

Annex A, FY26 EPS Board Eligibility Criteria and Suspense Dates

Commands publish internal suspense dates in order to meet established HIARNG G1 suspense dates listed below.

Quality assurance and quality control actions will be conducted at MSC and below. Exceptions to policy are not considered when units or SMs fail to meet suspense dates.

All packets received at G1 by the suspense dates will be processed as is.

1. The eligibility criteria date is used to compute SM eligibility for promotion board consideration, consideration by a STAB, and integration into PER. The eligibility date for PME completion update is by the cut off date listed below. The established cutoff date at which all administrative promotion points will be calculated for semi-centralized boards is by the cutoff date listed below.
2. Utilizing the expanded zone of consideration (EZOC), the eligibility date used to determine TIG/TIS is stated below table. SMs boarded who do not meet the TIG/TIS requirements for promotion when the list is effective will appear on the selection list but will not be eligible for selection until the TIG/TIS requirements have been met.
3. SMs who IST to the HIARNG after the FY26 EPS is published may submit a STAB request. See annex K.
4. SMs will not be denied consideration based on being in the medical board process or having a suspension of favorable personnel actions (FLAG). Packet will be submitted for Withhold from consideration.
5. SMs with Special Reporting Code (SRC) 09S/09W are ineligible for selection to higher grade enlisted grade. Upon withdrawal of SRC 09S/09W, SMs regain eligibility for selection. SMs with SRC 09S/09W are authorized to be considered during the annual board process in their original Career Progression MOS (CPMOS). SMs entering officer producing programs (OCS/WOCS) will not be administratively removed from the EPS list. SMs will populate on their CPMOS list but will be unavailable for selection.
6. SMs that are currently enrolled in ROTC Program (09R), no army MOS (09B, 09U, 09X), has an approved retirement request/discharge packet, T10 Career AGR SM, non-selected for retention by a board (QRB, ASMB, any administrative separation board other than medical), and suspension of favorable personnel actions (FLAG) for domestic violence (Lautenberg) SMs will not be considered for promotion.
7. All SPCs, CPLs, and SGTs must validate their administrative points before selecting board preferences. Promotion points are calculated IAW AR 600-8-19 Chapter 3. They may access the job-aid promotion guide on G1 EPM Teams channel for quick reference. See annex I

8. Promotion Board Consideration Eligibility Criteria. Time in grade (TIG), TIG expanded zone of consideration (EZOC), Time in Service (TIS), Professional Military Education (PME), and Cumulative Enlisted Service (CES) for promotion board consideration.

Promotion Grade	Cut Off Date	TIG	TIG EZOC / DATE	TIS	TIS EZOC / DATE	PME	Publish Results
E9/SGM	16 Jul 2025	36 months	24 months / 31 Aug 2023	16 years	15 years / 31 Aug 2010	MLC *	1 Oct 2025
E8/MSG	16 Jul 2025	36 months	24 months / 31 Aug 2023	12 years	11 years / 31 Aug 2014	SLC	1 Oct 2025
E7/SFC	16 Jul 2025	36 months	24 months / 31 Aug 2023	8 years	7 years / 31 Aug 2018	ALC	1 Oct 2025
E6/SSG	9 Jan 2026	18 months	6 months / 28 Aug 2025	N/A	N/A	BLC	1 Apr 2026
E5/SGT	13 Mar 2026	12 months	N/A	N/A	N/A	N/A	1 Apr 2026

a. For consideration for promotion to SGM, to include concurrent appointment to CSM, for individuals who are not graduates of the Sergeants Major Academy (SGM-A) must be enrolled and started the course prior to reaching age 54.

b. For those promoted to MSG after 1 January 2019 without SSD 4 completion will require MLC.

9. NLT 9 May 2025. G1 EPM opens centralized boards.

a. Units retrieve and verify Promotion Eligibility Roster (PER) from MS Teams EPM Channel. Identify discrepancies and submit requests to add eligible Service members to G1 EPM. Only eligible SMs that meet TIS/TIG/EZOC will reflect on PER. Board roster review, military education updates, and military training updates are recommended on a weekly basis to effectively correct board roster eligibility codes. See link below for the centralized PER:

[https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20\(600-8-19b1\)/1_PER?csf=1&web=1&e=MckIKk](https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20(600-8-19b1)/1_PER?csf=1&web=1&e=MckIKk)

MS Team Pathway: HIARNG-G1 → 02b-G1 EPM-Public → Files → 1_FY26_MOI

b. Unit Commanders will begin to select either to recommend (Y) or withhold (N) eligible SMs for SFC/MSG/SGM consideration via PER in MS Teams EPM Channel.

c. SMs promotable to SFC and above may begin to select and validate their board preferences through USAR/ARNG tile in IPPSA.

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d. For SGT and SSG SMs will begin to review their Promotion Point Worksheet (PPW) (Formerly known as 4100) in IPPSA and must notify their Unit Readiness NCO to correct any discrepancies.

e. MSCs/Separate units will inquire and confirm the availability of eligible SMs to serve as board members for the FY26 SFC to SGM EPS board scheduled for 11 – 15 August 25. See annex L for the availability list.

10. NLT 11 July 2025.

a. Submit 00F Feeder MOS Request Memo.

b. Submit CPMOS change for request DA 4187 to G1 EPM MS Team MISC Channel at the following link:

https://dod.teams.microsoft.us/l/entity/26bc2873-6023-480c-a11b-76b66605ce8c/djb2_msteams_prefix_4101737807?context=%7B%22channelId%22%3A%2219%3Adod%3Ad9c9cccf128c4e99bbb16474f176893d%40thread.skype%22%7D&tenantId=fae6d70f-954b-4811-92b6-0530d6f84c43

c. Submit DA Form 4187 and supporting documents (e.g., DA Form 4856) for approved command denial for promotion considerations via G1 EPM MS Team MISC Channel.

11. 16 July 2025. Centralized Promotion eligibility cutoff.

a. Unit Commanders will complete the selection promotion consideration for eligible SMs using the PER in MS Teams EPM Channel.

b. Service members must complete selection and validation of their board preferences via USAR/ARNG tile in IPPSA. SMs failing to update their Promotion Board Preferences (formerly known as Advance Declination for Promotion and Assignment Form) are not considered for promotion.

c. Command Team will review the PER in MS Teams EPM Channel to ensure each SM validated their preferences, consideration, command restrictions and if the SM elected consideration under their SMOS or AMOS.

d. Complete records update in IPPS-A, Record Brief, iPERMS, and DTMS, specifically for anything that affects promotion eligibility.

e. Upload centralized EPS, Non-EPS, and Best Qualified (Leadership) CSM/1SG selection board packets to G1 EPM FY26 EPS Teams Portal:

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[https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20\(600-8-19b1\)/3_EPS_PACKET_AND_NON_EPS_DROP_BOX?csf=1&web=1&e=Wm1Oro](https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20(600-8-19b1)/3_EPS_PACKET_AND_NON_EPS_DROP_BOX?csf=1&web=1&e=Wm1Oro)

Documents uploaded after this date are not accepted and will not be boarded.

f. MSCs/Separate units will submit the availability of eligible SMs to serve as board members to G1 EPM via email.

12. 11 – 15 August 2025. G1 will conduct the Centralized Enlisted Promotion Boards (SFC - SGM), Best Qualified (Leadership) CSM/1SG, and SGM-A Enrollment Selection Boards.

13. NLT 17 September 2025. G1 EPM opens SGT and SSG Board Preferences.

a. Units retrieve and verify Promotion Eligibility Roster (PER) from MS Teams EPM Channel. Identify discrepancies and submit requests to add eligible Service members to G1 EPM. Only eligible SMs that meet TIS/TIG/EZOC will reflect on PER. Board roster review, military education updates, and military training updates are recommended on a weekly basis to effectively correct board roster eligibility codes. See the link below for the centralized PER:

[https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20\(600-8-19b1\)/1_PER?csf=1&web=1&e=xHEkkB](https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20(600-8-19b1)/1_PER?csf=1&web=1&e=xHEkkB)

MS Team Pathway: HIARNG-G1 → 02b-G1 EPM-Public → Files → 1_FY26_MOI

b. Unit Commanders will begin to select either to recommend (Y) or withhold (N) eligible SMs for SGT and SSG consideration via board roster in IPPA. See annex H for job aids.

c. SMs promotable to SGT and SSG may begin to select and validate their board preferences through USAR/ARNG tile in IPPSA.

d. MSCs/Separate units will inquire and confirm the availability of eligible SMs to serve as board members for the FY26 Decentralized E6/SSG EPS board scheduled for **12 January 2026 – 6 February 2026**. See annex L.

14. NLT 1 October 2025.

a. Publish results for FY26 Enlisted Promotion List and Best Qualified (Leadership) 1SG and CSM Lists. Results will be publish at MS Teams EPM Channel.

b. G1 EPM publishes FY26 00F list and feeder MOS.

15. NLT 12 December 2025.

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a. MSCs/Separate units will submit the SSG Decentralized board requirement template sheet to serve as board members to G1 EPM via email. See annex L.

b. Submit CPMOS change for request DA 4187 to G1 EPM MS Team MISC Channel at the following link:

https://dod.teams.microsoft.us//entity/26bc2873-6023-480c-a11b-76b66605ce8c/djb2_msteams_prefix_4101737807?context=%7B%22channelId%22%3A%2219%3Adod%3Ad9c9ccccf128c4e99bbb16474f176893d%40thread.skype%22%7D&tenantId=fae6d70f-954b-4811-92b6-0530d6f84c43

c. Promotion consideration for SSG: Submit DA Form 4187 and supporting documents (e.g., DA Form 4856) for approved command denial for promotion considerations via G1 EPM MS Team MISC Channel.

16. NLT 9 January 2026. E6/SSG Promotion eligibility cutoff.

a. Unit Commanders will complete the selection promotion consideration for eligible SMs via board roster in IPPSA.

b. Service members must complete the selection and validation of their board preferences via the USAR/ARNG tile. SMs failing to update their Promotion Board Preferences (formerly known as Advance Declination for Promotion and Assignment Form) are not considered for promotion.

c. Command Team will review the PER in MS Teams EPM Channel to ensure each SM validated their preferences, PPW, consideration, command restrictions and if the SM elected consideration under their SMOS or AMOS.

d. Upload E5 – E6 EPS promotion, non-EPS packets to G1 EPM FY26 EPS Teams Portal:

[https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20\(600-8-19b1\)/3_EPS_PACKET_AND_NON_EPS_DROP_BOX?csf=1&web=1&e=3WvljD](https://armyeitaas.sharepoint-mil.us/:f:/r/teams/G1189/Shared%20Documents/02-G1%20EPM/1_FY26%20MOI%20(600-8-19b1)/3_EPS_PACKET_AND_NON_EPS_DROP_BOX?csf=1&web=1&e=3WvljD)

Documents uploaded after this date are not accepted and will not be boarded.

e. Complete records update in IPPS-A, Record Brief, iPERMS, and DTMS, specifically for anything that affects promotion eligibility.

f. SMs must complete and validate all administrative updates concerning the PPW.

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g. Promotion consideration for SGT: Submit DA Form 4187 and supporting documents (e.g., DA Form 4856) for approved command denial for promotion considerations via G1 EPM MS Team MISC Channel.

17. 2 - 27 February 2026. MSCs will conduct E6/SSG decentralized EPS board.

18. NLT 16 March 2026. E5/SGT Promotion eligibility cutoff.

a. Unit Commanders must complete the selection promotion consideration for eligible SMs via board roster in IPPSA.

b. Service members must complete the selection and validation of their board preferences via the USAR/ARNG tile. SMs failing to update their Promotion Board Preferences (formerly known as Advance Declination for Promotion and Assignment Form) are not considered for promotion.

c. SMs must complete and validate all administrative updates concerning the PPW.

d. Command Team will review the PER in MS Teams EPM Channel to ensure each SM validated their preferences, PPW, consideration, command restrictions and if the SM elected consideration under their SMOS or AMOS.

e. Complete records update in IPPS-A, Record Brief, iPERMS, and DTMS, specifically for anything that affects promotion eligibility.

f. Submit FY26 Decentralized SSG EPS list to G1 along with the board reports to G1 EPM. See annex M.

19. NLT 1 April 2026.

a. Publish results for FY26 E5/SGT and E6/SSG Decentralized Enlisted Promotion List. Results will be publish at MS Teams EPM Channel.

20. Standby Advisory Board

FY26, QUARTER	PACKET DUE TO G1	BOARD DATE	PUBLISH DATE
Q1	7 November 2025	26 November 2025	17 December 2025
Q2	14 January 2026	4 February 2026	11 March 2026
Q3	8 April 2026	6 May 2026	27 May 2026
Q4	8 July 2026	5 August 2026	9 September 2026