

MILITARY INTELLIGENCE PROPONENT

SUPPLEMENTAL INFORMATION FOR

MSG DA SELECTION BOARD

FEBRUARY 2002



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ALWAYS OUT FRONT

MILITARY INTELLIGENCE BRANCH

1. Military Intelligence (MI) became a separate branch on 1 July 1962. Twenty-five years later, on 1 July 1987, the MI Corps was activated under the Army Regimental System. The mission of MI is the collection, analysis and dissemination of intelligence on the plans, intentions, capabilities and limitations of the enemy. This mission extends from the tactical battlefield to the national command level.
2. The MI Noncommissioned Officer (NCO) Corps consists of three Career Management Fields (CMFs) with 13 Military Occupational Specialty's (MOS) and three capper MOS. MI NCOs perform very diverse intelligence missions that present unique challenges and responsibilities at all levels. The MI NCO must maintain both tactical and technical leadership skills throughout their military careers. That is, they must receive assignments at both EAC and ECB for proper growth where the MOS is feasible. The MI NCO may be assigned to missions with limited leadership opportunities that require significant management and technical skills. Until 1998, MI NCOs were not eligible for Recruiter Duty. MI currently has an authorization fill of 183 positions for Recruiters. Most of these Recruiters are in the early stages of their assignments. Drill Sergeant positions are available to all MI MOS, but the number of authorizations is limited since MI soldiers do not perform drill sergeant duty in basic training units.
3. MI soldiers may be deployed for short periods of time to locations that take them outside of their normal rating chain. In some instances, the same soldier may be involved in several deployments during an assignment. The result may be a series of evaluations covering very short periods of time. A series of short evaluations as a result, should be construed as positive since many times soldiers are deployed as a result their demonstrated capability.
4. MI soldiers will face even greater challenges as we focus on the Objective Force. MI soldiers will continue to provide intelligence to Warfighters at all echelons; providing them with a dynamic, common understanding of the battlefield and enabling them to train, plan, rehearse and execute diverse missions.
5. MI soldiers are charged with the responsibilities for operating, maintaining, supervising and training on increasingly sophisticated collection, analysis, and intelligence dissemination systems.
6. The integration of these systems and the associated fielding and training challenges have increased the requirement for NCO leaders who are technically and tactically proficient, flexible and able to meet the challenge of change.
7. A limited number of soldiers are assigned to Special Mission Units (highly demanding classified operational positions), which due to their nature limit the soldier's opportunities in other traditional promotion enhancing areas. A soldier's assignment to these units should be viewed in the highest positive sense.
8. Highly demanding special training programs are also available to limited numbers of MI soldiers. These programs include; the Middle Enlisted Cryptologic Career Advancement Program (MECCAP), the Undergraduate Intelligence Program (UGIP), the Post Graduate Intelligence Program (PGIP), the Bachelor of Science Intelligence Program (BSIP), the Master of Science of Strategic Intelligence (MSSI), and the All Source Analysis System (ASAS) Master Analyst Course. MI soldiers who have completed these programs/training should be viewed in the highest positive sense. Specific MI MOSs that are tied to these programs are further identified within the CMF sections of this document.
9. The Great Skills Program (GSP) is a highly demanding selection, training, and assignment program available to a limited number of MI soldiers. MI soldiers in this program should be viewed in the highest positive sense.

10. Changes in MI systems and force structure have resulted in career stagnation and or a lack of assignment diversity over which the affected soldiers have no control. Examples include the 96D, 96U, 98K, and 97E Chinese Mandarin in particular. Soldiers in these MOSs, have no control over their assignment diversity, and should not be penalized for lack of assignment diversity.

11. MI Sergeants First Class that are selected for promotion to Master Sergeant (MSG) must be well rounded and capable of meeting the challenges in the future. Our future MSGs must continue to exemplify and live the Army values, be physically and mentally fit, and be able to lead soldiers in any environment. Their evaluations should clearly identify them as being able to perform in a variety of assignments and situations.

Career Management Field (CMF) 33

Intelligence Electronic Warfare (IEW) Systems Repairer

1. **Overall Mission of CMF 33.** The mission of IEW Systems Repairers is to perform electronic maintenance at multiple echelons, from organizational through general support level. In many instances, the 33W performs component level repair on one-of-a-kind systems.
2. **Career Progression.** CMF 33 Career Progression Model is located on page 6, and Career Progression Cchart for the CMF 33 is located in **Enclosure 1a**.
3. **General Information.** CMF 33 soldiers receive extensive technical training. Their Advanced Individual Training is equivalent to an Associates Degree in Electronics Technology.
4. **Impact of Force Structure Changes on CMF 33.** In 1997, CMF 33 underwent major structural changes. MOS 33R, 33T, 33Y and 33Z were combined into 33W. Personnel records were changed beginning June 1998 to reflect these changes. These changes should not impact on the selection for Master Sergeant (MSG).
5. **Key considerations for selection to MSG for CMF 33.** Military Intelligence MOSs are truly unique; in that assignments, duty positions, and duty titles cannot be easily standardized to reflect scope and levels of experience and responsibility. For example, A Detachment Sergeant's scope of duties within the 98 CMF may vary greatly from a Detachment Sergeant's duties in the 96 CMF. With this in mind, **it is essential that NCOER duty description blocks be carefully reviewed to ascertain the true level of a NCOs responsibility.** Below are additional comments to assist board members in assessing individuals. There are five areas that are key considerations for promotion to Master Sergeant; assignments, duty positions, special duties/duty assignments, civilian education, and military education.
 - a. **Assignments.** While diversity in assignments is preferred, the low density and nature of this CMF limits the opportunity for diverse assignments. Ideally, Sergeants First Class should have both operational field assignments, as well as garrison/ instructor assignments.
 - b. **Duty Positions.** Some duty positions in CMF 33 may not have traditional duty titles but may be just as demanding as traditional leadership positions. Whether the positions are referred to as foreman, supervisor, or NCOIC, they should be judged based on the number of soldiers supervised, degree of responsibility, echelon of support, etc. **A general association of skill level/scope of responsibility and duty titles** can be found in the 33W Career progression Chart, however as noted before the best source for this is the NCOER duty description.
 - c. **Special Duties/Assignments.** Special duties such as Drill Sergeant and Recruiter are open to a limited number of soldiers. Recruiter duty is a very demanding and challenging assignment. Soldiers who may have been unsuccessful as Recruiters solely because they did not meet recruiting mission should be judged based on their whole career. Drill Sergeant positions for MI soldiers are limited to Advanced Individual Training (AIT) only. Soldiers who have excelled in these duties should be favorably considered.
 - d. **Civilian Education.** Seventy percent of the eligible Sergeants First Class have at least two years of college education. Ideally, soldiers selected for MSG should have at least two years of college. An educational profile of CMF 33 soldiers in the zone of consideration is contained on page 7. The job demands associated with certain assignments, deployments, and special duties must be considered, as these can often preclude off-duty education.

e. **Military Training.** Post AIT military training for CMF 33 soldiers is very limited. The 33 CMF soldier may apply for intelligence programs such as the Undergraduate or Postgraduate Intelligence Program. However, these programs are not designated in the career map for systems repairers and do not enhance their repairer skills hence, most CMF 33 soldiers do not volunteer for these programs.

6. **Additional Information.**

a. **MOS 33W, IEW Systems Repair Sergeant,** supervises unit, direct support, and general support on all types of IEW systems and equipment. IEW Systems Repair Sergeants are also responsible for production, quality control, quality assurance, repair parts supply operations, and establishing maintenance priorities. The IEW Systems Repair Sergeant prepares technical studies, special reports, correspondence, and records pertaining to maintenance operations. Although MOS 33W replaces MOS 33R, 33T, 33Y, and 33Z, they are included below since NCOs will have evaluations based on assignments to these MOS.

b. **MOS 33R, Aviation Systems Repairer,** supervised or performed unit, direct support, general support, and depot-level maintenance on IEW fixed wing and rotary wing aviation systems, aerial sensor equipment, and assemblies.

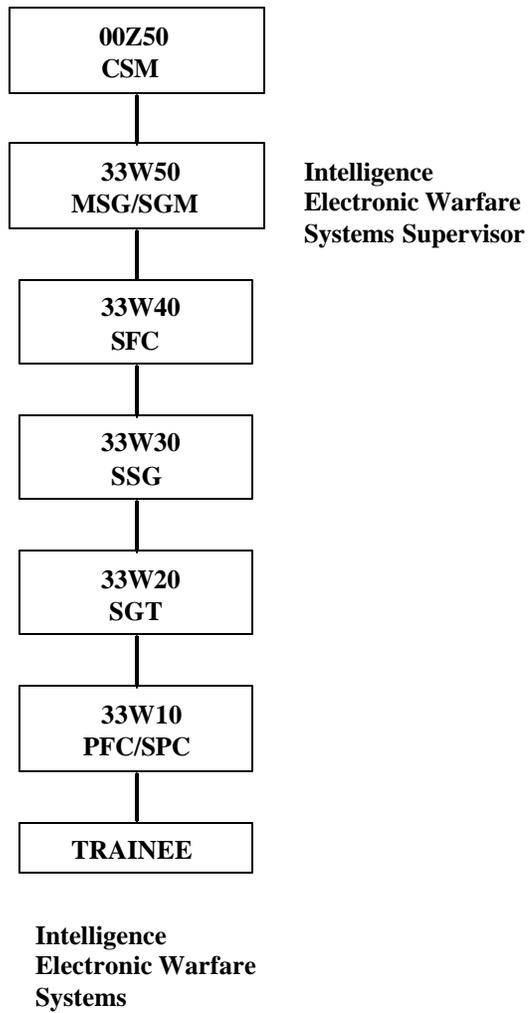
(1) There were leadership opportunities for MOS 33R soldiers in both tactical and non-tactical locations. Staff positions are primarily located in echelons corps and above and within TRADOC assignments. Soldiers who formerly possessed MOS 33V, Aerial Sensor Repairer, merged into MOS 33R on 1 October 1993.

(2) MOS 33R responsibilities included maintenance support to Guardrail Common Sensor and the tactical Unmanned Aerial Vehicle (UAV). Leadership and assignment opportunities had been limited due to fielding difficulties with the UAV system.

c. **MOS 33T, Tactical Systems Repairer,** supervised or performed unit, direct support, general support, and depot level maintenance on wheeled or track vehicles, and man portable IEW tactical systems, equipment, and assemblies. MOS 33T soldiers had the best opportunity within the CMF to perform in key leadership positions. This MOS had the largest number of division and below assignments and staff positions within TRADOC.

d. **MOS 33Y, Strategic Systems Repairer,** supervised and performed unit, direct support, general support, and depot level maintenance of command and control subsystems, receiver subsystems, and processing/storage subsystems and related equipment at fixed station, remote sites and army depots. This MOS had no tactical positions. The typical supervisory positions, such as squad leader or platoon sergeant, were extremely limited for MOS 33Y. Supervisory positions at echelons above corps usually involved 24-hour, 365 days-per-year operations. MOS 33Y soldiers in leadership positions usually had duty titles such as "Repair Team Supervisor" or "Shop Supervisor." NCOER duty descriptions should be closely evaluated for leadership information.

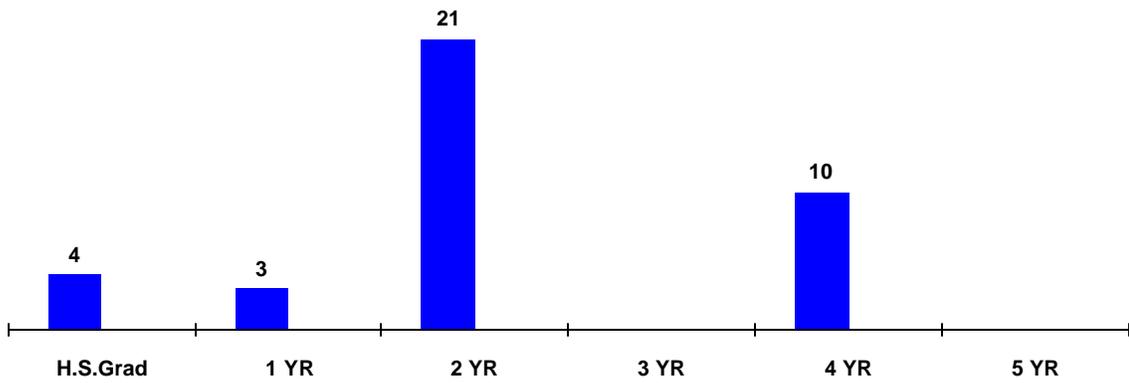
CMF 33 CAREER MANAGEMENT FIELD



CMF 33 EDUCATION PROFILE

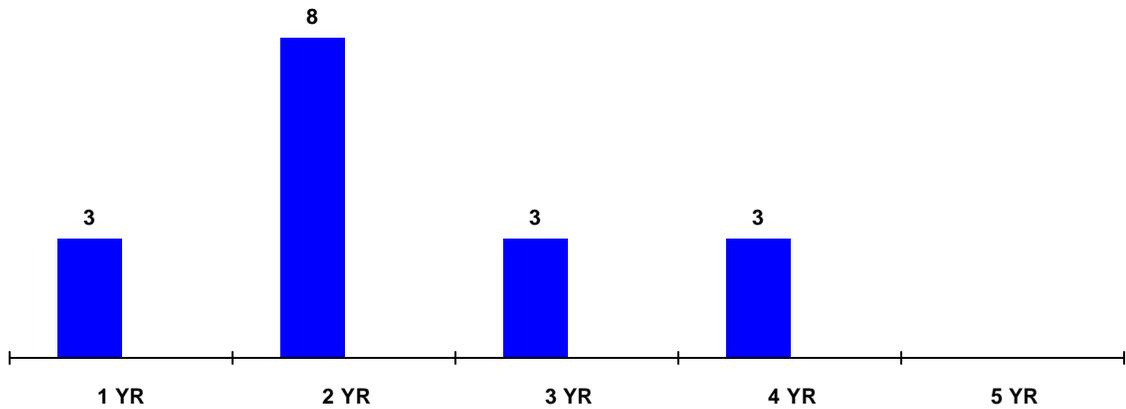
33 CMF Primary Zone: Avg. TIS: 18 Years, 08 Months
Avg TIG: 04 Years, 06 Months

Civilian Education:



33 CMF Secondary Zone: Avg. TIS: 17 Years, 05 Months
Avg TIG: 04 Years, 08 Months

Civilian Education:



Career Management Field (CMF) 96

Military Intelligence

1. **Overall Mission of CMF 96.** The mission of the Military Intelligence soldier is to collect, process, analyze, and disseminate all types of intelligence at battalion through the national level using a wide variety of technical systems.

2. **Career Progression.** CMF 96 Career Progression Model is found on page 11 while the specific Career Progression Charts for each MOS in the CMF are contained in **Enclosures 1b - 1h**.

3. **General Information.**

a. CMF 96 soldiers serve in both tactical and strategic assignments with the majority of their assignments in organizations that are ECB. They are responsible for providing intelligence to battlefield commanders and national level decision-makers. CMF 96 soldiers must master a variety of complex technical systems and must have in-depth knowledge of friendly and enemy capabilities, tactics and doctrine and apply analytical skills predictive of enemy intentions and actions. They are also required to understand collection management procedures and concepts.

b. CMF 96 soldiers receive extensive technical training during Initial Entry Training (IET).

4. **Impact of Force Structure Changes on CMF 96.** There have been no major impacts from force structure changes on CMF 96. MOS 96U is expected to grow substantially in all grades, with the fielding of the Tactical Unmanned Aerial Vehicle (TUAV) beginning in FY 01.

5. **Key considerations for selection to MSG for CMF 96.** Military Intelligence MOSs are truly unique; in that assignments, duty positions, and duty titles cannot be easily standardized to reflect scope and levels of experience and responsibility. For example, A Detachment Sergeant's scope of duties within the 98 CMF may vary greatly from a Detachment Sergeant's duties in the 96 CMF. With this in mind, **it is essential that NCOER duty description blocks be carefully reviewed to ascertain the true level of a NCOs responsibility.** Below are additional comments to assist board members in assessing individuals. There are five areas that are key considerations for promotion to Master Sergeant; assignments, duty positions, special duties/duty assignments, civilian education, and military education.

a. **Assignments.** Diversity in assignments is preferred and available for this CMF. Ideally, Sergeants First Class should have an operational assignment and a staff position assignment.

b. **Duty Positions.** Some duty positions in CMF 96 may not have traditional duty titles but may be just as demanding as traditional leadership positions. Regardless of the duty title, they should be judged based on the number of soldiers supervised, degree of responsibility, echelon of support, etc. **A general association of skill level/scope of responsibility and duty titles** can be found in the Career Progression Charts for MOS 96B, 96D, 96H, 96R, 96U, 97B, and 97E, however as noted before the best source for this is the NCOER duty description.

c. **Special Duties/Assignments.** Special duties such as Drill Sergeant and Recruiter are open to a limited number of soldiers. Recruiter duty is a very demanding and challenging assignment. Soldiers who may have been unsuccessful as Recruiters solely because they did not meet recruiting mission should be judged based on their whole career. Drill Sergeant positions for MI soldiers are limited to Advanced Individual Training (AIT) only. Soldiers who have excelled in these duties should be favorably considered.

d. **Civilian Education.** Sixty-six percent of CMF 96 NCOs have at least two years of college education. Ideally, soldiers selected for MSG should have at least two years of college. An educational profile of CMF 96 soldiers in the zone of consideration is contained on page 12. The job demands associated with certain assignments, deployments, and special duties must be considered, as these can often preclude off-duty education.

e. **Military Training.** CMF 96 soldiers have a limited number of post AIT training opportunities. They may apply for intelligence programs such as the Undergraduate or Postgraduate Intelligence Program. NCOs with All Source Analysis System (ASAS) expertise may be selected to attend the ASAS Master Analyst Course. While selection for this course can be a function of a soldier's MOS and assignment pattern, it is a truly demanding course and should be looked upon favorably.

6. Additional MOS Information.

a. **MOS 96B, Intelligence Analyst,** supervises and performs intelligence analysis and other duties associated with the All Source Analysis System (ASAS); coordinates and participates in collection management, processing, and dissemination of tactical and strategic intelligence. There are significant opportunities to perform in key leadership and staff positions at all echelons. The majority of positions are within organizations ECB. In some instances, MOS 96B NCOs are the sole MI representatives within a unit. Career Progression Chart for MOS 96B is located in **Enclosure 1b.**

b. **MOS 96D, Imagery Analyst,** supervises and participates in collection management and analysis of aerial and ground imagery developed by photographic and electronic means; plans and recommends the use of all ground and aerial sensor systems for surveillance and reconnaissance missions. Over ninety-five percent of the key NCO positions are within organizations at corps and above. Career Progression Chart for MOS 96D is located in **Enclosure 1c.**

c. **MOS 96H, Common Ground Station (CGS) Operator,** supervises and performs detection, location, tracking, and correlation of ground targets, rotary wing and slow moving fixed wing aircraft; receives and provides Joint Surveillance Target Attack Radar System (JSTARS) near-real time radar imagery and other data used in situation development, battlefield management, and targeting information to the commander. MOS 96H was formerly associated with the Mohawk Aerial Intelligence Collection Platform and has transitioned to the JSTARS system. Soldiers in MOS 96H are assigned to diverse assignments to include aviation and Armored Cavalry Regiment units. Career Progression Chart for MOS 96H is located in **Enclosure 1d.**

d. **MOS 96R, Ground Surveillance Systems Operator,** supervises and participates in collection of information using ground surveillance systems; plans, coordinates, and recommends the use of ground surveillance systems. Over ninety-five percent of 96R positions are within ECB organizations. There are significant opportunities to perform in key leadership positions. Career Progression Chart for MOS 96R is located in **Enclosure 1e.**

e. **MOS 96U, Unmanned Aerial Vehicle (UAV) Operator,** supervises or operates the UAV to include mission planning, launching, remotely piloting, and recovering the aerial vehicle. Performs target identification, plans, coordinates and recommends the use of the UAV systems for reconnaissance and surveillance missions. Career Progression Chart for MOS 96U is located in **Enclosure 1f.**

Authorizations for this MOS are relatively small but projected to increase once the new Brigade Commander Tactical UAV (TUAV) system is fielded. Assignment opportunities are currently limited primarily to the training base at Fort Huachuca, Arizona; Fort Hood, Texas; Joint Readiness Training Center (JRTC) Fort Polk, Louisiana; and now recently at Fort Lewis, Washington. The TUAV is expected to be fielded to every brigade in the Heavy and Light Divisions along with Armored Cavalry Regiments.

f. **MOS 97B, Counterintelligence Agent**, supervises and participates in Counterintelligence (CI) surveys and investigations of individuals, organizations and installations to detect, prevent, and neutralize threats to national security. Provides CI support to counterterrorism operations; applies fundamentals of military and foreign law to CI operations; plans and directs counterespionage operations and investigations; plans and conducts CI support to force protection operations. There are significant opportunities to perform in key leadership positions at all echelons. Career Progression Chart for MOS 97B is located in **Enclosure 1g**.

g. **MOS 97E, Human Intelligence Collector (Interrogator)**, supervises and participates in interrogations and debriefings in English and foreign languages; translates and exploits captured enemy documents and open source foreign language publications; screens, assesses, and debriefs refugees and defectors to meet strategic intelligence requirements; performs inspection duties in support of treaty compliance; supervises strategic debriefing centers and theater interrogation facilities. Career Progression Chart for MOS 97E is located in **Enclosure 1h**.

(1) This MOS is language dependent. Depending on language, 97E soldiers receive 25 to 63 weeks of initial foreign language training in addition to MOS specific training. Soldiers in MOS 97E may or may not have the opportunity to attend an intermediate or advanced language course. In some cases, these soldiers are in units without language training programs; however, they are expected to maintain a minimum of 2/2 on the Defense Language Proficiency Test (DLPT) per AR 611-6. A remediation period was put into effect as of March 1996 to give soldiers the opportunity to reach minimum proficiency. Specific languages and remediation periods are provided on pages 18 and 19.

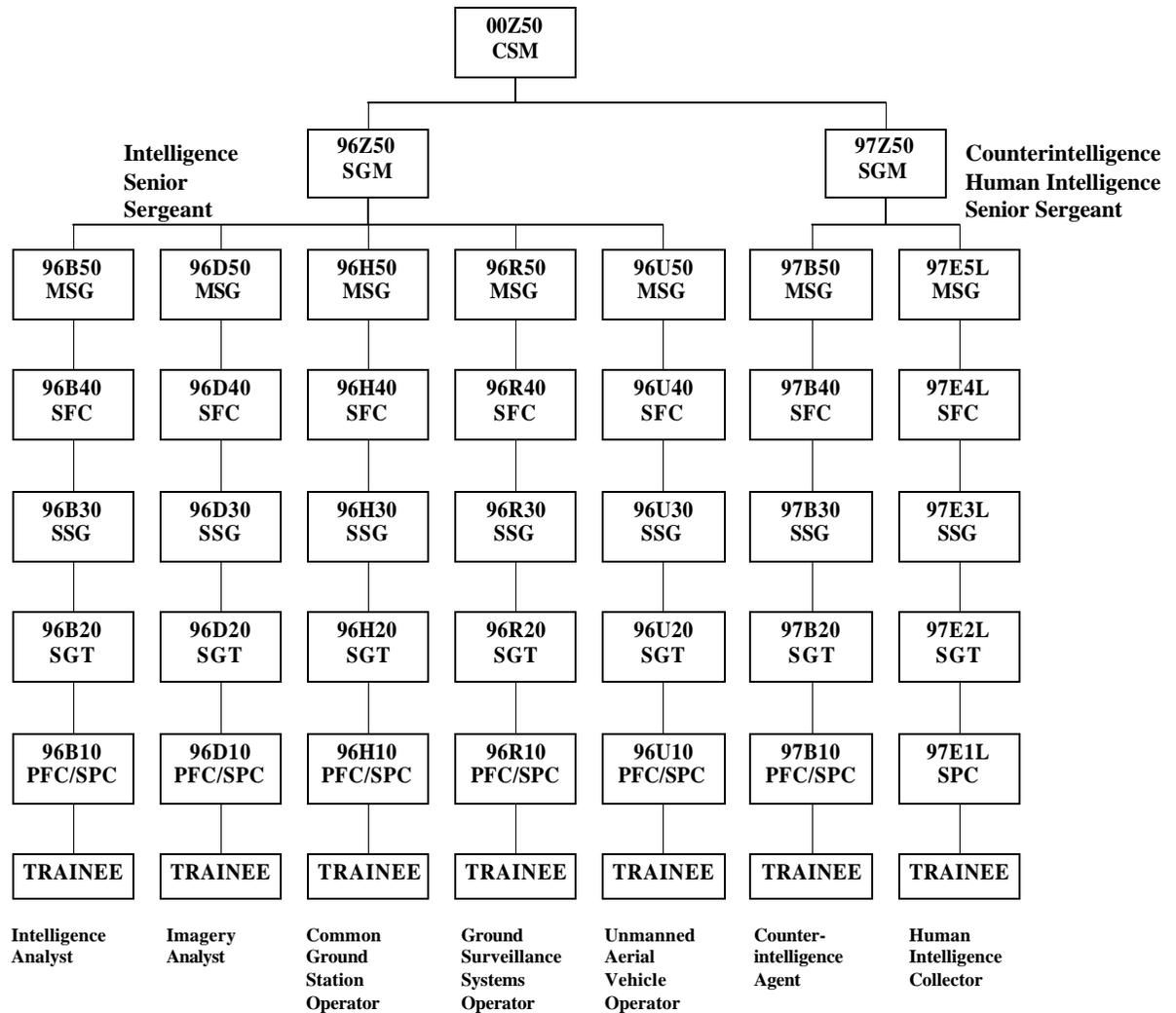
(2) The majority of MOS 97E positions are in ECB organizations. There are opportunities to perform in key leadership positions at all echelons.

h. MOS 97G, Multidiscipline Counterintelligence (MDCI) Analyst.

(1) This MOS was deleted from the inventory. All of the soldiers in this MOS have reclassified to other MI MOSs. Although the MOS has been deleted, there will be some NCOs, who are eligible for MSG, who will have NCOERs with this MOS. These individuals should still be considered fully qualified to compete for promotion to MSG.

(2) MOS 97G duties included supervising and participating in analysis of friendly vulnerabilities to human, signals and imagery intelligence collection by foreign intelligence services and recommending countermeasures. They also performed and supervised counter-signals intelligence data collection and analysis and managed MDCI support for force protection operations.

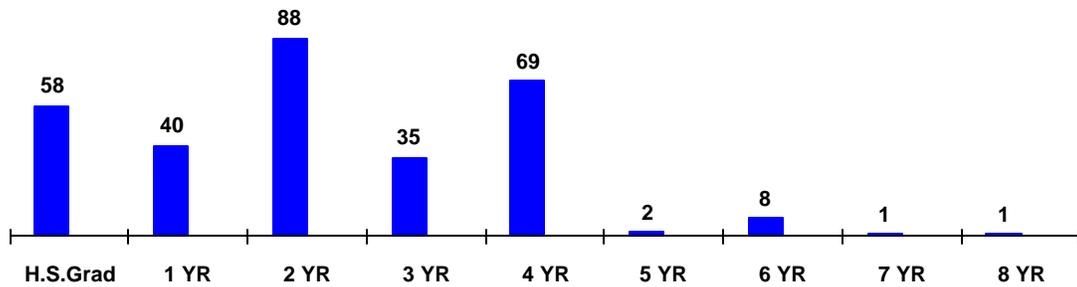
CMF 96 CAREER MANAGEMENT FIELD



CMF 96 EDUCATIONAL PROFILE

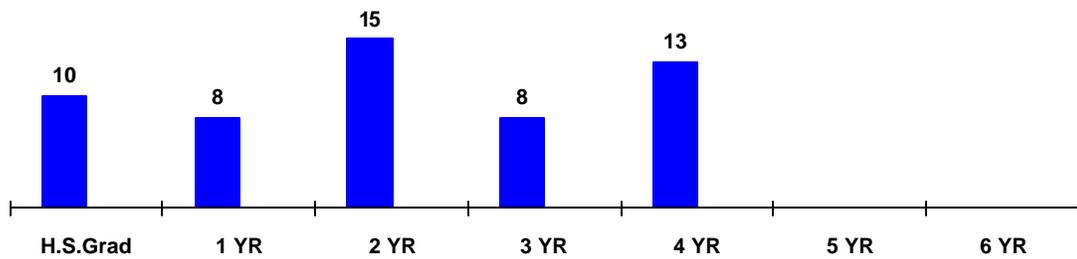
96 CMF Primary Zone: Avg TIS: 18 Years, 07 Months
Avg TIG: 06 Years, 07 Months

Civilian Education:



96 CMF Secondary Zone: Avg TIS: 16 Years, 05 Months
Avg TIG: 04 Years, 4 Months

Civilian Education:



Career Management Field 98

Signals Intelligence/Electronic Warfare Operations

1. **Overall Mission of CMF 98.** The mission of Signals Intelligence soldiers is to detect, acquire, locate, identify, analyze, exploit, and report information of intelligence value to the warfighter and national level agencies.

2. **Career Progression.** CMF 98 Career Progression Model is located on page 16 while the specific Career Progression Chart for each MOS in CMF 98 are in **Enclosure 1i - 1m**.

3. **Significant Change.** CMF 98 underwent a major change effective FY 01. This change caps the 98 CMF at the rank of Master Sergeant (98Z). All eligible Sergeants First Class selected for Master Sergeant by this promotion panel must have demonstrated outstanding performance in assignments demanding leadership and technical expertise. These newly selected Master Sergeants are expected to lead soldiers at all echelons in both strategic and tactical environments.

4. General Information.

a. CMF 98 soldiers serve in ECB and EAC units providing intelligence to the battlefield commanders and national level decision makers. CMF 98 soldiers must master a variety of complex technical systems. They must have in-depth knowledge of friendly and enemy capabilities, tactics and doctrine. They are also required to understand collection management procedures and concepts. Non-Commissioned Officers (NCOs) in this CMF may supervise a wide range of personnel including those from other MOS, other uniform services, DoD civilians, and foreign civilian employees.

b. CMF 98 soldiers receive extensive technical training during Initial Entry Training (IET) with some courses over one year in length. Many CMF 98 soldiers receive a significant amount of post AIT specialized training prior to assignment to select missions or units. Due to rapid changes in technology and vast differences in intelligence missions, CMF 98 NCO must continually update their technical skills.

5. **Impact of Force Structure Changes on CMF 98.** MOS 98H (Morse Interceptor) and 98D (Emitter Locator/Identifier) were merged into 98H, now referred to as Communications Interceptor/Locator. This change consolidated the two fields, which had similar missions and assignment patterns. It is important to note that soldiers from either of these MOS are considered extremely qualified within the renamed MOS and should be considered for promotion to Master Sergeant based on their demonstrated performance and potential regardless of this recent merger.

6. **Key considerations for selection to MSG for CMF 98.** Military Intelligence MOSs are truly unique; in that assignments, duty positions, and duty titles cannot be easily standardized to reflect scope and levels of experience and responsibility. For example, A Detachment Sergeant's scope of duties within the 98 CMF may vary greatly from a Detachment Sergeant's duties in the 96 CMF. With this in mind, **it is essential that NCOER duty description blocks be carefully reviewed to ascertain the true level of a NCOs responsibility.** Below are additional comments to assist board members in assessing individuals. There are five areas that are key considerations for promotion to Master Sergeant; assignments, duty positions, special duties/duty assignments, civilian education, and military education.

a. **Assignments.** Diversity in assignments is preferred and available for this CMF. Ideally, Sergeants First Class should have an operational assignment and a staff position assignment. Staff positions are available in Battalion and Brigade S-3 sections.

b. **Duty Positions.** Some duty positions in CMF 98 may not have traditional duty titles but may be just as demanding as traditional leadership positions. Regardless of the duty title, they should be judged based on the number of soldiers supervised, degree of responsibility, echelon of support, etc. **A general association of skill level/scope of responsibility and duty titles** can be found in the Career Progression Charts for MOS 98C, 98G, 98H, 98J, and 98K, however as noted before the best source for this is the NCOER duty description. The technical and language aspects of some 98 CMF MOSs (i.e. 98K, 98G) make getting leadership and staff positions more difficult.

c. **Special Duties/Assignments.** Special duties such as Drill Sergeant and Recruiter are open to a limited number of soldiers. Recruiter duty is a very demanding and challenging assignment. Soldiers who may have been unsuccessful as Recruiters solely because they did not meet recruiting mission should be judged based on their whole career. Drill Sergeant positions for MI soldiers are limited to Advanced Individual Training (AIT) only. Soldiers who have excelled in these duties should be favorably considered.

d. **Civilian Education.** Forty Seven percent of CMF 98 NCOs have at least two years of college education. Ideally, soldiers selected for MSG should have at least two years of college. An educational profile of CMF 98 soldiers in the zone of consideration is contained on page 17. The job demands associated with certain assignments, deployments, and special duties must be considered, as these can often preclude off-duty education.

e. **Military Training.** The following describe several of the most competitive programs offered to CMF 98 soldiers.

- 1) Middle Enlisted Cryptologic Career Advancement Program (MECCAP) is a three-year competitive program at NSA designed for intensive cryptologic studies.
- 2) Undergraduate Intelligence program (UGIP) prepares intelligence professionals for national and joint-level assignments through study of a broad spectrum of intelligence topics.
- 3) Bachelor of Science Intelligence program (BSIP) provides instruction on a broad spectrum of intelligence topics, enabling students to become true professionals on issues relating to the national level intelligence issues.
- 4) Post Graduate Intelligence program (PGIP) is a post-baccalaureate program in strategic intelligence designed to enhance the understanding of intelligence and the relationship of intelligence to national security operations.
- 5) Master of Science of Strategic Intelligence (MSSI) is a very competitive degree program designed to strengthen the knowledge base of the intelligence professional.

7. **Additional MOS Information.**

a. **98C – Signals Intelligence Analyst,** supervises and performs analysis and reporting of intercepted foreign communications; coordinates and participates in collection management activities. MOS 98C soldiers have an opportunity to perform in a variety of assignments in both ECB and EAC. Approximately 30 percent of MOS 98C positions require a foreign language. Depending on the language, these soldiers receive 26 to 63 weeks of initial foreign language training. Once they acquire a foreign language, they are expected to maintain a 2/2 language proficiency. Career Progression Chart for MOS 98C is located in **Enclosure 1i.**

b. **98D – Emitter Locator/Identifier.**

(1) This MOS was merged with MOS 98H. The soldiers in this MOS have converted to MOS 98H. Although the MOS has been deleted, the soldiers should be considered fully qualified to compete for promotion to MSG.

(2) MOS 98D soldiers operated High Frequency Radio Direction Finding (HFDF) equipment, single station locator equipment, and emitter identification systems to locate and identify foreign communications emitters. Like MOS 98H soldiers, they learned International Morse as part of their MOS training. MOS 98D was a relatively small MOS assigned primarily to EAC organizations. Over 80 percent of the leadership positions for this MOS were non-traditional positions.

c. **98G – Cryptologic Linguist (Voice Interceptor)**, performs detection, acquisition, location, identification and exploitation of foreign communications; translates, transcribes, or gists into English/target language; coordinates or participates in collection management activities; performs inspector duties in support of treaty verification process; provides general linguistic support from the battalion through the national level.

(1) This MOS is language dependent. Depending on the language, these soldiers receive 25 to 63 weeks of initial foreign language training in addition to MOS specific training. Soldiers in MOS 98G may or may not have the opportunity to attend intermediate or advanced language training. In some cases, these soldiers are in units without language training programs, however, they are required to maintain a minimum of 2/2 on the Defense Language Proficiency Test (DLPT) per AR 611-6. A remediation period was put into effect as of March 1996 to give soldiers the opportunity to reach minimum proficiency. Specific languages and remediation periods are provided on pages 18 and 19.

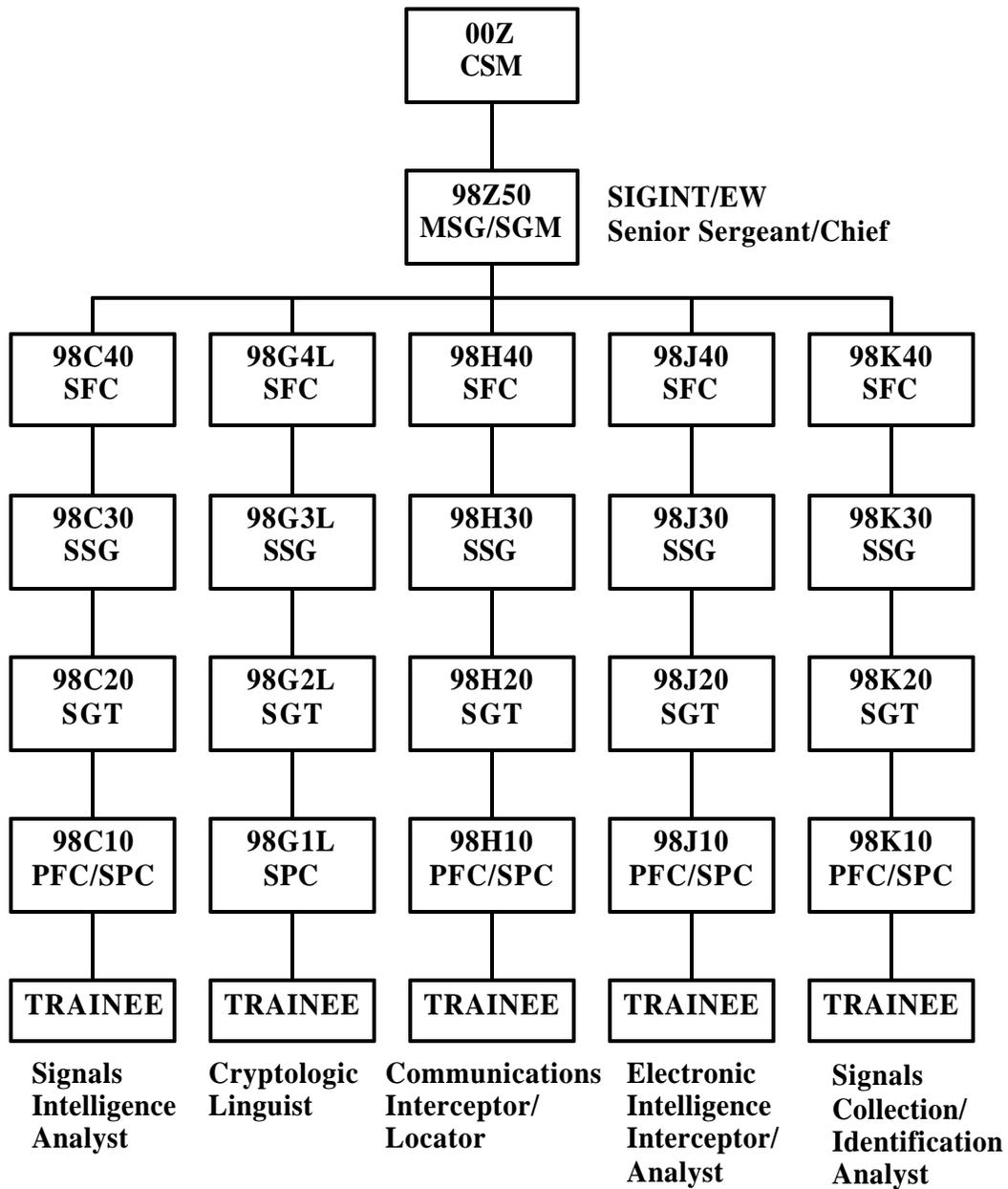
(2) Depending on language, MOS 98G NCOs have an opportunity to perform in traditional leadership positions at all echelons in both EAC and ECB. Soldiers with languages of Arabic, Korean, Russian, and Spanish have the greatest opportunity for both echelon and position diversity. Career Progression Chart for MOS 98G is located in **Enclosure 1j**.

d. **MOS 98H, Communications Interceptor/Locator**, performs and supervises detection, acquisition, location, identification, and exploitation of foreign communications using International Morse Code; performs preliminary analysis on target communications; participates in collection management activities. MOS 98H soldiers serve primarily in EAC units. Fewer than 20 percent of authorizations are in ECB units, with the majority of those on SOT-A within Special Forces. Career Progression Chart for MOS 98H is located in **Enclosure 1k**.

e. **MOS 98J, Electronic Intelligence Interceptor/Analyst**, performs and supervises detection, acquisition, location, identification, exploitation, analysis, and reporting of foreign noncommunications; prepares and maintains enemy electronic order of battle information; coordinates and participates in collection management activities. This MOS was evenly divided between ECB and EAC until 1992 when the AN/MSQ-103, TEAMPACK, was removed from the inventory. Since 1992, the majority of the NCO leadership positions for 98J soldiers have been at corps and above. Career Progression Chart for MOS 98J is located in **Enclosure 1l**.

f. **MOS 98K, Signals Collection/Identification Analyst**, performs and supervises detection, acquisition, identification, exploitation, analysis and reporting of foreign radioteletype, facsimile, and data communications; participates in collection management activities. MOS 98K soldiers provide continuous mission support at national level. Less than 10 percent of MOS 98K positions are located at Echelons Corps and Below. Supervisory positions require senior NCO to constantly update and maintain their technical skills. Career Progression Chart for MOS 98K is located in **Enclosure 1m**.

CMF 98 CAREER MANAGEMENT FIELD

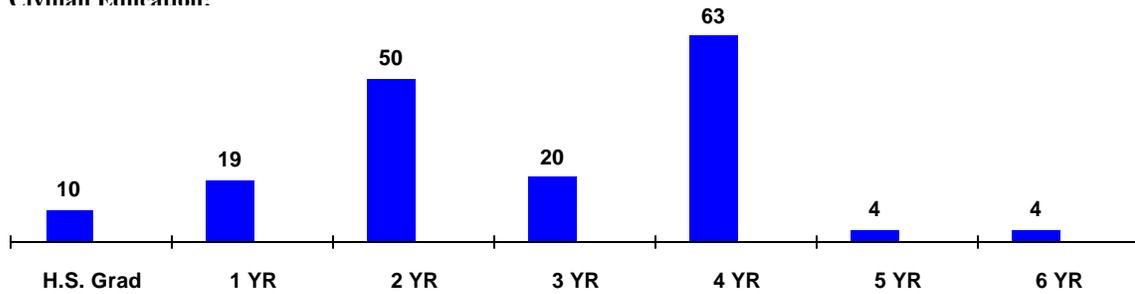


CMF 98 EDUCATIONAL PROFILE

98 CMF Primary Zone: Avg. TIS: 18 Years, 08 Months

Avg TIG: 06 Years, 06 Months

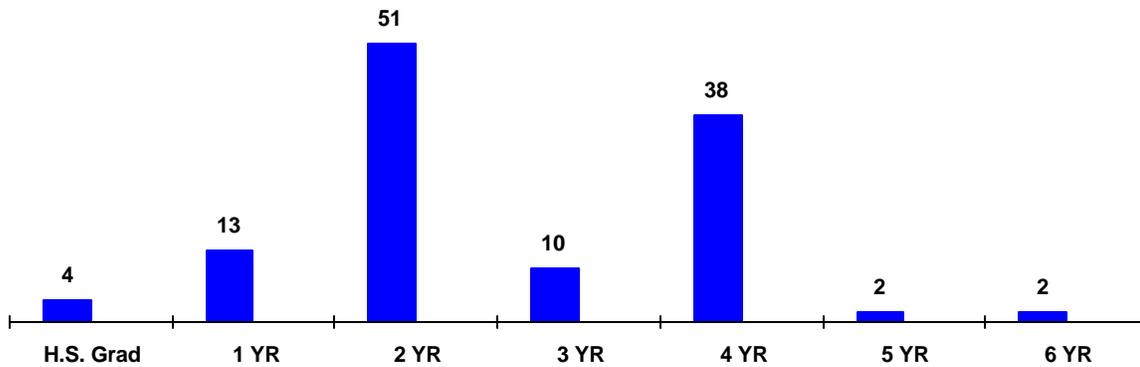
Civilian Education:



98CMF Secondary Zone: Avg. TIS: 17 Years, 07 Months

Avg TIG: 03 Years, 08 Months

Civilian Education:



Language Remediation Periods by Category

Category I [Remediation period to meet minimum standards: until Mar 98]

Afrikans (AA)	Portuguese (PY)
Danish (DA)	Brazilian (PQ)
Dutch (DU)	European (PT)
French (FR)	Spanish (QB)
Haitian-Creole (HC)	American (LA)
Italian (JT)	Caribbean (QC)
Sardinian (JK)	Castilian (SR)
Neapolitan (JM)	Creole (SS)
Sicilian (JS)	Swedish (SY)
Norwegian (NR)	Taki-Taki (TG)

Category II [Remediation period to meet minimum standards: until Mar 98]

German (GM)	Malay (ML)
Indonesian (JN)	Romanian/Rumanian (RQ) (includes Moldavian)

Category III [Remediation period to meet minimum standards: until Mar 99]

Albanian (AB)	Amharix (AC)
Armenian (AR)	Azerbaijani/Azeri (AX)
Bashkir (BP)	Basque (BQ)
Belorussian/Byelorussian (BL)	Bemba (BM)
Bengali/Bangla (BN)	Bikol/Bicol/Vicol (CG)
Bulgarian (BU)	Burmese (BY)
Cambodian/Khmer (CA)	Czech (CX)
Dari/Persian-Afghan/Persian-Dari (PG)	Estonian (ES)
Divehi/Maldivian (DV)	Finnish (FJ)
Farsi/Persian-Farsi (PF)	Greek (GR)
Georgian (GG)	Hebrew (HE)
Hausa (HS)	Hungarian (HU)
Hindi (HJ)	Kachin (KH)
Ilocan (JL)	Kazakh (KE)
Karen (KC)	Kirghiz/Kirgiz (KM)
Kinyarwanda (KL)	Lahu (LM)
Kurdish (KU)	Latvian (LE)
Laotian/Lao (LC)	Lithuanian (LT)
Lingala/Ngala (LJ)	
Macedonian (MA)	Malagasy (MG)
Maranao (LY)	Miskito (NM)
Mongolian (MV)	Nepali/Nepalese (NE)
Nyanja/Chinyanja (NY)	Ossetic (QS)
Pampangan (QV)	Polish (PL)
Punjabi (PJ)	Pushtu/Pashto (PU)

Rade/Rhade (RH)
Serbo-Croatian (SC)
Shona (SH)
Slovak (SK)
Somali (SM)
Taik/Tadjik/Tadzhik (TB)
Tamil (TC)
Telegu/Telugu (TE)
Tibetan (TJ)
Turkish (TU)
Uighur (UJ)
Urdu (UR)
Vietnamese (VN)
 Central (VC)
 Hanoi (VN)
 Saigon (VS)
Xhosa (WH)
Zulu (XU)

Russian (RU)
Shan (SF)
Singhalese/Sinhalese (SJ)
Slovenian (SL)
Swahili (SW)
Tagalog/Filipino/Pilipino (TA)
Tatar (TM)
Thai (TH)
Tigrinya (TL)
Turkmen/Turkoman (UB)
Ukrainian (UK)
Uzbek (UX)
Visayan (VY)
 Cebuano (VB)
 Hiligaynon (VH)
WA (WV)
Yoruba (YQ)

Category IV [Remediation period to meet minimum standards: until Mar 00]

Arabic (AZ)
 Algerian (AM)
 Egyptian (AE)
 Gulf
 Iraqi (DG)
 Libyan (AL)
 Modern Standard (AD)
 Moroccan (BS)
 Saudi (AN)
 Sudanese (AV)
 Syrian (AP)
 Tunisian (BW)
 Yemeni-Adeni (AU)

Chinese (CZ)
 Cantonese (CC)
 Cha' o Chou/Swatow (YE)
 Fuchow/North Min (CQ)
 Fukienese/Min (CF)
 Hakka (CH)
 Mandarin-Yunnanese (CM)
 South Min (CD)
 Wu (CS)
Japanese (JA)
Korean (KP)



Intelligence Electronic Warfare Systems Repairer 33W



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p>SL5 First Sergeant Chief System Repairer Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor</p> </div>
1SG COURSE	15 YEARS	1SG / MSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p>SL4 Platoon Sergeant Sr Drill Sergeant Sr System Repairer Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO</p> </div>
ANCOC	10 YEARS	SFC	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p>SL3 Squad Leader Recruiter Drill Sergeant NCOES Small Group Leader Instructor</p> </div>
BATTLE STAFF COURSE	5 YEARS	SSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p>SL2 System Repairer Service School/NETT Instructor</p> </div>
BNCOC	5 YEARS	SGT	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p>SL1 System Repairer</p> </div>
PLDC	0 YEARS	SPC	
IET	0 YEARS	PFC PV2 PVT	

Duty Description: The Intelligence and Electronic Warfare System Repairer performs or supervises unit, direct support, and general support (DS/GS) maintenance on tactical and strategic IEW systems, equipment, and assemblies.



Intelligence Analyst 96B

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief Intelligence Sergeant Chief Training Developer/Writer Chief Instructor/Writer Sr Professional Development NCO Sr Career Development NCO Observer/Controller Bn S3 NCOIC Reserve Component Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Intelligence Analyst Combat Brigade S2 Observer/Controller Sr Instructor/Writer Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC			
BATTLE STAFF COURSE	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant ACT/Combat Battalion S2 Observer/Controller Instructor
BNCOC	5 YEARS	SSG	
PLDC		SGT	SL2 Intelligence Analyst Team Leader
IET	0 YEARS	SPC PFC PV2 PVT	SL1 Intelligence Analyst

Duty Description: Supervises and performs duties associated with the All Source Analysis System (ASAS). Supervises, coordinates or performs collection management, analysis, processing and dissemination of tactical and strategic intelligence. Prepares and conducts command intelligence training programs. Assists commanders and staff officers in the appraisal of intelligence, operations, and training procedures.



Imagery Analyst 96D

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief Imagery Analyst Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr Imagery Analyst Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Imagery Analyst Recruiter Drill Sergeant Instructor
BATTLE STAFF COURSE	5 YEARS	SSG	SL2 Imagery Analyst Team Leader
BNCOC	0 YEARS	SGT	SL1 Imagery Analyst
PLDC		SPC	
IET		PFC PV2 PVT	

Duty Description: Supervises and analyzes aerial and ground imagery developed by photographic and electronic means. Plans and recommends the use of imagery sensors for reconnaissance and surveillance missions. Assists in the implementation of the imagery collection plan and coordinates subordinate unit surveillance and reconnaissance mission requirements.



Common Ground Station (CGS) Operator 96H



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief CGS Operator Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr CGS Operator Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader CGS Operator Recruiter Drill Sergeant Instructor
BATTLE STAFF COURSE	5 YEARS	SGT	SL2 CGS Operator Service School/NETT Instructor
BNCOC	0 YEARS	SPC	SL1 CGS Operator
PLDC		PFC PV2 PVT	
IET			

Duty Description: Supervises and performs detecting, locating and tracking of ground targets, rotary wing and slow moving fixed wing aircraft. The CGS Operator receives Joint Surveillance Target Attack Radar System radar imagery data used in situational development, battle management, and targeting information and imagery intelligence of value to the commander. Plans and recommends the use of JSTARS for reconnaissance surveillance missions.



Ground Surveillance Systems (GSS) Operator 96R



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> SL5 First Sergeant Operations NCO Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor </div>
1SG COURSE	15 YEARS	1SG / MSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> SL4 Platoon Sergeant Sr Drill Sergeant Sr GSS Sergeant Sr Instructor Recruiter Professional Development NCO Career Management NCO Observer/Controller Reserve Component Advisor Equal Opportunity NCO </div>
ANCOC	10 YEARS	SFC	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> SL3 Squad Leader GSS Sergeant Drill Sergeant NCOES Small Group Leader Observer/Controller Instructor </div>
BATTLE STAFF COURSE	5 YEARS	SSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> SL2 GSS Operator </div>
BNCOC	5 YEARS	SGT	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> SL1 GSS Operator </div>
PLDC	0 YEARS	SPC	
IET	0 YEARS	PFC PV2 PVT	

Duty Description: Supervises and performs collection of information using ground surveillance systems. Also plans, coordinates, and recommends the use of ground surveillance systems.



Unmanned Aerial Vehicle (UAV) Operator 96U



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief UAV Sergeant Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr UAV Sergeant Sr Drill Sergeant Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Instructor Pilot Mission Commander Recruiter Drill Sergeant Instructor
BATTLE STAFF COURSE	5 YEARS	SSG	SL2 UAV Operator
BNCOC	0 YEARS	SGT	SL1 UAV Operator
PLDC		SPC	
IET		PFC PV2 PVT	

Duty Description: Supervises or operates the UAV to include mission planning, launching, remotely piloting, and recovering the aerial vehicle. Performs target location, plans, coordinates and recommends the use of the UAV system for reconnaissance and surveillance missions.



Counterintelligence (CI) Agent 97B



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief CI Sergeant Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Drill Sergeant Sr CI Sergeant Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant CI/HUMINT Team SGT Instructor
BATTLE STAFF COURSE	5 YEARS	SSG	SL2 Counterintelligence Agent
BNCOC	0 YEARS	SGT	SL1 Counterintelligence Agent
PLDC		SPC	
IET		PFC PV2 PVT	

Duty Description: Supervises and conducts counterintelligence surveys and investigations of individuals, organizations and installations to detect, identify, assess, counter, exploit, and neutralize threats to national security.



Human Intelligence Collector 97E



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief Interrogator Sr Professional Development NCO Sr Career Development NCO Reserve Component Advisor Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon Sergeant Sr Interrogator Battalion S3 NCO Sr Instructor Observer/Controller Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Language Recruiter/Advocate Drill Sergeant Cmd Language Program Mgr Instructor
BATTLE STAFF COURSE	5 YEARS	SSG	SL2 Human Intelligence Collector
BNCOC	5 YEARS	SGT	SL1 Human Intelligence Collector
PLDC	0 YEARS	SPC	
IET		PFC PV2 PVT	

Duty Description: Supervises and conducts interrogations and debriefings in English and foreign languages; translates and exploits captured enemy documents and open source foreign language publications; conducts liaison with host nation agencies.



Signals Intelligence (SIGINT) Analyst 98C



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief SIGINT Analyst Sr Professional Development NCO Sr Career Development NCO Reserve Component Advisor EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon/Detachment Sergeant Sr SIGINT/Voice Analyst Professional Development NCO Career Management NCO Sr Instructor Observer/Controller ASAS Master Analyst Reserve Component Advisor Equal Opportunity NCO
ANCOC		SFC	
BATTLE STAFF COURSE	10 YEARS	SSG	SL3 Squad Leader Recruiter Drill Sergeant Collection Manager Instructor
BNCOC	5 YEARS	SGT	
PLDC		SPC	SL2 SIGINT/Voice Analyst Cryptanalyst
IET	0 YEARS	PFC PV2 PVT	SL1 SIGINT/Voice Analyst

Duty Description: Supervises and performs analysis and reporting of intercepted foreign communications; coordinates and participates in collection management activities.



Cryptologic Linguist 98G

CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p style="text-align: center;">SL5</p> <p style="text-align: center;">First Sergeant Chief Cryptologic Linguist Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor</p> </div>
1SG COURSE	15 YEARS	1SG / MSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p style="text-align: center;">SL4</p> <p style="text-align: center;">Platoon/Detachment Sergeant Cryptologic Linguist Supervisor Collection Management NCO Sr Instructor Professional Development NCO Career Management NCO Observer/Controller Reserve Component Advisor Equal Opportunity NCO</p> </div>
ANCOC	10 YEARS	SFC	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p style="text-align: center;">SL3</p> <p style="text-align: center;">Squad Leader Language Recruiter/Advocate Drill Sergeant Observer/Controller Cmd Language Program Mgr Service School/DLI Instructor</p> </div>
BATTLE STAFF COURSE	5 YEARS	SSG	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p style="text-align: center;">SL2</p> <p style="text-align: center;">Cryptologic Linguist Transcriber</p> </div>
BNCOC	5 YEARS	SGT	<div style="border: 1px solid black; padding: 5px; background-color: #e0ffff;"> <p style="text-align: center;">SL1</p> <p style="text-align: center;">Cryptologic Linguist Transcriber</p> </div>
PLDC	0 YEARS	SPC	
IET	0 YEARS	PFC PV2 PVT	

Duty Description: Supervises and performs detection, acquisition, location, identification and exploitation of foreign communications; translates, transcribes, or provided gists in English/target language; coordinates or participates in collection management activities; provides general linguistic support from the battalion through the national level.



Communications Interceptor/Locator 98H



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief Comms Intcpr/Locator Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon/Detachment Sergeant Sr Comms Intcpr/Locator Collection Management NCO Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant Collection Management NCO Instructor
BATTLE STAFF COURSE	5 YEARS	SSG	SL2 Comms Interceptor/Locator
BNCOC	0 YEARS	SGT	SL1 Comms Interceptor/Locator
PLDC		SPC	
IET		PFC PV2 PVT	

Duty Description: Supervises and performs detection acquisition, identification, location, and exploitation of foreign communications using International Morse Code; performs preliminary analysis on target communications; participates in collection management activities.



Electronic Intelligence (ELINT) Interceptor/Analyst 98J



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM/ SGM	SL5 First Sergeant Chief ELINT Intcpr/Analyst Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon/Detachment Sergeant Sr ELINT Intcpr/Analyst Collection Management NCO Sr Instructor Professional Development NCO Career Management NCO Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant Collection Management NCO Instructor
BATTLE STAFF COURSE		SSG	
BNCOC	5 YEARS	SGT	SL2 ELINT Interceptor/Analyst
PLDC	0 YEARS	SPC	
IET			PFC PV2 PVT

Duty Description: Supervises and performs detection, acquisition, location, identification, exploitation, analysis, and reporting of foreign electronic intelligence; prepare and maintains enemy electronic order of battle information; coordinates and participates in collection management activities.



Signals Collection/Identification Analyst 98K



CAREER PROGRESSION CHART

SGM COURSE	20 YEARS	CSM / SGM	SL5 First Sergeant Chief Signal Coll/Ident Analyst Reserve Component Advisor Sr Professional Development NCO Sr Career Development NCO Leader Development NCO EO Advisor
1SG COURSE	15 YEARS	1SG / MSG	SL4 Platoon/Detachment Sergeant Sr Signals Coll/Ident Analyst Collection Management NCO Professional Development NCO Career Management NCO Sr Instructor Sr Drill Sergeant Reserve Component Advisor Equal Opportunity NCO
ANCOC	10 YEARS	SFC	SL3 Squad Leader Recruiter Drill Sergeant Collection Management NCO Instructor
BATTLE STAFF COURSE		SSG	SL2 Signals Coll/Ident Analyst
BNCOC	5 YEARS	SGT	SL1 Signals Coll/Ident Analyst
PLDC	0 YEARS	SPC	
IET			PFC PV2 PVT

Duty Description: Supervises and performs detection, acquisition, identification, exploitation, analysis and reporting of foreign radioteletype, facsimile, and data communications; participates in collection management activities.