

Department of the Army  
Headquarters, U.S. Army  
Training and Doctrine Command  
Fort Eustis, VA 23604-5700

\*TRADOC Regulation 672-9

24 July 2020

Decorations, Awards, and Honors

Expert Soldier Badge

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FOR THE COMMANDER:

THEODORE D. MARTIN  
Lieutenant General, U.S. Army  
Deputy Commanding General/  
Chief of Staff

OFFICIAL:



WILLIAM T. LASHER  
Deputy Chief of Staff, G-6

**History.** This publication is a major revision. The portions affected by this administrative revision are listed in the summary of change.

**Summary.** This regulation prescribes U.S. Army Training and Doctrine Command policies and procedures for the conduct of the Expert Soldier Badge training, testing, and awarding.

**Applicability.** This regulation applies to all Soldiers, noncommissioned officers, and commissioned officers in the Regular Army, Army National Guard, and U.S. Army Reserve, with the exception of personnel in career management fields 11, 18, 68 (with areas of concentration infantry, special operations forces, or medical), as they are eligible to compete for the Expert Infantryman Badge or Expert Field Medical Badge.

**Proponent and exception authority.** The proponent of this regulation is U.S. Army Center for Initial Military Training (USACIMT) (ATMT), 210 Dillon Circle, Fort Eustis, VA 23604-5701. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority in writing to a division chief with the proponent agency or its direct reporting unit, or field operating agency in the grade of colonel, or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include formal review by the activity's senior legal officer. The commander or

senior leader of the requesting activity will endorse all waiver requests before forwarding them through higher headquarters to the policy proponent.

**Army management control process.** This regulation contains management control provisions in accordance with Army Regulation 11-2, but it does not identify key management controls to evaluate. See the internal control evaluations in Army Regulation 600-8-22 and Army Regulation 600-8-105.

**Supplementation.** Supplementation of this regulation and establishment of command and local forms are prohibited without approval from USACIMT (ATMT), 210 Dillon Circle, Fort Eustis, VA 23604-5701.

**Suggested improvements.** Send comments and suggested improvements on Department of the Army (DA) Form 2028 (Recommended Changes to Publications and Blank Forms) directly to the USACIMT, 210 Dillon Circle, Fort Eustis, VA 23604-5701.

**Distribution.** This regulation is available in electronic media only at the [TRADOC Administrative Publications website](#).

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## Summary of Change

TRADOC Regulation 672-9  
Expert Soldier Badge

This major revision, dated 24 July 2020-

- o Provides new task list, standardizing the task used for all units (para 1-1c).
- o Updates land navigation standards (para 1-3b).
- o Add must complete events (para 1-7).
- o Removes badge revocation authorities (para 1-8).
- o Adds subject matter experts as graders as a personnel requirement (para 2-2).
- o Updates brigade/battalion commanders sworn statements to memorandums for record (para 2-6).
- o Adds no adverse actions for candidates (para 2-6c).
- o Adds other assigned individual weapon and alternate course qualification is not authorized and adjusts rifle/carbine qualification standards (para 2-6e).
- o Changes to qualification standards for foreign Soldiers (para 2-6h).

- o Adds commanders selected tasks chapter (chap 4).
- o Establishes requirements to use unit tracker spreadsheet (para 6-5a).
- o Changes to “NO-GO” criteria (para 6-5b).
- o Changes the final event to: clear, disassemble, assemble, and perform a functions check on a M4/M16 (para 7-1a).
- o Adds two different global positioning system-enabled devices as other means to verify foot march course length (para 7-2a).
- o Adds control and processing for awarding Expert Soldier Badge (para 8-1).

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## **Chapter 1**

### **Introduction**

#### **1-1. Purpose**

a. This regulation prescribes the preparation, conduct, and award of the Expert Soldier Badge (ESB). The ESB is eligible to all Soldiers, noncommissioned officers (NCO), officers, and warrant officers in all career management fields (CMFs), with the exception of those in career management fields 11, 18, 68 (with areas of concentration infantry, special operations forces, or medical), as they are eligible to compete for the Expert Infantryman Badge (EIB) or Expert Field Medical Badge (EFMB).

b. The ESB tests a candidate's individual competencies and ability to perform to-standard skill level 1 warrior tasks and brigade commander-selected tasks. The train up and testing are expected to be tough, realistic, repeatable, and task focused. All who meet the published standards are awarded the ESB.

c. The ESB is designed to be executed in conjunction with the Expert Infantryman Badge (EIB). The ESB shares over 80% of the same warrior tasks as tested in the EIB. When both EIB and ESB are performed concurrently, during weapons and patrol lane testing, EIB candidates will break away and test their individual tasks while ESB candidates will test on either five warrior tasks or up to five commander-selected tasks. The five ESB warrior tasks are:

- (1) React to an improvised explosive device (IED) attack (ESB 1).
- (2) Construct individual fighting positions (ESB 2).
- (3) Search an individual in a tactical environment (ESB 3).
- (4) Employ progressive levels of individual force (ESB 4).
- (5) Mark chemical, biological, radiological, and nuclear (CBRN)-contaminated areas (ESB 5).

#### **1-2. References**

See [appendix A](#).

#### **1-3. Explanation of abbreviations and terms**

See the [glossary](#).

#### 1-4. Responsibilities

a. The Commanding General, U.S. Army Center for Initial Military Training (USACIMT) will-

(1) Issue a test control number (TCN) or authorization for the ESB testing period upon request by the testing unit.

(2) Revoke a TCN or authorization for testing.

(3) Approve exceptions to policy (ETP) and waivers for exceptions to this regulation.

(4) Issuance, revocation, and approval of ETPs/waivers may be delegated to the Leader Training Brigade (LTB) Commander. The Commander may cancel or withdraw delegated authority at any time (to include upon review after a change of command).

b. The LTB Commander will-

(1) Provide oversight of all policies, regulations, pamphlets, handbooks, and directives governing ESB application and execution.

(2) Receive unit ETPs and waivers and provide determination.

(3) Coordinate, synchronize and validate the ESB in accordance with policy and regulations.

(4) Establish and supervise the ESB Test Management Office (TMO) consisting of ESB/EIB/Expert Field Medical Badge (EFMB) badged military personnel.

c. LTB, ESB TMO will-

(1) Ensure the [ESB website](#) and administrative publications, are current and relevant, while providing supporting documentation and reference items to all units engaged in the ESB process.

(2) Track all units requesting authorization to test and assist units as required throughout the ESB process.

(3) Travel to all test locations a week prior to the train up, and validate the testing unit is complying with all standards on the TRADOC Form 1021 (Expert Soldier Badge (ESB) Validator Checklist) in accordance with this regulation. See appendix C, for TRADOC Form 1021 instructions.

(4) Report all discrepancies to the unit's ESB test board president and testing unit commander recommending changes or corrective action.



(5) The ESB TMO is obligated to report all uncorrected issues/violations/discrepancies to USACIMT. The authorization for testing can be revoked at the discretion of USACIMT, but candidates still testing can continue the ESB test events until a decision is rendered by USACIMT. In this instance, ESBs will not be awarded to candidates until USACIMT determines all issues/violations/discrepancies are resolved.

(6) Issue USACIMT award orders/certificates to testing unit and upload into Interactive Personnel Electronic Management System (iPERMS) and maintain in accordance with paragraph 1-5 and appendix B.

d. Commander, units requesting ESB testing will-

(1) Be an officer (and may also serve as president of the ESB test board).

(2) Determine if they will execute the five predetermined ESB tasks or select five unit-specific tasks that support their mission essential task list.

(3) Emphasize training of all ESB tasks at the unit level no less than 120 days prior to testing.

(4) Allow enough time for proper preparation, coordination, and unit level training prior to the ESB train up period. Test request memorandum and any waivers must be submitted at least 90 days prior to validation.

(5) Allocate internal resources and establish training priorities for ESB preparation, training, and testing.

(6) Create an ESB test board and appoint an ESB test board president and ESB officer in charge (OIC)/noncommissioned officer in charge (NCOIC) to coordinate with the ESB TMO.

(7) Coordinate for validation not less than 45 days prior to the start of ESB train up for Continental United States units and 60 days prior for outside of the Continental United States, Army National Guard (ARNG), and U.S. Army Reserve (USAR) units.

(8) Ensure a line of accounting is provided to the ESB TMO through the Defense Travel System to cover temporary duty costs. Units are responsible for funding ESB TMO travel for ESB validation.

(9) Issue appointment orders for all ESB test board members and graders.

(10) Use the ESB Test Control Record to record each candidate's performance.

(11) Ensure individual Soldier Records Briefs are properly updated to reflect the award of the ESB and ensure orders are uploaded into each recipient's iPERMs.

(12) Submit proposed task, conditions, standards, and performance measures outlining GO and NO-GO criteria to the ESB TMO for any commanders selected tasks replacing ESB stations 1 through 5.

(13) Apply risk assessment and risk management procedures throughout the entire ESB process; appropriate controls will be put in place as needed in order to eliminate hazards and reduce risk. Safety violations will result in a candidate's immediate removal from the test process at the discretion of any OIC/NCOIC.

e. The ESB test board will-

(1) Apply proper planning in order to develop a realistic training plan.

(2) Appoint an OIC/NCOIC for each lane/major event, as well as an adequate number of graders for all events.

(3) Issue an operations order to the unit detailing the ESB process, assign/delegate tasks, and conduct unit in progress review through all stages of the ESB process.

(4) Submit a test concept and schedule to the ESB TMO no less than 30 days prior to lane validation. The board will remain flexible to make changes to the test concept in accordance with guidance provided by the ESB TMO.

(5) Ensure all candidates meet the prerequisites. Under no circumstances will the ESB test board allow unqualified candidates to participate in ESB testing.

(6) Prepare board/grader appointment/ESB orders for review by the ESB TMO during validation.

(7) Organize, administer, control, and execute all phases of the ESB process to standard.

(8) Use and verify test control records, unit tracker spreadsheets, and station tracker spreadsheets.

(9) Within at least two hours of the scheduled ESB award ceremony, provide the ESB Test Control Record signed by the ESB test board president to the [ESB TMO](#) for certificate and orders generation.

(10) Within 15 days of completion, submit an after action report (AAR) to the [ESB TMO](#). These AARs will be reviewed by LTB and posted for review on the [ESB website](#).

#### **1-5. Records management requirements**

Records management (recordkeeping) requirements for all record numbers, forms, and reports required by this regulation are addressed in Records Retention Schedule-Army. Detailed information for all related record numbers, forms, and reports are located in [Records Retention Schedule-Army](#). See [appendix B](#), for a partial list of records to be maintained.

**1-6. ESB prerequisites**

a. Army Physical Fitness Test of Record (APFTOR). The APFTOR is a prerequisite to participate in the ESB. RA candidates must have passed the APFTOR within six months prior to ESB testing day 1. ARNG and USAR candidates must have passed the APFTOR within one year of ESB testing day 1.

- (1) All candidates must pass the APFTOR.
- (2) APFTOR cannot be waived.
- (3) Alternate APFTOR events are not authorized.
- (4) APFTOR testing will be conducted in accordance with Field Manual (FM) 7-22.

(5) All candidates must meet height and weight requirements in accordance with Army Regulation (AR) 600-9.

b. Weapon qualification. All ESB candidates are required to qualify expert on M4/M16/rifle/carbine or other assigned individual weapon scored on an automated record fire (ARF) range. RA candidates must have qualified expert within 6 months of ESB testing day 1. ARNG and USAR candidates must have qualified expert within 1 year of ESB testing day 1. Commanders will make every effort to qualify ESB candidates on the rifle/carbine. When this is not feasible, due to available resources, a candidate can be qualified for testing if they fire expert with their assigned individual weapon (pistol, automatic rifle/weapon) scored on an ARF range appropriate to the weapon.

*Note:* Alternate course qualification is not authorized.

**1-7. Must complete events to earn the Expert Soldier Badge**

All candidates must successfully complete the physical fitness assessment (PFA), day and night land navigation; 12-mile foot march, and final event, within published standards. A NO-GO in any one of these events results in a candidate not earning the ESB.

a. PFA. The PFA is the first graded event on test day 1. It is a GO or NO-GO event. It must be passed for a candidate to continue testing. Candidates are required to perform all PFA events. Previous APFTORs cannot be used in lieu of the PFA. ESB TMO will not grant ETPs or substitutions to change the PFA event. Retesting the PFA is not authorized.

(1) Candidates on temporary or permanent profile must complete all events of the PFA without violating their profile. For candidates on profile the PFA will not be waived.

(2) Units must ensure proper controls and risk management of the PFA test area, to include lighting, clear markings, water supply, and adequate medical personnel.

b. Land navigation. Land navigation tests the ability of candidates to navigate from one point to another using a 1:50,000 map and military-issued lensatic compass. Candidates will perform land navigation on test day 1; it is the second graded event. Candidates must find three of four points during daytime and three of four points during nighttime on a course that is not self-correcting. Candidates who fail to meet the standard are not authorized to continue testing. See Training Circular 3-25.26 and Chapter 5, for additional details on land navigation testing.

c. Individual testing stations (ITS). The ITSs test a candidate's proficiency in a variety of skill level 1 warrior tasks and command-selected tasks. ITSs are re-testable, but candidates must receive a GO at each ITS to continue testing. See Chapter 6, for more details on ITS.

d. 12-mile foot march and final event. The 12-mile foot march and final event are the last graded events in the ESB test. Candidates must complete a 12-mile foot march, with 35 pounds (lbs) of dry weight in a modular lightweight load-carrying equipment (MOLLE) rucksack, M4/M16/rifle/carbine, and prescribed uniform in three hours or less. Five minutes after crossing the foot march finish line, candidates will complete the final event:

(1) M4/M16/rifle/carbine. Clear, disassemble, assemble, functions check in 5 minutes or less.

(2) MOLLE rucksack. Weighing at least 35 lbs and/or a layout inspection.

e. The final event will be conducted according to the standards established in this publication, with additional standards for conducting a foot march outlined in Army Techniques Publication 3-21.18.

### **1-8. Authority and standardization**

USACIMT is the sole authority to authorize ESB testing and award the ESB. USACIMT will authorize qualified units to conduct testing following the validation process, ensuring the unit meets all requirements to administer an ESB test. USACIMT is responsible for the standardization and implementation of the ESB test, reserving the right to review and make recommendations until the final day of testing. USACIMT may revoke testing authorization to any unit that fails to comply with the standards.

### **1-9. Testing issues and violations**

a. If issues or violations of published standards are found during ESB testing, the brigade/battalion commander will be required to conduct an inquiry and submit the results to USACIMT within 15 days. The commander's inquiry must state: what actions have been taken to address the issue(s)/violation(s) and should circumstances dictate whether a more comprehensive investigation is necessary under the provision of AR 15-6. All correspondence will be directed to USACIMT.

b. Upon receiving the issue/violation information, the commander's inquiry, and/or investigation results, USACIMT will review and make a decision. If all standards were met, the authorization to award the ESB for that TCN remain in effect. If the investigation determines

that ESB standards were violated, USACIMT may revoke the TCN. If a TCN is revoked, the test is considered invalid and no ESBs may be awarded. A written response of USACIMT's decision will be provided within 30 days to the commander performing the ESB.

### **1-10. ESB intent**

a. Brigade and battalion commanders will only offer the ESB to eligible personnel who volunteer to undergo both training and testing. See the applicability statement and paragraph 1-1, for the ESB purpose and eligibility. Brigade and battalion commanders may administer the ESB test as often as their operational tempo permits. Multiple tests conducted by the same unit will require separate TCNs obtained through the USACIMT.

b. Testing must create an environment where candidates strive to demonstrate their mastery of skill level 1 warrior tasks or commander-selected tasks while meeting the standards set forth in Army training publications. Candidates training for the ESB test will improve their survivability on the battlefield. The train up will reveal individual weakness, strength, and increase confidence in a candidate's ability to perform skill level 1 warrior tasks and tested events, to standard.

### **1-11. Exceptions to policy and waivers**

Brigade and battalion commanders may request exceptions to this regulation through the ESB TMO, by providing the ETP and the unit's test request memorandum, no later than 90 days prior to validation.

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## **Chapter 2**

### **Expert Soldier Badge Administration and Procedures**

#### **2-1. Expert Soldier Badge preparation**

a. ESB testing requires a large commitment of equipment and personnel; every effort should be made to conserve resources and allow maximum participation of qualified personnel. Ensure the testing unit is prepared to commit the required time, personnel, and motivation to execute the ESB test. Important details for successful administration include:

(1) Time is allotted on unit training schedule and able to meet suspense dates. See chapter 3 for schedule requirements.

(2) No conflicting missions that would hinder train up or testing.

(3) The ability to obtain the appropriate equipment, personnel, and resources.

(4) Training areas available for all events.

(5) Enough Soldiers who have been awarded the ESB/EIB/EFMB to meet the personnel requirements.

(6) Command support.

(7) The ability to support the number of candidates participating.

(8) ARNG, and USAR units should factor the need for supporting personnel when planning their ESB, as well as a need for additional funds for temporary duty and active duty operational support orders.

b. Contact the ESB TMO before planning unit's ESB in detail. Additional resources are available on the [ESB website](#).

## **2-2. Personnel requirements**

Personnel required to serve as ESB graders, administrators, and support personnel will vary based on the type and size of the testing unit as well as the number of candidates training-up and testing. All graders must have been awarded the ESB/EIB/EFMB or be a subject matter expert (SME) in their military occupational specialty (MOS) to serve as graders. The commander is responsible for certification of all graders regardless of their status as a badge holder or SME. The following manning and minimum rank requirements are for battalion-sized units and should be adjusted as needed by the ESB test board:

a. Standard concept (larger units who have graders testing only one task each test day). Total personnel requirements are 132 (99 OICs/NCOICs/graders; 33 support personnel):

(1) One (1) ESB test board president (colonel (O-6) through major (O-4)/sergeant major/command sergeant major (E-9)).

(2) Two (2) ESB test board members (captain (O-3)/sergeant first class (E-7)).

(3) One (1) OIC/NCOIC of the ESB operations center (captain (O-3)/sergeant first class (E-7)).

(4) Three (3) personnel to support the ESB operations center (may be non-badge holders).

(5) Three (3) lane OICs/NCOICs (weapons, medical, and patrol lanes) (major (O-4) and captain (O-3)/master sergeant (E-8)).

(6) Thirty (30) ITS OICs/NCOICs (one OIC/NCOIC per ITS) to oversee the ITS, land navigation, and 12-mile foot march/final event. ITS OICs/NCOICs are not primary ITS graders, but can be used to re-test candidates.

(a) One (1) OIC/NCOIC (captain (O-3)/sergeant first class (E-7) to serve as the 12-mile foot march and final event OIC/NCOIC.

(b) One (1) OIC/NCOIC (captain (O-3)/sergeant first class (E-7) to serve as the land navigation OIC/NCOIC.

(7) Sixty (60) ITS graders (two [2] graders per ITS). Graders can support the land navigation, 12-mile foot march, and final event.

(8) Thirty (30) station support personnel at a minimum (can be non-badge holders)

b. Cradle to grave concept (for smaller units who have graders testing different tasks each test day). Total personnel requirement is 52 (37 ESB holders; 13 non-badge holders):

(1) One (1) ESB test board president (colonel (O-6) through major (O-4)/sergeant major/command sergeant major (E-9)).

(2) Two (2) ESB test board members (captain (O-3)/sergeant first class (E-7)).

(3) One (1) to serve as the OIC/NCOIC of the ESB Operations Center (captain (O-3)/sergeant first class (E-7)).

(4) Three (3) personnel to support the ESB operations center (can be non-badge holders).

(5) Three (3) lane OICs/NCOICs (weapons, medical, and patrol lanes) (major (O-4) and captain (O-3)/master sergeant (E-8)).

(6) Ten (10) ITS OICs/NCOICs (one OIC/NCOIC per ITS) to oversee the ITS, land navigation, and 12-mile foot march/final event. ITS OICs/NCOICs are not primary ITS graders, but can be used to re-test candidates.

(a) One (1) OIC/NCOIC (captain (O-3)/sergeant first class (E-7) to serve as the 12-mile foot march and final event OIC/NCOIC.

(b) One (1) OIC/NCOIC (captain (O-3)/sergeant first class (E-7) to serve as the land navigation OIC/NCOIC.

(7) Twenty (20) ITSs graders (two [2] graders per ITS). Graders can support the land navigation, 12-mile foot march, and final event.

(8) Ten (10) station support personnel at a minimum (can be non-badge holders).

c. In addition to the personnel listed above, units will need to factor in additional support personnel (non- badge holders) to assist with operations of the ESB (logistics, ammunition, transportation, medics, communications, meals, etc.). Some tasks may require additional graders/personnel/resources based on their length and complexity.

### **2-3. Grader qualification**

The ESB test board must ensure all graders and SMEs are trained to evaluate and grade their respective tasks to the same standards outlined in this regulation. Personnel selected to serve as a grader for the ESB must meet the following criteria:

- a. Must have been awarded the ESB/EIB/EFMB and have a copy of their orders or certificate with orders number.
- b. Must not be flagged for adverse action.
- c. Must meet the height and weight requirements in AR 600-9.
- d. Must be on orders to serve as an OIC/NCOIC or grader.

#### **2-4. Subject matter experts**

When units do not have enough ESB/EIB/EMFB badge holders, commanders may utilize SMEs to grade ESB tasks. For example:

- a. Using a medical MOS to evaluate first aid tasks.
- b. Using an artillery MOS or forward observer to evaluate call for fire.
- c. Using a signal MOS to evaluate communications tasks.
- d. Using chemical MOS to evaluate CBRN tasks.

#### **2-5. Logistical and site requirements**

a. Units may conduct ESB train up and testing during day or night. Site selection should be based on the number of candidates training and testing. It must allow enough room to construct the lanes, while allowing an adequate flow of candidates through the ITSs.

b. Ammunition allocation and requests should follow established policies and regulations; plan accordingly.

c. The ESB test board must ensure training scenarios differ from testing scenarios, including but not limited to: grid/target locations; positions of treated wounds; and the scenarios given. Each station should strive to maximize changes to their scenarios between:

- (1) Training and testing.
- (2) Retraining area and testing area.

(3) Two grading sites within one station. If a candidate receives a NO-GO, the candidate should retest under a different grader, at the other site. More sites may be added if the unit expects a backlog at that station. There should be at least two different options and two different graders.

#### **2-6. Candidate eligibility requirements**

Company commanders/first sergeants are responsible for certifying their candidates meet all eligibility requirements to test for the ESB. They are required to provide a roster of their



candidates, with supporting documentation, to their battalion or brigade commander. A memorandum for record signed by the higher commander must be submitted to the ESB TMO during the validation process certifying all candidates meet prerequisites and are ready for ESB train up and testing. See paragraph 1-6, and below for ESB prerequisites:

- a. Must be a member of the Regular Army (RA), ARNG or USAR. See the applicability statement and paragraph 1-1 for ESB eligibility.
- b. Must not be flagged for adverse action.
- c. RA Soldiers must have qualified expert on M4/M16/rifle/carbine using an ARF in accordance with Training Circular 3-22.9 within 6 months of ESB testing day 1. ARNG and USAR personnel must have qualified expert within 1 year of ESB testing day 1. Commanders will make every effort to qualify ESB candidates with the M4/M16/rifle/carbine. When this is not feasible, due to available resources, a candidate can be qualified for testing if they fire expert with their assigned individual weapon (pistol, automatic rifle/weapon) scored on an ARF range appropriate to the weapon. The alternate course qualification is not authorized.
- d. Must have received the recommendation of their current brigade or battalion commander to participate in testing and have a reasonable expectation of passing all events.
- e. Personnel who have received a permanent medical profile may test for the ESB if their profile will not prevent them from taking part in any of the required events.
- f. Foreign Soldiers who participate in the ESB process must meet all established criteria within this regulation to be considered an eligible candidate. Foreign forces will not be utilized as graders or officials for the ESB process. Foreign leadership should be present at every station to facilitate command and control of their troops as well as serve as translators, if necessary. Foreign personnel who successfully complete the ESB test to standard may be awarded the ESB Certificate and the ESB to wear in accordance with their prescribed uniform and award regulations.
- g. Foreign Soldiers are held to the same standards, with the following exemptions:

- (1) Must be qualified expert/equivalent within six months using their country's standards and weapons.

- (2) They may qualify using the U.S. standards and with U.S. weapons.

- (3) They may qualify using the U.S. standards and with their own country's weapons.

## **2-7. Grading procedures**

Candidates must successfully complete, to standard, all ESB tested events to be awarded the ESB. During all phases of testing, candidates are evaluated by graders who are accountable to either an ITS OIC/NCOIC or a lane OIC/NCOIC. Lane OICs/NCOICs have overall

responsibility and authority for their lane, to include final appeal/protest authority. The following criteria constitute an ESB test failure:

- a. Fail to pass the PFA, day or night land navigation, 12-mile foot march, or final event.
- b. Receiving more than one first attempt NO-GO within one lane. Candidates are allowed three total NO-GOs with successful retest (for example, second time GO). A candidate can only retest once per lane.
- c. Receiving a NO-GO on any second attempt at an ITS.
- d. Failing to return or report for a retest within 1 hour. ITS OIC/NCOIC will record this as an individual event NO-GO.
- e. Engaging in any unsafe act or integrity violation (clearly defined and briefed by the ESB test board prior to training).

## **2-8. Operations**

During the train up and testing phases, all operations should be coordinated through a consolidated ESB operations center under the supervision of an operations OIC/NCOIC on orders by the ESB test board. The operations OIC/NCOIC is responsible for consolidating and maintaining all candidate packets and score sheets throughout all phases of testing. The OIC/NCOIC is required to submit all required spreadsheets, trackers, statistics, and other documentation to the ESB TMO at the end of each day and at the conclusion of testing. The final tracker must include all candidates, even those who did not start/complete testing due to prerequisites, event failures, or administrative drops.

## **2-9. Candidate packets**

The ESB TMO is responsible for determining the content and format of candidate packets. The TMO will inspect the unit tracker spreadsheet, the candidate's Soldier record briefs, and commander's memorandum for record certifying eligibility of all candidates.

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# **Chapter 3**

## **Pre-Execution Phase**

### **3-1. Unit preparation**

- a. Commanders should integrate ESB test events and subjects into individual and collective training programs at least 120 days prior to ESB execution. Sustainment training for physical fitness and land navigation will greatly improve the overall outcome of the ESB test success rate. In addition, it is highly recommended for commanders to allocate sufficient squad level training focused on ESB tasks to ensure Soldiers are properly prepared.
- b. The scheduled train up period integrated into the ESB is designed to instill a level of proficiency to successfully pass the ESB test. This train up period serves as an indicator for the

ESB test board to identify problems with their test execution. This offers an opportunity to make adjustments prior to test execution, while providing the candidates an understanding how the test will be run.

c. The ESB test board establishes the uniform requirements for all phases of training and testing in accordance with unit standard operating procedures (SOP) and issued personal protective equipment.

d. The ESB test board must provide ESB resources for all candidates and graders. All authorized resources can be found on the [ESB website](#).

### **3-2. Grader preparation**

a. The ESB test board is responsible for training and certifying all graders, which should take place concurrently with the unit train up phase 120 days prior to ESB execution. All graders will be certified by the ESB test board prior to validation. Training and certification of these personnel should ensure the following at a minimum:

(1) A complete understanding of all events and tasks that will be tested.

(2) A knowledge of the timeline for the entire ESB process.

(3) A complete understanding of their specific roles in the ESB process; grading standards, requirements, protest/appeals and retest procedures for their specific areas of responsibility.

(4) A complete understanding of all safety and risk mitigation requirements for all phases of testing.

b. Training and certification of graders requires them to demonstrate their proficiency and competence for all tasks they are responsible for grading and will need to demonstrate to the ESB test board their ability to grade the tasks in accordance with the ESB grading standards. The ESB test board should designate role players to act as candidates for graders to grade and interact with; they should intentionally execute tasks incorrectly to ensure graders perform to standard. The OIC/NCOIC for each ITS/lane must be present for this process.

### **3-3. ESB train up**

a. During train up, candidates are permitted to use the ESB land navigation test site but lanes/points must be changed for the actual land navigation test. Candidates will not test on the same points they practiced. Units should use two land navigation sites, if available.

b. During train up, it is not necessary to use graders as the primary instructors on the training site. Emphasis should be placed on team leaders and squad leaders preparing and training their Soldiers for the test.

c. All required equipment and training aids must be present in working condition during train up. Equipment requirements are dependent on the number of candidates testing. The primary responsibility of all graders is to ensure all tasks are executed according to the standards in this regulation. Graders will also address any issues, questions, or concerns from the candidates regarding ESB expectations and test requirements.

d. For RA or mobilized ARNG and USAR units, the ESB train up typically lasts a minimum of 7 days leading into the ESB test, unless the unit has established an alternate train up schedule.

e. Non-mobilized ARNG and USAR units that conduct traditional M-day or troop program unit training may conduct ESB as follows:

(1) Train up over two consecutive inactive duty training (IDT) periods consisting of at least nine mandatory unit training assemblies (MUTA). Test over the next consecutive five day MUTA IDT.

(2) Train up and test (test is five consecutive days) over two consecutive MUTA IDTs.

(3) Train up and test (test is five consecutive days) over 14 consecutive days during their annual training (AT).

(4) Train up over the five day MUTA IDT prior to AT and test over five days, within the first eight days of AT.

(5) Train up over two consecutive IDTs consisting of at least nine MUTAs immediately prior to AT. Testing must be completed over a five day period, within the first eight days of AT.

(6) Train up over the last five days of AT and test during the first five day MUTA IDT following AT.

### **3-4. Test validation**

Validation typically occurs the week prior to train up. It can be adjusted based on the unit's training schedule. During validation, units should be prepared to make adjustments to their test execution plan based on input from the ESB TMO. Maintaining open lines of communication with the ESB TMO during all test preparation will minimize changes/issues. After validation by the ESB TMO, no additional candidates will be added to the ESB test roster.

### **3-5. Timeline**

a. While the entire ESB process is intended to be executed over 14 consecutive days when using a 7-day train up period or a maximum of 19 consecutive days when using a 14-day train up period, units have the discretion to transition from train up day 5 (T-3) directly into test day 1 (T-day). Units may use the two days of commander's time for study groups, sergeant's time, refresher training, administrative time, pass, etc.

b. Testing must begin no more than three days after the completion of the official train up phase. Without exception, testing will be conducted over five continuous days. T-day begins with the PFA and continues with day and night land navigation. Test day 5 ends with the final event.

c. The timelines below reflect all candidates conducting PFA and land navigation in one mass group on T-day; the ESB test board may break the candidates down into four groups on test day 1 with groups rotating through the PFA, land navigation, weapons, medical, and patrol lanes over test days 1 through 4 (T-day through T+3).

d. Using the following timeline for a 14-day train up as a guide, with T-day representing test day 1:

- (1) T-14 train up day 1.
- (2) T-13 train up day 2.
- (3) T-12 train up day 3.
- (4) T-11 train up day 4.
- (5) T-10 train up day 5.
- (6) T-9 commander's time.
- (7) T-8 commander's time.
- (8) T-7 train up day 6.
- (9) T-6 train up day 7.
- (10) T-5 train up day 8.
- (11) T-4 train up day 9.
- (12) T-3 train up day 10.
- (13) T-2 commander's time.
- (14) T-1 commander's time.
- (15) T-day T-day 1: PFA and land navigation.
- (16) T+1 T-day 2: ITSs.
- (17) T+2 T-day 3: ITSs.

(18) T+3 T-day 4: ITSs.

(19) T+4 T-day 5: 12-mile foot march and associated tasks, and award ceremony.

e. Using the following timeline for a one-week train up as a guide, with T-day representing T-day 1:

(1) T-7 train up day 1.

(2) T-6 train up day 2.

(3) T-5 train up day 3.

(4) T-4 train up day 4.

(5) T-3 train up day 5.

(6) T-2 commander's time.

(7) T-1 commander's time.

(8) T-Day T-day 1: PFA and land navigation.

(9) T+1 T-day 2: ITSs.

(10) T+2 T-day 3: ITSs.

(11) T+3 T-day 4: ITSs.

(12) T+4 T-day 5: 12-mile foot march, final event, and award ceremony.

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## **Chapter 4**

### **Commander's Selected Tasks**

#### **4-1. Task concept**

a. The ESB is designed for maximum unit participation and for commanders to utilize the ESB to assess individual competencies of individual skill level 1 warrior tasks.

b. Brigade commanders (primary) and battalion commanders (alternate) are granted permission to recommend to the ESB TMO up to five individual skill level 1 tasks for testing that are not cited in the Soldier Training Publication 21-1-SMCT.

c. The commander's recommended tasks would be a one-for-one substitute for the designated ESB tasks which are:

- (1) React to an IED attack (ESB 1).
- (2) Construct individual fighting positions (ESB 2).
- (3) Search an individual in a tactical environment (ESB 3).
- (4) Employ progressive levels of individual force (ESB 4).
- (5) Mark CBRN-contaminated areas (ESB 5).

#### **4-2. Task process**

a. Brigade and battalion commanders may utilize their unit's mission when selecting up to five individual skill level 1 tasks. Commanders will submit the task/conditions/standards and GO/NO-GO criteria for each task to be tested to the ESB TMO. All substituted tasks must have a time standard. The final approval for testing these tasks is USACIMT. For example, an airborne brigade commander identifies jumping with combat equipment as a key individual task required to perform an airborne assault. The commander may test all candidates on "rigging a rucksack" as a task in the ESB. The task/conditions/standards/performance measures would be submitted to the ESB TMO and approved by USACIMT. Even if there are non-airborne personnel competing for the ESB, they would be required to train up and test "rigging a rucksack." Jumpmasters could be utilized as SMEs and/or graders for this task.

b. Brigade and battalion commanders may utilize their unit's type, whether aviation, artillery, armor, or logistical, etc., when selecting ESB individual skill level 1 tasks. Commanders may choose skill level 1 tasks related to safety, preventive maintenance checks and services, or other combat-related individual proficiencies, specific to a unit's type.

c. Ultimately, commander selected ESB tasks are intended to assess a unit's combat readiness at the individual Soldier level.

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## **Chapter 5**

### **Land Navigation**

#### **5-1. Land navigation concept**

Candidates will demonstrate their individual proficiency in navigating with a map, from one point to another, while dismounted and without the aid of electronic navigation devices. Candidates must pass day and night land navigation in order to receive a GO for this event. Failing land navigation will eliminate the candidate from the ESB test. This event is not re-testable.

#### **5-2. Land navigation conditions**

a. Candidates will have a 1:50,000-scale military topographic map, lensatic compass, protractor, and writing instrument. They will be provided with a score sheet, four 10-digit grids

of the points they must find, a 10-digit grid to their known release point, and a 10-digit grid to their end point. Units must have a calibration site for the candidates to verify their compass. Candidates will complete both iterations while in the ESB uniform and will be checked upon arrival to ensure they have no electronic equipment to assist them. If the unit desires that candidates have a cell phone, they must be turned off and sealed inside a non-transparent mailing envelope, evidence bag, etc.

b. If units must make their own land navigation course for train up and testing, all points must be validated through a site survey conducted by an Engineer/Field Artillery Unit.

c. If unable to use a validated course, validation may be accomplished as follows:

(1) Use at least two Global Positioning System (GPS) devices to obtain a 10-digit grid per point; less than 20-meter difference between devices.

(2) All GPS devices used in the validation of the course must be the same model. Using a Defense Advanced Global Positioning System Receiver (DAGR) with fill and a precise lightweight GPS receiver to validate a course is not authorized, due to different GPS models.

(3) Courses will not be validated with civilian GPS under any circumstances.

(4) A unit will make every effort to use two different land navigation courses: one for train up and one for testing. If the same land navigation course is used for both, the unit must change the location of all points prior to testing.

d. The ESB test board is responsible for certifying the navigation course prior to the start of train up and again before testing.

e. Certification differs from the validation process and consists of having ESB graders negotiate each lane to confirm:

(1) All points are present, in good condition, and have a reasonable expectation of being located.

(2) The validation parameters from previous surveys remain in effect.

(3) All points are equipped with a unique navigation punch. Candidates punch their scorecard to prove they were physically at the point.

f. Lanes consist of a known release point, four navigation points, and a known end point (may be same as release point). Units may create as many release points as necessary based on the number of lanes/candidates. The use of a self-correcting course for both train up and testing is not authorized. No points will have any identifying grid locations. The points must be clearly visible and free of obstructions within a 10-meter radius. No candidate will have any of the same points during testing that they had during training. The OIC/NCOIC must have a spreadsheet



that clearly shows all the requirements outlined in this paragraph; this spreadsheet will be inspected during validation.

(1) Day land navigation. The distance between points is 800-1000 meters with the total distance of the daytime lane not exceeding 4500 meters. The total distance includes the distance traveled from the release point to the end point. Day land navigation will be conducted after sunrise and before end of evening nautical twilight.

(2) Night land navigation. The distance between two points is 600-800 during night. The total distance of a lane will not exceed 3500 during night. The total includes the distance traveled from the release point to the end point. At the discretion of the ESB test board, navigation points may be marked at night under low luminosity conditions with a single blue glow stick or reflective material. Night land navigation will be conducted after end of evening nautical twilight and before sunrise.

### **5-3. Land navigation standards**

The following standards will apply for all candidates conducting the land navigation course:

a. Candidates stage at a known release point after receiving their points, course orientation brief, and safety brief. At the direction of the land navigation OIC/NCOIC, candidates will be given the signal to start and official timing will begin. Units may use a staggered release to provide better control/reduce congestion.

b. Candidates record the identification for each of their navigation points as well as punch their score card with the punch provided at each point. Candidate must have their map, score card and weapon (If part of the prescribed ESB uniform requirement) upon return.

c. Candidates have three hours to correctly locate three out of four of the navigation points on their lane without any assistance, return to the end point, and report to the ESB graders. Upon reporting to the graders, the candidate's completion time will be recorded on the score card. Candidates will not be permitted to re-enter the course, even if they have returned before time has expired.

d. Candidates failing this task will be segregated in a holding area until they can be out-processed by the OIC/NCOIC, followed by out-processing by the ESB OIC/NCOIC. A candidate who fails land navigation will cease testing.

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## **Chapter 6**

### **Individual Testing Stations (ITS)**

#### **6-1. ITS concept**

ITSs are used to evaluate a candidate's proficiency in skill level 1 warrior tasks and/or up to five commander-selected tasks. Candidates are required to execute each task to an established set of standards within a specified period of time.

#### **6-2. ITS conditions**

ITSs consist of three lanes (weapons, medical, and patrol). Units should establish sub-stations inside each station for throughput. Each station should have the following at a minimum:

- a. Authorized stopwatches and all required weapon systems/equipment.
- b. Adequate lighting, overhead cover, ground cloth, field tables, and dividers if needed.
- c. Adequate number of spreadsheets/scoresheets and administrative materials.
- d. Adequate safety requirements and appropriate signage at testing/holding areas.
- e. Copies of all tasks, conditions, standards, and performance measures for all graders.
- f. All tasks, conditions, standards, and performance measures printed on large poster board in holding area.
- g. All associated individual tasks and any other applicable resources in holding and retraining areas.

#### **6-3. ITS testing**

On T-days 2 through 4, candidates assemble at their appointed lane and receive a brief from the Lane OIC/NCOIC before proceeding to the ITSs. Candidates must complete and receive a GO at all 10 ITSs within their lane for that day to continue testing the next day. All candidates will check in and out through their respective Lane OIC/NCOIC before reporting to the ESB OIC/NCOIC for turn in of their individual score sheet. Each station will have a spreadsheet to track candidates. The holding and retraining areas must include all resources required at the testing station to ensure candidate success. Candidates will start and complete each station in full ESB uniform, with board approved exceptions, such as removing gloves during certain tasks. Candidate weapons will remain slung, in hand, or within arm's reach throughout lane testing.

#### **6-4. ITS grading**

Prior to testing, the candidates will be familiar with the tasks, conditions, and standards and any special instructions for that station. Once candidates arrive at a station, the grader will state, "I am (rank and name) and will be your grader for (insert the ITS task). I will be evaluating you during this phase of testing. Do you have any questions before you begin?" After this introduction, the grader will provide additional guidance and/or directions specific to that station. Graders must read all tasks, conditions, and standards to the candidate prior to beginning each ITS. The grader will then ask the candidate if he or she has any questions; the grader may repeat

all instructions/guidance but must not provide additional information. For time-based tasks, the grader must show the candidate that the stopwatch is at 0:00, explain when time will start, wait 5 seconds, and say, “Begin.” If the candidate finishes early, the grader will state, “Candidate, you have more time.” If the candidate confirms they are complete, the grader will stop the time and give the candidate his or her grade.

#### **6-5. ITS NO-GOs**

a. If a candidate performs a task out of sequence or fails to meet the time standard on any portion of a task, the candidate will be stopped immediately and informed why the candidate is a NO-GO; the candidate will not be allowed to proceed any further in that task. If the candidate receives a NO-GO, it will be logged on the candidate’s individual score sheet and the station tracker spreadsheet. The candidate has 1 hour to return for a retest and may not leave the station holding area until the candidate retests. If a task has multiple parts (weapons tasks 1 through 5), the candidate does not have to retest the portion(s) already passed but will restart at the beginning of the part the candidate failed. If the candidate receives two NO-GOs on the same lane (weapons, medical, or patrol), the testing for this candidate, ends. The candidate is given a NO-GO, and candidate out-processes through the lane OIC/NCOIC and ESB OIC/NCOIC.

b. If a candidate wishes to protest a NO-GO, the appeal must be handled professionally and promptly. All training aides must remain untouched at the site until a verdict is given. If the station OIC/NCOIC cannot resolve the issue, it may be brought before the Lane OIC/NCOIC as the final decision authority. If the NO-GO is overturned, the candidate must re-test the task.

#### **6-6. ITS lane tasks/conditions/standards**

The task/conditions/standards for all tested warrior tasks are published on the [ESB website](#). Performance measures are from the [Central Army Registry \(CAR\)](#). The tasks have been modified for ESB. For continuity throughout the Army, this is the only authorized source for obtaining performance measures. All graders will read and be familiar with the ITASKs and other references pertinent to their station.

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### **Chapter 7**

#### **12-Mile Foot March and Final Event**

##### **7-1. 12-mile foot march and final event concept**

a. The last tested event of the ESB is the 12-mile foot march and final event. The foot march is executed in accordance with the guidance listed in this regulation and Army Techniques Publication 3-21.18. All candidates must successfully complete the 12-mile foot march in three hours or less, with 35lb MOLLE rucksack, M4/M16/rifle/carbine, and ESB uniform. five minutes after a candidate crosses the finish line, the final event begins. The final event is: clear, disassemble, assemble, and perform a functions check on M4/M16/rifle/carbine in five minutes or less.

b. While the final event is performed, graders will weigh the candidate's MOLLE rucksack to confirm 35 lbs was carried. If a MOLLE rucksack is underweight the candidate is eliminated from ESB testing.

## **7-2. 12-mile foot march and final event conditions**

a. The foot march may be executed during day or night at the discretion of the ESB test board. The foot march route must be 12 miles in length, clearly marked, and easily identifiable by candidates. The length of the route must be verified through the use of a calibrated distance measuring wheel. If a calibrated measuring wheel is not available then the course can be verified by using the average reading from two different GPS enabled devices (DAGR, watch, smartphones, etc.).

b. Route selection must consider ease of movement, consistent terrain features, and no obstructions along the route requiring candidates to negotiate. The slope of terrain should be similar to the terrain the candidates trained on. Units should take every effort to plan the foot march along a route closed to vehicular traffic. If this is not possible, positive control measures must be established to ensure candidate safety. Units will station medics, ambulances, and safety vehicles along the route during this event.

c. If the route requires a turn-around point, it must be easily recognizable by the candidates. It must allow the candidates to turn around without impeding each other or causing congestion. Units need to establish control measures along the route, including turns and turn-around points. Candidates must remain on the route.

d. Water points must be established along the route within reasonable distance between each. At a minimum, water should be available every three miles.

e. Units will ensure there are at least two official timing devices which have been calibrated for the foot march. While not required, units are encouraged to provide candidates their elapsed time when they reach the six-mile point. However, the time from the official clock will be the only time used to officiate this event.

## **7-3. 12-mile foot march and final event standards**

a. Candidates must carry 35 lbs of dry weight in their MOLLE rucksack over the entire course of the foot march. This weight is in addition to their personal equipment and water. Units must have a calibrated scale at the end of the course to ensure the candidates finish the event with the required weight in their rucksack or the graders conduct an inspection of the unit specified packing list totaling 35 lbs. Any candidate who finishes with less than the required 35 lbs of dry weight or the unit specified packing list in their rucksack will be eliminated from ESB testing, even if they completed the foot march and final event within standard. The scales must be available to the candidates at least one day prior to the foot march. The 12-mile foot march must be executed in the ESB uniform with approved boots.

b. No candidate will proceed to the final event if candidate fails to complete the foot march in 3 hours or less. Candidates failing the foot march should be segregated in a separate holding area until candidate can be processed by the station OIC/NCOIC followed by the ESB OIC/NCOIC for out-processing. At this point, the test ends for this candidate. The candidate will not be awarded the ESB.

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## **Chapter 8**

### **Post-Test Procedures**

#### **8-1. Awarding the ESB**

a. Candidates completing all standards of the ESB test are to be awarded the ESB. Candidates are provided orders and certificate. Units will award the ESB during an appropriate unit ceremony after receiving award orders and certificates from USACIMT. Announcement for the ESB award is in accordance with AR 600-8-22 and AR 600-8-105.

b. To ensure standardization throughout the Army, units are required to present the USACIMT ESB certificate as the official certificate to accompany the badge and orders. For tracking and verification purposes, the corresponding order number from the orders will be recorded on the ESB certificate by USACIMT.

#### **8-2. Post-test requirements**

a. Information from the AARs will be used for statistical purposes in regards to training and identifying trends across the force. In addition, the AAR information will assist in determining the relevancy of the ESB process and aid in making updates to the test process as needed. Units planning an ESB test are highly encouraged to review previous AARs to improve the efficiency of their own event. Under no circumstances will AAR information be used in assessing any unit or command capabilities, as the ESB process is designed to test individual skills, only. AAR comments will be emailed to: [usarmy.jackson.tradoc.mbx.cimt-ltb-esb@mail.mil](mailto:usarmy.jackson.tradoc.mbx.cimt-ltb-esb@mail.mil)

b. It is highly recommended units retain all ESB materials upon completion of testing in order to establish continuity for future ESB tests. Units who conclude the ESB process are encouraged to continually share information with other units across the force.

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## **Appendix A References**

### **Section I Required publications**

Army publications are available at <https://armypubs.army.mil>.

### **Section II Related publications**

A related publication is a source of additional information. The user does not have to read it to understand this publication.

AR 600-8-22  
Military Awards

AR 600-8-105  
Military Orders

Army Techniques Publication 3-21.18  
Foot Marches

Soldier Training Publication 21-1-SMCT  
Soldier's Manual of Common Tasks Warrior Skills Level 1

### **Section III Prescribed forms**

TRADOC Form 1021  
Expert Soldier Badge (ESB) Validator Checklist

### **Section IV Referenced forms**

DA Form 2028  
Recommended Changes to Publications and Blank Forms

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## Appendix B Records Management

### B-1. ESB records

ESB records will be maintained in accordance with AR 25-400-2. See table B-1, for a partial list of records created during the ESB test and award process, and refer to the ARIMS RRSA for the record retention duration and instructions.

**Table B-1**  
**ESB test and award process records**

Organization responsible for creating/maintaining the record(s)	ARIMS record number	ARIMS record title
ESB TMO	350-1a1	Training inspections
ESB TMO	350-1m1	Test development (permanent)
ESB TMO	600-8-22f	Decoration and award statistics
ESB TMO	600-8-22h	Proficiency awards to include Expert Soldier Badge (ESB) Validator Checklist (6 years)
ESB TMO	600-8-105a1	Personnel orders issuing authority
ESB TMO	600-8-105b	Permanent order background files
ESB TMO	600-8-105c	Permanent Order Record Set
ESB TMO	25-30q1	Decentralized instruction background files to include exceptions to policy/waivers (permanent)
Requesting unit	600-8-22h	Proficiency awards to include the ESB Test Control Record (6 years)

### B-2. Permanent records

Permanent order record set (record number 600-8-105c), exceptions to policy/waivers (record number 25-30q1), and test development (record number 350-1m1) records are permanent records and will be uploaded to the ARIMS Army Electronic Archive

**Appendix C****Instructions for the U.S. Army Training and Doctrine Command Form 1021 (Expert Soldier Badge Validator Checklist)****C. Instructions on completing TRADOC Form 1021**

Use TRADOC Form 1021 to validate host unit's ESB testing. See table C, for TRADOC Form 1021 instructions.

**Table C****Instructions for completing TRADOC Form 1021**

<b>Heading</b>	<b>Instructions</b>
1. Validator name	Enter the validator's LAST name first, enter the first name, and then enter the middle initial or the full middle name. The name field can include a designation of Jr., Sr., Esq., or the roman numerals I through X to include that designation, enter the appropriate data after the middle initial. The name cannot contain any special characters nor is any punctuation permitted.
2. Grade	Enter the validator's rank/grade.
3. Date	Enter the date the validator starts his/her validation process.
4. ESB host unit	Enter the host unit title and address.
5. Test control number	Enter the test control number.
Section I	Administrative Operations Validation
6. Commander's memorandum	Click dropdown GO or NO-GO, and enter notes, if applicable.
7. ESB cadre	Click dropdown GO or NO-GO, and enter notes or not applicable (NA).
8. Candidate qualifications	Click dropdown GO or NO-GO, and enter notes or NA.
Section II	Candidate packets
9. Physical fitness assessment	Click dropdown GO or NO-GO, and enter notes or NA.
10. Land navigation	Click dropdown GO or NO-GO, and enter notes or NA.
11. Foot march	Click dropdown GO or NO-GO, and enter notes or NA.
12. Final event	Click dropdown GO or NO-GO, and enter notes or NA.
Section III	Lane Validation
13. Individual testing stations	Click dropdown GO or NO-GO, and enter notes or NA.
ESB 1 through 5 blocks	Enter in the commander's selected task(s), then click dropdown GO or NO-GO, and enter notes or NA.
Section IV	Expert Soldier Badge Validation
The host unit is authorized to conduct ESB testing	Click dropdown Yes or No, and enter notes or NA.
Overall remarks	Enter any remarks or NA.
Click to make ESB validator signature visible by validating fields prior to signing.	Confirm all fields are complete and have an entry, then click to make the signature field visible.
Certification standards	Enter signature of ESB validator and the date will populate.



## Glossary

### Section I Abbreviations

AAR	after action report
APFTOR	Army Physical Fitness Test of Record
AOC	areas of concentration
AR	Army regulation
ARF	automated record fire
ARNG	Army National Guard
AT	annual training
CAT	combat application tourniquet
CBRN	chemical, biological, radiological, and nuclear
CBRNE	chemical, biological, radiological, nuclear, and explosive
CG	commanding general
CLS	combat lifesaver
CMF	career management field
CSM	command sergeant major
DAGR	Defense Advanced Global Positioning System Receiver
EFMB	Expert Field Medical Badge
EIB	Expert Infantryman Badge
ESB	Expert Soldier Badge
EW	electronic warfare
FM	field manual
lbs	pounds
IDT	inactive duty training
ITASK	individual tasks
ITS	individual testing station
LTB	Leader Training Brigade
MOLLE	modular lightweight load-carrying equipment
MOPP	mission oriented protective posture
MOS	military occupational specialty
MUTA	mandatory unit training assemblies
NCO	noncommissioned officer
NCOIC	noncommissioned officer in charge
OIC	officer in charge
PFA	Physical fitness assessment
SMCT	Soldier's Manual Common Tasks
SME	subject matter expert
SOP	standard operating procedure
SPOTREP	spot report
TCN	test control number
TM	training manual
TMO	test management office
TR	U.S. Army Training and Doctrine Command regulation

TRADOC Regulation 672-9

U.S.	United States
USAR	U.S. Army Reserve
USACIMT	U.S. Army Center for Initial Military Training

**Section II**

Terms

This section contains no entries.

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