

## MILPERSMAN 1220-300

### SPECIAL WARFARE OPERATOR (SO) RATING

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<b>Reference (s)</b>	<ul style="list-style-type: none"> <li>(a) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II, Navy Enlisted Classifications</li> <li>(b) COMNAVCRUITCOMINST 1130.8J, Navy Recruiting Manual - Enlisted</li> <li>(c) NAVMED P-117, Manual of the Medical Department, Article 15-105, Naval Special Warfare and Special Operations (NSW/SO)</li> <li>(d) U.S. Navy Diving Manual</li> <li>(e) OPNAVINST 1160.8A, Selective Reenlistment Bonus (SRB) Program</li> <li>(f) BUPERSINST 1430.16F, Advancement Manual for Enlisted Personnel of the U.S. Navy and U.S. Navy Reserve</li> <li>(g) OPNAVINST 5350.4D, Drug and Alcohol Abuse Prevention and Control</li> <li>(h) DJMS Procedures Training Guide (PTG)</li> </ul>
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1. **Purpose.** This article discusses personnel aspects of the special warfare operator (SO) rating (sea-air-land (SEAL)) operator. The following topics are covered:

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2. **Rating Description.** SEALs are responsible for the training, preparation, and execution of special operations in maritime, urban, desert, jungle, arctic, and mountain environments. SEALs are experts in:

- Special operations tactics;
- Missions;
- Mission planning;
- Cultural awareness;
- Small-unit leadership;
- Operational risk management;
- Tactical, operational, and strategic thinking;
- Tactical communications;
- Tactical air control/terminal guidance;
- Combat diving and SEAL Delivery Vehicle operations;
- Paradrop operations;
- Small boat operations;

- Tactical ground mobility;
- Small arms and crew-served weapons;
- Fast roping and rappelling;
- Demolitions/explosive breaching;
- Trauma care;
- Intelligence gathering and interpretation;
- Transportation and logistics; and
- Chemical/biological/radiological/nuclear defense measures.

The SO rate is sea-duty intensive. Exhibit 1 and the SEAL Web site [www.sealswcc.com](http://www.sealswcc.com) provide comprehensive description and information about a career in the SO rating.

### 3. **Suitability for Assignment**

a. **Accession Prerequisites.** The distinct purpose and nature of duties involved in the SO rating require strict adherence to eligibility criteria, procedures, and policy for conversion and assignment to the SO rating.

b. **Professional Performance.** While the highest standards of personal conduct, reliability, and judgment are required of all members of the naval service, it is especially important that members assigned to duty involving the performance and supervision of SO operations are of unquestioned personal conduct, reliability, judgment, and observance of military regulations.

### 4. **Rating Designation**

a. Upon completion of SO "A" School training pipeline which consists of:

- SO Preparatory, CIN K-431-0350 CDP 04WF;
- SO BUD/S Orientation, CIN K-431-0037 CDP 173K;
- SO BUD/S, CIN K-431-0024 CDP 169K;
- SO SEAL Qualification Training (SQT), CIN K-431-0059, CDP 754F;
- Cold WX, CIN K-431-0098 CDP 659S;
- Navy Parachute, Static Line, CIN A-431-0135 CDP 757K;
- Navy Parachute, Free Fall, CIN A-431-0136 CDP 757M; and
- SERE CIN K-431-0400 CDP 06YB

enlisted personnel are awarded NEC 5326 and designated as SO SEAL upon completion of SQT. Recruit and fleet conversions are authorized accelerated advancement to E-4 (SO3) per MILPERSMAN 1510-030.

b. Commanding Officer, Naval Special Warfare (NSW) Center shall submit NAVPERS 1221/6 Navy Enlisted Classification (NEC) Change Request to Navy Personnel Command (NAVPERSCOM), Enlisted Personnel Readiness and Support Branch (PERS-4013) requesting awarding of NEC 5326 at the completion of SO "A" School.

5. **NEC Codes**. Enlisted SO personnel are designated by NEC codes per their qualifications. Reference (a) further describes each of the NEC codes:

- Basic special warfare operator (student), NEC 5320;
- Seal delivery vehicle (SDV) pilot/navigator/dry deck shelter (DDS) operator (SEAL), NEC 5323;
- Special warfare operator/SEAL, NEC 5326; and
- Naval special warfare medic, NEC 5392

6. **Recruit, Non-SO Qualified NAVETS, and OSVETS Accessions**.

The SO rating is designated as an advanced technical field program. Reference (b) provides entry requirements and policy for recruit, NAVET, and OSVET accessions.

7. **Rating Conversion Entry Requirements**. Conversion to the SO rating requires successful completion of SO "A" School. Approval to attend SO "A" School will be based on the needs of the community and determined by Bureau of Naval Personnel (BUPERS), Special Warfare Enlisted Community Manager (ECM) (BUPERS-324). Except where specified "**no waiver**," BUPERS-324 may waive one or more entry requirements, if the applicant is considered otherwise qualified. Due to the cost of permanent change of station orders, high risk training, historic high attrition training rates, and to prevent undue delay in training, commands and personnel submitting request for conversion shall strictly adhere to the policy and requirements specified in this article. Entry requirements can be found at [www.sealswcc.com](http://www.sealswcc.com).

a. **Duty**. Must be on active duty.

b. **Schools**. Previous attendance of explosive ordnance disposal (EOD), Navy Diver (ND), special warfare boat operator (SB), or special warfare operator (SO) "A" School. Members who

are (voluntarily or involuntarily) disenrolled from EOD, ND, SB, or SO "A" School will require a minimum of 2 years prior to reapplying for EOD, ND, SB, or SO "A" School. Personnel who previously (voluntarily or involuntarily) disenrolled from SO "A" School that request to return to SO "A" School must include the following in the application:

(1) NAVPERS 1070/613 Administrative Remarks statement; recommendation to return to training from the commanding officer (CO) of the respective SO "A" School course of instruction for which the member was disenrolled. **No waivers.**

(2) NAVPERS 1070/613 statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas. **No waivers.**

c. **Motivation.** Strong motivation, interest in the rating, and willingness to work diligently in the academic and operational training phases is required.

d. **Age Requirement.** Must be 28 years of age or less as of date of application receipt at NAVPERSCOM, SO "A" School Coordinator (PERS-401DH).

e. **Rank.** Be in pay grade E-1 through E-5.

f. **Time in Service.** Have 6 years or less of active duty service as of the date of application receipt at NAVPERSCOM (PERS-401DH).

g. **Armed Services Vocational Aptitude Battery (ASVAB).** Meet ASVAB requirement per current ASVAB NAVADMIN.

h. **Medical Requirements.** Meet medical standards as specified in reference (c). Request for waiver of physical standards for personnel who do not meet minimum standards must be submitted, per reference (c), to BUPERS, NSW/NSO Community via Service Member's CO via Bureau of Medicine and Surgery (BUMED), and Undersea Medical and Radiation Health (M3/50M2).

i. **Hyperbaric Pressure Test.** Administered per reference (d). Hyperbaric pressure test may be waived if a hyperbaric chamber facility is not accessible due to geographic isolation.

j. **Obligated Service (OBLISERV).** The OBLISERV requirement for fleet conversions attending SO "A" School (i.e., basic

underwater demolition (BUD) and SEAL qualification training (SQT)) is 51 months from class graduation date and awarding of the 5326 NEC or until completion of previous OBLISERV, whichever is greater, unless released earlier by Chief of Naval Personnel. COs shall ensure applicants understand OBLISERV to train options per MILPERSMAN 1306-106 and reference (e). **No waivers.**

k. **Performance Standards.** Evaluation trait marks 3.0 or above in last three evaluation reports. For members with less than 3 years of service, submit all evaluations.

l. **Misconduct.** The applicant may not have a nonjudicial punishment (NJP)/court-martial or serious civil court conviction during the previous 12 months prior to the application.

m. **Security Clearance.** Attendance to SO "A" School requires eligibility for a Secret clearance based on a national agency check with local agency and credit checks (NACLC).

n. **Physical Fitness.** Pass the physical screening test (PST) per MILPERSMAN 1220-410. **No waivers.**

o. **CO's Recommendation.** Be recommended for initial training by the member's current CO.

8. **Applying for Rating Conversion.** Applicants who are applying for rating conversion must take the following steps:

Step	Action
1	Apply for SO convert in quota via Career Waypoints Program.
2	Access the Naval Special Warfare In-Service Recruiter's Web site at <a href="http://www.sealswcc.com">http://www.sealswcc.com</a> to schedule an interview and PST.  <b>Phone:</b> 1-888-USN-SEAL <b>E-mail:</b> <a href="mailto:motivators@navsoc.socom.mil">motivators@navsoc.socom.mil</a>
3	Undergo screening process.
4	Receive Report of Rating Conversion Screening.
5	Assemble rating conversion package.

6	Mail or e-mail (encrypted) conversion package to:  <b>Navy Personnel Command (PERS-401DH)</b> <b>5720 Integrity Drive</b> <b>Millington, TN 38055-5402</b>  <b>E-Mail:</b> <a href="mailto:MILL_ND_EOD_SB_SO_packages@navy.mil">MILL ND EOD SB SO packages@navy.mil</a> (Encrypted e-mail is the preferred method.)
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9. **Rating Conversion Screening Requirements.** Applicants will be screened by approved personnel and activity.

a. **Approved Screening Personnel.** A qualified SO or SB officer, or a qualified E-6 and above (NEC 5326/5323 or 5352) can conduct the screening. Approved screening personnel must submit PST scores to NSW in-service recruiters for official recommendation letter.

b. **Approved Screening Activity.** Only commands with adequate facilities for screening applicants will conduct screening.

(1) An approved screening activity is any Diving/EOD/SEAL/SWCC/UCT command or Navy Recruit Training Command (NAVCRUITRACOM). NSW commands should be the priority screening activity as it relates to the applicant's primary mission and capability.

(2) Screening conducted by other commands due to geographic isolation or absence of approved screening personnel, must be coordinated through and approved by the Naval Special Warfare Motivator's Office.

10. **Rating Conversion Screening Process.** The screening activity will ensure the following:

Step	Action	Per
1	Interview the applicant.	Para 10a
2	Conduct a Diving Medical Examination.	Para 10b
3	Conduct a PST.	Para 10c
4	Conduct a Hyperbaric Pressure Test.	Para 10d
5	Submit a Request for Rating Conversion.	Para 10e

a. **Interview the Applicant.** The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation, and potential for successfully completing SO "A" School and subsequent SO career assignments. The interviewer will do the following:

(1) Discuss the nature of the SO rating with the applicant to include training, duty assignments, operational employment, career development, pay, advancement, etc.

(2) Review the applicant's electronic service record (ESR) to fully assess past performance, conversion's effect on professional development, potential for successfully completing SO "A" School, and identify traits which could be beneficial to the community.

(3) Determine the applicant's comfort level in the water. Member must have considerable comfort level when in a waterborne environment. This should not be determined solely by the PST.

(4) Determine the applicant's physical fitness level.

(5) Review entry requirements with the applicant to determine which requirements are met and which requirements require a waiver.

(6) Complete Exhibit 2, Report of SO Rating Conversion Screening.

(a) All rating conversion entry requirement waivers must be specified and supported with justification for approval.

(b) A negative response to any of the questions or traits identified in the applicant's ESR could indicate unsuitability for the program.

(c) Provide a positive or negative endorsement stating the suitability to attend SO "A" School.

b. **Conduct a Diving Medical Examination.** Applicants must meet physical examination and standards per reference (c).

(1) **Approved Location.** The medical examinations may be conducted at hospitals, clinics, or dispensaries capable of accomplishing or coordinating all required examination elements.



(2) **Approved Medical Examiner.** Per reference (c), examinations can be conducted by any physician, but an undersea medical officer (UMO) or diving medical officer (DMO) must approve and review all examinations/reports. BUMED (M3/50M2) can review and sign physical examinations for accessions performed by another credentialed medical provider where a Navy UMO or DMO is not proximately available.

(3) **Medical Reports.** Results of the medical examination will be recorded on the following reports:

(a) DD 2807-1 Report of Medical History.

(b) DD 2808 Report of Medical Examination.

(c) NAVPERS 1200/6 U.S. Military Diving Medical Screening Questionnaire. Used to report any interval changes to health history or physical exam since last valid periodic dive medical exam. Must be completed no later than 1 month prior to actual transfer to training and placed in Service Member's medical record.

(4) **Validity.** The initial medical examination will be valid for a 24-month period. Candidates who have not reported to SO "A" School within the 24-month period must re-submit DD 2807-1 and DD 2808 updated forms to NAVPERSCOM (PERS-401DH).

c. **Conduct the PST.** The PST is designed to assess the applicant's physical ability to undergo initial and advanced training.

(1) Administer the PST (MILPERSMAN 1220-410).

(2) No alterations to the test are permitted. The test must be administered exactly as indicated.

d. **Conduct a Hyperbaric Pressure Test.** The hyperbaric pressure test is designed to determine if the applicant can successfully adapt to increased atmospheric pressure without adverse physiological reaction. This test is conducted in a hyperbaric recompression chamber per reference (d).

e. **Submit a Request for Rating Conversion.** Upon satisfactory completion of the screening process, applicants will forward their request to NAVPERSCOM (PERS-401DI) with a

copy to applicant via NAVPERS 1306/7 Enlisted Personnel Action Request.

(1) NAVPERS 1306/7 will reference MILPERSMAN 1220-300 and include the following statement:

"Per MILPERSMAN 1220-300, I volunteer for SO duty and request assignment to SO "A" School. I agree to serve on active duty for a period of 51 months from class graduation date or until completion of previously obligated service, whichever is greater, unless released earlier by Navy Personnel Command (NAVPERSCOM). I also agree to serve the period of minimum obligated service specified, regardless of whether I retain qualification as an SO and NEC 535X during that period."

(2) COs are required to provide a statement concerning the applicant's suitability for type of training and assignment to duty.

(3) Enclosures. The following are required enclosures for package:

Enclosure 1	DD 2807-1
Enclosure 2	DD 2808
Enclosure 3	MILPERSMAN 1220-300, Exhibit 1, Report of SO Rating Conversion Screening
Enclosure 4	NAVPERS 1616/26 Evaluation Report and Counseling Record for previous 3 years (or all for members with less than 3 years service), including any special or transfer evaluations
Enclosure 5	Armed Services Vocational Aptitude Battery scores as documented on NAVPERS 1070/604 Enlisted Qualifications History
Enclosure 6	Hyperbaric pressure test results. Provide memorandum stating waiver justification if not completed

#### 11. Transfer to SO "A" School

a. **Physical Condition Verification.** The member's physical condition shall be verified by performing the PST approximately 30 days prior to transfer to SO "A" School per MILPERSMAN 1220-410. The PST will be coordinated through the NSW In-Service Recruiters Web site at [www.sealswcc.com](http://www.sealswcc.com). Test results will be placed in the Service Member's ESR. Personnel who fail the PST

30 days prior to transfer will retest approximately 15 days prior to transferring. If the member fails again, NAVPERSCOM (PERS-401DH) will be notified by e-mail within 24 hours of the failure and the member's orders shall be held in abeyance.

b. **Authorization.** A UMO or DMO is required to complete and sign NAVPERS 1200/6 no later than 1 month prior to actual transfer to training. Place original NAVPERS 1200/6 in the Service Member's medical record.

c. **Participation in Advancement Exams.** Conversion to the SO rating requires successful completion of SO "A" School per reference (f).

(1) Personnel under instruction for conversion on scheduled date of examination are prohibited from taking any advancement examination.

(2) If otherwise qualified, personnel ordered to SO "A" School for rating conversion may compete for advancement in their present rating until the class convening date; however, personnel selected for advancement to E-6 prior to class convening may lose eligibility to attend SO "A" School.

d. **Disqualification Condition.** Personnel who have received orders to attend SO "A" School, but develop any possible disqualifying condition contrary to rating conversion entry requirements outlined in paragraph 7; to include physical conditioning, medical standards, advancement to E-6, performance standards, NJP, or lack of security clearance eligibility; are required to notify NAVPERSCOM (PERS-401DH) by message.

## 12. Disenrollment from SO "A" School

a. **Reclassification/Reassignment and Suitability.** Members who voluntarily or involuntarily disenroll from SO "A" School initial training will be made available for reclassification or reassignment to their rating detailer. Members should contact their detailer as soon as possible and have NAVPERS 1070/613 entry made in their ESR stating the reason for disenrollment.

b. **OBLISERV.** Members disenrolled where OBLISERV is required for instruction received, with approval of NAVPERSCOM, Enlisted Career Progression Division (PERS-81), may be permitted to execute a new NAVPERS 1070/621 or NAVPERS 1070/622.

**Note:** See MILPERSMAN 1160-040 for explanation of "instruction received."

c. **New Extension Agreement.** Upon execution of an extension, the previously executed extension agreement for the course of instruction shall be canceled.

(1) For those members who accepted accelerated advancement, this OBLISERV will be in addition to the 1-year extension incurred for accelerated advancement.

(2) OBLISERV for instruction cannot exceed the number of months of the original extension agreement. OBLISERV requirements shall be executed from the date of disenrollment.

d. **Disenrollment Prior to Commencement Training.** If a member is disenrolled for any reason prior to entry into the training, a request may be submitted to NAVPERSCOM (PERS-81) for cancellation of OBLISERV agreement.

e. **Executing New Extension Agreement**

(1) Upon receipt of NAVPERSCOM (PERS-81) approval, COs or officers in charge shall take the following steps/actions:

Step	Action
1	Execute extension agreement.
2	Cancel old extension agreement.
3	Submit NAVPERS 1070/621 and/or NAVPERS 1070/622.
4	Make a NAVPERS 1070/613 entry (see below).

(2) The following NAVPERS 1070/613 entry is required:

My active duty obligation remaining upon disenrollment from (school) has been explained to me per MILPERSMAN 1220-300. I understand that my active duty obligation has been established as (expiration of active obligated service date).
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\_\_\_\_\_  
 Member's Signature

\_\_\_\_\_  
 Witnessing Officer's Signature

13. **Change of Rating.** Personnel designated in the SO rating may request a change of rating per MILPERSMAN 1440-010. Personnel are required to submit NAVPERS 1221/6 to BUPERS-324 to

concurrently affect change of rating and removal of the SO rating related NEC.

14. **Forced Conversion.** Forced conversion is NAVPERSCOM directed. Involuntary change of rating is based on a member's loss of eligibility or suitability to further serve in their present rating as defined in MILPERSMAN 1440-010. Forced conversions will be conducted per MILPERSMAN 1440-010 and as further described in this article. COs may recommend forced conversion/revocation of the SO rating NEC by submitting NAVPERS 1221/6 to BUPERS-324. Service Members assigned NEC 0000 have 30 days to request conversion to an undermanned rating per MILPERSMAN 1440-010, and command shall remove advancement recommendation until member successfully converts to new rating. This revocation shall not be used as a punitive measure, but based on the CO's determination that the member is no longer suitable for assignment in the SO rating. The NAVPERS 1221/6 must substantiate that determination by providing sufficient background and reasonable justification for removal of member's NEC. Recommendations to revoke NEC shall include one or more of the following statements:

"The member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in),"

or

"The member is considered unsuitable for reassignment and will be recommended for administrative discharge by separate action",

or

"The member is unsuitable for duty in Diver/EOD/SEAL/SWCC/UCT commands. The member may not reapply for reinstatement for NEC 5326."

Primary reasons for forced conversion or revocation of NEC include, but are not limited to, the following:

a. **Duties.** Failure or unwillingness to perform duties required of the rating.

b. **Failure to maintain rating eligibility.** Permanent revocation by Department of the Navy, Central Adjudication

Facility (DON CAF) of the member's security clearance or permanent physical disability.

c. **Professional Performance**

(1) Willful dereliction of duty.

(2) Breaches in ammunition, arms, and explosives (AA&E); parachute; or ordnance; safety or regulations.

(3) Loss of CO's faith and confidence in the member's ability to exercise sound judgment, reliability, and personal conduct.

d. **SO/SEAL Qualification.** Failure to attain SO (SEAL) qualification as specified in MILPERSMAN 1220-085.

e. **Alcohol Abuse.** Personnel identified as having abused alcohol will be locally suspended by their CO from duty pending the outcome of screening, disciplinary action, or rehabilitation procedures as outlined in reference (g). At any time during or upon completion of those proceedings, COs have the following options:

(1) If a counseling/rehabilitation program appears **likely to succeed**, the member will remain assigned to the command in a non-SO NEC status and will have a program developed per reference (g).

(2) If **future alcohol abuse is considered likely**, or the member **fails rehabilitation treatment**, the CO must certify that the member has no potential for further useful service and must initiate separation procedures. Commands will submit a NAVPERS 1221/6 to BUPERS-324 to revoke the SO rating-related NEC.

(3) Personnel who **voluntarily refer themselves** for treatment in the **absence of either an alcohol-related violation** (of local, state, Federal law, or Uniform Code of Military Justice (UCMJ)) **or substandard service**, and are found in need of treatment, will not be forced converted; member will retain NEC and all associated specialty pays, but be disqualified to supervise any operations until successful completion of treatment.

f. **Drug Abuse.** Members identified as having abused drugs, as defined in reference (g), are not eligible for future

reinstatement. Members will be processed for administrative separation as specified in MILPERSMAN 1910-146. Commands will submit NAVPERS 1221/6 to BUPERS-324 to revoke the SO rating related NEC.

**NOTE: Forced conversion from the SO rating shall not be used as a substitute for required disciplinary and or administrative action. Particular consideration shall be exercised to ensure that forced conversion is not used to transfer members to other duty when they do not clearly meet the established high standards for continued naval service.**

15. **Supervisory Status.** There are a few situations in which personnel are unable to meet the physical standards for SO duties; to include diving, parachute, and demolition operations; through no fault or lack of diligence on the member's part. In these few cases, personnel whose significant SO experience is of continued value to the Navy, may apply for "Supervisory Status" designation and remain in the SO rating.

a. **Eligibility.** Personnel must be designated as an SO (SEAL) and remain qualified for sea duty.

b. **Request Designation.** Request designation for "Supervisory Status" by submitting NAVPERS 1306/7 **via** their CO and BUMED (M3/50M2) **to** BUPERS-324. Request shall contain the following:

(1) Results of a recent diving physical examination as enclosure (1).

(2) A brief synopsis of previous NEC-related experience as enclosure (2).

c. **Designation.** BUPERS-324 will designate personnel in either "Supervisory Status, Diving" or "Supervisory Status, Non-diving," based on the following considerations:

(1) Favorable endorsement of the member's request by the CO.

(2) BUMED recommendation concerning waiver of physical standards.

(3) Number of personnel presently assigned in a "Supervisory Status, Diving" or "Supervisory Status, Non-diving"

at the member's activity. Personnel designated "Supervisory Status, Diving" or "Supervisory Status, Non-diving" will be limited to a maximum of 5 percent of an activity's onboard diving-related billet allowance, or less if the number may be detrimental to operational capability.

d. **Disapproval.** If disapproved, the member will be forced converted to another rating per MILPERSMAN 1440-010.

e. **Tenure and Extensions.** Designation of personnel for "Supervisory Status, Diving" or "Supervisory Status, Non-diving" shall be made to coincide with required diving duty physical examination tenure. Extension of "Supervisory Status" must be requested to coincide with completion of diving duty physical examinations. Personnel designated Supervisory Status, Diving/Non-diving" may retain that status, dependent upon the receiving command's requirements, if transferred during the normal tenure of diving duty physical examination.

f. **Assignments.** Personnel designated "Supervisory Status, Diving" are assignable to sea duty, eligible for diving pay per their current NEC, and limited to performing supervisory, inspection, and re-qualification dives only per MILPERSMAN 1220-260.

g. **Sea Duty and Diving.** Personnel designated "Supervisory Status, Non-diving" will not normally be assigned to sea duty, unless the number of divers in a full diving status at an activity is sufficient to conduct safe diving operations. Personnel assigned in a "Supervisory Status, Non-diving" shall not dive.

16. **Periodic Requalification.** Periodic requalification of SO personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualification without lapse.



a. Specific NEC Requalification. For policy on specific NEC requalification refer to the following:

<b>Topic</b>	<b>See MILPERSMAN</b>
Diving Requalification	1220-260
Parachute Requalification	1220-030
Demolition Requalification	1220-280

b. Documentation of diving operations is described in reference (d).

## EXHIBIT 1

### SO RATING DESCRIPTION

SEALs are named after the environments in which they operate - sea, air, and land, and are the foundation of naval special warfare combat forces. They are organized, trained, and equipped to conduct a variety of special operation missions in all operational environments. Today's SEALs trace their history from the elite frogmen of World War II. Training is extremely demanding, both mentally and physically, and produces the world's best maritime warriors.

Candidates may volunteer for SEAL during basic training at Navy Recruit Training Command (NAVCRUITRACOM) or at any time during their enlistment prior to their 29th birthday.

In-service recruiters (dive motivators) at NAVCRUITRACOM give presentations on the Navy's diver programs, conduct the physical training screening tests, and assist interested people with their applications. In-service recruiters are located at Naval Amphibious Base (NAB), Coronado, CA and NAB, Little Creek, VA. Call 1-800-USN-SEAL or go to [www.sealswcc.com](http://www.sealswcc.com) for more information.

A more stringent physical examination and medical screening is required of SEAL Program candidates. Applicants' entrance medical examinations will be reviewed for diving qualifications and further physical screening tests will be given at the NAVCRUITRACOM and at the Basic Underwater Demolition/SEAL (BUD/S) "A" School.

BUD/S training is physically and mentally demanding, but the individual who accepts the challenges is rewarded with extra pay for diving, parachuting, and demolition; plus extraordinary duty assignments.

<b>Career Path After Recruit Training</b>				
Enlistees are taught the fundamentals of naval special warfare through formal Navy schooling and on the job training. BUD/S "A" School candidates attend 5 phases of training at Coronado, CA; Fort Benning, GA; and various other locations.				
<b>School</b>	<b>Present Location</b>	<b>Approximate Training Time</b>	<b>Subjects</b>	<b>Training Methods</b>
SO Preparatory	Great Lakes, IL	5-8 weeks	Physical and psychological preparation for BUD/S training	Group instruction, classroom and practical
Basic Underwater Demolition/ SEAL (BUD/S) Orientation	Coronado, CA	3 weeks	Same as above	Group instruction, classroom and practical
Basic Underwater Demolition/ SEAL (BUD/S) "A" School	Coronado, CA	27 weeks	Physical conditioning, small boat handling, diving physics, basic diving techniques for open and closed circuit scuba, land warfare, weapons, demolitions, communications, and hydrographic reconnaissance	Group instruction, classroom and practical

Parachute Training	San Diego, CA	4 weeks	Basic skills required for combat static line and military freefall parachuting	Group instruction, classroom and practical
Full Spectrum SERE	San Diego, CA	10 days	Full spectrum survival, escape, resist, and evade training	Group instruction, classroom and practical
SEAL Qualification Training (SQT)	Various	19 weeks	Core Naval Special Warfare tactical knowledge and skills	Group instruction, classroom and practical
<p>During a 20-year period, SEALs spend about 70 percent of their time assigned to operational teams and 30 percent to shore stations. Advanced training opportunities in demolition, weapons, diving, communications, intelligence, HALO/HAHO parachuting, foreign language, sniping, and a variety of other advanced skills provide the flexibility for specialization to complement a variety of interesting duty assignments.</p>				

**For SEAL challenge information see reference (b), volume 5, chapter 2, section 1.**

**What They Do**

- Special operations are characterized by the use of small units with very unique capabilities to conduct surgical military actions that are beyond the capability of conventional military forces.
- SEALs master "maritime" special operations, with a combination of specialized training, equipment, and tactics.

SEAL medics (special operations combat medics) provide combat trauma medical support during all operations, while also serving as SEALs.

### **Qualifications and Interests**

SEAL Challenge candidates should be mature, motivated, self-assured and self-confident, willing to follow orders, and able to work under stressful and hazardous conditions. They should be in excellent physical condition and motivated to withstand the rigorous physiological demands imposed by the maritime environment. The ability to swim and withstand fatigue is a major factor in successful completion of the training. Other necessary characteristics needed are good study habits and learning skills, knowledge of arithmetic and basic algebra, mechanical skills, and manual dexterity. Applicants must be United States citizens eligible for a security clearance.

### **Working Environment**

SEALs perform special operation missions from fixed-wing aircraft, helicopters, ships, and submarines. They may be exposed to arctic, desert, or jungle environments including survival in enemy controlled areas and all water conditions. They may also perform administrative and foreign training missions in a wide variety of climates throughout the world.

Since Navy programs and courses are revised at times, the information contained in this section is subject to change.

**EXHIBIT 2**  
**REPORT OF SO RATING CONVERSION SCREENING**  
(Use proper letter format.)

From: (screening activity)  
To: Commander, Navy Personnel Command (PERS-401DH)  
Subj: REQUEST FOR SPECIAL WARFARE OPERATOR (SO) RATING  
CONVERSION  
Ref: (a) MILPERSMAN 1220-300

1. (rank or rate, name), currently attached to (member's present command), was screened for application for assignment to SEAL training following the procedures specified in reference (a).

2. The member completed the screening as indicated below:

a. Interview conducted by: (name, rank, position, command, date). (Interviewer should include any significant findings pertinent to selection/non-selection of member for requested training.)

(1) Does the applicant totally understand the mission and scope of the program? Yes \_\_\_\_\_ No \_\_\_\_\_

(2) Does the applicant fully understand the training regimen during initial training and what will be expected of them? Yes \_\_\_\_\_ No \_\_\_\_\_

(3) Is the applicant's motivation for entry into the rating a sincere desire for personal growth and achievement, and not solely for the money or as a method to escape their present circumstances, etc? Yes \_\_\_\_\_ No \_\_\_\_\_

(4) Does the applicant have the ability to adapt to the requirements of the desired community? Yes \_\_\_\_\_ No \_\_\_\_\_

(5) Is the applicant mentally prepared for the arduous training? Yes \_\_\_\_\_ No \_\_\_\_\_

(6) Does the applicant have any financial, marital, or other hardships that would impede their ability to concentrate on and complete the training? Yes \_\_\_\_\_ No \_\_\_\_\_

b. PST conducted by: (name, rank, position, command, date)

(1) Swim Time: \_\_\_\_\_ min \_\_\_\_\_ sec

(2) Run Time: \_\_\_\_\_ min \_\_\_\_\_ sec

(3) Sit-ups: \_\_\_\_\_, Push-ups: \_\_\_\_\_, Pull-ups: \_\_\_\_\_

c. Pressure test conducted by: (name, rank, position, command/facility, date) or waived (state justification). Pressure test (results to be included as application package) contained in enclosure (1).

d. Eligible for a Secret security clearance based on National Agency Check with Local Agency and Credit Checks (NACLIC). ( ) Yes ( ) No

3. Based on (satisfactory/unsatisfactory) completion of this screening the member (is/is not) recommended for (type training). (If member is not recommended, state reason(s).)

(Signature)

Copy to:  
Member's present command