

Congress of the United States

Washington, DC 20515

August 15, 2025

The Honorable Pete Hegseth
Secretary
U.S. Department of Defense
1000 Defense Pentagon
Washington, DC 20301

Dear Secretary Hegseth:

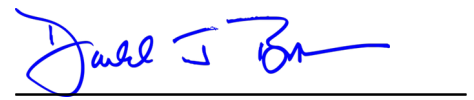
It has come to our attention that you may be considering dismantling the Command Assessment Programs (CAPs). These programs have been in place for years across the services and help drive meritocratic promotions. Tools like the 360-peer review and double-blind interviews make up a fair and rigorous process for identifying and selecting the most capable leaders for command positions.

Given the demonstrated effectiveness in improving the quality of command selections, any proposed changes to these programs raises serious questions. We respectfully request you inform us of any plans to dismantle or make major changes to these programs. If such a decision is made, we request that you provide us with your rationale and information on how the Department intends to maintain the standards of leadership selection that CAPs have helped to achieve.

Sincerely,



Jason Crow
Member of Congress



Don Bacon
Member of Congress