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Training

Officer Active Duty Service Obligations

By Order of the Secretary of the Army:

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History. This publication is a major revision.

Authorities. This regulation implements Sections 651, 710, 2005, 2007, 2103a, 2104, 2107, 2123, and 7448, Title 10, United States Code.

Applicability. This regulation applies to the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated.

Proponent and exception authority. The proponent of this publication is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions or waivers to this publication that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency in the grade of colonel or the civilian equivalent. Activities may request a waiver to this publication by providing a justification that includes a full analysis of the expected benefits and must include a formal review by the activity's senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting activity and forwarded through their higher headquarters to the policy proponent. Refer to AR 25–30 for specific requirements.

Army internal control process. This regulation contains internal control provisions in accordance with AR 11–2 and identifies key internal controls that must be evaluated (see appendix B).

Suggested improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to usarmy.pentagon.hqda-dcs-g-1.mbx.publishing-team@army.mil.

Distribution. This regulation is available in electronic media only and is intended for the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

*This publication supersedes AR 350–100, dated 26 September 2017.

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Chapter 1

General

1–1. Purpose

This regulation establishes policies and procedures governing active duty service obligations (ADSOs) for all commissioned officers and warrant officers serving on the active duty list. It prescribes the computation and notice of ADSOs and how ADSOs are served with commissioning ADSOs.

1–2. References, forms, and explanation of abbreviations

See appendix A. The abbreviations, brevity codes, and acronyms (ABCAs) used in this electronic publication are defined when you hover over them. All ABCAs are listed in the ABCA database located at <https://armypubs.army.mil/abca/>.

1–3. Associated publications

This section contains no entries.

1–4. Responsibilities

a. The Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)) will develop and oversee the establishment, modification, or disestablishment of officer ADSOs and will publish procedures for requesting to add or change an ADSO for existing or newly developed programs or personnel actions. The authority of the ASA (M&RA) may not be further delegated.

b. The Deputy Chief of Staff (DCS), G–1 is responsible for providing advice and assistance to the ASA (M&RA) in the development of policy pertinent to ADSOs and for planning and supervising the execution of those policies. On behalf of the DCS, G–1, the Commanding General (CG), U.S. Army Human Resources Command (HRC), will implement officer ADSO policy.

1–5. Records management (recordkeeping) requirements

The records management requirement for all record numbers, associated forms, and reports required by this regulation are addressed in the Records Retention Schedule-Army (RRS–A). Detailed information for all related record numbers, forms, and reports are located in Army Records Information Management System (ARIMS)/RRS–A at <https://www.arims.army.mil>. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS–A, see DA Pam 25–403 for guidance.

1–6. Scope

This regulation governs all service obligations incurred on or after the effective date of this regulation. Service obligations that were incurred before publication of this regulation are governed by the edition of AR 350–100 in effect at the time they were incurred. If there is a conflict between this regulation and other Department of the Army (DA) publications, then the policies in this regulation take precedence. Specific policies on service obligations for Army Medical Department (AMEDD) officers are in AR 351–3. Policies on service obligations for Judge Advocate General's Corps (JAGC) officers taking part in the Judge Advocate General's Funded Legal Education Program are contained in AR 27–1.

1–7. Statutory authority

ADSOs for officers are governed in part under Title 10, United States Code, Section 651 (10 USC 651), 10 USC 2005, 10 USC 2007, 10 USC 2103a, 10 USC 2104, 10 USC 2107, 10 USC 2123, and 10 USC 7448.

1–8. Purpose of active duty service obligations

a. The ADSOs are intended to assist the Army in—

- (1) Effectively managing its resources.
- (2) Accomplishing its assigned mission.
- (3) Maintaining an experienced and well-qualified officer force.
- (4) Ensuring a reasonable return to the Army following the expenditure of public funds.

b. Public funds are expended starting with the commissioning phase, through training at the United States Military Academy (USMA), Army Reserve Officers' Training Corps (ROTC), and other commissioning programs. It continues when an officer enters active duty and enters training or education programs to qualify for a certain specialized classification skill.

c. There are other ADSOs that are not directly related to the investment of public funds. These are incurred because of promotion to certain grades or permanent change of station (PCS). These ADSOs have been developed to ensure a reasonable degree of stability in the officer force.

d. For the career-oriented officer, service under an ADSO is not particularly significant, except that it may affect the date of retirement. Additional service, because of ADSOs, is more important since voluntary separation from active duty may be precluded until all ADSOs are fulfilled. Therefore, officers must understand how the Army determines ADSOs.

1–9. Who incurs active duty service obligations

a. Generally, officers who complete certain formal education or training programs, undergo a PCS, or receive certain promotions incur an ADSO.

b. Officers must fulfill ADSOs before they are eligible for voluntary separation.

c. Officers will not be further obligated beyond the dates voluntary ADSOs are fulfilled without their consent, either expressed or implied.

d. Officers who attend military or civilian courses of instruction, as stated in paragraphs 2–6 and 2–7, may incur an ADSO for up to 6 years on completion or termination from the course(s). Exceptions are for—

(1) Officers who attend civilian institutions may exceed the 6-year maximum ADSO.

(2) Officers who attend the Advanced Strategic Planning and Policy Program (ASP3) which consists of non-consecutive phases of resident civil schooling incur a maximum 6-year ADSO when considering all phases in total. Assignments for which an officer receives an officer evaluation report (OER) between non-consecutive schooling phases are credited towards satisfying ADSO.

(3) Officers who attend initial entry flight training under AR 611–110 will exceed the 6-year maximum ADSO.

e. For any ADSO established or modified under paragraph 1–4a, the CG, HRC must notify the officer of the establishment or modification prior to the start of the program or personnel action. The ADSO may not be applied retroactively.

f. Refer to AR 135–91 for Army service obligations for U.S. Army Reserve (USAR) Active Guard Reserve (AGR) officers.

Chapter 2

Officer Service Obligation Policies

2–1. General

Officers entering military service must complete a total of 8 years military service obligation. Service will be on active duty or in the Reserve Components, in either enlisted or officer status (see 10 USC 651). (See tables 3–1 through 3–4 for ADSOs.) Instructions for computing ADSOs are contained in paragraph 3–2.

2–2. Commissioning

The ADSOs will vary according to the program under which the officer was commissioned.

a. ROTC graduates accepting an appointment in the Regular Army incur an ADSO as determined by their contract (see 10 USC 2103a, 10 USC 2104, and 10 USC 2107).

b. USMA graduates accepting an appointment in the Regular Army incur a 5-year ADSO (see 10 USC 7448).

c. Officer Candidate School (OCS) graduates accepting an appoint in the Regular Army or a Reserve Appointment with a concurrent call to active duty incur a 3-year ADSO (see AR 350–51).

d. For direct appointment, officers accepting an appointment in the Regular Army or a Reserve appointment, with concurrent call to active duty, incur an ADSO according to AR 601–100, AR 135–210 or AR 135–101 in the case of AMEDD officers. Direct accession AMEDD officers who attend Long Term Health Education Training as their initial assignment incur an ADSO according to AR 351–3.

2–3. Warrant officer appointment

Individuals appointed as warrant officers, with a concurrent call to active duty, incur a 6-year ADSO upon completion of the Warrant Officer Basic Course (WOBC). As an exception, commissioned officers who are reappointed as warrant officers by direct appointment do not incur an ADSO.

2–4. Promotion

a. A warrant officer who accepts a promotion to the grade of chief warrant officer three (CW3), CW4, or CW5, incurs a 2-year ADSO. This ADSO begins on the date of promotion and must be served before voluntary retirement.

b. A commissioned officer who accepts a promotion does not incur an ADSO. However, an officer in the grade of major, lieutenant colonel, or colonel must serve in that grade for not less than three years from the date of promotion to voluntarily retire in that grade unless waived under some other provision of law. An officer promoted to the grade of lieutenant or captain must serve in that grade for not less than 6 months from the date of promotion to voluntarily retire in that grade.

2–5. Permanent change of station and assignments

a. Officers reassigned on a PCS to an overseas location must complete the current prescribed tour for the area of assignment according to AR 614–30. Officers who do not already have at least a 2-year ADSO upon completing a Military Personnel Exchange Program assignment will incur a 2-year ADSO.

b. Officers reassigned on PCS from an overseas location to or from a continental United States (CONUS) location to another CONUS location incur a 1-year ADSO. Officers who move on a no-cost PCS on an intercommand PCS (for example, U.S. Army Training and Doctrine Command (TRADOC) to Army Staff, U.S. Army Forces Command unit to a TRADOC unit) will incur a 1-year ADSO. In both cases, the officer will be notified of the ADSO by CG, U.S. Army Installation Management Command (IMCOM) in published orders and the officer's ADSO will be computed from the date of arrival at the new duty station.

c. Officers who receive PCS assignment instructions and do not wish to incur the additional ADSO may request release from active duty (REFRAD), separation or retirement (see AR 600–8–24). An officer's written request for REFRAD, separation, or retirement must be submitted within the timelines prescribed in AR 600–8–24.

(1) To be eligible to apply for retirement, an officer must have at least 19 years and 6 months of active Federal service at the time the officer receives the official assignment alert. Officers whose requests for retirement under this provision are approved must retire within 6 months of the assignment alert.

(2) Officers whose request for REFRAD are approved must be released by CG, IMCOM on the date their obligated period is completed.

d. See paragraph 2–6 regarding the follow-on PCS ADSO that results from attendance at any element of the Captain Career Course (CCC).

e. Officers reassigned to Army Cyber Command (ARCYBER), whether or not in conjunction with a PCS, for the Computer Network Operations Development Program incur a 6-year ADSO. The ADSO is incurred on the report date to ARCYBER and is concurrent with any other ADSO. An officer who does not wish to incur the additional ADSO may decline reassignment to ARCYBER. Declination may result in reassignment with a PCS ADSO pursuant to paragraphs 2–5a through 2–5c.

2–6. Military schooling

Officers who attend any military course of instruction of 60 days or more incur an ADSO through the scheduled school graduation date or through the date on which consecutively scheduled education is to be completed, whichever is later. Officers also incur an additional ADSO to start on the later date. If the officer is terminated from the military course on an earlier date, the ADSO and the additional ADSO will still apply. The ADSO equals three times the length of schooling, computed in days, but not more than 6 years. Exceptions are as follows:

a. Officers who attend a CCC will incur ADSOs for schooling (1-year) and a PCS ADSO, as described at paragraph 2–5b. An officer who does not wish to incur the additional ADSOs may submit a separation or resignation request within 30 days of notification of selection for attendance at any element of the CCC (see para 2–5). ADSOs are incurred on the first day of attendance at any element of the consecutive specialized training required for the CCC, regardless of whether the officer completes the CCC or any such element. A military schooling ADSO ends, and the PCS ADSO begins, on the date of arrival at the new duty station, following completion or termination of the CCC, or on the scheduled completion date of

consecutive specialized training required for CCC, whichever is later. Officers who successfully complete the course will incur an ADSO in connection with their follow-on assignment per paragraph 2–5. Officers who fail to complete or withdraw without attending military schooling will have the remaining ADSOs and are thus available for reassignment.

b. Officers who attend the following courses will incur a 24-month ADSO upon completion or release from the course.

- (1) Network Systems Engineer Course (30 weeks, 0 days).
- (2) Information Systems Engineer Course (29 weeks, 4 days).
- (3) Network Management or Information Systems Staff Officer Course at Keesler Air Force Base, MS (Phase I–6 weeks) and (Phase II–24 weeks).

c. Officers who attend the Signal Officer Advanced Course followed by attendance at any of the courses listed in paragraphs 2–6b(1) through 2–6b(3) incur a 36-month consecutive ADSO.

d. Officers who attend the Advanced Program Management Course at the Defense Systems Management College, Ft Belvoir, Virginia, will incur a 2-year ADSO upon completion or release from the course.

e. Officers who attend initial entry flight training on or after 1 October 2020, will incur a 10-year ADSO upon completion of the course and attaining an aeronautical rating of Army Aviator. The service obligation begins on the date an officer attains an aeronautical rating of Army aviator or voluntarily terminates attendance, whichever is earlier.

f. Officers receiving military occupational specialty (MOS), aircraft qualifications, skill qualification identifiers, or additional skill identifier training will incur the following ADSO upon completion or removal from the following courses:

- (1) Aircraft qualification courses, to include—
 - (a) Rotary wing (civilian or military)—
 1. All formal military qualification courses, unless specified otherwise below—3 years.
 2. Series conversion or supplemental training in mission design aircraft—1 year.
 3. A/MH–6, MH60, or MH–47 qualification training—4 years.
 - (b) Fixed wing (civilian or military)—
 1. Initial fixed wing multi-engine qualification—5 years.
 2. Initial jet qualification—3 years.
 3. Series conversion or supplemental training in mission design aircraft—1 year.
 4. All other fixed wing qualifications—2 years.
- (2) All Instructor pilot, instrument flight examiner, and maintenance test pilot courses—1 year.
- (3) All special electronic mission aircraft system courses—1 year.
- (4) Aviation Safety Officer Course—1 year.
- (5) Aviation Mission Survivability Officer Course—1 year.
- (c) Officers requiring non-standard aircraft qualification training to meet Worldwide Individual Augmentation System tasks or Foreign Military Training or Advising assignments will incur an ADSO equal to the length of their assigned tasking or assignment.
- (d) Experimental Test Pilots receiving aircraft qualification training specifically required to complete validated testing—2 years.
- (e) Officers attending non-standard aircraft qualifications while assigned to a Special Mission Unit—1 year.
- g. Officers who attend the Polygraph Examiner Training course will incur a 2-year ADSO upon completion or termination from the course.
- h. Officers who attend a senior service college (SSC), intermediate level education (ILE) (formerly Command and Staff College) schooling, equivalent foreign military schools, or equivalent training with the Department of Justice will incur a 2-year ADSO.
- i. Officers who attend the Senior Advance Military Studies (SAMS) course will incur an ADSO upon completion or termination of the education. The ADSO will equal three times the length of the schooling computed in days. Graduates of the SAMS course must serve a 12- to 18-month utilization tour at the corps or division level. CG, HRC, may waive the ADSO upon successful completion of the utilization requirement.
- j. Officers who attend The Judge Advocate General's Graduate Course will incur a 2-year ADSO.
- k. Newly appointed warrant officers who attend WOBC will incur a 6-year ADSO upon graduation. This ADSO does not apply to warrant officers who already hold a warrant officer MOS or reclassified to another MOS, except as indicated in paragraphs 2–6p, 2–6q, and 2–6r. Warrant officers who attend Army-

directed professional development courses, including Warrant Officer Advanced Course, Warrant Officer ILE, and Warrant Officer Senior Service Education, do not incur a service obligation.

l. Officers who attend an officer basic course do not incur a service obligation.

m. Officers who attend the Special Forces Detachment Officer Qualification Course will incur a 36-month ADSO to begin upon completion of the course. This ADSO will be served in a Special Forces position. An officers' ADSO will be served concurrently with other such ADSOs.

n. Officers who attend the Civil Affairs Qualification Course or Psychological Operations Qualification Course will incur a 36-month ADSO to begin upon completion of the course, which must be served concurrently with any other such ADSOs. Those officers completing either course must serve that 36-month ADSO in a civil affairs or psychological operations position.

o. Officers in the Engineer Branch who accept an assignment in the Engineer Development Program, to include the Technical Engineer Competency Development Program, Special Forces Development Program, and the Geospatial Development Program, will incur a 2-year ADSO upon entry into the program and mandatory attendance at the Engineer CCC. The 2-year ADSO will begin upon completion of or reassignment from the program for any reason. The ADSO will run concurrently with other such ADSOs.

p. Commissioned and warrant officers attending courses specified in paragraphs 2–6q and 2–6r will incur the specified ADSO upon completion, voluntary termination, or removal from the course.

q. Commissioned and warrant officers receiving Advanced Cyber Training, with or without reclassification to Cyber or Intelligence Branch, incur the following ADSO for the following courses:

- (1) Title 10 Basic Army Operator—24 months.
- (2) Title 10 Senior Army Operator—36 months.
- (3) Cyber Capabilities Developer—36 months.
- (4) Exploitation Analyst—36 months.
- (5) Remote Operator Training—36 months.
- (6) Advanced Defensive Cyber Training—36 months.

r. Warrant officers who reclassify and attend the following courses will incur a 36-month ADSO for the following courses.

- (1) Cyber Operations Technician WOBC.
- (2) Electronic Warfare Technician WOBC.
- (3) Cyber Capability Developer Technician WOBC.

2–7. Civilian schooling

Participation in various Army programs that support civilian educational and training opportunities incurs ADSOs as prescribed in this regulation.

a. Officers who attend fully-funded courses at civilian institutions, including the training with industry (TWI) program (see AR 350–1 and AR 621–1) for 60 days or more will incur an ADSO on completion or termination of the education program. The officer's ADSO will equal three times the length of schooling. The length of schooling will be computed in days calculated from the first day they arrive at the school until the last day of schooling, to include summers, whether or not they attend classes.

b. Officers who attend the ASP3, which consists of non-consecutive phases of resident civil schooling (see AR 621–1), will incur an ADSO three times the length of the schooling, up to a maximum of 6 years. Although ASP3 will be considered one program for ADSO calculation, time spent in assignments for which an officer receives an OER between phases will be credited towards satisfying the maximum ADSO. An ADSO will be applied following the initial schooling phase, it will be recalculated up to the maximum of 6 years following the final phase.

c. Officers who accept statutory fellowships and scholarships incur an ADSO on completion or termination of the education (see 10 USC 2603). The ADSO will equal three times the length of schooling, computed in days, and may exceed 6 years.

d. Officers who accept nonstatutory fellowships and scholarships under AR 621–7 incur an ADSO on completion or termination of the education. The ADSO will equal three times the length of schooling, computed in days. SSC Fellowship Program or other nonstatutory fellowships under the Army Senior Fellowship Program (see AR 621–7) incur a 2-year ADSO on completion or termination of the education.

e. Officers who accept tuition assistance for voluntary off-duty education programs incur an ADSO of 2 years on completion or termination of the education program (see 10 USC 2007).

f. Officers who participate in partially-funded educational programs for 60 days or more incur an ADSO on completion of the education, or withdrawal or removal from the program. The ADSO will equal three

times the length of schooling, computed in days. Partially-funded programs include, but are not limited to, the Degree Completion Program and the Cooperative Degree Program (see AR 621–1).

g. The service obligation incurred by transferring the Post-9/11 GI Bill benefits to an eligible Family member is not an ADSO. Waiver of this service obligation is not governed by this regulation.

2–8. Reserve Officer Training Corps instructors

Officers serving in ROTC detachments are required to complete a given ROTC academic year once it has begun. This service obligation applies to all voluntary retirements, resignations, requests for REFRAD and discharges submitted by officers serving in ROTC detachments. This policy does not affect established expiration of term of service dates for Army National Guard (ARNG) officers or USAR officers not managed by CG, HRC, The Judge Advocate General, The Surgeon General, or Chief of Chaplains. These officers are subject to involuntary reassignment based on tour management considerations.

2–9. Army Astronaut Program

All officers entering the Army Astronaut Program will incur a 3-year service obligation that begins when the officer completes the National Aeronautics and Space Administration Astronaut Candidate Program.

2–10. Experimental Test Pilot Program

All officers attending the Experimental Test Pilot Program will incur a 4-year service obligation on completion, or termination of United States Naval Test Pilot School or other accredited test pilot school.

2–11. Aviation continuation pay

Aviation continuation pay awarded in accordance with 37 USC 301b was discontinued on 31 December 2018. The ADSO for aviation continuation pay agreements that were signed before 31 December 2018 remain in effect through the agreed-upon date in the written agreement.

Chapter 3

Computation of Service Obligations

3–1. General

Officer ADSOs are computed as shown in paragraph 3–2. Officers may accumulate more than one ADSO because of multiple obligating events as described in paragraphs 3–3 and 3–6.

3–2. Procedures

When an officer incurs an ADSO, compute the ADSO using the rules in tables 3–1 through 3–4 as follows:

- a. Find the rule that applies to the event that has occurred.
- b. Determine if other conditions must be considered.
- c. Determine the ADSO that applies to the event in a fixed period (such as 3, 4, or 5 years) or by numerical factor (such as 3 times the length of the training period). When the ADSO must be computed based on the length of the training period, compute it using the steps below. No ADSO is incurred for courses programmed for less than 60 days that do not produce an academic evaluation report, except as prescribed in AR 621–7.
 - (1) *Step 1.* To determine the length of training, count the number of calendar days the officer spent in the training course. (Use beginning and end dates of the course.)
 - (2) *Step 2.* Multiply the total length of training by three to get the total length of the ADSO in days.
 - (3) *Step 3.* Convert the total number of days to years (365 days equal 1 year). Convert any period of less than 365 days to a specific date. Use a Julian calendar.
- d. Ensure that the supporting documents for each event have been reviewed and that they confirm the event.

3–3. Consecutive obligations

Except as provided in paragraph 3–4, ADSOs resulting from more than one civilian education program are served consecutively. For example, an officer completing a graduate degree program followed by another graduate degree or Ph.D. program will incur multiple ADSOs to be served consecutively. The time

spent attending a civilian school will not be credited toward fulfilling an existing civilian schooling ADSO. When a newly incurred ADSO is to be served consecutive to another ADSO, add the period of the new ADSO to the remaining portion of the existing ADSO. The compounded period may not exceed 6 years, except for officers attending civil schooling programs outlined in AR 621–7 or officers attending law school under The Judge Advocate General’s Funded Legal Education Program per AR 27–1. ASP3 with its non-consecutive phases of resident education are considered one education program and will have a maximum 6-year ADSO for the entire program.

3–4. Obligations for specified graduate programs

Officers who accept scholarships, grants, or fellowships offered to USMA or ROTC cadets from specified graduate programs (for example, Rhodes, Marshall, Truman, Hertz, East-West, Rotary, Gates, Mitchell, Levy, Schwarzman, Churchill, Lincoln, Draper, GEM, and Fulbright) will incur an additional ADSO. Such graduate programs are considered to be partially-funded. Time spent attending one of these specified graduate programs will not be credited toward fulfilling an existing USMA or ROTC ADSO. Except as noted in paragraph 3–4c, the additional ADSO begins to run when the officer graduates from, or otherwise successfully completes, the graduate program.

a. Officers participating in 2-year designated partially-funded civilian education programs following commissioning will incur an additional 6-year ADSO, to be served concurrently with their initial ADSO. Additionally, officers must agree to serve a prescribed utilization tour in a position in which the benefits of their education will be used immediately upon completion.

b. Officers participating in 1-year designated partially-funded civilian education programs following commissioning will incur an additional 3-year ADSO, 2 years of which may be served concurrently with the initial ADSO and 1 year of which will be served consecutively with the initial ADSO.

c. Officers who fail to complete their graduate program will incur an additional ADSO equal to three times the length of the period in the program, which will be served consecutively with the initial ADSO.

d. The Superintendent, USMA and CG, U.S. Army Cadet Command will submit cadet scholarship applications to Commanding General, U.S. Army Human Resources Command (AHRC–OPF–L), 1600 Spearhead Division Avenue, Department 400, Fort Knox, KY 40122–5400, by the end of February each year.

3–5. Obligations for the Army’s Career Satisfaction Program Graduate School, Branch of Choice, or Post of Choice for Active Duty Service Obligation options

a. The Army’s Career Satisfaction Program is a pre-commissioning incentive program for USMA and ROTC cadets who incur three additional years of active duty service in exchange for the option to attend fully-funded graduate school, select a branch assignment of choice (BRADSO), or select an initial post duty assignment of choice (PADSO). Cadets may participate in up to two of these options and serve the ADSOs consecutively.

b. Under the Graduate School Option (Graduate School Active Duty Service Obligation (GRADSO)) , in exchange for receiving the opportunity to attend fully-funded graduate school, an officer incurred an ADSO of three years (the option ADSO), which must be served consecutively after completion of the commission ADSO (see para 2–2). The GRADSO was suspended in 2013. However, for GRADSO agreements signed before the option was suspended, when the officer attends graduate school, the officer will incur an additional ADSO of three times the length of schooling in days of graduate school attendance, up to a maximum of 72 months (graduate school attendance ADSO). Up to 36 months of active duty service after completion of the option ADSO, but prior to graduate school attendance, will be credited toward the graduate school ADSO. At least 36 months of the graduate school ADSO must be served after graduation or termination of graduate school attendance. The officer will incur a minimum utilization assignment of 24 months upon completion of graduate school(see DoDI 1322.10 and AR 621–1).

c. Under the Expanded Graduate School Program (Performance Based Graduate School Incentive Program), in exchange for receiving the opportunity to attend graduate school, an officer incurs an ADSO 3 times the length of schooling in days of graduate school attendance, up to a maximum of 72 months. The officer will incur a minimum utilization assignment of 24 months upon completion of graduate school to be served in accordance with this regulation.

d. In exchange for receiving the BRADSO option for a basic branch, a cadet agrees to an additional ADSO of three years to be served consecutively after completion of the commissioning ADSO (see para 2–2) or any other branch specific ADSO as provided in the BRADSO agreement. Cyber officers incur a 1-

year ADSO upon their completion of initial cyber training that is to be served consecutively with their commissioning ADSO. Cyber officers holding a BRADSO option serve those three years consecutively upon the completion of their cyber training ADSO.

e. In exchange for receiving an initial PADSO option, a cadet agrees to an additional ADSO of three years to be served consecutively after completion of the commissioning ADSO (see para 2–2).

f. ADSOs incurred under the Career Satisfaction Program or similar incentive programs will be served consecutively after the officer's commissioning ADSO and concurrently with any other non-statutory ADSO (see para 2–2). These ADSOs will begin on the day after completion of the officer's initial ADSO. Completion of the commissioning ADSO will satisfy the terms of the cadet's service agreement. Accordingly, scholarship cadets (ROTC or USMA) are not subject to reimbursement for a pro-rata share of the cost of their undergraduate education if they fail to serve the additional ADSO incurred pursuant to these incentive programs.

3–6. Concurrent obligations

Multiple ADSOs resulting from career status, warrant officer promotion, PCS, and military schooling will be served concurrently. The time spent at military schools will be credited toward fulfilling the ADSO resulting from a career status change, PCS, prior military schooling, and warrant officer promotion. When a newly incurred ADSO is served concurrently with an existing ADSO, the obligated period will be equal to the length of the longest remaining obligation. The contractual agreement under which an officer enters a civilian education program may specify the order in which concurrent ADSOs are satisfied.

3–7. Notification of officers

Notification of ADSOs incurred under this regulation will be included in regulations and orders, as indicated in the paragraphs below.

a. Proponents of regulations prescribing programs that incur service obligations will ensure those regulations refer to AR 350–100 for the length of the ADSOs and how the ADSOs are served with commissioning ADSOs.

b. The CG, HRC will ensure that official orders that direct any event that results in an ADSO will contain the following statement: “Additional ADSO of (insert number of years and months) is incurred under the provisions of (insert the program regulation) and AR 350–100.”

3–8. Verification of active duty service obligations

a. The CG, HRC will verify service obligations for Officer Personnel Management Directorate (OPMD)-managed officers only. Inquiries submitted by the servicing military personnel division, brigade S1, or personnel servicing organization must be addressed to the chief of the appropriate OPMD Career Management Division.

b. To verify service obligations for JAGC officers, contact the Director, Personnel, Plans, and Training Office (DAJA–PT), Office of The Judge Advocate General, Washington, DC 20310–0300.

c. To verify service obligations for chaplains, contact The Director, Personnel Directorate, Office of the Chief of Chaplains (DACH–PEZ), Washington, DC 20310–0300.

Table 3–1

Active duty service obligation for accepting commissions/long-term extension/warrant officer graduate school, branch of choice, or post of choice

Rule	If officer is—	program is—	then ADSO is—	Remarks
1	USMA graduate	Class of 68 or later	5 years	10 USC 7448 ^{1,2}
2	ROTC graduate	ROTC Scholarship ROTC Nonscholarship	By contract	10 USC 2107, AR 145–1 ^{1,2}
3	OCS graduate	OCS	3 years	AR 350–51 ^{1,2,3}
4	Direct appointment	Direct appointment	3 years	AR 135–210 ^{1,2}
5	Is granted a short-term extension (STE)	STE program	Duration of the extension	Note 5

Table 3–1**Active duty service obligation for accepting commissions/long-term extension/warrant officer graduate school, branch of choice, or post of choice—Continued**

6	Appointed as a warrant officer	Warrant officer appointment with concurrent call to active duty	6 years	
7	WOBC graduate	WOBC	6 years	Note 2
8	ROTC/USMA graduate	Graduate school/branch/post of choice	3 years	Note 6 Note 7 Note 8
9	JAGC	ROTC nonscholarship/direct appointment	4 years	Note 4

Notes:

¹ ADSO is effective from the date of entry on active duty. Not applicable when a commissioned officer is reappointed as a warrant officer.

² ADSO is served concurrently with all ADSOs except for civilian schooling.

³ ADSO is effective from the date of appointment.

⁴ Applies to all JAGC direct appointment officers (including branch and interservice transfers, but not Funded Legal Education Program officers) and ROTC non-scholarship officers who access onto active duty after 30 September 2007.

⁵ Applies to Reserve Component officers serving on the active duty list before 29 October 2009.

⁶ Aviation officers serve their BRADSO obligations consecutively upon completion of their aviation training ADSOs. Aviation officers do not PADSO because they receive their first assignments during aviation training.

⁷ Cyber officers serve their BRADSO and PADSO obligations consecutively upon completion of their cyber training ADSOs.

⁸ Cadets may choose up to two options (BRADSO and PADSO), with the ADSOs served consecutively following the commissioning ADSOs.

Table 3–2**Active duty service obligation for permanent change of station and promotion**

Rule	If officer is—	the ADSO is—	Effective—	Remarks
1	Reassigned PCS from overseas	1 year	Date of arrival at CONUS station	AR 614–30 ¹
2	Reassigned PCS from CONUS to overseas	Equal to the prescribed tour length	Date of arrival at overseas station	AR 614–30 ¹
3	Reassigned PCS from CONUS to CONUS	1 year	Date of arrival at new CONUS station	AR 614–100
4	Promoted to the active duty grade of CW3, CW4, and CW5	2 years	Date of promotion	DoDI 1332.20 ²

Notes:

¹ Retirement eligible officers serving overseas must serve the prescribed tour length or 12 months, whichever is longer, before retirement (see AR 600–8–24).

² ADSO must be completed before the officer may voluntarily retire, unless waived as an exception to policy.

Table 3–3**Active duty service obligation for civil schooling**

Rule	If training is—	for a period of—	then ADSO is—	Remarks
1	Fully-funded civil schooling/TWI	60 days or more	3 x length of schooling in days	AR 621–1 ¹
2	Partially-funded civil schooling	60 days or more	3 x length of schooling in days	AR 621–1 ¹

Table 3–3
Active duty service obligation for civil schooling—Continued

Rule	If training is—	for a period of—	then ADSO is—	Remarks
3	Short-course training	140 days (20 weeks) or more	3 x length of schooling in days	AR 621–1 ⁵
4	Scholarship, grant, or fellowship	Length of course	3 x length of schooling in days	AR 621–7 ^{2,6}
5	Tuition assistance accepted	Varies by course	2 years	AR 621–5 ^{3,4}
6	Graduate School for ADSO Incentive contract signed as cadet	Option ADSO	3 years (Option ADSO)	AR 621–1
7	Expanded graduate school program (memorandum of instruction or career program)	60 days of more	3 x length of schooling in days	AR 621–1 ¹

Notes:

¹ Maximum military service obligation is 6 years, served consecutively.

² No maximum military service obligation.

³ ADSO is effective on completion of, or termination from, the course.

⁴ ADSO is served concurrently with all other ADSOs.

⁵ Unprogrammed short course training or seminars not involving college or university studies. Short course training for less than 140 days (20 weeks) does not incur an ADSO.

⁶ Exceptions are SSC and Army Fellowships and Scholarships Program, which each have a 2-year ADSO.

Table 3–4
Active duty service obligation for military schooling

Rule	if training is—	then ADSO is—	Remarks
1	SSC or equivalent foreign military schools (including the Army War College Distance Education Program)	2 years	See DA Pam 600–3. ¹
2	ILE (formerly Command and General Staff College)	2 years	See DA Pam 600–3. ¹
3	Captains' Career Course	1 year	See DA Pam 600–3. ¹
4	Formal courses prescribed in Army Training Requirements and Resources System	Varies	See note.
5	Special Forces Detachment Officer Qualification Course	3 years	
6	Officer receiving training in A/MH–6, MH60, or MH 47	4 years	
7	Civil Affairs Qualification Course	3 years to be served concurrently	
8	Psychological Operations Qualification Course	3 years to be served concurrently	
9	Initial Entry Flight Training	10 years upon completion of	See DA Pam 600–3. ²

Table 3–4
Active duty service obligation for military schooling—Continued

Rule	if training is—	then ADSO is—	Remarks
		training or voluntary termination of attendance	

Notes:

¹ADSO is effective on completion of, or termination from, the course and served concurrently with all other ADSOs.

²Applies to Army aviation officers who enter initial entry flight training on or after 1 October 2020.

Chapter 4

Waivers and Requests for Other Active Duty Service Obligations

4–1. Requests for waiver of active duty service obligations

a. Statutory service obligations will not be waived except for the convenience of the Government or personal hardship. The ASA (M&RA) is the approval authority for statutory ADSO waivers. The authority to grant waivers or exceptions to this regulation will be referenced in all contractual obligations, and when not expressly incorporated, will be implied to be present.

b. The CG, HRC is the approval authority for non-statutory ADSO waivers for all officers, except Chaplain Corps and JAGC officers. The Chief of Chaplains is the approval authority for non-statutory ADSO waivers for Chaplain Corps officers. The Judge Advocate General is the approval authority for non-statutory ADSO waivers for JAGC officers. The CG, HRC, the Chief of Chaplains, and The Judge Advocate General may delegate approval authority for non-statutory ADSO waivers to a general officer assigned as a member of their staff. Further delegation is not authorized. Requests for waiver of non-statutory ADSOs, including the method and time of fulfillment incurred under an ADSO, will be forwarded through command channels to Commanding General, U.S. Army Human Resources Command (AHRC–OPL –R), 1600 Spearhead Division Avenue, Department 400, Fort Knox, KY 40122–5400, for Army Competitive Category, AMEDD officers, and OPMD-managed warrant officers. Chaplains will forward requests to the DCS, G–1 (DACH–PER) Washington, DC 20310–0300. The JAGC commissioned and warrant officers will forward requests to The Judge Advocate General (DAJA–PT), Washington, DC 20310–0300.

4–2. Requests for other active duty service obligations

Requests for imposing ADSOs not otherwise provided herein will be sent through the appropriate Army command, Army service component command, or direct reporting unit to Commanding General, U.S. Army Human Resources Command (AHRC–PDO–IP), 1600 Spearhead Division Avenue, Department 400, Fort Knox, KY 40122–5400; National Guard Bureau (NGB–ARH), 111 S. George Mason Drive, Arlington, VA 22204–1373 for ARNG; and to The Personnel Policy and Readiness Division, 1411 Jefferson Davis Highway, Suite 3100, Arlington, VA 22202–3229 for ARNG AGR. Requests for imposition of an ADSO will be prepared in accordance with requirements from the ASA (M&RA) and will include in the impact statement—the cost of the training, use of the officer after training, and the needs of the service (for example, shortage of the skill) (see para 1–4).

Chapter 5

Army National Guard Officer Active Service Obligation Policies

5–1. General

The Chief, National Guard Bureau will effectively manage resources, and maintain an experienced and well-qualified ARNG officer corps within the AGR Program, by linking active service obligations to graduation from SSC.

5–2. Obligations for specified programs

a. ARNG AGR officers with over 20 years active service who graduate from a SSC (including the Army War College Distance Education Program) incur a 2-year active service obligation, not to exceed their mandatory removal date.

b. ARNG AGR officers with less than 20 years active service who are selected for attendance at a SSC (to include the Army War College Distance Education Program) will be retained on active duty until completing 2 years of active duty service following graduation.

5-3. Concurrent obligations

A period of automatic active service extension based on promotion and a period of active service obligation based on graduating from a SSC will run concurrently.

5-4. Waivers and exception

Subject to the needs of the Army, the ASA (M&RA), or designee, may waive the automatic service extension, active service obligation, or both prior to completion.

Appendix A

References

Section I

Required Publications

USCs are available at <https://uscode.house.gov/>.

AR 27–1

Judge Advocate Legal Services (Cited in para 1–6.)

AR 351–3

Professional Education and Training Programs of the Army Medical Department (Cited in para 1–6.)

AR 601–100

Appointment of Commissioned and Warrant Officers in the Regular Army (Cited in para 2–2d.)

AR 614–30

Overseas Service (Cited in para 2–5a.)

AR 621–7

The Army Fellowship and Scholarship Program (Cited in para 2–7d.)

DA Pam 600–3

Officer Talent Management (Cited in table 3–4.)

10 USC 651

Members: required service (Cited in para 1–7.)

10 USC 2005

Advanced education assistance: active duty agreement; reimbursement requirements (Cited in para 1–7.)

10 USC 2007

Payment of tuition for off-duty training or education (Cited in para 1–7.)

10 USC 2103a

Students not eligible for advanced training: commitment to military service (Cited in para 1–7.)

10 USC 2104

Advanced training; eligibility for (Cited in para 1–7.)

10 USC 2107

Financial assistance program for specially selected members (Cited in para 1–7.)

10 USC 2123

Members of the program: active duty obligation; failure to complete training; release from program (Cited in para 1–7.)

10 USC 7448

Cadets: agreement to serve as officer (Cited in para 1–7.)

Section II

Prescribed Forms

This section contains no entries.

Appendix B

Internal Control Evaluation

B-1. Function

The function covered by this evaluation is monitoring ADSOs.

B-2. Purpose

The purpose of this evaluation is to assist personnel managers in evaluating their key internal controls. It is not intended to cover all controls.

B-3. Instructions

Answers must be based on the actual testing of key internal controls, such as document analysis, direct observation, interviewing, sampling, and simulation. Answers that indicate deficiencies must be explained and the corrective action indicated in supporting documentation. These internal controls must be evaluated at least once every 5 years. Certification that this evaluation has been conducted must be accomplished on DA Form 11-2 (Internal Control Evaluation Certification).

B-4. Test questions

- a. If the ADSO is unfulfilled, were valid waivers granted by proper authority (see para 4-1)?
- b. Have officers indicated knowledge of the ADSO on education or training applications, redeployment packets, and requests for reassignment?
- c. Do official orders that direct events that will result in an ADSO contain the statement, "Additional Active Duty Service Obligation of (give length) is incurred under the provisions of (regulations)"?
- d. Do course regulations and descriptions indicate length of service obligations?
- e. When officers have requested voluntary retirement, is verification being made to ensure ADSOs are fulfilled? If not fulfilled, were valid waivers requested from proper authority (see para 4-1)?
- f. Have officers completed ADSOs incurred as a result of education/training?
- g. Did officers complete ADSOs incurred as a result of a PCS?

B-5. Supersession

This evaluation replaces the evaluation previously published in AR 350-100, dated 26 September 2017.

B-6. Comments

Help make this a better tool for evaluating internal controls. Submit comments to usarmy.pentagon.hqda-dcs-g-1.mbx.publishing-team@army.mil.

Glossary of Terms

Active duty course of instruction

Any course of instruction or training which may result in a specific ADSO.

Active duty service obligation

A specific period of active duty in the Regular Army that an officer must serve before becoming eligible for voluntary separation or retirement.

Active service

Service on active duty or full-time National Guard duty.

Active service obligation

A specified period of active service that USAR and ARNG AGR officers must serve before becoming eligible for voluntary separation or retirement.

Assignment alert

The official notification of an impending assignment sent by writing, voice, email, or other medium from DA or HRC assignment officials to an officer. An assignment is considered “firm” when an officer has been selected to fill a valid requisition (that is, when and where the officer will be assigned).

Commissioning obligation

An ADSO established by statute, regulation, or agreement for a specific program from which an officer is commissioned and enters on active duty.

Special branches

Each corps of the AMEDD, JAGC, and the Chaplains; and such other special branches as may be established by the Secretary of the Army.

SUMMARY of CHANGE

AR 350–100

Officer Active Duty Service Obligations

This major revision, dated 21 July 2023—

- Removes redundant responsibilities (para 1–4).
- Adds records management (recordkeeping) requirements (para 1–5).
- Adds obligations for military schooling for Cyber (para 2–6).
- Adds specified scholarships (para 3–4a).
- Updates deadline for specified graduate programs (para 3–4d).
- Updates language in Active Duty Service Obligation (para 3–5).
- Adds obligation requirements for Aviation and Cyber branches (para 3–5d).
- Updates notes for the Active duty service obligation for accepting commissions/long-term extension/warrant officer graduate school, branch of choice, or post of choice (table 3–1).

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