

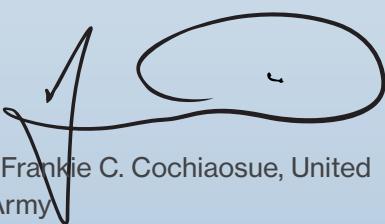
United States Military Entrance Processing Command

# Annual Report

2025



# Commander's Message

Colonel Frankie C. Cochilosue, United States Army  
Commander  
United States Military Entrance Processing Command

In fiscal year 2025, USMEPCOM experienced a substantial increase in workload metrics across all key operational areas. Year-over-year, prescreens, medical examinations, and enlistment ASVABs – essential elements of our mission – exhibited growth rates of 22%, 21%, and 19%, respectively. An examination of the data from FY23 to FY25 reveals even more pronounced increases of 55%, 51%, and 39% for these areas.

The escalated workload in FY25 necessitated advancements beyond the methodologies and technologies employed in FY23. Our successful modernization initiatives, including enhancements to the prescreen process and the integration of AI-driven prescreen tools, enabled us to effectively meet the heightened demands from the services.

Despite the considerable uptick in workload, we observed significant improvements in our service delivery and timeliness metrics. The prescreen approval timeline was drastically reduced from an average of nine days at the start of FY24 to under 24 hours by the end of FY25, facilitating quicker transitions for applicants moving to MEPS. Furthermore, the same-day decision rate for medical examinations saw an increase from 78.8% in October 2022 to 88.2% in September 2025, consistently maintaining or exceeding the benchmark of 85% for all but two months during FY25. This ensures that the majority of applicants receive a qualified or disqualified status at their initial examination.

This achievement was complemented by our commitment to government-wide streamlining strategies, culminating in a \$154 million cost reduction over five years and the elimination of 150 positions. To achieve these objectives, we concentrated on three primary strategies: optimizing staffing structures to sustain core mission capabilities, transitioning to remote student testing formats, and curtailing medical consultation expenditures.

I take immense pride in what our organization has accomplished. While many entities discuss modernization, we are actively delivering measurable outcomes that fulfill the needs of our partners.

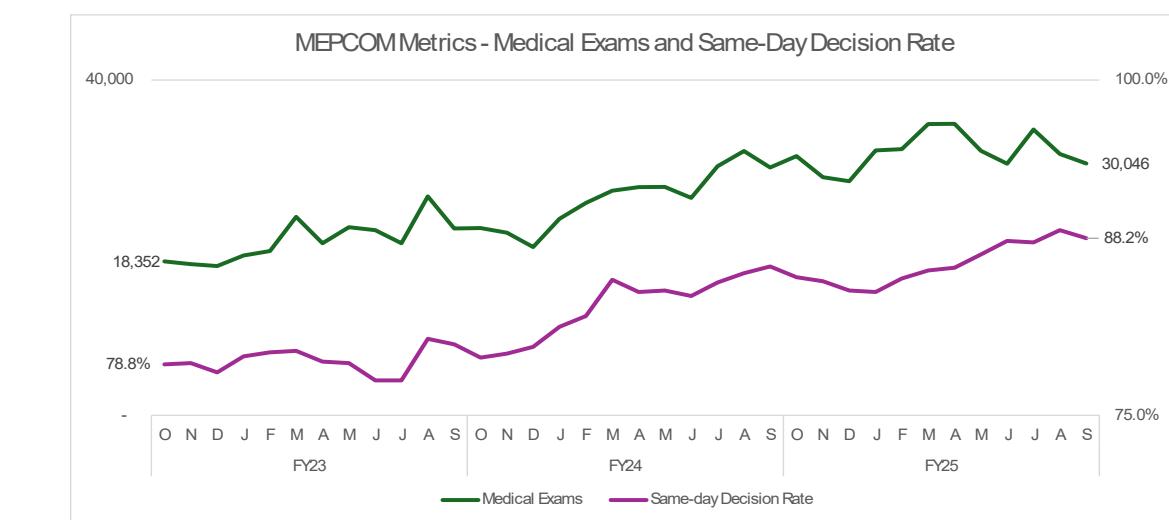
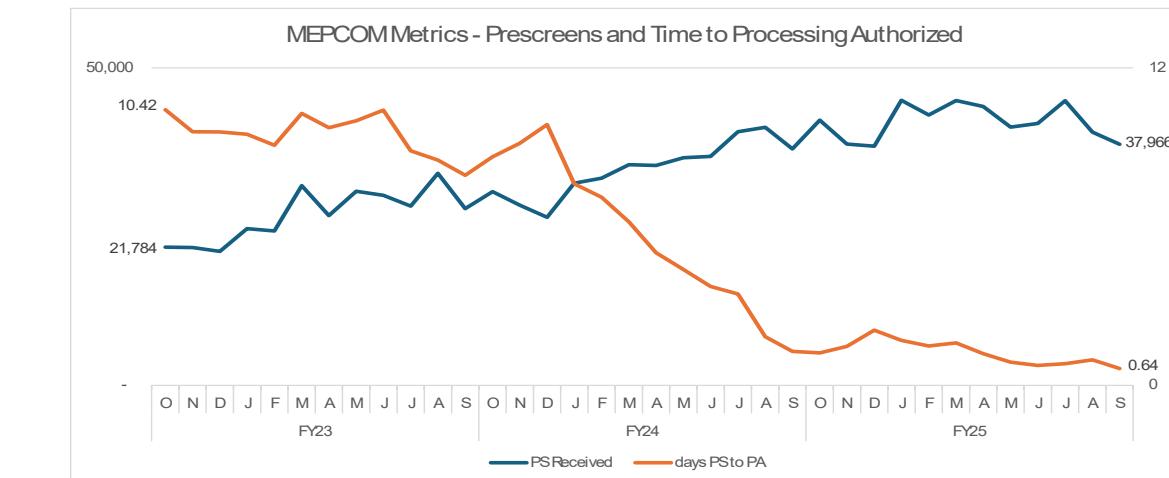
# Workload Overview

Metric	FY23	FY24	FY25
Check-Ins	738,530	850,426	985,113
Accession Contracts	176,045	195,507	226,117
Prescreens	321,831	409,031	497,699
Medical Exams	249,779	310,560	376,984
Enlistment ASVABs	316,106	371,816	440,793
Special Tests	652,115	619,812	652,799
Student Tests*	456,685	653,888	867,759
Student Tests Used*	18,839	20,790	11,707
PiCAT Tests	126,009	147,179	167,114

\* The student testing year goes from July 1 to June 30.



# Workload and Metrics by Month



# Service Data

		Check-ins		Accessions Contracts		Medical Exams		Medical Prescreens		Enlistment ASVABs**		PICAT Verification Tests		Special Tests	
		FY24	FY25	FY24	FY25	FY24	FY25	FY24	FY25	FY 24	FY25	FY24	FY25	FY24	FY25
Army	Regular	268,275	318,413	53,331	60,903	79,486	97,438	105,287	129,690	111,585	132,275	45,252	50,090	128,385	149,411
	Reserve	36,995	42,891	9,869	11,439	13,626	16,550	18,129	22,564	18,667	22,100	7,659	8,329	20,415	23,885
	Guard	126,557	154,434	32,824	39,734	46,078	54,677	60,859	73,056	57,609	65,734	17,206	19,169	61,368	69,677
	<b>Total</b>	<b>431,827</b>	<b>515,738</b>	<b>96,024</b>	<b>112,076</b>	<b>139,190</b>	<b>168,665</b>	<b>184,275</b>	<b>225,310</b>	<b>187,861</b>	<b>220,109</b>	<b>70,117</b>	<b>77,588</b>	<b>210,168</b>	<b>242,973</b>
Marine Corps	Regular	119,261	131,372	26,312	25,688	37,626	43,925	47,564	55,502	41,391	48,049	28,307	32,822	122,846	179,077
	Reserve	12,521	16,430	3,142	4,801	4,515	6,093	5,795	7,807	4,870	6,448	3,391	4,628	14,287	24,533
	<b>Total</b>	<b>131,782</b>	<b>147,802</b>	<b>29,454</b>	<b>30,489</b>	<b>42,141</b>	<b>50,018</b>	<b>53,359</b>	<b>63,309</b>	<b>46,261</b>	<b>54,497</b>	<b>31,698</b>	<b>37,450</b>	<b>137,133</b>	<b>203,610</b>
Navy	Regular	130,912	139,758	34,239	42,559	50,631	56,734	64,728	73,685	59,456	66,645	25,057	28,500	184,194	194,842
	Reserve	5,942	7,007	1,316	1,868	3,577	4,492	4,810	5,863	3,132	3,635	1,233	1,577	9,464	11,078
	<b>Total</b>	<b>136,854</b>	<b>146,765</b>	<b>35,555</b>	<b>44,427</b>	<b>54,208</b>	<b>61,226</b>	<b>69,538</b>	<b>79,548</b>	<b>62,588</b>	<b>70,280</b>	<b>26,290</b>	<b>30,077</b>	<b>193,658</b>	<b>205,920</b>
Air Force	Regular	99,034	114,194	26,562	29,560	40,852	51,676	55,495	69,435	49,246	62,891	15,033	17,553	83,059	160,437
	Reserve	7,440	9,094	943	1,164	4,802	5,983	6,709	8,211	4,962	6,324	922	1,178	7,795	14,957
	Guard	14,500	17,906	2,417	2,824	9,587	12,983	13,162	17,103	9,862	13,270	1,147	1,359	16,308	33,577
Space Force	<b>Total</b>	<b>120,974</b>	<b>141,194</b>	<b>29,922</b>	<b>33,548</b>	<b>55,241</b>	<b>70,642</b>	<b>75,366</b>	<b>94,749</b>	<b>64,070</b>	<b>82,485</b>	<b>17,102</b>	<b>20,090</b>	<b>107,162</b>	<b>208,971</b>
	Regular	730	646	625	729	841	671	938	670	784	651	299	248	1,926	2,298
	<b>Total</b>	<b>730</b>	<b>646</b>	<b>625</b>	<b>729</b>	<b>841</b>	<b>671</b>	<b>938</b>	<b>670</b>	<b>784</b>	<b>651</b>	<b>299</b>	<b>248</b>	<b>1,926</b>	<b>2,298</b>
Coast Guard	Regular	14,399	15,548	3,594	4,274	7,512	9,798	10,619	13,798	8,189	10,623	1,180	1,455	1,922	1,807
	Reserve	970	981	155	187	662	827	1,046	1,264	707	914	47	99	141	126
	<b>Total</b>	<b>15,369</b>	<b>16,529</b>	<b>3,749</b>	<b>4,461</b>	<b>8,174</b>	<b>10,625</b>	<b>11,665</b>	<b>15,062</b>	<b>8,896</b>	<b>11,537</b>	<b>1,227</b>	<b>1,554</b>	<b>2,063</b>	<b>1,933</b>

## People

Faced with persistent challenges competing for medical professionals, Jacksonville MEPS partnered with a local institute to bring phlebotomist interns to conduct blood draws, providing valuable medical manpower and training the next generation of medical technicians.

Eastern Sector welcomed a new commander and senior enlisted advisor in July 2025. Army Col. Nicole Jepsen took command and Air Force Chief Master Sgt. Adrienne Warren accepted responsibility for the Sector, which oversees more than 1,300 employees across 34 stations.

The command launched the Provider Quality Management Program Office (PQMPO) in April, a centralized office

under the Command Surgeon office, to align policy oversight and implementation under a single office. PQMPO ensures that applicants receive consistent medical evaluations and documentation. Previously, two sector medical offices oversaw their respective personnel.

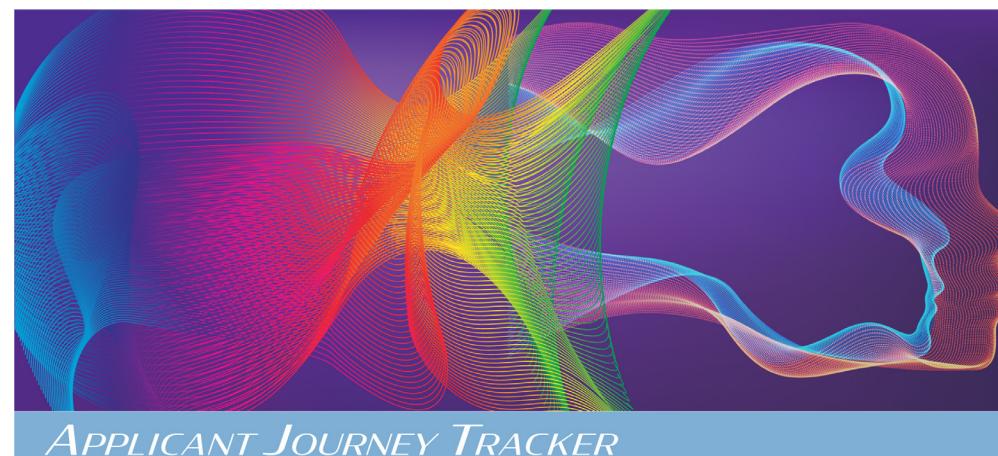
The command developed and launched PEAK, an internal HR system to ensure real-time, accurate manning data and mitigate data gaps in existing systems.



## Process

In February 2025, the command launched an iteration of its prescreen review process to balance speed and thorough review by automatically granting a processing authorized to applicants with 20 or fewer encounters and only reviewing the prescreen when the applicant is projected. Applicants with more than 20 encounters are reviewed within 5 days. From Feb. 28 to Sept. 30, 2025, the average time from prescreen submission to processing authorized was 1.04 days.

In alignment with new Department of Defense policy, USMEPCOM implemented updated medical processing procedures following the Secretary of Defense's July 11 memorandum, "Medical Conditions Disqualifying for Accession into the Military." The new procedures identify Conditions Disqualifying for Accession (CDA) at every stage of the medical screening process – prior to, during and after an applicant's MEPS medical exam thereby reducing unnecessary processing and ensuring consistent application of medical standards across the organization.



## Technology

With the launch of the Recruit Travel application in December 2024, USMEPCOM completed a seven-year modernization effort to replace outdated legacy systems with a standardized, cloud-based system of systems, improving military processing in testing, medical, and enlistment areas. Key advancements include the deployment of USMIRS 1.1, MHS GENESIS, and applications like CEP-MIRS, Recruit Travel, and the Applicant Journey Tracker, which streamline processes, enhance data security, and improve user experience.

In May 2025, the command launched the first AI-generated summary tool for military applicant Health Information Exchange encounters. The tool summarizes medical documents, allowing doctors to spend less time digging through records and more time engaging meaningfully with applicants by generating a concise list of medical conditions for prescreen providers to consider.

USMEPCOM held a kick-off collaboration event with partners at Defense Health Agency in November to begin building a connection between MHS GENESIS and USMIRS 1.1, two platforms used by MEPS personnel to qualify and process military applicants.

The command established and stress tested a stand-alone Continuity of Operations (COOP) site to ensure uninterrupted operations during a scenario that limits capability from headquarters in North Chicago.

## Budget

\$203,049,345 - Operations & Personnel

\$136,298,873 - Medical Operations & Personnel

\$78,926,635 - Facilities

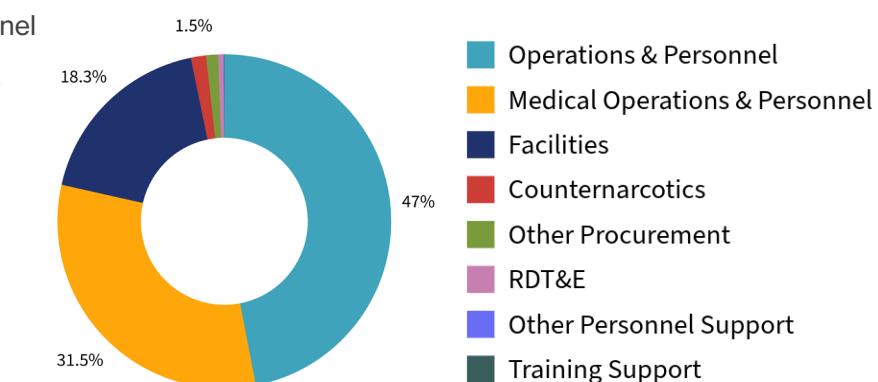
\$6,334,023 - Counternarcotics

\$5,013,405 - Other Procurement

\$2,175,583 - RDT&E

\$285,400 - Other Personnel Support

\$108,427 - Training Support

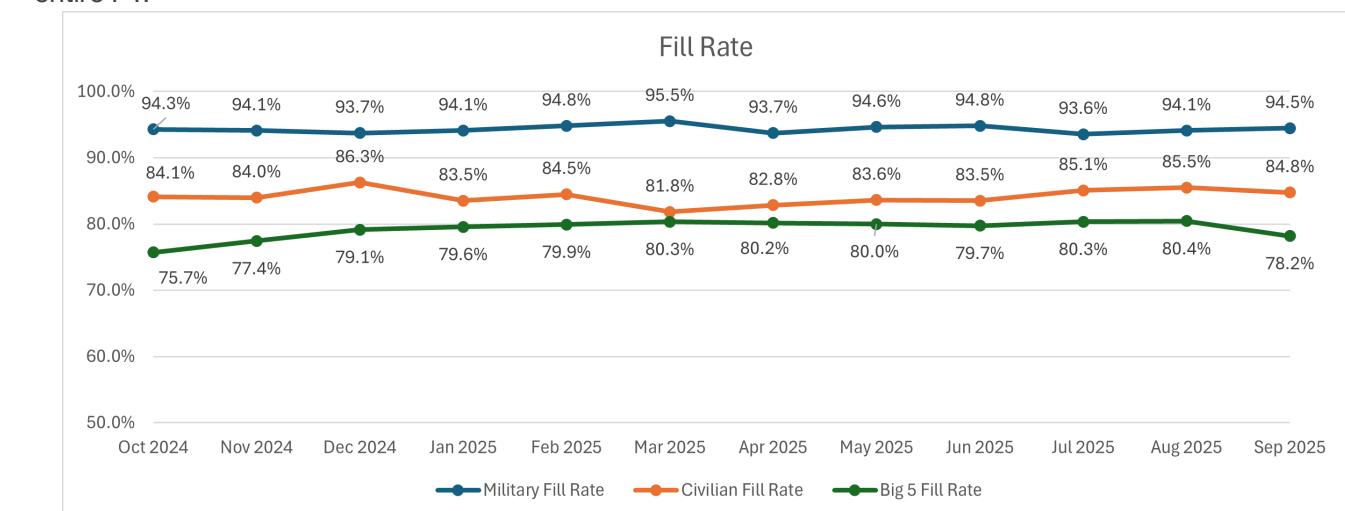


- Operations & Personnel
- Medical Operations & Personnel
- Facilities
- Counternarcotics
- Other Procurement
- RDT&E
- Other Personnel Support
- Training Support

## Manning

Manning was the command's number one strategic initiative going into FY25. Having the right people in the right positions is the key driver of success as many of the long-term technological and process initiatives

The "Big 5" positions at the MEPS are the drivers of processing capacity and include providers (doctors, physician asst., nurse practitioners), med techs, and human resource assistants. At 85% filled, USMEPCOM has minimal risk of impact to operations. The fill rate for these positions was below that threshold for the entire FY.



## MEPS in a BOX

In April 2025, USMEPCOM launched "MEPS in a Box" which enables a processing site to be rapidly deployed in underserved or distant locations. The initiative brings testing, exams, and other processing components to the recruit rather than requiring traveling hours to an established MEPS. After multiple iterations and hundreds of applicants being processed at a MEPS in a Box site, the initiative is supporting USMEPCOM's "MEPS without Borders" goal of greater agility and responsiveness.





## 2025 USMEPCOM Military Members of the Year



1st Lt. Brent Wise  
USA  
5th Battalion  
Portland, Ore. MEPS  
Company Grade  
Officer



1st Sgt. Immacula  
Pierre  
USA  
12th Battalion  
Baltimore MEPS  
Battalion Senior  
Enlisted Advisor



Master Sgt. Courtney  
Smiling  
USMC  
8th Battalion  
Jackson MEPS  
Senior Enlisted Advisor



Sgt. 1st Class Erin Grady  
Walker  
USA  
5th Battalion  
Portland Ore. MEPS  
Senior  
Noncommissioned Officer



Petty Officer 2nd  
Class Kristy Fricks,  
USCG  
9th Battalion  
Houston MEPS  
Enlisted  
Noncommissioned Officer

## Outstanding Civilian Employees of the Year



Jeffrey Poulton  
3rd Battalion  
Butte MEPS  
GS-10 and Above



Melissa Crowe  
7th Battalion  
Sacramento MEPS  
GS-07 through GS-09



Ronald Zitzelberger  
5th Battalion  
Spokane MEPS  
GS-06 and Below

## Headquarters Outstanding Civilian Employees of the Year



Leticia Flores  
J-1 Transformation  
Surge Team  
GS-10 and Above



Annalee Aiello  
Innovation Facilitation  
Team  
GS-07 to GS-09