

## Control Group Email 1

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

You have been selected to participate in the Office of People Analytics' (OPA) DoD-wide survey of military members. The survey should take less than 30 minutes to complete. This OPA survey will assess your military service experiences and workplace opinions over the past year. This is your best chance to have your voice heard.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

This survey contains Congressionally-mandated content on a variety of topics and is completely voluntary, however, we highly encourage your participation. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

You do not have to complete the survey in one sitting—you can start and stop as necessary. The survey is set to close on December XX, 2022. The survey is considered Official Business and can be completed during duty hours.

The feedback you provide will be combined with feedback from others in the military and will be used to directly shape programs, trainings, and policies that impact you and the members of your team. Thank you for your dedication to our country.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 2

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

You were recently invited to participate in the DoD-wide survey of military members administered by the Office of People Analytics (OPA). While the survey is voluntary, your responses will be used for policy decisions that directly impact you and your family. Your individual responses are confidential. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

As Official Business, you can complete the survey using government equipment. You can also forward it to your personal e-mail if you prefer completing the survey at home or elsewhere.

Thank you for your dedicated support to our U.S. Military.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

### Control Group Email 3

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

We have received many responses to the Office of People Analytics' DoD-wide survey of military members and want to thank all who have taken the time to respond. If you have not had a chance to complete the survey, we encourage you to do so.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

The survey covers a range of Congressionally-mandated topics.

DoD remains committed to supporting and improving the lives of military members and their families. We want to know about your experiences and opinions—positive or negative. Previous findings from DoD surveys have been used to address many issues, including pay raises, sexual assault/harassment reporting, discriminatory behavior, and predatory lending. The survey is set to close on December XX, 2022.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

Thank you for your support of the OPA survey program.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 4

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

The Office of People Analytics recently requested your participation in the DoD-wide survey of military members. DoD leadership uses these survey responses to help to improve the readiness and morale of your Service and unit. The results of this survey will be used to inform policies that affect you, so we strongly encourage that you participate and tell us your experiences and perspective of military culture. The survey is set to close on December XX, 2022.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and responses are confidential. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions

Thank you for your participation in this year's survey.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 4

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

It is the responsibility of your Service and the DoD to provide you and your family with the best programs and support possible. As part of these efforts, you have been selected to receive this survey. The survey is the only one of its kind given to military members this year; results will be used to improve military programs and policies for individuals like yourself.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as much as you feel comfortable, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on December XX, 2022.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and has received the highest certificate of confidentiality available to the Department. No one, including anyone in your chain of command, will be able to identify you or know how you answered any questions.

Again, thank you for completing the survey.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 5

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** The Office of People Analytics (OPA): A Survey Request

[Rank] [LastName]:

You have been selected to participate in the Office of People Analytics (OPA) survey of military members. The survey covers a range of Congressionally-mandated topics. OPA shares these results with DoD policy offices who use the findings to help improve military programs and policies for you and your family.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto the website, complete as many items as you can, and submit the survey to us. Be assured that all data will be reported in the aggregate—no individual data will be reported. The survey is set to close on December XX, 2022.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. The survey is voluntary and has received the highest certificate of confidentiality available to the Department. No one, including anyone in your chain of command, will be able to identify you or know how you answered any questions.

Again, thank you for completing the survey.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 6

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** DoD Official Notification—Your action is requested

[Rank] [LastName]:

The Office of People Analytics (OPA) recently requested your participation in the DoD-wide survey of military members. The survey is open and is considered Official Business, meaning you can take your survey during duty hours. I encourage you to take it today.

**TO PARTICIPATE:** Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

Thousands of service members complete this survey each year.

Previous findings from OPA surveys have been used to address big issues like pay raises, predatory lending, sexual assault and harassment, discriminatory behaviors, and more. While your participation is voluntary it is crucial because the results are used to help senior leaders make decisions about policies and programs that affect you and the people you work with. In fact, the results go all the way to Congress.

The survey takes less than 30 minutes to complete and your responses are confidential. Don't miss out on your chance to be heard.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

**ADDITIONAL INFORMATION:** Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

## Control Group Email 7

**SENDER:** Defense Personnel Analytics Center

**SUBJECT:** Action Requested: Official DoD Notification

[Rank] [LastName]:

The Office of People Analytics (OPA) recently requested your participation in the DoD-wide survey of military members. The survey is open and is considered Official Business, meaning you can take your survey during duty hours. I encourage you to take it today.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

Thousands of service members complete this survey each year.

Previous findings from OPA surveys have been used to address big issues like pay raises, predatory lending, sexual assault and harassment, discriminatory behaviors, and more. While your participation is voluntary it is crucial because the results are used to help senior leaders make decisions about policies and programs that affect you and the people you work with. In fact, the results go all the way to Congress.

The survey takes less than 30 minutes to complete and your responses are confidential. Don't miss out on your chance to be heard.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil). If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.



**Control Group Email 8****SENDER:** Defense Personnel Analytics Center**SUBJECT:** Deadline Approaching: DoD Official Notification

[Rank] [LastName]:

There is still time to complete the Office of People Analytics' DoD-wide survey of military members. The survey will close on December XX, 2022. While your participation is voluntary, this is your last chance to share your experiences and help the DoD improve policies and programs that will impact you and the people you serve with.

TO PARTICIPATE: Using your unique ticket number [XXXXXXX] at <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone survey website and provide your feedback. You can take the survey on any government or personal computer or mobile device.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable.

Your responses are confidential. Be assured that all data will be reported in the aggregate—no individual data will be reported.

Again, thank you for your participation.

Sincerely,

Mark S. Breckenridge

Director  
Defense Personnel Analytics Center  
Office of People Analytics

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