked utilizing administrative points (maximum of 800 points) IAW paragraphs 6–50 through 6–54 of reference 1a, and leadership points (maximum of 250 points) IAW enclosures 5 & 11. Administrative points are awarded by the HR system of record (IPPS-A) data, and updates to these fields must be made IAW reference 1b on or before the eligibility criteria date outlined in enclosure 2.

(1) Soldiers that meet the minimum scoring criteria by each voting board member (five votes) IAW enclosure 5 will earn leadership points. IAW paragraph 6–55 of reference 1a, each board member will have a maximum of 250 leadership points available for each Soldier evaluated. The rubric score (maximum of 12 points) is converted to a leadership point value (0 to 250) based on the table, IAW enclosure 11. All five voting board member scores will be added together and divided by five to determine each Soldier's total sum of leadership points.

(2) Soldiers will be ranked accordingly by OML standing in ascending order based on the total sum of administrative and leadership points. Soldiers will have their CPMOS listed for promotion selection along with consideration for 00F positions.

(3) The tiebreaker for the OML when multiple Soldiers share the same total sum of administrative and leadership points is calculated in this order:

(a) Grade Entry Date (GED) to E-5 – oldest to newest.

(b) Pay Entry Base Date (PEBD) – oldest to newest.

(c) Date of Birth (DOB) – oldest to newest.

d. Soldiers that are being considered for SFC, MSG or SGM will be ranked utilizing board points only IAW enclosure 6.

(1) Soldiers that meet the minimum scoring criteria by each voting board member (five votes) will be ranked accordingly by OML standing in ascending order based on the total sum of board points. Each board member will have a maximum of 18 board points available for each Soldier evaluated. All voting board member scores (five votes) will be added together to determine each Soldier's total sum of board points.

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(2) Soldiers will be ranked accordingly by OML standing in ascending order based on the total sum of board points. Soldiers will have their CPMOS listed for promotion selection along with consideration for 00F positions.

(3) The tiebreaker for the OML when multiple Soldiers share the same total sum of administrative and leadership points is calculated in this order:

(a) Grade Entry Date (GED) to E-6 / E-7 / E-8 – oldest to newest.

(b) Pay Entry Base Date (PEBD) – oldest to newest.

(c) Date of Birth (DOB) – oldest to newest.

e. Soldiers that are being considered for 1SG, BN CSM and BDE CSM will be listed in alphabetical order if identified as “best qualified” IAW enclosure 7.

7. Standby Advisory Board (STAB). The STAB is used when a Soldier meets the conditions IAW paragraph 6–49 of reference 1a.

a. STAB dates are outlined in enclosures 1 and 2. Additional STAB requests may be considered on a case-by-case basis by the MPMO.

b. Soldiers who did not meet or could not have met the consideration criteria by the eligibility cutoff date will not be considered.

c. When a Soldier is referred to a STAB, justification and supporting documentation must be included with the documents.

8. Additional Guidance:

a. Regulatory and policy guidance will take precedence over this MOI and reference 1b when conflicts exist.

b. Exceptions to this MOI that meet regulatory, and policy guidance will be considered on a case-by-case basis by the MPMO.

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9. The point of contact is SSG Hunter Gladbach, Enlisted Promotion Manager, at (573) 638-9500 extension 37065 or hunter.a.gladbach.mil@army.mil.

Encls

DERRICK S. JENNINGS
COL, GS, MONG
Director of Manpower and Personnel

FY27 EPS Timeline
(Consideration to MSG, SGM, 1SG and CSM)

- 1 June 2026: EPS Voting Board Member Nominations Due to J-1
- 15 June 2026: EPS Voting Board Member Selection Notifications Distributed by J-1
- 15 July 2026:
 - CPMOS Change Requests Due to J-1
 - NCOERs Submitted to HQDA (Prioritization Date by HRC for EPS Boards)
- 1 August 2026:
 - Letter to the President of the Board (LPB) and Substantiating Documents Due in My Board File (MBF)
 - Commander Denial of Consideration Elections Due in IPPS-A
- 16 August 2026:
 - Soldier's Elections Due in IPPS-A
 - Eligibility Criteria Date (Cutoff Date for AFT, Height & Weight, NCOERs, etc.)
- 17-21 August 2026: MSG, SGM, 1SG and CSM EPS Boards Convene
- 11 September 2026: Fall Enlisted Career Management Board (ECMB)
- 30 September 2026: Expiration Date of FY26 EPS Lists to MSG, SGM, 1SG and CSM
- 1 October 2026: Effective Date of FY27 EPS Lists to MSG, SGM, 1SG and CSM
- 4 January 2027: STAB Request Memorandums Due to J-1
- 11-15 January 2027: EPS STAB Convene
- 5 March 2027: Spring Enlisted Career Management Board (ECMB)
- 30 September 2027: TIG/TIS/CES Expanded Zone of Consideration Cutoff Date

FY27 EPS Timeline
(Consideration to SGT, SSG and SFC)

- 1 October 2026: EPS Voting Board Member Nominations Due to J-1
- 8 October 2026: EPS Voting Board Member Selection Notifications Distributed by J-1
- 1 November 2026:
 - CPMOS Change Requests Due to J-1
 - NCOERs Submitted to HQDA (Prioritization Date by HRC for EPS Boards)
 - Letter to the President of the Board (LPB) and Substantiating Documents Due in My Board File (MBF)
 - Commander Denial of Consideration Elections Due in IPPS-A
- 6 December 2026:
 - Soldier's Elections Due in IPPS-A
 - Eligibility Criteria Date (Cutoff Date for AFT, Height & Weight, NCOERs, etc.)
- 7-11 December 2026: SSG & SFC EPS Boards Convene
- 25-29 January 2027: EPS Manning Conference
- 31 January 2027: Expiration Date of FY26 EPS Lists to SGT, SSG and SFC
- 1 February 2027: Effective Date of FY27 EPS Lists to SGT, SSG and SFC
- 2 April 2027: STAB Request Memorandums Due to J-1
- 12-16 April 2027: EPS STAB Convene
- 31 January 2028: TIG/TIS/CES Expanded Zone of Consideration Cutoff Date

FY27 EPS Consideration Criteria

1. CSM Criteria:

a. Must be eligible to attend and complete the U.S. Army Sergeants Major Course (USASMC). Soldiers that are not eligible for the USASMC will not be considered. If eligibility is lost during the FY27 EPS cycle the Soldier will be removed from the FY27 EPS List to CSM.

b. Service remaining obligation (SRO):

(1) MSG/1SG who reach the age of 57 prior to 1 October 2026 are not eligible.

(2) SGM who reach the age of 59 prior to 1 October 2026 are not eligible.

(3) The SRO for promotion to SGM is 36 months and the SRO for lateral appointment to CSM is 12 months. If a Soldier incurs more than one SRO, set the later date, do not combine them.

(4) Soldiers are exempt from this requirement if they meet the criteria IAW paragraph 6–8c of reference 1a.

c. Battalion CSM:

(1) MSG/1SG who request consideration and meet the scoring criteria for SGM are eligible.

(2) SGM who request consideration are eligible.

(3) Title 32 (T32) Active Guard Reserve (AGR) MSG/1SG who hold 79T as a primary, secondary, or additional MOS may be considered and interviewed for vacancies that have been designated as AGR in the MOS of 79T.

(4) T32 AGR MSG/1SG who do not hold 79T as a primary, secondary, or additional Military Occupational Specialty (MOS) may be considered but are not eligible to interview for Battalion CSM vacancies unless promoted to SGM within the FY27 EPS cycle.

(5) T32 AGR and Military Technician Soldiers assigned as Battalion CSM fall under the Command, Leadership, and Staff Assignment Policy (CLASP). CLASP assignments may not exceed three years and must be approved by the Human Resources Office (HRO). T32 Military Technician Soldier's CLASP must not result in a grade inversion within their technician hierarchy. T32 AGR Soldiers must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP assignment.

d. **Brigade CSM:**

(1) SGM or currently serving Battalion CSM who have successfully served as a Battalion CSM for a minimum of 12 months are eligible.

(2) SGM who have successfully served with commensurate level experience of a Battalion CSM for a minimum of 12 months are eligible. Soldiers must include this experience in their consideration packet on an endorsed Commensurate Service Approval Memorandum (see enclosure 8). The approval authority for this endorsement memorandum is the Director of Manpower and Personnel (J-1). The appeal authority is the first General Officer in the Soldier's chain of command. The Enlisted Actions Branch Office (J-1) will deliver an endorsed memo to the Soldier and only needs to be obtained once in a Soldier's career. Soldiers can submit commensurate service approval requests at any time throughout the year up to the EPS board convening date. It is strongly recommended to submit requests in advance of the EPS board meeting to enable timely processing.

(3) T32 AGR and Military Technician Soldiers assigned as a Brigade CSM fall under the CLASP. CLASP assignments may not exceed three years and must be approved by the HRO. T32 Military Technician Soldier's CLASP must not result in a grade inversion within their technician hierarchy. T32 AGR Soldiers must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP assignment.

2. **1SG Criteria:**

a. MSG who requests consideration are eligible. Soldiers that do not meet the consideration criteria for SGM can still request consideration for 1SG.

b. Traditional (M-Day) and T32 Military Technician SFC who request consideration and meet the scoring criteria for MSG are eligible.

c. T32 AGR SFC Soldiers:

(1) Soldiers who hold a Career Management Field (CMF) of 11, 13 or 74 as a primary, secondary, or additional MOS may be considered for vacancies that have been designated as AGR in the CMF of 11, 13 or 74. Soldiers that fall under this category are not eligible to interview for vacancies that are not designated as AGR unless promoted to MSG within the FY27 EPS cycle.

(2) Soldiers who do not hold a CMF of 11, 13 or 74 as a primary, secondary, or additional MOS may be considered but are not eligible to interview for 1SG vacancies unless promoted to MSG within the FY27 EPS cycle.

d. T32 AGR and Military Technician assigned as a 1SG fall under the CLASP. CLASP assignments may not exceed three years and must be approved by the HRO. T32 Military Technician Soldier's CLASP must not result in a grade inversion within their technician hierarchy. T32 AGR Soldiers must be assigned to a full-time position at the JFHQ, TDA unit, or higher headquarters to the CLASP.

3. **SGM Criteria:**

a. Must meet TIG / TIS / CES requirements by 30 September 2027 (36 months TIG / 16 years TIS / 10 years CES):

(1) TIG: Grade Entry Date (GED) to MSG must be on or prior to 30 September 2024.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 30 September 2011.

(3) CES: Cumulative Enlisted Service (CES) of 10 years must be met on or prior to 30 September 2027.

b. Must complete PME requirements (see (1) & (2) below) on or prior to 16 August 2026.

(1) For those promoted to MSG prior to 1 January 2019, Master Leader Course (MLC) is not required.

(2) For those promoted to MSG after 1 January 2019, Soldier must have graduated MLC.

c. MSG/1SG who reach the age of 59.5 on or after 1 April 2027 that have completed the USASMC become ineligible after this date.

d. Must be eligible to attend and complete the USASMC. Soldiers that are not eligible for the USASMC will not be considered. If eligibility is lost during the FY27 EPS cycle the Soldier will be removed from the FY27 EPS List to SGM.

4. **MSG Criteria:**

a. Must meet TIG / TIS / CES requirements by 30 September 2027 (36 months TIG / 12 years TIS / 8 years CES):

(1) TIG: Grade Entry Date (GED) to SFC must be on or prior to 30 September 2024.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 30 September 2015.

(3) CES: Cumulative Enlisted Service (CES) of 8 years must be met on or prior to 30 September 2027.

b. Must have graduated Advanced NCO Course (ANCOC) or Senior Leader Course (SLC) on or prior to 16 August 2026.

5. **SFC Criteria:**

a. Must meet TIG / TIS / CES requirements by 31 January 2028 (36 months TIG / 8 years TIS / 6 years CES):

(1) TIG: Grade Entry Date (GED) to SSG must be on or prior to 31 January 2025.

(2) TIS: Pay Entry Base Date (PEBD) must be on or prior to 31 January 2020.

(3) CES: Cumulative Enlisted Service (CES) of 6 years must be met on or prior to 31 January 2028.

b. Must have graduated Basic NCO Course (BNCOC) or Advanced Leader Course (ALC) on or prior to 6 December 2026.

6. **SSG Criteria:**

a. Must meet TIG requirement by 31 January 2028 (18 months TIG). Grade Entry Date (GED) to SGT must be on or prior to 31 July 2026.

b. Must have graduated Primary Leadership Development Course (PLDC), Warrior Leader Course (WLC) or Basic Leader Course (BLC) on or prior to 6 December 2026.

7. **SGT Criteria:**

a. Must meet TIG requirement by 31 January 2028 (12 months TIG). Grade Entry Date (GED) to SPC must be on or prior to 31 January 2027.

b. There is no PME requirement for promotion board eligibility or pin-on.

FY27 EPS Scoring Criteria

1. **CSM** Criteria:

a. **Battalion CSM**:

(1) To meet the minimum standard, each of the five voting board members must vote the Soldier a "Yes", IAW enclosure 7. However, a "No" vote in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to BN CSM.

(2) Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category score being changed to "No".

b. **Brigade CSM**:

(1) To meet the minimum standard, each of the five voting board members must vote the Soldier a "Yes", IAW enclosure 7. However, a "No" vote in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to BDE CSM.

(2) Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category score being changed to "No".

2. **1SG** Criteria:

(1) To meet the minimum standard, each of the five voting board members must vote the Soldier a "Yes", IAW enclosure 7. However, a "No" vote in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to 1SG.

(2) Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category score being changed to "No".

3. **SGM** Criteria:

a. To meet the minimum standard, each of the five voting board members must award the Soldier at least 1 point, IAW enclosure 6. However, a "Show Cause" score in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to SGM.

b. Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category rating being reduce by 1 point.

4. **MSG** Criteria:

a. To meet the minimum standard, each of the five voting board members must award the Soldier at least 1 point, IAW enclosure 6. However, a "Show Cause" score in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to MSG.

b. Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category rating being reduced by 1 point.

5. **SFC** Criteria:

a. To meet the minimum standard, each of the five voting board members must award the Soldier at least 1 point, IAW enclosure 6. However, a "Show Cause" score in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to SFC.

b. Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category rating being reduced by 1 point.

6. **SSG** Criteria:

a. To meet the minimum standard, each of the five voting board members must award the Soldier at least 1 point, IAW enclosure 5. However, a "Show Cause" score in any evaluation category automatically disqualifies the Soldier for inclusion on the FY27 EPS list to SSG.

b. Failure to address and provide justification for material discrepancies within the Soldier's record could result in the evaluation category rating being reduced by 1 point.

c. A maximum of 800 administrative points and 250 leadership points may be awarded. Administrative points are earned IAW paragraphs 6–50 through 6–54 of reference 1a. Administrative points are awarded by the HR system of record (IPPS-A) data, and updates to these fields must be made IAW reference 1b on or before the eligibility criteria date outlined in enclosure 2. IAW paragraph 6–55 of reference 1a, each board member will have a maximum of 250 leadership points available for each Soldier evaluated. All five voting board member scores will be added together and divided by five to determine each Soldier's total sum of leadership points (0 to 250). See enclosure 11 for the conversion chart of leadership points scores IAW enclosure 5.

7. **SGT** Criteria:

a. There is no minimum score required to make the FY27 EPS List to SGT.

b. A maximum of 800 administrative points may be awarded. Administrative points are earned IAW paragraphs 6–50 through 6–54 of reference 1a. Administrative points are awarded by the HR system of record (IPPS-A) data, and updates to these fields must be made IAW reference 1b on or before the eligibility criteria date outlined in enclosure 2.

EPS Voting Rubric (Consideration to SSG)

Evaluation Categories*	Show Cause**	0	1	2	3	Score
<u>Performance</u> (NCOERs: Last 24 Months)	"Did Not Meet Standard" in any block of Part IV	No NCOER in record	"Met Standard" in all blocks of Part IV on each NCOER	"Met Standard" in all blocks of Part IV with comments that support exceeding the standard on each NCOER	"Met Standard" in all blocks of Part IV with comments supporting performance at a higher grade on each NCOER	
<u>Potential</u> (NCOERs: Last 24 Months)	"Not Qualified" in Part V	No NCOER in record	"Qualified" in Part V on each NCOER	"Highly Qualified" in Part V on each NCOER	"Most Qualified" in Part V on each NCOER <u>OR</u> "Highly Qualified" in Part V with verbiage that would support "promoting immediately" on each NCOER	
<u>Character</u> (NCOERs & iPERMS: Last 24 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in character block of Part IV	N/A	No derogatory information <u>AND</u> "Met Standard" in character block of Part IV		N/A	
<u>Standards</u> (ATIS: Most Current)***	Failing Height & Weight <u>AND/OR</u> Failing Record AFT	Outdated Height & Weight <u>AND/OR</u> Outdated AFT <u>AND</u> Not justified in LPB	Passing Height & Weight <u>AND</u> Passing Record AFT <u>OR</u> Justified in LPB		N/A	
<u>MOS Currency</u> (NCOERs & Assignments: Last 5 Years)	N/A	< 24 cumulative months in CPMOS within the past 5 years <u>OR</u> < 24 cumulative months in duty title related to CPMOS within the past 5 years	24(+) cumulative months in CPMOS within the past 5 years <u>OR</u> 24+ cumulative months in duty title related to CPMOS within the past 5 years		N/A	
<u>Leadership</u> (NCOERs & Assignments: Last 24 Months)	Involuntarily removed from leadership assignment	No leadership or broadening assignments; or not recommended for leadership in successive assignments	Documented service in leadership or broadening assignments of a higher graded position		N/A	
<u>Additional Duties</u> (NCOERs: Last 24 Months)	N/A	No justified additional duties	One justified additional duty	Two or more justified additional duties	N/A	
						/12

*Failure to address and provide justification for material discrepancies within the Soldier's record via Letter to the President of the Board (LPB) could result in the evaluation category score being reduced by 1 point.

**Scoring a "Show Cause" in any evaluation category will result in the Soldier not meeting the minimum scoring criteria for inclusion on the EPS list.

***Most current Height & Weight and AFT will only be considered for EPS boards. Current Height & Weight must be within 8 months from the Eligibility Cutoff Date IAW Enclosure 2 for all Soldiers. Current AFT must be within 14 months from the Eligibility Cutoff Date IAW Enclosure 2, and 8 months for AGR Soldiers.

EPS Voting Rubric (Consideration to SFC, MSG and SGM)

Evaluation Categories*	Show Cause**	0	1	2	3	Score
<u>Performance</u> (NCOERs: Last 36 Months)	"Did Not Meet Standard" in any block of Part IV	"Met Standard" in all blocks of Part IV on each NCOER	One "Exceeded Standard" block in Part IV on each NCOER <u>OR</u> "Exceeded Standard" in rater overall performance block on each NCOER	Multiple "Exceeded Standard" in Part IV <u>AND</u> "Exceeded Standard" in rater overall performance block on each NCOER	Multiple "Far Exceeded Standard" in Part IV <u>AND</u> "Far Exceeded Standard" in rater overall performance block on each NCOER	
<u>Potential</u> (NCOERs: Last 36 Months)	"Not Qualified" in Part V	"Qualified" in Part V on each NCOER	"Highly Qualified" in Part V with verbiage that would support "promoting with peers" on each NCOER <u>OR</u> "Qualified" in Part V with verbiage that would support "promoting ahead of peers" on each NCOER	"Highly Qualified" in Part V with verbiage that would support "promoting ahead of peers" on each NCOER	"Most Qualified" in Part V on each NCOER <u>OR</u> "Highly Qualified" in Part V with verbiage that would support "promoting immediately" on each NCOER	
<u>Character</u> (NCOERs & iPERMS: Last 36 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in character block of Part IV	N/A	No derogatory information <u>AND</u> "Met Standard" in character block of Part IV	N/A		
<u>Standards</u> (ATIS: Most Current)***	Failing Height & Weight <u>AND/OR</u> Failing Record AFT	Outdated Height & Weight <u>AND/OR</u> Outdated AFT <u>AND</u> Not justified in LPB	Passing Height & Weight <u>AND</u> Passing Record AFT <u>OR</u> Justified in LPB	N/A		
<u>Military Education</u> (DA Form 1059 & AER-R: Most Recent)	"Failed to Achieve Course Standards" from most recent NCOES in Part III	"Achieved Course Standards" from most recent NCOES	"Superior Academic Achievement" from most recent NCOES (top 21-40%) in Part III	Commandant's List from most recent NCOES (top 20%) in Part III <u>OR</u> 3(+) "Far Exceeded Standards" in Part II	Completed NCOES for the next higher grade <u>OR</u> Distinguished Honor Graduate (DHG) or Distinguished Leader Graduate (DLG) from most recent NCOES	
<u>MOS Currency</u> (NCOERs & Assignments: Last 5 Years)	N/A	< 3 cumulative years in CPMOS within the past 5 years <u>OR</u> < 3 cumulative years in duty title related to CPMOS within the past 5 years	3(+) cumulative years in CPMOS within the past 5 years <u>OR</u> 3(+) cumulative years in duty title related to CPMOS within the past 5 years	N/A		
<u>Civilian Education</u> (iPERMS: Entire Record)	N/A	No college <u>OR</u> No professional/trade certification	Some college (< 60 college semester hours) <u>OR</u> Working towards professional/trade certification	Associate degree or higher <u>OR</u> 60+ college semester hours <u>OR</u> Professional/trade certification	N/A	
<u>Leadership</u> (NCOERs & Assignments: Last 36 Months)	Involuntarily removed from leadership assignment	No leadership or broadening assignments <u>OR</u> Not recommended for leadership in successive assignments	Currently serving or served in leadership role; broadening assignment; position of trust <u>OR</u> Justified in LPB	N/A		
<u>AFT</u> (ATIS: Most Current)***	N/A	< 465 points on current AFT	465 or higher on current AFT	N/A		
<u>Weapon Qualification</u> (ATIS: Most Current)****	N/A	≤ Sharpshooter in current weapon qualification	Expert in current weapon qualification	N/A		
<u>Awards</u> (iPERMS: Last 36 Months)	N/A	Not recognized within the last 36 months	Recognized within the last 36 months (MOCOM or higher)	N/A		
						/18

*Failure to address and provide justification for material discrepancies within the Soldier's record via Letter to the President of the Board (LPB) could result in the evaluation category score being reduced by 1 point.

**Scoring a "Show Cause" in any evaluation category will result in the Soldier not meeting the minimum scoring criteria for inclusion on the EPS list.

***Most current Height & Weight and AFT will only be considered for EPS boards. Current Height & Weight must be within 8 months from the Eligibility Cutoff Date IAW Enclosures 1 or 2 for all Soldiers. Current AFT must be within 14 months from the Eligibility Cutoff Date IAW Enclosures 1 or 2, and 8 months for AGR Soldiers.

****Most current weapon qualification will only be considered for EPS boards. Current weapon qualification must be within 24 months from the Eligibility Cutoff Date IAW Enclosures 1 or 2 for all Soldiers. Soldiers assigned to an organization without weapons can use their latest qualification as an exception to the 24-month limit.

EPS Voting Rubric (Consideration to 1SG, BN CSM and BDE CSM)

1SG Voting Rubric			
Evaluation Categories*	No**	Yes	Yes/No
<u>Performance</u> (NCOERs: Last 36 Months)	"Did Not Meet Standard" in any block of Part IV	Minimum of 2 "Far Exceeded Standard" and 4 "Exceeded Standard" in Part IV <u>AND</u> Minimum of 1 "Exceeds Standard" in rater overall performance block	
<u>Potential</u> (NCOERs: Last 36 Months)	"Not Qualified" in Part V	Verbiage that would support "promoting ahead of peers" or recommended for leadership positions in Part V	
<u>Character</u> (NCOERs & iPERMS: Last 60 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in character block of Part IV	No derogatory information <u>AND</u> "Met Standard" in character block of Part IV	
<u>Standards</u> (ATIS: Most Current)***	Failing Height & Weight <u>AND/OR</u> Failing Record AFT	Passing Height & Weight <u>AND</u> Passing Record AFT	

BN CSM Voting Rubric				
Evaluation Categories*	No**	Yes		Yes/No
<u>Performance</u> (NCOERs: Last 36 Months)	"Did Not Meet Standard" in any block of Part IV	E-8 Evaluations: Minimum of 4 "Far Exceeded Standard" and 5 "Exceeded Standard" in Part IV <u>AND</u> Minimum of 2 "Exceeded Standard" in rater overall performance block	E-9 Evaluations: Minimum of 2 "Exceeded Standard" in rater overall performance	
<u>Potential</u> (NCOERs: Last 36 Months)	"Not Qualified" in Part V	E-8 Evaluations: Minimum of 2 "Highly Qualified" or higher in Part V <u>AND</u> Verbiage that would support "promoting ahead of peers" or recommended for leadership positions	E-9 Evaluations: Minimum of 2 "Highly Qualified" or higher in Part V <u>AND</u> Verbiage that demonstrates success in a leadership position or recommended for leadership positions	
<u>Character</u> (NCOERs & iPERMS: Last 60 Months)	Derogatory information <u>OR</u> "Did Not Meet Standard" in character block of Part IV	No derogatory information <u>AND</u> "Met Standard" in character block of Part IV		
<u>Standards</u> (ATIS: Most Current)***	Failing Height & Weight <u>AND/OR</u> Failing Record AFT	Passing Height/Weight <u>AND</u> Passing Record AFT		
<u>Experience</u> (NCOERs & Assignments: Entire Record)	Not recommended for leadership in successive assignments; or involuntarily removed from leadership assignment	Demonstrated success in E-8 or E-9 leadership position		

BDE CSM Voting Rubric			
Evaluation Categories*	No**	Yes	Yes/No
<u>General</u>	Did not meet any requirement of the BN CSM voting rubric	Met all requirements of BN CSM voting rubric	
<u>Experience</u> (NCOERs & Assignments: Entire Record)	< 12 months successfully serving as a BN CSM <u>OR</u> < 12 months of commensurate level experience as a BN CSM addressed in the LPB	≥ 12 months successfully serving as a BN CSM <u>OR</u> Documented commensurate experience addressed in the LPB	

*Failure to address and provide justification for material discrepancies within the Soldier's record via Letter to the President of the Board (LPB) could result in the evaluation category rating being changed to a "No".

**Soldiers not meeting the above criteria for scoring a "Yes", will have their score defaulted to a "No". Scoring a "No" in any evaluation category will result in the Soldier not meeting the minimum scoring criteria for inclusion on the EPS list.

***Most current Height & Weight and AFT will only be considered for EPS boards. Current Height & Weight must be within 8 months from the Eligibility Cutoff Date IAW Enclosure 1 for all Soldiers. Current AFT must be within 14 months from the Eligibility Cutoff Date IAW Enclosure 1, and 8 months for AGR Soldiers.

(UIC)

(Date)

MEMORANDUM FOR RECORD

SUBJECT: Commensurate Service Approval Request – SGM Last, First MI. (DoD ID: 1234567890)

1. Provide a description of the period(s) of service that should be considered for commensurate service. Include position, duties, supervisory/rater/SR data that help the approval authority understand what is being considered. Include NCOER rating periods below that cover the period(s) that should be reviewed. This can be articulated by one summary narrative of duties or multiple narratives with one per rating period. Letters of Input from the Rater or Senior Rater may be submitted with this memorandum for consideration.

- a. NCOER from date – NCOER thru date; position title from NCOER
- b. NCOER from date – NCOER thru date; position title from NCOER
- c. Letter of Input, date

2. Point of contact is the undersigned at 573-638-9500, or email at name.mil@army.mil.

I AM SOLDIER
RANK, MOARNG
DUTY POSITION

APPROVE ____ DISAPPROVE ____

DATE: _____

FIRST NAME MI. LAST NAME
COL, GS, MONG
Director of Manpower and Personnel

UIC

(Date)

Letter to the President of the Board

SUBJECT: Clarification Regarding My Military Record for FY27 EPS Consideration to SFC – SSG Last, First MI. (DoD ID: 1234567890)

1. I'm writing this letter to provide clarification of my personal record for EPS consideration to SFC. I greatly appreciate your time and understanding while reviewing my packet and associated documents.

2. Clarifications with my record:

a. NCOERs. At the time of the board convening date, I will only have 35 months of documented rated time as an SSG. I respectfully request that you take into consideration my final NCOER when I was rated as SGT that led to my promotion to SSG.

b. Experience. At the time of the board convening date, I've been assigned to a 12B MOS position for 6(+) cumulative years. I respectfully request that you take into consideration my cumulative years rated as an Administrative NCO towards my Career Progression MOS (CPMOS) change to 42A MOS. I sincerely believe that my NCOERs demonstrate success that I've been fortunate enough to experience that aligns with the 42A MOS.

c. Leadership. Due to my current assignment, my record lacks any time spent as a squad leader. I respectfully request that you take into consideration my current qualification as my unit's Victim Advocate (VA) as a position of trust. My explanation for this includes the leadership within my unit and my chain of command that entrusts the SHARP program that I proudly facilitate, and the nearly 120 Soldiers that I serve.

d. Missing Documentation. My most recent professional certification is missing from my iPERMS record. I recently submitted this to my S-1, but it's still pending index/validation and will not likely be in my record by the board convene date.

3. Point of contact is the undersigned at 573-638-9500, or email at name.mil@army.mil.

FIRST NAME MI. LAST NAME
SSG, MOARNG
Duty Title



Requesting EPS Consideration

CUI

All referenced material can be found on the Missouri National Guard Website:



CUI



EPS Consideration Step # 1

CUI

Table 6-1
Time in grade, time in service, cumulative enlisted service, and professional military education for promotion board eligibility and pin-on

Rank	TIG	TIS	CES	PME (Board Eligibility)	PME (Pin-On)
SGT	12 months	NA	NA	NA	NA
SSG	18 months	NA	NA	BLC	BLC
SFC	36 months	8 years	6 years	ALC	ALC
MSG	36 months	12 years	8 years	SLC	SLC
SGM	36 months	16 years	10 years	MLC ^{Note 1,}	SGM-A ^{Note 2, 3}

Notes:
¹See paragraph 1-34e, regarding Term 1, Phase 1 completion of SGM-A.
²See paragraph 1-35c, regarding temporary promotion provisions.
³For those promoted to MSG prior to 1 January 2019, completion of MLC is not required.

CUI



EPS Consideration Step # 2

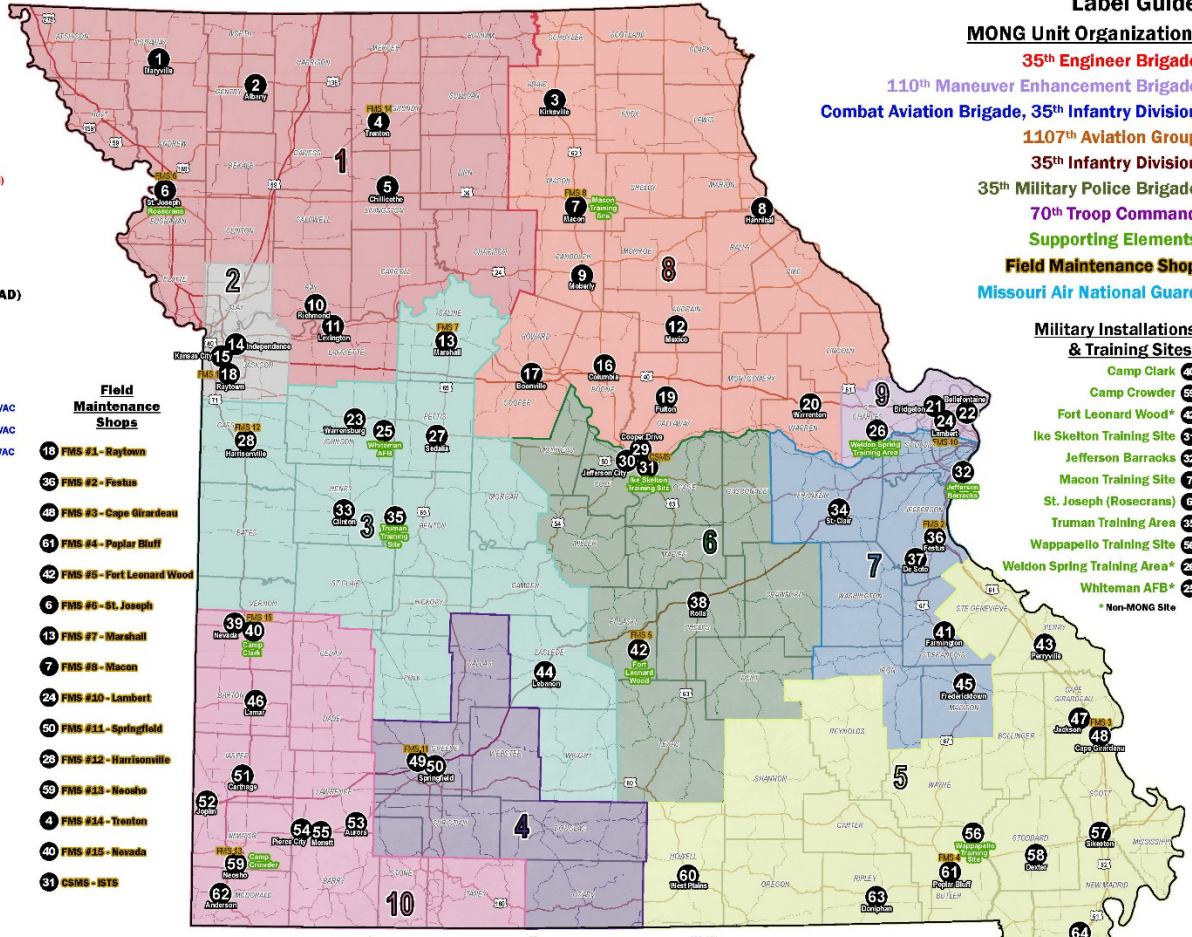


UNCLASSIFIED

MISSOURI NATIONAL GUARD UNITS / ENLISTED PROMOTION REGIONS



- 2 Albany**
Btry A, 1-129 FA Regt
- 62 Anderson**
Det 1, 1241 Trans Co (MDM)
- 53 Aurora**
Co A, 935 ASB
- 22 Bellefontaine**
- 17 Boonville**
Co A, 3-138 In Regt
- 21 Bridgeton**
Co B, 3-138 In Regt
1231 Trans Co (LT) (-)
Det 13 MO R&R Bn (RSP)
- 43 Cape Girardeau**
HHC, 1140 En Bn
FSC, 1140 En Bn
Det 5 MO R&R Bn (RSP)
Det 9 MO R&R Bn (GOLD)
- 51 Carthage**
294 En Co (Support)
Det 14 MO R&R Bn (RSP)
- 6 Chillicothe**
Btry B, 1-129 FA Regt
- 33 Clinton**
Co D, 3-138 In Regt
Det 3 MO R&R Bn (RSP)
- 16 Columbia**
HHD, 175 MP Bn
Det 1, 1231 Trans Co (LT)
- 37 De Soto**
735 QM Co
- 58 Dexter**
1221 Trans Co (Line Haul)
- 63 Doniphan**
Recruiting (35 MP Bde)
- 41 Farmington**
1138 En Co (CEC-I)
- 36 Festus**
Det 2, 835 QM Co (FFC)
220 En Co (Horizontal)
Det 7 MO R&R Bn (RSP)
- 42 Fort Leonard Wood**
HHC, 35 Eng Bde
235 Engineer Team
Co B, 1-135 Av Regt (Assault)
- 52 Joplin**
HHC, 203 En Bn
FSC, 203 En Bn
Det 10 MO R&R Bn (GOLD)
- 15 Kansas City**
HHC, 110 Maneuver Enhancement Bde
1141 En Co (CEC-I)
Det 2 MO R&R Bn (RSP)
1139 Signal Company
1139 MP Co
HHC, 3-138 In Regt
- 45 Fredericktown**
220 Transportation Bn
- 19 Fulton**
HHD, 229 Multifunctional Med Bn
Det 12 MO R&R Bn (GOLD)
- 8 Hannibal**
Det 1, 3175 MP Co
- 28 Harrisonville**
1251 Trans Co (MDM) (-)
- 14 Independence**
Btry D, 1-129 FA Regt
- 47 Jackson**
Det 1, 1137 MP Co
- 35 Jefferson Barracks**
32 MP Bde
Co B, 35 ID (Intel & Sustain) (-)
HHC, 1-138 In Regt
Det 2, HHR, 1-206 FST
205 Grnd Amb Co
Det 1, 179 Cyber Prot Tm
635 Pwd Eng Spt Tm
- 7 Macon**
Det 8 MO R&R Bn (RSP)
- 13 Marshall**
1128 FSC
- 1 Maryville**
HHC, 1-129 FA Regt
Det 11 MO R&R Bn (GOLD)
- 12 Mexico**
Co A, 1-138 In Regt
- 9 Moberly**
Det 1, 1438 En Co (MRBC)
- 55 Monett**
1241 Trans Co (MDM) (-)
- 59 Neosho**
Det 1, MOARM MED DET
- 39 Nevada**
Det 1, 1251 Trans Co (MDM)
- 43 Perryville**
Co C, 1-138 In Regt
- 54 Pierce City**
278 En Co (Vertical) (-)
835 QM Co (FFC) (+)
- 61 Poplar Bluff**
HHD, 205 MP Bn
Co I, 39 BSB
- 64 Portageville**
Recruiting (70 TC)
- 10 Richmond**
1135 En Co (Clearance)
- 38 Rolla**
335 En PR (Area Clearance)
1139 MP Co
Det 1, 1138 MP Co
- 65 Kennett**
1137 MP Co (-)
- 3 Kirkeville**
Recruiting (35 En Bde)
- 46 Lamar**
Co B, 3-138 In Regt
- 24 Lambert (Bridgeton)**
1035 Maint Co
3175 Chem Co
1139 Trans Co
- 44 Lebanon**
70 Troop Command
- 11 Lexington**
Det 1, HSC, 35 ID
Det 1, 548 Trans Co (PLS)
- 7 Macon**
1438 En Co (MRBC) (-)
Det 1, 179 Cyber Prot Tm
635 Pwd Eng Spt Tm
- 13 Marshall**
1128 FSC
- 1 Maryville**
HHC, 1-129 FA Regt
Det 11 MO R&R Bn (GOLD)
- 12 Mexico**
Co A, 1-138 In Regt
- 9 Moberly**
Det 1, 1438 En Co (MRBC)
- 55 Monett**
1241 Trans Co (MDM) (-)
- 59 Neosho**
Det 1, MOARM MED DET
- 39 Nevada**
Det 1, 1251 Trans Co (MDM)
- 43 Perryville**
Co C, 1-138 In Regt
- 54 Pierce City**
278 En Co (Vertical) (-)
835 QM Co (FFC) (+)
- 61 Poplar Bluff**
HHD, 205 MP Bn
Co I, 39 BSB
- 64 Portageville**
Recruiting (70 TC)
- 10 Richmond**
1135 En Co (Clearance)
- 38 Rolla**
335 En PR (Area Clearance)
1139 MP Co
Det 1, 1138 MP Co
- 27 Sedalia**
HHC, CAB, 35 ID
Co C, 935 ASB
- 57 Sikeston**
Co D, 1-138 In Regt
- 50 Springfield**
HSC, 935 ASB
Det 1, 278 En Co (Vertical)
208 ASMC Co
1138 MP Co (-)
Det 4 MO R&R Bn (RSP)
135 Army Band
- 49 Springfield (AVCRAD)**
HHD, 1107 Av Group
Co A, 1107 Av Group
Co B, 1107 Av Group
Det 3, Co B, 935 ASB
Det 2, Co G, 3-238 MEDEVAC
Det 6, Co D, 3-238 MEDEVAC
Det 7, Co E, 3-238 MEDEVAC
- 34 St. Clair**
1175 MP Co
- 6 St. Joseph**
Co C, 35 ID (Signal)
Det 1, Co A, 35 ID (Ops)
Det 2, Co B, 35 ID (ACE)
Det 1 MO R&R Bn (RSP)
- Rosecrans**
139 Airlift Wing
Det 1, 139 Airlift Wing
241 Air Traffic Ctrl Sqdn
- 4 Trenton**
548 Trans Co (PLS) (-)
- 23 Warrensburg**
Det 1, 835 QM Co (FFC)
- 20 Warrenton**
3175 MP Co (-)
- 60 West Plains**
Co C, 3-138 In Regt
- 25 Whiteman AFB**
HHC, 1-135 Av Regt (Assault) (+)
Co A, 1-135 Av Regt (Assault)
Co C, 1-135 Av Regt (Assault) (+)
Co D, 1-135 Av Regt (Assault) (-)
Co E, 1-135 Av Regt (Assault) (-)
131 Bomb Wing



- Label Guide**
- MONG Unit Organization:**
- 35th Engineer Brigade
 - 110th Maneuver Enhancement Brigade
 - Combat Aviation Brigade, 35th Infantry Division
 - 1107th Aviation Group
 - 35th Infantry Division
 - 35th Military Police Brigade
 - 70th Troop Command
 - Supporting Elements
 - Field Maintenance Shop
 - Missouri Air National Guard
- Military Installations & Training Sites:**
- Camp Clark 40
 - Camp Crowder 59
 - Fort Leonard Wood 42
 - Ike Skelton Training Site 31
 - Jefferson Barracks 32
 - Macon Training Site 7
 - St. Joseph (Rosecrans) 6
 - Truman Training Area 35
 - Wappapello Training Site 50
 - Weidon Spring Training Area 26
 - Whiteman AFB 25
 - * Non-MONG Site



(Printed Scale: 1:2,200,000 when printed at 11" x 17")

MISSOURI ARMY NATIONAL GUARD
GEOGRAPHIC INFORMATION SYSTEMS PROGRAM
8818 NORTH BOUNDARY ROAD
JEFFERSON CITY, MO 65101-1207
NG MO MORGING.MBC.GIS@ARMY.MIL

MAY CONTAIN CONTROLLED UNCLASSIFIED INFORMATION NOT APPROVED FOR UNLIMITED PUBLIC RELEASE UNLESS REVIEWED BY MONG PROJ. 12 AND/OR JSA FOR DISTRIBUTION.

THE MORGING IS NOT LIABLE FOR NOR GUARANTEES THE ACCURACY OF THIS DATA. THE INFORMATION CONTAINED IN THIS MAP WAS PRODUCED FOR GENERAL REFERENCE AND WAS DERIVED FROM MULTIPLE INTERNAL AND EXTERNAL DATA SOURCES. INCONSISTENCIES BETWEEN DATABASES ARE PRESENT. PLEASE DIRECT MAP UPDATE INFORMATION TO MORGING GIS PERSONNEL.

USERS SHOULD REFER UNIT STATIONING CORRECTIONS, ADDITIONS AND COMMENTS TO THE MORGING FORCE INTEGRATION READINESS OFFICER (S73) 809 8929



EPS Consideration Step # 2 (Continued)

CUI

Go to IPPS-A → “Self Service” page → click “USAR / ARNG” → “Board Preferences”
(https://hr.ippsa.army.mil/psc/hcpdc/EMPLOYEE/HRMS/c/IP_BD_MENU.IP_BD_PREF_FLU.GBL)

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🔍 Search in Menu

Board Preferences

Board Details Save

Board ID 4776
Board Name MOARNG FY20 E6 TO E7
Board Year 2026
Convene Date 02/02/2026

Board Preferences

Consider for Military Education and Board Yes No
Validate Preferences Yes No
Date Preferences Validated 09/12/2025

Preference 1

Flight: (Select Yes/No) I want to be considered for positions that require Flight training.

No ▾

Preference 2

Geographical Location 10: Select Yes/No

Yes ▾

Preference 3

Geographical Location 1: Select Yes/No

Yes ▾

Preference 4

Geographical Location 2: Select Yes/No

Yes ▾

Preference 5

Geographical Location 3: Select Yes/No

Yes ▾

Preference 6

Geographical Location 4: Select Yes/No

Yes ▾

Preference 7

Geographical Location 5: Select Yes/No



EPS Consideration Step # 2 (Continued)

CUI

- Soldiers that fail to make preferences in IPPS-A by the suspense dates outlined in enclosures 1 and 2 of the FY27 EPS MOI will be automatically given the following elections:
 - (1) “Yes” for consideration to the next higher grade.
 - (2) “Current Armory only” for the assignment location.
 - (3) “No” to consideration for 00F (MOS immaterial) positions.

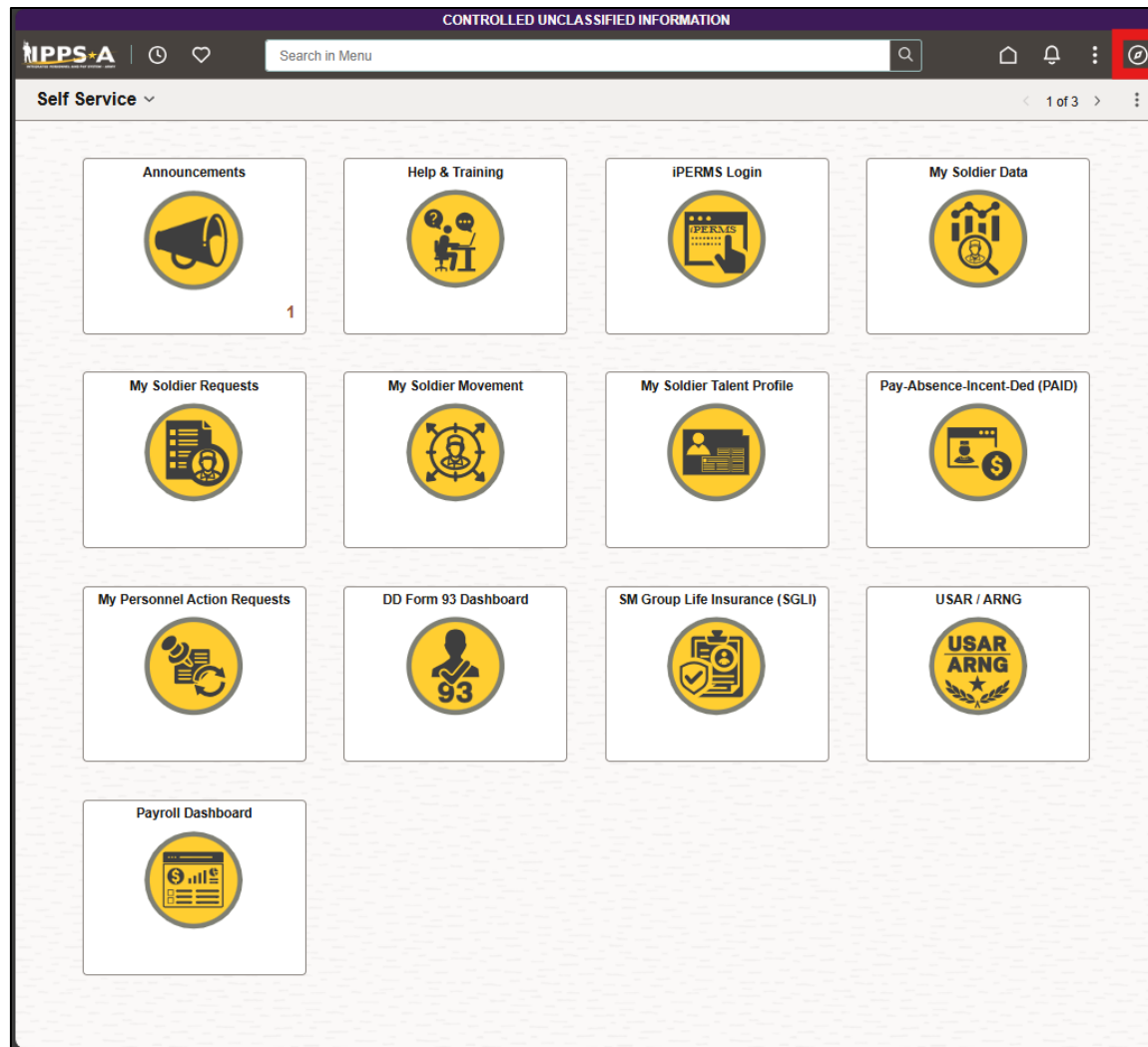


EPS Consideration Step # 2 (Continued)

CUI

Go to IPPS-A → click “NavBar” button → click “Menu” → click “Self Service” → click “OML/Promotion Points”

https://hr.ippsa.army.mil/psp/hcpdc/EMPLOYEE/HRMS/c/IP_PROMO_ROSTER.IP_EE_PROMO_FL.GBL?psInkid=IP_PROMOTION_POINTS_LINK





EPS Consideration Step # 2 (Continued)

CUI

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IPPS+A | Search in Menu

Self Service ▾

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- Help & Training
- iPERMS Login
- My Soldier Data
- My Soldier Requests
- My Soldier Movement
- My Soldier Talent Profile
- Pay-Absence-Incent-Ded (PAI)
- My Personnel Action Requests
- DD Form 93 Dashboard
- SM Group Life Insurance (SGLI)
- USAR / ARNG
- Payroll Dashboard

NavBar

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- Menu



EPS Consideration Step # 2 (Continued)

CUI

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 - Reporting Tools >
- S
 - Self Service >**
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- T
 - Tree Manager >
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 - Workforce Development >
 - Workforce Monitoring >



EPS Consideration Step # 2 (Continued)

CUI

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NPPS+A

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- SM Group Life Insurance (SGLI)
- Payroll Dashboard

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 - My Buddy Personnel Actions
 - My Duty Status Detail
 - My Personnel Actions
 - My PERSTEMPO Events
 - My TDY Events
 - OML/Promotion Points**
 - Personal Information >
 - Recruiting >




EPS Consideration Step # 2 (Continued)

CUI

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OML/Promotion Points

 SSG HUNTER GLADBACH
HUMAN RESOURCES SPECIALIST

OML/Promotion Points

E6, E7, E8, or E9: Latest evaluation board's OML is displayed.
E4 or E5: Current promotion points are displayed (Unofficial). To view the Official version(s), click View Validated Promotion Points link.
Guard Only: Total Points=Administrative Points. The printed PPW includes Board Points, if existed.

PPW Report

Order of Merit List (OML)

As Of Date 04/10/2026
Board ID 4776: MOARNG FY26 E6 TO E7
OML 0/0

Promotion Points

Total Points

Awards

[Validate Promotion Points](#) [View Validated Promotion Points](#)



EPS Consideration Step # 2 (Continued)

CUI

OFFICIAL RECORD

PROMOTION POINT WORKSHEET (PPW)
DEVELOPMENTAL/SELF-ASSESSMENT TOOL PROMOTION TO STAFF SERGEANT (SSG/E6)

Reference AR 600-8-19

All data used to generate this PPW comes from IPPS-A. Any updates in IPPS-A prior to the generation of this PPW are reflected immediately. It is the Soldier's responsibility to ensure this data is correct and report errors to the S1 for correction or update immediately.

1. Name	2. Last 4	3. DOR	4. BASD/PEBD	5. Points Effective Date 2024-05-09
6. Organization W8AJAA		7. PMOS E31B	8. Status (Reason)	

SECTION A – MILITARY TRAINING (230 Maximum Points)

Army Fitness Test (AFT), Weapons Qualification

1. Army Fitness Test (AFT) (must be within 12 months) 120 Maximum Points			
Latest Date: 2023-10-21	Total Score: 382	Points Awarded:	32
2. Weapons Qualification (must be within 24 months) 110 Maximum Points			
DA Form Used: DA FORM 7801			
Latest Date: 2024-03-16	Total Hits: 27	Points Awarded:	44
Section A - Total Military Training Points :			76

SECTION B – AWARDS AND DECORATIONS (165 Maximum Points including Airborne Advantage)

Awards, Decorations, Badges, Certificate of Achievement (COA) And Airborne Advantage

1. Awards, Decorations, Badges and COA's (limit 4 COA) 165 Maximum Points			
ARCOM USA COMMENDTN MEDAL			20
ARCAM AR COMP ACHVMT MDL			10
ARCAM AR COMP ACHVMT MDL			10
AAM USA ACHIEVMNT MDL			10
AFRMM ARM-FCS-RES-MDL W/M			10
Points Awarded:			60
2. Airborne Advantage - Soldiers possessing airborne qualifications and assigned to an authorized airborne position 0 Maximum Points			
Points Awarded:			
Section B - Total Awards and Decorations Points:			60

Consideration to SGT and SSG ONLY:

Calculate your administrative points in your IPPS-A profile (guide available in the MONGR 600-200) and validate (with FTS) that the correct number of points are reflected on the promotion eligibility roster and promotion point worksheet (PPW)




EPS Consideration Step # 2 (Continued)

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CONTROLLED UNCLASSIFIED INFORMATION

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OML/Promotion Points

 SSG HUNTER GLADBACH
HUMAN RESOURCES SPECIALIST

OML/Promotion Points

E6, E7, E8, or E9: Latest evaluation board's OML is displayed.
E4 or E5: Current promotion points are displayed (Unofficial). To view the Official version(s), click View Validated Promotion Points link.
Guard Only: Total Points=Administrative Points. The printed PPW includes Board Points, if existed.

[PPW Report](#)

Order of Merit List (OML)

As Of Date 04/10/2026
Board ID 4776: MOARNG FY26 E6 TO E7
OML 0/0

Promotion Points

Total Points

Awards

[Validate Promotion Points](#) [View Validated Promotion Points](#)



EPS Consideration Step # 3

CUI

Go to ASBS – My Board File (<https://mbf.hrc.army.mil/>)

ASBS My Board File

GLADBACH, HUNTER A HG

SSG HUNTER A GLADBACH

MOARNG SFC Test Board
Upload documents, review, and certify your board file.
MBF Open: **05-APR-2026**, MBF Close: **01-MAY-2026**

Review My Record
View your current file information to make sure it is correct and up to date.

Resources
Click here for help and answers to common questions.

Board History (0)
Review your past boards and board files



Controlled Unclassified Information (CUI)

Version: 1.26.00.000-train




EPS Consideration Step # 3 (Continued)

CUI

 **ASBS** My Board File GLADBACH, HUNTER A 


SSG HUNTER A GLADBACH [Certify Board File](#) [Review My Board File](#) [View MBF Action History](#)



MOARNG SFC Test Board


Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026



26 days

to Board File close



0 Documents

approved for this Board File

My Board File Uploaded Documents [Add Document](#)

Your documents will be marked as 'Pending' until approved by a Board Team Member. Documents marked 'Approved,' are included in your Board File.

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EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

My Board File Exit File Review Guide

Summary Documents

Candidate Information

Name: **GLADBACH, HUNTER AUSTIN** DOD ID

Rank	Rank Entry Date	Grade Entry Date	BASD
SSG	30-JUN-2023	30-JUN-2023	25-AUG-2019

Career Mgmt Field: **None**

Primary Job Code: **E42A** Primary Job Code Description: **Human Resources Specialist**

Secondary Job Code: **E12C** Secondary Job Code Description: **Bridge Crewmember**

Additional Job Code: **None** Additional Job Code Description: **None**

Approved Retirement: **No** Approved Retirement Date: **N/A** Approved Separation Date: **N/A**

Military Work Experience						
ASGMT	From	Months	Organization	Station	Location	Duty Title
Current	07-OCT-2024	14	W8AJ MOARNG ELEMENT, JF HQ	JEFFERS ON CITY	MO	AGR-J1-MIL SVC- EPM EPS MGR

Controlled Unclassified Information (CUI) Version: 1.26.00.000-train

CUI



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

My Board File Summary Documents Review Guide

Exit File

Candidate Information

Name: GLADBACH, HUNTER AUSTIN DOD ID

Rank	Rank Entry Date	Grade Entry Date	BASD
SSG	30-JUN-2023	30-JUN-2023	25-AUG-2019

Career Mgmt Field: **None**

Primary Job Code: **E42A** Primary Job Code Description: **Human Resources Specialist**

Secondary Job Code: **E12C** Secondary Job Code Description: **Bridge Crewmember**

Additional Job Code: **None** Additional Job Code Description: **None**

Approved Retirement: **No** Approved Retirement Date: **N/A** Approved Separation Date: **N/A**

Military Work Experience

ASGMT	From	Months	Organization	Station	Location	Duty Title
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CUI



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File

GLADBACH, HUNTER A HG

My Board File

Exit File

Summary Documents

Review Guide

Last Refresh: 06-Apr-2026 - 2:25 PM

DOD ID:

- Adverse (0)
- Required View (0)
- Uploaded Documents (0)
- Evaluations (0)
- Skills (0)
- Derogatory (0)
- Experience (0)
- Knowledge (0)
- Readiness (0)
- Joint Duty (0)
- Restricted (0)
- Duty History (0)
- Miscellaneous (0)

Controlled Unclassified Information (CUI)

Version: 1.26.00.000-train



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

My Board File

Exit File Summary Documents Review Guide

Last Refresh: 06-Apr-2026 - 2:25 PM 0 of 0 Automatic Zoom

DOD ID:

- Adverse (0)
- Required View (0)
- Uploaded Documents (0)
- Evaluations (0)
- Skills (0)
- Derogatory (0)
- Experience (0)
- Knowledge (0)
- Readiness (0)
- Joint Duty (0)
- Restricted (0)
- Duty History (0)
- Miscellaneous (0)

Controlled Unclassified Information (CUI) Version: 1.26.00.000-train



EPS Consideration Step # 3 (Continued)

All tools Edit Convert E-Sign

Find text or tools

All tools

- Export a PDF
- Edit a PDF
- Create a PDF
- Combine files
- Organize pages
- Add comments
- Scan & OCR
- Protect a PDF
- Redact a PDF
- Compress a PDF
- Prepare a form
- Fill & Sign
- Convert to PDF

View more

At least one signature has problems.

Signature Panel

Pages

UIC

(Date)

Letter to the President of the Board

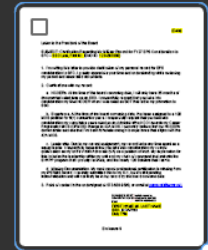
SUBJECT: Clarification Regarding My Military Record for FY27 EPS Consideration to SFC – SSG Last, First MI. (DoD ID: 1234567890)

- I'm writing this letter to provide clarification of my personal record for EPS consideration to SFC. I greatly appreciate your time and understanding while reviewing my packet and associated documents.
- Clarifications with my record:
 - NCOERs. At the time of the board convening date, I will only have 35 months of documented rated time as an SSG. I respectfully request that you take into consideration my final NCOER when I was rated as SGT that led to my promotion to SSG.
 - Experience. At the time of the board convening date, I've been assigned to a 12B MOS position for 6(+) cumulative years. I respectfully request that you take into consideration my cumulative years rated as an Administrative NCO towards my Career Progression MOS (CPMOS) change to 42A MOS. I sincerely believe that my NCOERs demonstrate success that I've been fortunate enough to experience that aligns with the 42A MOS.
 - Leadership. Due to my current assignment, my record lacks any time spent as a squad leader. I respectfully request that you take into consideration my current qualification as my unit's Victim Advocate (VA) as a position of trust. My explanation for this includes the leadership within my unit and my chain of command that entrusts the SHARP program that I proudly facilitate, and the nearly 120 Soldiers that I serve.
 - Missing Documentation. My most recent professional certification is missing from my iPERMS record. I recently submitted this to my S-1, but it's still pending index/validation and will not likely be in my record by the board convene date.
- Point of contact is the undersigned at 573-638-9500, or email at name.mil@army.mil.

GLADBACH HUNT Digitally signed by
ER.AUSTIN.150104 GLADBACH.HUNTER
0270 AUSTIN.1501040270

FIRST NAME MI. LAST NAME
SSG, MOARNG
Duty Title

Enclosure 9



1

THIS IS MY PROFESSIONAL
CERTIFICATE

VALID UNTIL 01/01/2030

2

1

2

1

2

1

2



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

HG SSG HUNTER A GLADBACH [Certify Board File](#) [Review My Board File](#) [View MBF Action History](#)

MOARNG SFC Test Board

Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026

26 days
to Board File close

0 Documents
approved for this Board File

My Board File Uploaded Documents [Add Document](#)

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Controlled Unclassified Information (CUI) Version: 1.26.00.000-train



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

SSG HUNTER A GLADBACH Certify Board File Review My Board File View MBF Action History

MOARNG SFC Test Board

Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026

0 Documents
approved for this Board File Add Document

My Board File Uploaded Documents

Your documents will be marked as 'Pending' until approved by a Board Team Member. Documents

Upload Document

Drag and drop files or click "Choose File" to browse

Supported Format(s): pdf
Supported File Size: Up to 17 MB

+ Choose File

Close Upload

Controlled Unclassified Information (CUI) Version: 1.26.00.000-train



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

SSG HUNTER A GLADBACH Certify Board File Review My Board File View MBF Action History

MOARNG SFC Test Board

Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026

My Board File Uploaded Documents

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Letter to the President of the Board_SSG Gladbach.pdf
0.1 MB

Document Type+
Letter to the Board

Close **Upload**

0 Documents

approved for this Board File



Add Document

Controlled Unclassified Information (CUI) Version: 1.26.00.000-train




EPS Consideration Step # 3 (Continued)

CUI

 **ASBS** My Board File GLADBACH, HUNTER A 


HG SSG HUNTER A GLADBACH [Certify Board File](#) [Review My Board File](#) [View MBF Action History](#)



MOARNG SFC Test Board


Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026




26 days

to Board File close



0 Documents

approved for this Board File

 **My Board File Uploaded Documents** [Add Document](#)

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Letter to the President of the Board_SSG Gladbach.pdf <small>Date Uploaded: 06-APR-2026</small>	LTR TO BD	Status: Pending	View Delete
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CUI



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A HG

SSG HUNTER A GLADBACH Certify Board File Review My Board File View MBF Action History

MOARNG SFC Test Board

Board Details

Board Status	Convene Date	Recess Date	MBF
	01-MAY-2026	03-MAY-2026	01-M

0 Documents
approved for this Board File

My Board File Uploaded Documents
Your documents will be marked as 'Pending' until approved by a Board Team Member

Letter to the President of the Board_SSG Gladbach.pdf
Date Uploaded: 06-APR-2026

Certify Board File [X]

I certify that...

- Reviewed with no actions taken.
- I have reviewed the information in My Board File, and I will take action to make corrections to my file.
- I certify that the information in My Board File is correct and complete to the best of my knowledge.
- I have not viewed the documents.

Cancel **Save**

Controlled Unclassified Information (CUI) Version: 1.26.00.000-train



EPS Consideration Step # 3 (Continued)

CUI

ASBS My Board File GLADBACH, HUNTER A

HG SSG HUNTER A GLADBACH Certified [Review My Board File](#) [View MBF Action History](#)

MOARNG SFC Test Board

Board Details

Board Status	Convene Date	Recess Date	MBF Close Date
	01-MAY-2026	03-MAY-2026	01-MAY-2026

26 days

to Board File close

0 Documents

approved for this Board File

My Board File Uploaded Documents [Add Document](#)

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Letter to the President of the Board_SSG Gladbach.pdf <small>Date Uploaded: 06-APR-2026</small>	LTR TO BD	Status: Pending	View Delete
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Controlled Unclassified Information (CUI) Version: 1.26.00.000-train



EPS Consideration Summary

CUI

1. Determine Promotion Eligibility
2. Complete IPPS-A Promotion Preferences
3. Review Administrative Promotion Points on Promotion Point Worksheet (PPW) (E-4 & E-5 Soldiers Only)
3. Review My Board File (MBF) (E-5 Soldiers & Above)
4. Upload Letter to the President of the Board (LPB) & Substantiating Documentation (if applicable)
5. Certify MBF
6. Follow up with FLL & FTS about updates to appropriate systems of record (IPPS-A & iPERMS) if you have discrepancies

CUI

FY27 Consideration to SSG - Leadership Points Conversion (0 to 250)	
Voting Board Member Rubric Score (Maximum of 12)	Leadership Points Value
< 0 (Soldier will not meet minimum scoring criteria for inclusion on the EPS list)	0
1	21
2	42
3	62
4	83
5	104
6	125
7	146
8	167
9	187
10	208
11	229
12	250

PERSONNEL ACTION

For use of this form, see AR 600-8; the proponent is the DCS, G-1.

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 7013, Secretary of the Army; AR 600-8, Military Human Resources Management; this form is subject to the Privacy Act of 1974.

PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers outside of IPPS-A in accordance with AR 600-8. Forms will not be disclosed outside Department of Defense (DoD) and DoD sponsored agencies. See the System of Records Notice DoD 0020 Military Human Resource Records, <https://dpcl.d.defense.gov/Privacy/SORNsIndex/DODWide-Notices/DOD-Wide-Article-List/>

ROUTINE USES: None.

DISCLOSURE: Voluntary, however, failure to provide pertinent information may result in a delay in processing the request for personnel action.

SECTION I - PERSONAL IDENTIFICATION

1. THRU (Include ZIP Code) Unit Address City, Missouri Zip Code		2. TO (Include ZIP Code) NGMO-PER-AB Enlisted Actions Branch (J-1) 2302 Militia Drive Jefferson City, Missouri 65101-1203		3. FROM (Include ZIP Code) Unit Address City, Missouri Zip Code	
4. NAME (Last, First, MI)			5. GRADE OR RANK / PMOS / AOC		6. DOD ID NUMBER

SECTION II - DUTY STATUS CHANGE (AR 600-8-6)

7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: (Check as appropriate)

<input type="checkbox"/> Service School (Enlisted only)	<input type="checkbox"/> Special Forces Training / Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enlisted only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Oversea Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess / Advance / Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name / SSN / DOB
<input type="checkbox"/> Exchange Reassignment (Enlisted only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify): Promotion Consideration Preferences (MSG Consideration to 1SG Only)
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Assignment of Personnel with Exceptional Family Members	

9. SIGNATURE OF SOLDIER (When required)	10. DATE (YYYYMMDD)
---	---------------------

SECTION IV - REMARKS (Applies to Sections II, III, and V)

I choose the following preferences for the FY27 Enlisted Promotion System (EPS) within the Missouri Army National Guard:
1SG Consideration: Yes / No

(Soldier signs in block 9 and the signature date in block 10)
(Soldier's CDR, CSM, 1SG or HR professional completes blocks 12 through 14)

SECTION V - CERTIFICATION / APPROVAL / DISAPPROVAL

11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -

HAS BEEN VERIFIED RECOMMEND APPROVAL RECOMMEND DISAPPROVAL IS APPROVED IS DISAPPROVED

12. COMMANDER / AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE (YYYYMMDD)
---	---------------	---------------------

PERSONNEL ACTION

For use of this form, see AR 600-8; the proponent is the DCS, G-1.

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 7013, Secretary of the Army; AR 600-8, Military Human Resources Management; this form is subject to the Privacy Act of 1974.

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ROUTINE USES: None.

DISCLOSURE: Voluntary, however, failure to provide pertinent information may result in a delay in processing the request for personnel action.

SECTION I - PERSONAL IDENTIFICATION

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<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess / Advance / Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name / SSN / DOB
<input type="checkbox"/> Exchange Reassignment (Enlisted only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify): Promotion Consideration Preferences (SGM & CSM Only)
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Assignment of Personnel with Exceptional Family Members	

9. SIGNATURE OF SOLDIER (When required) _____ 10. DATE (YYYYMMDD) _____

SECTION IV - REMARKS (Applies to Sections II, III, and V)

I choose the following preferences for the FY27 Enlisted Promotion System (EPS) within the Missouri Army National Guard:

BN CSM Consideration: Yes / No / N/A
BDE CSM Consideration: Yes / No / N/A

(Soldier signs in block 9 and the signature date in block 10)
(Soldier's CDR, CSM, 1SG or HR professional completes blocks 12 through 14)

SECTION V - CERTIFICATION / APPROVAL / DISAPPROVAL

11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -
 HAS BEEN VERIFIED RECOMMEND APPROVAL RECOMMEND DISAPPROVAL IS APPROVED IS DISAPPROVED

12. COMMANDER / AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE (YYYYMMDD)
---	---------------	---------------------

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.

PRINCIPAL PURPOSE: These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service, and safeguard the rights of the member and the Army.

NOTE: For additional information, see the System of Records Notice A0600-8-104b AHRC, <https://dpclid.defense.gov/Privacy/SORNsindex/DOD-wide-SORN-Article-View/Article/570051/a0600-8-104b-ahrc/>.

ROUTINE USE(S): There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.

DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Date of Counseling
Organization	Name and Title of Counselor	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)

Approach: Non Directive Combined Directive

Type of Counseling: General Form Professional Growth Performance Event Oriented

This counseling form provides you the opportunity to make promotion consideration preferences only to flight positions during the FY27 Enlisted Promotion System (EPS).

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points Discussion:

Soldiers that are qualified in the MOS 15T and assigned to any position with the required or authorized SQI "F" will choose their preference for promotion consideration only to flight positions. Preferences will be made on the DA Form 4856 (see enclosure 14). Flight positions are designated as Crew Chief, Air Crewmember, or Platoon Sergeant in the duty positions of 15T2F, 15T3F and 15T4F. These positions will be filled by utilizing the EPS list to select Soldiers who currently hold SQI "F". Soldiers that make the preference of "Yes" to be considered only for flight positions but are not yet SQI "F" qualified will be ineligible for selection from the EPS list until they become SQI "F" qualified. Soldiers that make the preference of "No" to be considered only for flight positions and are SQI "F" qualified will be eligible for selection from the EPS list for both flight and non-flight positions.

Preference for Promotion Consideration Only to Flight Positions (SQI "F"): YES / NO

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment (*other than rehabilitative transfers*), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.