



**DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON DC 20310-2400**

DAAR-HR (600-8-22e1)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Reserve Careers Group Fiscal Year 2025 (FY25) Retention Mission Letter and Retention Award Program

1. References.

- a. Army Regulation (AR) 140-111 (US Army Reserve Reenlistment Program).
- b. AR 600-8-22 (Military Awards).
- c. USAR Regulation 140-6 (USAR Commander's Retention Program).

2. Purpose. The purpose of the Army Reserve Careers Group (ARCG) Retention Mission is to improve the USAR's retention of talented Soldiers to maintain the health of the force and maximize unit readiness.

3. Re-Enlistment and Extension Contracting Mission Totals. ARCG is responsible for ensuring the USAR is contracting its current SELRES population for both re-enlistments and extensions. The following chart provides a breakdown of total obligor (first-term) and careerist re-enlistments and extensions that will count toward the Retention Award Program.

Missioning	Priority Level	Obligor (40%)	Careerist (60%)	Total (100%)
Re-Enlistments	Primary	4,800	7,200	12,000
Extensions	Secondary	2,400	3,600	6,000

4. Retention Award Program. The USAR Retention Award Program recognizes excellence and improves the USAR's retention of talented Soldiers to maintain the health of the force and maximize unit readiness.

a. Program Eligibility. All Major Subordinate Commands (MSCs) will be eligible for this program from the OCAR level. Echelons below MSC will be tracked by their respective commands.

b. Creditable Extension Eligibility. A creditable extension must meet the following criteria:

- (1) Be one year or longer.

(2) Not an IRR re-enlistment.

(3) Not a rule “A” (fully qualified to re-enlist but chose to extend).

c. Award Recognition. The OCAR G-1 will publish Retention Award Program standings quarterly. The top MSC at the end of the FY will receive the award for top performing command. Final results will be published 15 days after the end of the FY to allow time for creditable achievements to post. In addition to the top performing command, all commands that achieve 100% mission accomplishment will receive a certificate in recognition of mission accomplishment.

5. Point of contact for this memorandum is MAJ Derek Whitehouse, Policy Analyst, OCAR G-1 Strategic Analysis Branch, at derek.r.whitehouse.mil@army.mil.

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