

Referral of VRA/VEOA Eligible

If a Vacancy Announcement has VRA and/or VEOA in the area of consideration, an applicant who is entitled to either VRA and/or VEOA, is only granted **ELIGIBILITY** to apply, VRA/VEOA **does not** grant automatic referral to the selecting official. **Referrals are based on the demonstrated skills and/or specialized experience necessary for the position.**

The underlying principle of the Army Merit Promotion Program is the identification, qualification, evaluation, and selection of top-quality candidates from appropriate sources. Selections are based on ability, knowledge, skills, other job-related criteria and legitimate position requirements.

Please contact your servicing specialist at the CPAC with any questions.