FISCAL YEAR 2025 JUDGE ADVOCATE GENERAL'S CORPS 1L INTERN PROGRAM SELECTION BOARD ADDITIONAL GUIDANCE

1. **General**.

a. The Judge Advocate General's Corps (JAGC) 1L Intern Program is designed to acquaint law students with the practice of law in the Army and to provide them with a basis to decide whether to apply or recommend others to apply for a commission in the JAGC. The 1L Intern Program is also designed to increase visibility of the JAGC throughout American Bar Association-accredited law schools.

b. Apart from basic eligibility, the board should look for the following qualities when evaluating applicants for the 1L Intern Program: leadership ability, scholastic aptitude, maturity, and motivation toward military service. The board policy for selection is to recommend the best qualified applicants in order of merit. Veterans' eligibility and military experience shall be considered positive factors. The analysis of individual applications should include a review of the following factors:

(1) Achievement in undergraduate education and law school;

(2) Maturity; and

(3) Legal experience.

2. **Equal Employment Opportunity**. Developing and maintaining qualified leadership representative of the population is critical for mission effectiveness and is essential to national security. Effective leaders understand that organizational success depends on the ability of people of different backgrounds to work together, while bringing the value of their diverse experiences to the mission. With a culture that reflects our nation, the Army is better able to attract and keep the best men and women from across the Nation, and to operate more successfully around the world. Moreover, the success of today's Army comes from a total commitment to the ideals of freedom, fairness, and human dignity upon which our country was founded. It is vital that our Army is in fact one of equal opportunity–equal opportunity is the only acceptable standard for our Army. This principle applies to every aspect of career development and utilization in our Army but is especially important to demonstrate in the selection process. Select meritorious applicants who create and maintain an inclusive environment where individual attributes are recognized, accepted, and, most importantly, valued, regardless of race, color, national origin, religion, sex (including gender identity), or sexual orientation. In doing so our Interns will have a clear perception of equal opportunity in the selection process.