



PERSONNEL AND
READINESS

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

SEP 10 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Hiring Freeze Exemption – Department of Defense Cyber Workforce Framework Positions

- References: (a) Secretary of Defense Memorandum, “Guidance Regarding the Department of Defense Civilian Hiring Freeze,” March 14, 2025
(b) Official Performing the Duties of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Guidance on Hiring Freeze Exemptions for the Civilian Workforce,” March 18, 2025

I hereby authorize a categorical exemption from the DoD hiring freeze for positions within the DoD Cyber Workforce Framework (DCWF). This exemption allows for critical vacancies to be filled timely and streamlines the onboarding of specialized cyber talent in essential cyberspace work roles as defined by Department of Defense Directive 8140.01, “Cyberspace Workforce Management,” October 5, 2020, and the DCWF. The DCWF was established in response to the Federal Cybersecurity Workforce Assessment Act of 2015, Consolidated Appropriations Act of 2016 (Public Law 114–113).

To ensure ongoing compliance and effectiveness, my office is reviewing all existing categorical exemptions to determine if any updates are required. This review encompasses positions mandated by statute, including those critical to the organic industrial base.


Anthony J. Tata