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TO ALCGENL

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ALCGENL 196/24

SUBJ: EPM-4 AY25 ENLISTED CAREER COUNSELING ADVISORY

A. [EPM-4 Enlisted Career Advisory Branch \(sharepoint-mil.us\)](https://sharepoint-mil.us)

B. [Assignments Branch \(EPM-2\) \(sharepoint-mil.us\)](https://sharepoint-mil.us)

C. ALCGENL 186/24 ENLISTED PERSONNEL MANAGEMENT (EPM) ASSIGNMENT YEAR 2025 KICK OFF

1. The purpose of this message is to increase awareness of career counseling opportunities for enlisted members in Assignment Year 2025 (AY25). EPM-4 is comprised of Enlisted Career Advisors (ECAs) qualified to provide personalized career guidance, assistance navigating the advancement and assignment processes, and counsel members on important professional development opportunities available to the workforce.

2. EPM-4's ECAs provide guidance on many topics such as enlisted career goals, rating advice, Special Assignments, the Master Chief Advancement Panel, Chief Warrant Officer Accessions, and preparation for Boards and Panels. ECAs strive to bring clarity to the processes and policies governing assignments, evaluations, separations, and career retention, as well as to offer support to members as they overcome challenges that may hinder their professional aspirations. ECAs leverage strong connections with Assignment Officers (AOs), Rating Force Master Chiefs (RFMCs), Rating Knowledge Managers (RKM)s, and Command Senior Enlisted Leaders (CSELs) to inform and educate members during career counseling sessions.

3. To schedule a career advisory session, use the EPM-4 Scheduling Tool: [New item | EPM-4 Career Advisory Requests \(sharepoint-mil.us\)](#). Members are also encouraged to join the EPM-4 TEAMS page to access resource material at [EPM-4: Enlisted Career Advisory Branch | General | Microsoft Teams](#).

4. Your ECAs:

- a. ITCM Nia Stemley, Nia.M.Stemley@uscg.mil
- b. EMCM Jason Sardinias, Jason.J.Sardinias@uscg.mil
- c. MKCS Phillip (Sal) LaMantia, Phillip.S.Lamantia@uscg.mil
- d. BMCS Brad Bishop, Bradley.T.Bishop@uscg.mil
- e. ETC Shameal Green, Shameal.L.Green@uscg.mil

5. EPM4 Branch Chief: ITCM Nia Stemley (202) 795-6599

6. Released by: LT J. Loewenstein.

7. Internet release authorized.

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