



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON, DC 20310-0103

SAAL-ZP

MEMORANDUM FOR Army Contracting Agencies

SUBJECT: Restoring Merit-Based Opportunity in Federal Contracts

1. The Under Secretary of Defense for Acquisition and Sustainment's Principal Director of Defense Pricing, Contracting, and Acquisition Policy issued Class Deviation 2025-O0003 on 4 March 2025 and Class Deviation 2025-O0004 on 7 March 2025 altering federal contract regulations on merit-based opportunities in federal contracts and revoking the implementation of an Executive Order (E.O) on sustainability. Class Deviation 2025-O0003 implements E.O. 14173 Ending Illegal Discrimination and Restoring Merit-Based Opportunity and E.O. 14168 Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government. Class Deviation 2025-O0004 implements a portion of E.O. 14148 Initial Rescissions of Harmful Executive Orders and Actions.
2. Implementation of the Class Deviations requires Contracting Officers to amend open solicitations and modify active contracts to remove or replace provisions and clauses that will no longer be enforced. Army Contracting Officers have begun amending solicitations and modifying contracts to address the requirements of the Class Deviation. In the interim, the provisions and clauses addressed in paragraph (1) of the Class Deviation and portions of the provisions and clauses marked "reserved" in Enclosure 1 will not be enforced, as of 4 March 2025 for Class Deviation 2025-O0003 and as of 7 March 2025 for Class Deviation 2025-O0004. Contracting Officers are not required to modify contract actions for either Class Deviation which are nearing the end of the period of performance (i.e., less than 6 months remaining) and do not have options to extend.
3. Thank you for your support to the Army's mission. Your partnership during this process of amending/modifying solicitations and contracts is appreciated. If you have questions regarding a specific solicitation or contract, please reach out to the cognizant Army Contracting Officer.

Encls

Kimberly D. Buehler
Acting Deputy Assistant Secretary
of the Army (Procurement)