

**FOR YOUR INFORMATION**  
**Post-Government Employment Advice/Letters**

- OTHER NAMES: Safe harbor letter, 207 letter, PGE letter, 30-day letter, etc.
- FOR WHOM: DoD does *not* draft post-government employment (PGE) letters at the request or behest of non-Federal prospective employers. We provide PGE letters to departing and former DoD personnel (civilian & military) when requested and necessary, after they receive seeking and post-government employment guidance from their appropriate legal/JAG office.
- DISQUALIFICATION v LETTER: DoD often receives requests for PGE letters, where the DoD personnel are advised that the prospective employer will not consider them or interview them without a “letter.” There appears to be confusion about two different rules, seeking employment restrictions and PGE restrictions.
  1. Written Disqualifications are used to evidence the employees’ recusal from DoD matters once they have begun seeking post-government employment.
  2. PGE Letters\* are the advice provided by ethics officials to the DoD employee usually issued only once the employee has firm arrangements for post-government employment.
- REQUIRED: Not all DoD employees need or are required to receive a post-government employment letter. A very small portion of DoD departing officials are REQUIRED by law to request a post-government employment letter—where failure to receive one can have repercussions for a prospective employer. These individuals are considered “covered” senior DoD officials or those likely covered by the Procurement Integrity Act. See detailed discussion at [http://www.dod.mil/dodgc/defense\\_ethics/2008\\_Advisories/ADV\\_0803.htm](http://www.dod.mil/dodgc/defense_ethics/2008_Advisories/ADV_0803.htm).

\* General summaries of the rules governing seeking employment and post-government employment are also made available to departing DoD personnel.