



PERSONNEL AND  
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
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WASHINGTON, D.C. 20301-4000

AUG 24 2007

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS

SUBJECT: Policy for Academy and ROTC Graduates Seeking to Participate in Professional Sports Before Completion of their Active Duty Service Obligations (ADSO)

This directive type memorandum prescribes the Department of Defense policy for officers on active duty who are graduates of the Service Academies or ROTC programs to request excess leave or early release from active duty for the purpose of pursuing a professional sports activity with potential recruiting or public affairs benefits for the Department. Exceptional personnel with unique talents and abilities may be released from active duty when there is a strong expectation they will provide the Department with significant favorable media exposure likely to enhance national recruiting or public affairs efforts. Personnel will be expected to use their talents in a manner that generates interest for service in the United States Armed Forces.

The Secretary of the Military Department concerned shall establish the approval authority and specific processing requirements for all requests for excess leave and early release from active duty under this program.

A. EXCESS LEAVE: Officers may apply for excess leave, after serving a minimum of 24 months of the current obligated active duty period, for a period not to exceed 1 year, for the purpose of pursuing a professional sports activity with potential recruiting or public affairs benefits for the Department.

1. While in an excess leave status, personnel remain subject to recall to active duty.
2. Be in good standing, to include meeting all physical fitness requirements and standards.
3. Have secured an actual contract or binding commitment with a professional sports team or organization guaranteeing the opportunity to pursue an activity with potential recruiting benefits as described.
4. Personnel are not entitled to pay and allowances while in an excess leave status. Personnel who incur a physical disability while in excess leave status are not entitled to receive disability retired pay.

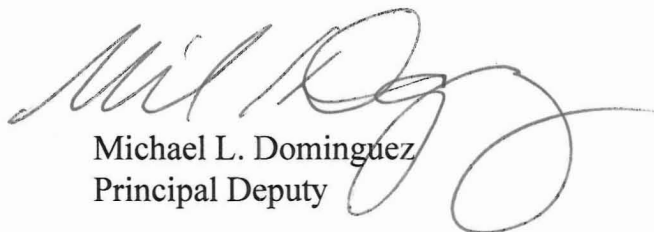
5. Personnel on excess leave for purposes described in this message must acknowledge that time served in excess leave will not be used to satisfy an existing ADSO.

B. EARLY RELEASE. Officers may request early release from their ADSO for the purpose of pursuing a professional sports activity with potential recruiting or public affairs benefits for the Department. The agreement between the individual and the professional organization on offer must reflect the intent of both parties to employ the individual in a way that brings credit to the Department. Applicants for early release must at a minimum meet the following conditions, in addition to any further requirements as determined appropriate by the Secretary of the Military Department concerned:

1. Have served a minimum of 24 months of the original ADSO.
2. Be in good standing, to include meeting all physical fitness requirements and standards.
3. Have secured an actual contract or binding commitment with a professional sports team or organization guaranteeing the opportunity to pursue an activity with potential recruiting benefits as described.
4. Be assigned to a Selected Reserve unit and meet normal retention requirements based on minimum participation standards per Title 10, United States Code, Section 10147, and be subject to immediate, involuntary recall for any reason to complete the period of active duty from which early release was granted.
5. Acknowledge that the officer is subject to monetary recoupment of educational benefits at a pro-rata share based on the period of unfulfilled active duty service obligation, and that such recoupment is in addition to the two for one Selected Reserve obligation required in paragraph 6. Officers subject to recoupment (under the provisions of Title 10, United States Code, Section 2005) for receipt of advanced education assistance must reimburse the United States a pro-rata share of the cost of their advanced education assistance based on the period of unfulfilled active duty service.
6. Agree that in the event that the officer is no longer under a contract or binding agreement with a professional sports team or organization, the officer will either return to active duty to complete the remaining ADSO, or continue in the Selected Reserve for a period of not less than two times the length of their remaining ADSO, as determined by the requirements of the Service involved.

This memorandum shall be effective January 1, 2008. The guidance in this directive-type memorandum shall be incorporated in DoD Instruction 1215.8, "Reserve Officers' Training Corps (ROTC) Program" and DoD Instruction 1322.22, "Service Academies," at the next opportunity. My POC for this issue is Lt Col Brenda Leong,

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