



Leaders,

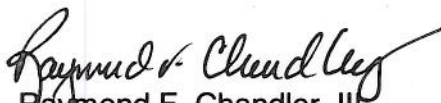
Over the next few years, our Army will reduce its end strength and shape the force for future requirements. As we begin this deliberate process, it is imperative we retain those Soldiers with the greatest potential for future service – ones truly deserving to remain a part of our Army Team.


To help us get to our desired end strength, we will fundamentally change the Active Component retention program. This will provide our brigade-level Commanders the flexibility and agility needed to retain those who best meet the needs of our Army.

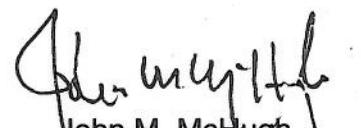
In March 2012, the reenlistment window opens for Soldiers who ETS in fiscal year 2013. Army Commands, Army Service Component Commands, and Direct Reporting Units will establish brigade-level reenlistment objectives, and, just like the past, Commanders will be directed to retain a percentage of the eligible population. However, unlike the past, Commanders will not exceed this objective. This is not intended to be a race to meet the target...it is about retaining quality and keeping the right Soldiers in the Army.

Commanders will receive specific implementation guidance from the Army G1, addressing Soldiers in overstrength, balanced, and shortage Military Occupational Specialties (MOS). In addition, when determining which Soldiers are best for retention, Commanders should use the "Whole Soldier" concept, including attributes, competencies, leadership potential, adherence to standards, duty performance and evaluations that demonstrate ability to serve in any MOS. Under this concept, some Soldiers will be required to reclassify from overstrength career fields to understrength or balanced ones to meet Army requirements. It is imperative that Commanders and Command Sergeants Major ensure Soldiers receive performance counseling, as this will be one of the key tools of determining retention.

Tough decisions are ahead. Some fully qualified Soldiers will be denied reenlistment. To be successful, leaders at all levels must be personally involved in the retention program. Commanders must carefully assess their Soldiers and ensure only our best Soldiers are retained to meet the needs of our Army.


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