



UNITED STATES ARMY
THE CHIEF OF STAFF

13 MAR 2012

Leaders,

Our Army has performed with incredible distinction during the past 11 years of continuous conflict. Our Soldiers have displayed incredible courage, toughness and professionalism throughout and our Families have endured significant sacrifices. Our Soldiers' contributions to this great Nation are unmatched and we are truly proud of every one of them.

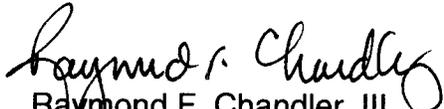
The Army must begin to shape the force to meet our future requirements. We have today a combat tested force. It is imperative as we move forward that we retain our best leaders, but we can no longer afford certain over-strength MOSs and promotion stagnation.

As part of this effort, the Army will implement a Qualitative Service Program (QSP) applicable to Active Component (AC) and U.S. Army Reserve-Active Guard Reserve (USAR-AGR) Non-Commissioned Officers (NCOs). This program will begin with the centralized selection boards convening after 1 April 2012 and will include three elements:

- **Qualitative Management Program (QMP) Board:** will consider Senior NCOs (E7-E9) whose performance, conduct, and/or potential for advancement may not meet Army standards; these NCOs will be denied continued service (QMP is an existing program the Army has employed for a number of years);
- **Over-Strength Qualitative Service Program (OS-QSP) Board:** will consider NCOs (E6-E9) in specific Primary Military Occupational Specialty (PMOS)/grade where the Army's 12-month operating strength projection exceeds its goals;
- **Promotion Stagnation Qualitative Service (PS-QSP) Board:** will consider NCOs (E6-E9) in a specific PMOS/grade where promotion stagnation exists.

The first series of QSP boards will identify approximately 4,000 NCOs (E6-E9) for separation by the end of FY13. The majority of these NCOs will be retirement eligible and will retain all benefits earned. Those NCOs identified by OS-QSP and PS-QSP who are not eligible for retirement will be afforded an opportunity to volunteer for reclassification into a shortage MOS, if qualified. This represents about 3.5% of the Army's current inventory (SSG and above).

Your proactive leadership is essential to make QSP successful for the Army. Effective performance counseling and accurate evaluations will enable our NCOs to better position themselves for future service.


Raymond F. Chandler, III
Sergeant Major of the Army


Raymond T. Odierno
General, United States Army
Chief of Staff