



DEPUTY SECRETARY OF DEFENSE

1010 DEFENSE PENTAGON
WASHINGTON, DC 20301-1010

JUN 28 2007

MEMORANDUM FOR CIVILIAN EMPLOYEES IN ORGANIZATIONS AFFECTED BY BASE REALIGNMENT AND CLOSURE

SUBJECT: Base Realignment and Closure Support

As the Department begins to implement the Base Realignment and Closure (BRAC) Commission recommendations, DoD's leadership wants to assure you of the Department's commitment to execute the BRAC as humanely and equitably as possible. To this end, the Department's actions during this period will be guided by the following principles:

- Treat employees equitably and humanely
- Keep employees informed during every step of the process
- Provide comprehensive transition tools and programs
- Maximize continued employment opportunities
- Strive to mitigate adverse effects whenever possible
- Reduce the anxiety that comes with uncertainty and change
- Care for our civilian employees and their families

Implementing BRAC recommendations is not new to the Department; there are a myriad of tools and programs available to assist those employees and their families who are so affected. The Department, however, is updating and adding new programs and is working with the Department of Labor to leverage their programs to further assist you. Please visit the BRAC website for additional information on BRAC transition tools and BRAC developments. The website can be found at:
www.cpms.osd.mil/brac/brac_index.aspx.

Working together, the Department can realize the efficiencies envisioned by BRAC while, to the maximum extent possible, retaining and assisting the civilian talent that is such an integral part of mission success.



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