



PERSONNEL AND
READINESS

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

MAR - 5 2021

**MEMORANDUM FOR ACTING DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR
CIVILIAN PERSONNEL POLICY**

**SUBJECT: Priority Placement Program Exception for Cyber Excepted Service Positions Filled
by Students and Recent Graduates**

Pursuant to paragraph 3.d., of Department of Defense Instruction 1400.25, Volume 1800,
“DoD Civilian Personnel Management System: DoD Priority Placement Program (PPP),”
December 1996, incorporating Change 8, January 16, 2020, I except Cyber Excepted Service
(CES) intern positions filled by students and recent graduates. For purposes of the Priority
Placement Program (PPP), such positions will be treated in the same manner as positions filled
pursuant to the Pathways Intern Program or the Recent Graduates Program. The Department of
Defense PPP Handbook will be updated immediately to reflect this exception.

Virginia S. Penrod

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Acting

cc: Deputy Chief Information Officer (Cybersecurity)