



UNITED STATES MARINE CORPS
MARINE CORPS RECRUITING COMMAND
3280 RUSSELL ROAD
QUANTICO, VA 22134-5103

MCRCO 1131.1A
G3
06 May 2024

MARINE CORPS RECRUITING COMMAND ORDER 1131.1A

From: Commanding General
To: Distribution List

Subj: MARINE CORPS RECRUITING COMMAND LAW PROGRAMS

Ref: (a) MCRCO 1100.2_
(b) SECNAVINST 1120.9_
(c) 10 U.S.C. § 12205
(d) 10 U.S.C. § 533
(e) 10 U.S.C. § 12207
(f) DoDI 1312.03
(g) MCO P1400.31_
(h) MCO 1500.61
(i) 10 U.S.C. § 1074
(j) SECNAVINST 1412.6_
(k) 10 U.S.C. § 10206
(l) MCO 1001.59_
(m) MCO 1130.62C
(n) MCO 1900.16_
(o) SECNAVINST 1920.6_

Encl: (1) Template for ETP for LSAT Score
(2) Template for Summer Internship Request
(3) Template for Post-Bar Examination Internship Request
(4) Template for Pre-TBS Internship and Orders to Active Duty Request
(5) Template for Request for Delay of Accession

1. Situation. Marine Corps Recruiting Command (MCRC) is responsible for the recruitment of qualified individuals to serve as Marine Corps judge advocates. In order to ensure that Marines, commanders, and commanding generals receive competent and effective legal counsel, it is imperative that MCRC seek and recruit the best, most qualified, and most capable law students and licensed attorneys for commissioning. This order supplements reference (a) which is the governing order for officer procurement and accessions.

2. Cancellation. This order cancels MCRCO 1131.1.

3. Mission. MCRC conducts operations to recruit mentally, morally, and physically qualified individuals for commissioning and service as Marine judge advocates in order to attain the assigned total force personnel requirements for judge advocates in the United States Marine Corps.

4. Execution.

a. Commander's Intent. This order frames the operations and administration of the two main MCRC law recruiting programs: Platoon Leaders Class – Law (PLC-Law) and Officer Candidates Class – Law

(OCC-Law). The PLC-Law Program serves as the primary officer accession program for judge advocates, with the OCC-Law Program as a secondary program to fill identified gaps in the fiscal year judge advocate mission. The end state is the recruitment and accession of the most qualified individuals to serve as Marine Corps judge advocates. To achieve this end state, MCRC must develop a robust pool of officers with opportunities for mentorship and professional development before attending The Basic School (TBS).

b. Concept of Operations. MCRC develops its Operations Plan (OPLAN) for each fiscal year beginning well before the start of the fiscal year. Officer Programs (OP), G-3, MCRC is responsible for developing officer recruiting mission requirements, to include the MCRC Law Programs mission. Office of Staff Judge Advocate (OSJA), MCRC will assist OP, G-3, MCRC in determining MCRC Law Programs mission requirements, setting annual recruiting goals for MCRC Law Programs, and with the general administration of the MCRC Law Programs. Officer Selection Officers (OSO) will develop a thorough understanding of the PLC-Law and OCC-Law Programs for communication to, and recruitment of, prospective applicants.

(1) General Administration. The general administrative requirements, terms, and considerations for MCRC Law programs are discussed in Part I of this order.

(2) PLC-Law. Qualified first and second-year law students enrolled in an American Bar Association (ABA) accredited law school are eligible to apply for a commission via the PLC-Law Program. The PLC-Law framework is discussed in Part II of this order.

(3) OCC-Law. Qualified third-year law students and attorneys licensed to practice in a federal court or the highest court of any state, territory, commonwealth, or the District of Columbia are eligible to apply for a commission via the OCC-Law Program. The OCC-Law framework is discussed in Part III.

(4) Tasks. Staff section and subordinate unit tasks for the execution of MCRC Law Programs are outlined in Part IV of this order.

c. Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both civil and criminal penalties. The Department of the Navy (DON) recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities shall be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII pursuant to this order shall be in accordance with the Privacy Act of 1974.

5. Administration and Logistics.

a. Distribution. This order is approved for public release; distribution is unlimited.

b. Online Access. This order is published electronically and can be accessed online via MCRC's website located at: <https://www.mcrc.marines.mil/Marine-Officer/>

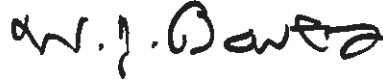
c. File Access. As a secondary point of access, OP, G-3, MCRC, shall maintain electronic and hard copies of this order for distribution.

d. Recommendations. Recommendations concerning the contents of this order may be forwarded to the Commanding General (CG), MCRC via the appropriate chain of command.

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6. Command and Signal.

- a. Command. This order is applicable to all Marine Corps Recruiting Command personnel.
- b. Signal. This order is effective the date signed.

A handwritten signature in black ink, appearing to read "W. J. Bowers". The signature is stylized with a large, looped "B" and a trailing flourish.

W. J. BOWERS

Part I: General Administration, Terms, and Considerations

1. MCRC Law Programs Administration. OP, G-3, MCRC with assistance from OSJA, MCRC, is responsible for the general administration of MCRC Law Programs. OP, G-3, MCRC, is responsible for the drafting, revising, and implementation of headquarters-level policies for all MCRC Law Programs.

2. Numerical Recruiting Mission in Upcoming and Out Fiscal Years. The MCRC officer planning mission is based in part upon the number of officers expected to access to active duty in a given fiscal year. Because PLC-Law officers are commissioned while in law school and do not access to active duty until they have completed the requirements of the PLC-Law Program, they are counted as accessions in the out fiscal years. OCC-Law Officers normally commission and access to active duty in the same fiscal year that they complete Officer Candidates School (OCS).

a. Upcoming Fiscal Year. MCRC will work with Manpower and Reserve Affairs (M&RA), Headquarters, U.S. Marine Corps (HQMC), to determine the numerical law recruiting mission for the upcoming fiscal year and out fiscal years.

b. Out Fiscal Years. The PLC-Law Program will be used to build the pool of PLC-Law officers in the out years, in order to meet forecasted recruiting missions in future fiscal years. MCRC will work with M&RA to set the numerical law recruiting mission for the out fiscal years.

3. Designation of a Law Programs Manager. OP, G-3, MCRC, in coordination with OSJA, MCRC, is responsible for designating a Law Programs Manager. The Deputy Staff Judge Advocate or other certified judge advocate, is the preferred MCRC staff member to serve in this role. The Law Programs Manager shall be well-versed on all MCRC law programs, policies, and procedures; and shall assist OP, G-3, MCRC as directed. The Law Programs Manager shall serve as a point of contact for all subordinate units.

4. Eligible Law Schools and Licensing Jurisdictions. Pursuant to reference (b), qualified applicants for the law commissioning programs described herein must be admitted to, be enrolled in, or have already completed, a Juris Doctorate (JD) degree program from a law school that, at the time of graduation, is accredited by the ABA. In addition, qualified applicants must be licensed, or must be working towards licensing, by a U.S. state, territory, commonwealth, or the District of Columbia.

5. Law Student. For the purposes of this order, a law student is an individual who is currently enrolled in an ABA accredited law school. First-year law students may be referred to as "1L," second-year as "2L," and third-year as "3L." College seniors who have been accepted into an ABA accredited law school may be referred to as "0L."

6. Licensed Attorney. An individual who has been licensed and admitted to practice law before a federal court or the highest court of a state, territory, commonwealth, or the District of Columbia. Depending on the jurisdiction, licensing is typically achieved upon the completion, submission, and subsequent verification of requirements including, but not limited to: (1) receiving a passing score on a state's bar examination; (2) receiving a passing score on the Multistate Professional Responsibility Exam (MPRE) or equivalent state ethics exam; (3) passing a state's character and fitness background check; and (4) completion of additional state-specific courses or examinations. Passing the bar examination, in itself, does not mean that the individual is licensed to practice law.

7. Bar Examination. Most eligible jurisdictions require that law students achieve a passing score on their state's bar examination to be licensed in that state. The bar exam tests law students' knowledge, comprehension, and analysis in core subjects such as torts, criminal law, constitutional law, criminal procedure, civil procedure, contracts, and property. Bar examinations are typically only offered twice a

year: July and February. Several jurisdictions now administer the Uniform Bar Exam (UBE). In conjunction with other requirements, the UBE allows law school graduates to transfer their qualifying scores to other participating jurisdictions for reciprocal licensing.

8. Required Proof of Licensing. Qualified applicants for the OCC-Law Program or PLC-Law officers awaiting orders to TBS must submit proof of licensing to practice law. Proof of licensing must be in the form of official documents provided by the official bar organization of an eligible licensing jurisdiction. This includes copies of: (1) bar cards, (2) official licenses, or (3) official correspondence showing that the qualified applicant or PLC-Law officer has been added to the eligible jurisdiction's master scroll of attorneys. In addition, new OCC-Law and PLC-Law Marines are encouraged to obtain a certificate of good standing from their state's bar organization since they will be required to show proof of good standing throughout their careers.

9. Tuition Assistance. In accordance with reference (a), members of the PLC-Law Program are eligible for the Marine Corps Tuition Assistance Program (MCTAP). The availability of financial assistance during law school is an excellent financial incentive for PLC-Law officers. In exchange, the Marine Corps receives approximately one additional year of guaranteed service, which is provided from funds that are already appropriated by federal statute. MCTAP has no impact on a PLC-Law officer's Pay Entry Base Date (PEBD). Per the Department of Defense Financial Management Regulations (DoD FMR), the PEBD calculation begins with date of commissioning. Thereafter, the PEBD is credited with time served on active-duty training, and Individual Ready Reserve (IRR) time completed after OCS but before commissioning. As applied, a PLC-Law officer's PEBD is set to ten weeks prior to their commissioning date. There is no adjustment for IRR time completed after active duty training since PLC-Law officers are commissioned at the conclusion of OCS.

10. General Law Recruiting Qualifiers and Considerations. In addition to those listed in reference (a), the following factors should be considered during boarding and selection of law applicants. These law-specific qualifiers demonstrate an individual's desire to develop their legal skills prior to (and sometimes after) licensing. As applicable, these qualifiers should be considered for both PLC and OCC-Law applicants. These law-specific qualifiers are valuable since most Marine judge advocates will gain significant courtroom experience within their first tour.

a. Participation in Moot Court or Mock Trial Team. Most, if not all, law schools sponsor their own moot court or mock trial teams. Moot court and mock trial teams mirror real court proceedings. Moot court simulates appellate-level practice by allowing students to submit written briefs and then argue their positions before a panel of practicing judges. Mock trial team simulates trial-level practice by allowing students to present evidence, examine witnesses, and present arguments before a jury of scoring, practicing attorneys. Membership on these teams is highly competitive and typically requires try-outs for selection.

b. Participation in Law Review and Law Journals. Most, if not all, law schools sponsor their own law reviews and law journals. Participation in a law review/journal is highly competitive and typically requires students to submit writing samples or be in the top of their class ranking to join. A law review/journal is generally a student-run, peer-reviewed publication that features articles submitted by law professors and students on a variety of legal topics. Law reviews/journals typically serve as reliable secondary research sources for practicing attorneys and are often cited by practicing lawyers and judges in real court proceedings.

c. Clinical Experience. Most, if not all, law schools sponsor clinics for school credit. Clinics provide students real world legal experience under the supervision of licensed attorneys who are highly experienced in their respective fields. Students involved in clinics are regularly assigned to real clients

and often represent them in real court proceedings. An example is a prosecution clinic where the law student appears in court as the prosecuting attorney under the supervision of a prosecutor at the local district attorney's office.

d. Internship and Externship Experience. Similar to clinics, internships and externships allow students to gain real world skills and hands-on experience in a variety of legal fields. Students typically apply for internships with law firms, government agencies, and non-profit organizations during their 1L and 2L law school summers. If selected, students will work, research, shadow, receive mentorship, and gain invaluable experience under the supervision of experienced licensed attorneys.

e. Participation in Pro Bono Services. Most, if not all, law schools, law firms, government agencies, and non-profit organizations conduct pro bono (no cost) programs to provide legal services to the community. Pro bono legal services offer invaluable assistance and representation to those who need it the most. Due to the complex intricacies presented in every case, providing pro bono services can make a significant impact in the outcome of a client's case.

f. Master of Laws (LL.M.). After obtaining a J.D., some lawyers seek specialization by obtaining a Master of Laws (LL.M.) in a particular field of the law. LL.M. curriculums allow for post-graduate students to receive additional legal training and education in specific areas of law such as tax, international, environmental, litigation, technology, cyber, and national security law.

g. Judicial Clerkships. Judicial clerkships allow recent law school graduates and/or practicing attorneys the opportunity to serve an elected or appointed member of the state or federal judiciary. Clerkships can vary greatly depending on the needs of the individual judge/justice, but generally clerks serve as aids, research assistants, and advisors. They usually research and draft court orders/opinions for their judge/justice to review, edit, and adopt. Clerkships are generally highly competitive.

h. Law Practice Experience. Most OCC-Law applicants will have some experience practicing law. Some will have worked at small, mid-size, or even large law firms. Others may have worked at government agencies or non-profit organizations. The type of work, length of time employed, evaluations, reputation, and disciplinary record (if any) should be considered when interviewing and submitting these applicants for boarding. Gaps in employment should also be considered.

f. Other Experience. Law schools typically offer extracurricular opportunities apart from those listed above. Some include being selected by tenured professors to serve as teaching assistants, others involve participation in a variety of community-oriented legal projects. Every extracurricular activity should be given due weight and consideration. As for licensed attorneys, most firms and government organizations embark in various projects and pro bono work aside from their practice areas. This experience should also be evaluated and considered.

11. General Training Pipeline. All Marine Corps judge advocates are required to attend OCS. Upon commissioning and meeting all accession requirements, student judge advocates must successfully complete the Basic Officer Course (BOC) at TBS. Upon completing TBS, student judge advocates will complete the Basic Lawyer Course (BLC) and Military Justice Orientation Course (MJOC) at Naval Justice School (NJS). Upon successful completion of the BLC, student judge advocates become certified judge advocates.

12. Appointment to Commissioned Grade. Pursuant to reference (c), members of MCRC Law Programs will normally commission once they have successfully completed OCS. Upon commissioning, OCC and PLC-Law officers will be given a Military Occupational Specialty (MOS) designation of Student Judge Advocate (4401) and will have their status updated in the Marine Corps Total Force System (MCTFS).

Upon appointment to commissioned grade, PLC-Law officers will be placed on inactive duty in the Individual Ready Reserve (IRR). PLC-Law officers will remain in the IRR until they meet the requirements to access onto active duty in their service agreement. Absent any administrative delays, OCC-Law officers will be assigned to a TBS class in the same fiscal year that they commission.

13. Constructive Service Credit. Marine judge advocates may receive up to three years of constructive credit for their time spent in law school upon graduation of NJS. Pursuant to reference (d) through (g), constructive service credit is awarded when commissioned service begins after the additional education, training, or experience required for appointment, designation, or assignment in a professional specialty or a specifically designated field is obtained. Constructive service credit provides a person the grade and date of rank comparable to a contemporary who began commissioned service immediately after obtaining a baccalaureate degree. One year of constructive service credit may be awarded for each year of graduate level education. The total amount of constructive service credit awarded to judge advocates shall not exceed three years. Constructive service credit does not adjust an officer's Armed Forces Active Duty Base Date (AFABD) for purposes of pay or retirement.

14. Coordination with Judge Advocate Division. The Staff Judge Advocate to the Commandant (SJA to CMC) directly supervises and manages Judge Advocate Division (JAD), which oversees the entire Marine Corps legal community. The SJA to CMC assists the CMC and HQMC in executing Title 10 responsibilities to train, organize and equip organic legal support, and identifying capabilities, deficiencies, and solutions related to legal support structure and staffing. The SJA to CMC also serves as the functional supervisor for the legal support mission within the Marine Corps (provision of command legal advice and legal services across multiple functional areas), as well as oversees professional responsibility of the Marine Corps legal community. Due to the shared interest in recruiting the best and most qualified judge advocates, MCRC will maintain a cooperative working relationship with JAD on matters of common interest.

15. Application of other Policies and Initiatives. In addition to the governing recruiting policies set forth in reference (a), all MCRC Law programs shall be subject to other applicable policies and initiatives directed by CG, MCRC.

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Part II: PLC – Law

1. **Execution.** The PLC-Law Program shall be executed in three phases. Phase I covers the application process through the completion of initial training at OCS. Phase II covers commissioning through the completion of requirements to obtain a JD. Phase III covers sitting for the bar examination through execution of orders to TBS.

2. **Phase I: Application Process through Completion of Initial Training (OCS).** During this phase, eligible 0L, 1L, and 2L law students are screened by OSOs to determine whether they meet the initial eligibility requirements contained in reference (a). OSOs will ensure that applicants have a clear understanding of program opportunities, terms, and requirements. Qualified applicants selected as officer candidates will attend OCS and have the opportunity to earn a commission.

a. **Incentives of PLC-Law.** In addition to constructive service credit, MCTAP, and being a commissioned officer while in law school, other incentives of the PLC-Law Program include the MCRC Summer, Post-Bar Exam, and Pre-TBS Internship Initiatives. These initiatives provide the opportunity for PLC-Law officers to be mentored by active duty judge advocates and to receive on-the-job training at Marine Corps bases and stations across the country. Moreover, Marines may be eligible to earn reserve satisfactory years while on active duty summer internship orders, and even earn portions of the Post 9/11 GI bill.

b. **Law School Admissions Test (LSAT) Requirement.** In accordance with reference (a), applicants to the PLC-Law Program must achieve a minimum Law School Admissions Test (LSAT) score of 150 out of 180. This minimum score must be used in addition to a qualifying SAT, ACT, or Armed Services Vocational Aptitude Battery (ASVAB). Service level review will be required for exceptionally qualified law students who scored below 150 or for those who did not take the LSAT but were admitted into law school upon meeting other admission criteria.

c. **LSAT Service Level Review.** Reference (a) authorizes a one point service level waiver for exceptionally qualified applicants with a score below 150. Such requests shall be forwarded to OP, G-3, MCRC for CG, MCRC decision in accordance with reference (a). Any score below 149 requires an exception to policy (ETP). All LSAT ETP requests require review from SJA, MCRC. Supplemental information may be submitted in support of service waiver/ETP requests. This information includes, but is not limited to: resumes, letters of recommendation, law school transcripts, writing samples, and any other information which supports the applicant's potential to pass a bar exam or which demonstrates his or her legal proficiency. Service level reviews/ETPs without supporting documentation will normally be denied. Enclosure (1) contains an LSAT service review/ETP request template.

3. **PLC Program Transfers.** Applicants who are currently members of one PLC Program may apply for transfer to another PLC Program if they meet the initial eligibility requirements for that program. All PLC Program transfer requests will require MCRC-level approval in accordance with reference (a). In coordination with their cognizant OSO and the Law Programs Manager, applicants or Marines who wish to transfer in to or out of the PLC-Law Program must route requests to CG, MCRC for decision.

4. **Naval Reserve Officers Training Corps (NROTC) – Law.** In accordance with reference (a), and subject to mission requirements, NROTC Midshipmen (MIDN) may be granted the opportunity to apply for a law program change and access into the Marine Corps as student judge advocates (MOS 4401). In order to apply for this program change, NROTC applicants must, at a minimum: (1) be OCS-complete, (2) have a cumulative undergraduate GPA of 3.0 or higher, (3) score a 150 or higher on the LSAT, and (4) provide confirmation that they have applied for admission to an eligible law school. As a contingency to any law guarantee approval letter issued by MCRC, MIDN must get accepted into a law school's

upcoming fall class. Application procedures, deadlines, endorsements, and other requirements shall be set by Officer Naval/Enlisted programs (ON/E), G-3, MCRC. If the program change is accepted, the MIDN shall be assigned to the Officer Selection Office nearest to the law school they will be attending. Once assigned to an OSO, MIDN will be required to report and take part in their assigned OSO's pool functions. NROTC-Law Marines are eligible for the same internship programs and incentives as PLC.

5. Training Requirement. Pursuant to reference (a), applicants accepted as candidates in the PLC-Law Program must complete training at OCS. If a PLC-Law applicant has not previously completed training prior to transfer from another PLC Program, the member must complete one 10-week training session at OCS.

6. Phase II: Commissioning Through Completion of Requirements for Earning a Law Degree. Every member of the PLC-Law Program will be placed in the IRR upon completion of OCS and commissioning. PLC-Law lieutenants will return home to finish law school and earn their JD. The Law Programs Manager, in coordination with each PLC-Law officer's OSO, is responsible for overseeing the PLC-Law Program during Phase II.

a. Maintenance of Official Records and Tracking of Status. The official records of PLC-Law officers, to include Officer Qualification Records (OQRs) and medical/dental records, will normally be maintained by OP, G-3, MCRC between the date of commissioning and execution of orders to TBS. The Law Programs Manager will assist OP, G-3, MCRC with the collection of documents and tracking of officers in the PLC-Law pool.

b. Medical Coverage. Upon commissioning, officers are eligible for TRICARE coverage pursuant to reference (i). This statute entitles newly-commissioned officers awaiting initial active duty orders to receive TRICARE benefits. While in law school, PLC-Law officers without other health insurance may receive military health benefits until their accession onto active duty. This coverage does not extend to dependents. Officer Assignments (OA), G-3, MCRC is responsible for making appropriate unit diary eligibility adjustments for Marine officers in the PLC-Law pool. The Law Programs Manager is responsible for coordinating with the appropriate agencies, as necessary, in cases of enrollment and eligibility issues.

c. Promotions. In accordance with references (g) and (j), PLC-Law officers will be eligible for promotions while in IRR status. PLC-Law officers will be required to maintain physical standards for promotion and accession onto active duty in accordance with reference (k). Cognizant OSOs shall assist PLC-Law officers with promotion requirements and with conducting their promotion ceremonies.

7. Summer Internship Initiatives. Reference (l) authorizes short tours of duty for reserve component Marines through the Active Duty Operational Support (ADOS) Program. Subject to available funding, PLC-Law officers will be eligible to receive temporary orders through the ADOS Program in the summers between each law school academic year. The PLC-Law Summer Internship Initiative provides newly-commissioned officers with practical experience and on-the-job training for future success as Marine Corps judge advocates. These internships allow PLC-Law officers to receive mentorship from practicing judge advocates while also providing legal support to their respective offices. To the extent available, applicants may request placement at Legal Services Support Sections (LSSS), SJA offices of the various Marine Corps commands, and any other Marine Corps legal office which regularly engages in the gainful and substantial practice of law.

a. Application. Enclosure (2) contains a template request for a summer internship. OSOs will assist PLC-Law officers in preparing their application for routing.

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b. Application Deadlines. In order to allow time for orders processing, PLC-Law officers must submit a summer internship request no later than 60 days prior to the requested or anticipated internship start date. Any application submitted within 60 days of the requested start date may be subject to denial or delay. OP, G-3, MCRC may adjust application procedures or deadlines pursuant to mission requirements.

c. Routing and Submission. PLC-Law officers must submit their internship applications through their OSOs. OSOs shall route internship applications to OP, G-3, MCRC. Routed applications can be submitted on the MCRC SharePoint site at:

https://mcrcportal.marines.usmc.mil/HQG3/op/oa_admin/RAN/Lists/ARN/LAWYERS.aspx

d. Student Feedback. In order to further enhance internship initiatives, the Law Programs Manager will develop surveys or require submission of After Action Reports (AAR) to capture student feedback. The Law Programs Manager will develop procedures to receive and analyze completed surveys or AARs.

8. Mentorship. In accordance with reference (h), it is imperative that PLC-Law officers consistently receive mentoring, instruction, and coaching while on IRR status. From OSOs to the Law Programs Manager, PLC-Law officers shall receive consistent communication and mentoring from their MCRC leaders. Furthermore, the Law Programs Manager shall coordinate with JAD to establish initiatives in which active duty and reserve judge advocates can guide, teach, and mentor these soon-to-be judge advocates during their time in the accession pipeline.

9. Phase III: Bar Examination through Assignment and Execution of Orders to TBS. This phase covers completion of the final requirements for accession to active duty. All PLC-Law officers are required to sit for the first available bar examination in the eligible jurisdiction of their choosing. Unless authorized under exceptional circumstances, officers may not delay their bar examination. OP, G-3, MCRC, in coordination with OSJA, MCRC, and each PLC-Law officer's cognizant OSO, is responsible for the administration and execution of the PLC-Law Program during Phase III.

10. Post-Bar Exam Internship Initiative. Subject to available funding, PLC-Law officers may apply for an internship while they await bar exam results. Post-Bar internships will begin after the officer takes the bar exam and will extend through the date the PLC-Law officer becomes licensed to practice law. Post-Bar internships shall be conducted in accordance with reference (l). To the extent available, applicants may request placement at an LSSS, SJA office of a Marine Corps command, or any other Marine Corps legal office which regularly engages in the gainful and substantial practice of law.

a. Eligibility. PLC-Law officers must be in their final year of law school to apply for a post-Bar examination internship. Prior to reporting for internship assignments, officers must have successfully graduated from law school and have taken the first scheduled bar examination in the eligible jurisdiction of their choosing.

b. Application. Enclosure (3) contains a template request for a post-bar internship. OSOs shall assist PLC-Law officers in preparing their application for submission and routing.

c. Procedures. Deadlines, routing, and submission requirements shall be the same as summer internship requests. Procedures and deadlines may be adjusted by OP, G-3, MCRC in accordance with mission requirements.

11. Failure to Pass the Bar Exam. All PLC-Law officers are required to take the first available bar examination in an eligible jurisdiction of their choosing. Officers who are on internship orders that fail

their first bar exam attempt will have their orders terminated within 30 days of official notice. All officers who fail the bar examination will be required to re-take the exam at the next available testing date. Alternatively, if any officer achieves a qualifying UBE score for a different jurisdiction, the officer may transfer their score according to the rules of that jurisdiction. If an officer fails to pass the bar examination on their second attempt, the officer must inform the Law Programs Manager, who will in turn notify OP, G-3, MCRC. The officer will then be transferred to the PLC-Ground program and ordered to the next available TBS class as an unrestricted ground officer without the 4401 MOS, in accordance with their service agreement. An officer may, at their own expense, take another bar examination prior to executing orders to TBS:

a. If that officer passes and is admitted to practice law prior to executing orders to TBS, he or she may request a program change back to PLC-Law through OP, G-3, MCRC.

b. If that officer passes the bar exam and is admitted to practice subsequent to accessing onto active duty and executing orders to TBS, he or she may request an MOS designation change to 4401 from HQMC, M&RA through the appropriate chain of command. If the request is approved, the officer will be ordered to NJS following completion of TBS.

12. Completion of the Licensing Requirement. In accordance with Part I of this order, PLC-Law officers must obtain their license to practice law as soon as possible. Once licensed, PLC-Law officers must immediately notify the Law Programs Manager. The notification must be accompanied by proof of licensing. Upon receipt and verification of proof of licensing, OP, G-3, MCRC will assign the officer to the next available TBS class.

13. Assignment of PLC-Law officers to TBS. OP, G-3, MCRC, in coordination with the Law Programs Manager, will develop the load plan for assigning licensed PLC-Law officers to the earliest available TBS class.

14. Pre-TBS Internship Initiative. Reference (m) authorizes up to 180 days of Permissive Temporary Additional Duty (PTAD), or other appropriate active duty orders, for PLC-Law officers who have completed licensing requirements, and are waiting to execute orders to TBS. These officers may request a Pre-TBS internship and follow-on orders to TBS. To the extent available, PLC-Law officers may intern at an LSSS, SJA office of one of the various Marine Corps commands, and any other Marine Corps legal office which regularly engages in the gainful and substantial practice of law. PLC-Law officers may also request to support an OSO with recruiting operations.

a. Eligibility. PLC-Law officers may apply for a Pre-TBS internship before they are licensed to practice law, regardless of whether they are currently participating in a Post-Bar exam internship. Marines must, however, meet licensing requirement in Part I of this order prior to starting their Pre-TBS internship. Failure to provide proof of licensing in a timely manner will result in delays or possible cancellation of orders. Those who are serving on post-bar internship assignments at the time they become licensed will normally have their post-bar orders terminated upon receipt of their law license and, if requested, will transition to Pre-TBS PTAD orders if they are within 180 days of their scheduled TBS date.

b. PTAD Orders in Conjunction with Orders to TBS. PTAD orders for PLC-Law officers selected for Pre-TBS internships will be written in conjunction with funded Permanent Change of Station (PCS) orders to TBS. PLC-Law officers executing PTAD orders in conjunction with their PCS orders to TBS will be accessed onto active duty as of the date they are ordered to their Pre-TBS internship assignment. Time served on Pre-TBS PTAD orders will not count towards the officer's obligated active duty service.

c. Application. Enclosure (4) contains a template request for a Pre-TBS internship and follow-on orders to TBS. OSOs shall assist PLC-Law officers in preparing requests for submission and routing.

d. Procedures. Deadlines, routing, and submission requirements shall be the same as summer internship requests. Procedures and deadlines may be adjusted by OP, G-3, MCRC in accordance with mission requirements.

15. Requests for Delay of Accession onto Active Duty. PLC-Law officers may be offered admission into an LL.M. program or judicial clerkship. Both of these programs allows for Marines to gain valuable education and experience immediately following law school graduation. CG, MCRC will consider requests by PLC-Law officers to delay accession to active duty in order to complete a one-year, self-funded LL.M. program or a one-year judicial clerkship.

a. Case-by-Case Consideration. Being accepted to an LL.M. program or to a judicial clerkship does not guarantee that MCRC will grant a request to delay accession to active duty. In accordance with mission requirements, MCRC will make all decisions on a case-by-case basis. Requests for delays of more than one year will normally be denied.

b. Application. Enclosure (5) contains a template request for a delay of accession onto active duty in order to complete a one-year LL.M. program or a one-year judicial clerkship. OSOs shall assist PLC-Law officers in preparing requests for submission and routing.

c. Deadlines. Requests for delays of accession to active duty must be submitted within 45 days after acceptance into a one-year LL.M. Program or one-year judicial clerkship, or within 90 days before graduating law school (whichever comes first).

16. Resignations. PLC-Law officers requesting to resign their commission prior to accessing onto active duty must follow resignation procedures set forth in references (n) and (o). While resignation requests are rare, MCRC's goal is to prevent resignations as much as possible. Due to the potential adverse effects of a pre-accession resignation, subordinate units shall counsel PLC-Law officers prior to submitting a request. In accordance with the references, resigning officers may be required to acknowledge that they may receive an Other Than Honorable (OTH) characterization of service, if the resignation is approved.

17. Accession onto Active Duty. Unless approved for a delay of accession, PLC-Law officers will normally access onto active duty in the fiscal year immediately following their date of bar examination. If a PLC-Law officer has not already accessed onto active duty pursuant to Pre-TBS internship orders, they will be accessed on to active duty as of the date they execute orders to TBS. Funded PCS orders to TBS for PLC-Law officers will be distributed by OA, G-3, MCRC.

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Part III: OCC-Law

1. Execution. Qualified 3Ls and licensed attorneys may apply for service as Marine Corps judge advocates. Qualified applicants selected as officer candidates will attend OCS and have the opportunity to earn a commission. Advantages for applicants who commission as OCC-Law officers include direct accession to active duty and constructive service credit for time spent earning their law degree.

2. Initial Eligibility Requirements. In addition to the basic enlistment requirements in reference (a), qualified OCC-Law applicants must meet the following requirements.

a. Licensed Attorneys. Qualified applicants must be licensed to practice law before the highest court of a state, U.S. territory, U.S. commonwealth, or the District of Columbia. Licensed attorneys must have graduated from an ABA accredited law school. Licensed attorneys must provide adequate proof of licensing as described in Part I of this order. Licensed attorneys will attend the first available OCS class and will access onto active duty within the same fiscal year.

b. Third-Year Law Students (3Ls). Qualified 3Ls must be enrolled in their third and final year of courses at an ABA accredited law school. 3Ls will be required to register and sit for the first available bar examination which will typically be in July. 3L applicants must have taken and be awaiting bar examination results prior to shipping for OCS.

(1) OCS Requirement. OCC-Law 3L candidates will attend the first available OCS class, which will typically be in the fall following their July bar examination. 3L applicants will typically receive bar results while training at OCS. Subject to state-specific limitations, 3L applicants are expected to have completed all other licensing requirements such as character and fitness, MPRE, and state-specific courses prior to attending OCS.

(2) Commissioning and Accession onto Active Duty. OCC-Law candidates must be fully licensed by an eligible jurisdiction in order to access onto active duty. If an OCC-Law 3L candidate passes the bar examination while at OCS and is able to get licensed and sworn in prior to OCS graduation, that candidate will be offered a commission directly onto active duty for follow-on assignment to TBS upon completion of OCS. If there is any delay in bar licensing or if a candidate fails the bar examination, the candidate may still be offered a commission in the USMCR upon completion of OCS and will return home to complete any remaining licensing requirements or to re-take the next scheduled bar examination. Once licensing requirements are complete, the officer will be re-scrolled onto active duty and assigned to the next available TBS class. Officers who fail the bar examination on the second attempt will be re-designated as unrestricted ground officers and sent to the next available TBS class.

3. LSAT

a. LSAT Requirement. In accordance with reference (a), OCC-Law applicants must have achieved a minimum LSAT score of 150 out of 180. This minimum score must be used in addition to a qualifying SAT, ACT, or ASVAB. Service level review will be required for exceptionally qualified applicants or for those who did not take the LSAT but were admitted into law school upon meeting other admission criteria. Regardless of bar licensure or time in law practice, LSAT scores are still required for OCC-Law applicants for the selection board's whole person evaluation.

b. LSAT Service Level Review. Reference (a) authorizes a one point service waiver for exceptionally qualified applicants with a score below 150. Such requests shall be forwarded to OP, G-3, MCRC for CG, MCRC decision in accordance with reference (a). Any score below 149 requires an

exception to policy (ETP). All LSAT ETP requests require review from SJA, MCRC. Supplemental information may be submitted in support of service level review/ETP requests. This information includes, but is not limited to: resumes, letters of recommendation, law school transcripts, writing samples, and any other information which supports the applicant's potential to pass a bar exam or which demonstrates his or her legal proficiency. Licensed attorneys requesting service level reviews/ETPs are encouraged to submit supporting documents and letters of recommendation from law firms or government agencies where they have worked. Service level reviews/ETPs without supporting documentation will normally be denied. Enclosure (1) contains an LSAT service level review/ETP request template.

4. Training Requirement. Pursuant to reference (a), applicants accepted as candidates in the OCC-Law program must complete a 10-week training course at OCS. Selected candidates must agree to participate in such training for a minimum period as specified in their service agreement before requesting to drop on request.

5. Accession to Active Duty and Assignment of OCC-Law Officers to TBS. OCC-Law officers will normally be accessed to active duty and assigned to the next available BOC at TBS, immediately following OCS. Officers who cannot be assigned to the next TBS class due to administrative or other reasons may be placed on PTAD until the next available class.

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Part IV: Tasks

1. G-1, MCRC

a. ADOS Funding. Advocate for and obtain ADOS funding from M&RA for PLC-Law internship initiatives.

b. Orders Process. Generate and administer ADOS orders for officers selected for PLC-Law internships.

c. Pay and Allowances. Assist in the processing of basic pay and allowances rated by officers selected for PLC-Law internships.

d. General Administration and Guidance. Assist the Law Programs Manager, PLC-Law interns, and gaining commands with administration issues encountered during the execution of ADOS orders.

2. G-3, MCRC

a. Mission Analysis and Planning. Work with HQMC, M&RA and OSJA, MCRC to develop law mission requirements. Coordinate with OSJA, MCRC on the annual OPLAN and diversity plans for MCRC Law Programs.

b. Administration

(1) Track the accession of officers through the PLC-Law and OCC-Law Programs and ensure that appropriate entries are made in MCTFS to record date of commission, accession to active duty, TRICARE eligibility dates, and any program status change. Ensure that all commissioned PLC-Law officers are placed in the appropriate Reporting Unit Code (RUC) upon commissioning.

(2) Maintain accountability of PLC-Law officer official records from date of commission through execution of orders to TBS.

(a) As soon as practicable after commissioning, ensure that newly-commissioned PLC-Law officers' medical records, dental records, and OQRs (including NAVMC 763 forms) are retrieved from OCS.

(b) Upon approval of transfer requests to the PLC-Law Program from different PLC Programs, ensure that the transferred PLC-Law officers' medical records, dental records, and OQRs, including NAVMC 763 forms, are forwarded to OP, G-3, MCRC.

(c) Process approved program transfers, waiver requests, and order requests relating to the PLC-Law and OCC-Law Programs.

(d) Coordinate with OSJA, MCRC to assign PLC-Law officers who have successfully completed the requirements for accession to the next available TBS class in accordance with MCRC planning guidance.

(e) Generate orders for PLC-Law officers who have requested and been approved for accession to active duty PTAD, and PCS orders to TBS for PLC-Law and OCC-Law officers.

c. Internship Initiatives

- (1) Monitor and process routed internship applications.
- (2) Receive from the Law Programs Manager, the list of PLC-Law officers selected to participate in internships. Forward copies of the list to cognizant Regions and Districts.
- (3) Generate and issue PTAD orders to PLC-Law officers who are selected for Pre-TBS internships.
- (4) Ensure that all PLC-Law officers authorized for internships have accurate unit diary entries so they may be transferred to or from their assigned units.
- (5) Upon completion of summer internships, ensure that all officers are transferred back to the correct monitored component code and IRR RUC, and that their TRICARE eligibility dates are properly reset.
- (6) Assist OSJA, MCRC and cognizant IPACs with ensuring that all orders and travel claims are completed, and that all appropriate pay and allowances have been received.

e. LL.M./Judicial Clerkship Delays of Accession to Active Duty

- (1) Coordinate with OSJA, MCRC to release policies establishing procedures for requesting a delay of accession to active duty in order to complete a one-year accredited LL.M. program or a one-year judicial clerkship in the upcoming fiscal year.
- (2) Monitor requests to delay accession to active duty and provide SJA, MCRC with the individual request packages for all PLC-Law officers.
- (3) Receive from SJA, MCRC the list of PLC-Law officers whose requests have been granted and forward copies of the list to the cognizant regions and districts.
- (4) Coordinate with OSJA, MCRC to assign PLC-Law officers whose requests have been granted to the next available TBS class in accordance with MCRC planning guidance.

3. G-8

- a. Funding. Allocate funding to support MCRC Law Program Internship Initiatives.
- b. Entitlements. Assist with the processing of travel claims and entitlements for PLC-Law officers.
- c. GTCC. Oversee the issuance and administration of Government Travel Charge Cards.

4. Marketing and Communication (MAC)

- a. Advertising. Assist with the marketing and advertising for MCRC Law Programs. This includes, but is not limited to: the creation, revision, and updating of MCRC Law Programs recruiting materials; assisting OSOs with job postings on state and local bar organization websites; and supporting OSOs with the advertising of scheduled presentations at law schools and other law-specific recruiting events.

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b. Communications. Assist with the creation, maintenance, and updating of the MCRC Law Programs website, and other necessary communications platforms.

5. OSJA, MCRC

a. Mission Analysis and Planning. Work with HQMC, M&RA, and OP, G-3, MCRC to develop the law recruiting mission for the annual MCRC OPLAN.

b. Administration

(1) Designate a Law Programs Manager to assist OP, G-3, MCRC in managing all officers in the PLC-Law pool. This includes maintaining and ensuring administrative accountability over all PLC-Law officers who are still in law school and have not yet executed orders to TBS.

(2) As required, assist G-1, MCRC, and OP, G-3, MCRC in the execution of tasks relating to administration of the PLC-Law and OCC-Law Programs.

(3) Assist OP, G-3, MCRC in the drafting, revising, and updating of law programs Frost Calls.

(4) In coordination with OP, G-3, MCRC ensure that all PLC-Law officers are appropriately slated for TBS in accordance with mission guidance.

(5) Act as a point of contact for all PLC-Law officers seeking administrative assistance.

(6) Conduct a legal review of ETP LSAT waiver requests.

c. Internship Initiatives

(1) Receive from OP, G-3, MCRC the list of PLC-Law officer internship applicants and their applications.

(2) Select applicants for internship positions and notify G-1 and OP, G-3, MCRC of the selectees and proposed internship locations.

(3) Coordinate with JAD, HQMC on internships, mentorship programs, and other recruiting initiatives.

(4) Monitor the status of PLC-Law officers assigned to summer internships and assist with administrative issues relating to their orders.

(5) Assist G-1 and OP, MCRC in the drafting of orders in MROWS for summer, Post-Bar, and PTAD internship selectees.

d. LL.M./Judicial Clerkship Delays of Accession to Active Duty

(1) Assist OP, G-3, MCRC in drafting policies announcing dates and deadlines for requesting a delay of accession to active duty in order to complete a one-year accredited LL.M. program or a one-year judicial clerkship.

(2) Receive from OP, G-3, MCRC all requests to delay accession to active duty in order to complete a one-year LL.M. program or a one-year judicial clerkship.

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(3) Determine which PLC-Law officers' requests should be granted, and make recommendations to CG, MCRC for approval. Notify OP, G-3, MCRC of the PLC-Law officers whose requests have been approved.

(4) Monitor the status of the PLC-Law officers whose requests have been approved and coordinate with their OSOs to ensure that those officers receive orders to TBS.

6. Region Commanding Generals and District Commanding Officers. Ensure OST compliance with the provisions of this Order and the following items.

a. OSOs

(1) Administration

(a) Ensure prospective PLC-Law and OCC-Law Program applicants are fully briefed on the requirements and incentives of the programs to which they are applying.

(b) Maintain the member's information in Marine Corps Recruiting Information Support System (MCRISS) and ensure that the member's profile is updated regularly until they report to TBS.

(c) Ensure that PLC-Law officers remain current on all applicable Marine Corps annual requirements.

(d) Notify OP, G-3, MCRC and SJA, MCRC when a PLC-Law officer reports that he or she has received bar examination results and/or is licensed to practice law.

(e) Coordinate with the Law Programs Manager to ensure that PLC-Law officers in the OSOs IRR pool are slated for TBS in the correct Fiscal Year.

(2) Internship Initiatives

(a) Assist Officers applying for summer and post-bar internships in accordance with this order.

(b) Ensure that all application requirements are met and route applications in accordance with this order.

(c) Ensure that the officer's status is updated in MCRISS upon receipt of their law license and request for a Pre-TBS internship or Request for Orders to TBS.

(d) Assist PLC-Law officers with submitting requests for Pre-TBS internships or, if not requesting a Pre-TBS internship, coordinate with the Law Programs Manager to ensure that the officer is properly slated for the next available TBS class.

(e) Refer all questions regarding the PLC-Law Pre-TBS Internship Initiative to the Law Programs Manager.

(3) LL.M./Judicial Clerkship Delays of Accession to Active Duty

(a) Assist eligible PLC-Law officers requesting a delay of accession to active duty in order to complete a one-year accredited LL.M. program or a one-year judicial clerkship. Upon receipt of a PLC-Law officer's request, ensure the officer's status is updated in MCRISS.

(b) Ensure that all request requirements are met and draft and forward all requests to OP, G-3, MCRC, via the chain of command.

b. PLC-Law officers

(1) Administration

(a) Complete all applicable Marine Corps medical and training annual requirements.

(b) Maintain accountability with the cognizant OSO. Failure to report as ordered could result in administrative or punitive actions.

(c) Submit internship summer, Post-Bar, and pre-TBS internship applications in accordance with this order.

(d) Maintain medical and physical fitness standards while awaiting orders to TBS in accordance with reference (k). This includes any training programs prescribed by MCRC subordinate units.

(e) Notify the OSO and Law Programs Manager upon receipt of bar exam results.

(f) After receipt of a license to practice law, immediately submit proof of licensing to the OSO and Law Programs Manager for placement into next available TBS class.

[END OF ORDER]