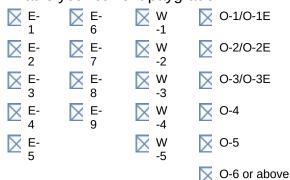
ELIGIBILITY

- Were you a member of a Reserve 1. component (National Guard or Reserve member) on November 14, 2024?
 - Yes
 - No, I separated or retired

BACKGROUND INFORMATION

What is your current paygrade?



- Have you served on active duty, not as a 3. member of a Reserve component, for a cumulative 24 months or more?
 - Yes No
- 4. What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.
 - 12 years or less of school (no diploma)
 - High school graduate—traditional diploma
 - High school graduate—alternative diploma (home school, GED, etc.)
 - Some college credit, but less than 1 year
 - 1 or more years of college, no degree
 - Associate's degree (e.g., AA, AS)
 - Bachelor's degree (e.g., BA, AB, BS)
 - Master's, doctoral, or professional school degree (e.g., MA, MS, MEd, MEng, MBA, MSW, PhD, MD, JD, DVM, EdD)
- 5. What is your marital status?
 - Married
 - Separated
 - Divorced
 - Widowed
 - Never married

| 6. | [Ask if Q5 = "Divorced" OR Q5 = "Widowed" |
|----|---|
| | OR Q5 = "Never married"] Do you have a |
| | significant other? |

| _ | |
|----------|------|
| \times | Yes |
| | N.L. |

🔀 No

For the next questions, the definition of "child, children, or other legal dependents" includes anyone in your family, except your spouse, who has, or is eligible to have, a Uniformed Services Identification and Privilege Card (also called a military ID card) or is eligible for military health care benefits, and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

- 7. Do you have a child, children, or other legal dependents based on the definition above?
 - Yes
 - \mathbf{X} No
- 8. [Ask if Q7 = "Yes"] How many children or other legal dependents do you have in each age group specified below? To indicate none, select "0." To indicate nine or more, select "9."

13 years and younger

| | - |
|--------------------|---|
| 14–22 years old | |
| | - |
| 23 years and older | |
| | - |

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```
American Indian or Alaska Native- Enter, for examples,
                                                                                          X
9. What is your race and/or ethnicity? Mark all that apply.
                                                                                               Navajo Nation, Blackfeet Tribe of the Blackfeet Indian
                                                                                               Reservation of Montana, Native Village of Barrow Inupiat
                                                                                               Traditional Government, Nome Eskimo Community, Aztec,
                                                                                               Maya, etc.
                                                                                               Asian-Provide details below.
                                                                                          \mathbf{X}
                                                                                                     \boxtimes
                                                                                                          Asian Indian
                                                                                                    \boxtimes
                                                                                                         Filipino
                                                                                                    \boxtimes
                                                                                                         Vietnamese
                                                                                                    \boxtimes
                                                                                                         Korean
                                                                                                    Japanese
                                                                                               Enter, for example, Pakistani, Hmong, Afghan, etc.
                                                                                               Black or African American- Provide details below.
                                                                                          \mathbf{X}
                                                                                                     \times
                                                                                                         African American
                                                                                                     \boxtimes
                                                                                                         Jamaican
                                                                                                    🛛 Haitian
                                                                                                    \boxtimes
                                                                                                         Nigerian
                                                                                                    \boxtimes
                                                                                                         Ethiopian
                                                                                                    \boxtimes
                                                                                                         Somali
                                                                                               Enter for example, Trinidadian and Tobagonian, Ghanaian,
                                                                                               Congolese etc.
                                                                                               Hispanic or Latino – Provide details below.
                                                                                          \times
                                                                                                     \boxtimes
                                                                                                         Mexican
                                                                                                    \boxtimes
                                                                                                         Puerto Rican
                                                                                                    \boxtimes
                                                                                                         Salvadoran
                                                                                                    \boxtimes
                                                                                                         Cuban
                                                                                                    ⊠ Dominican
                                                                                                    Guatemalan
                                                                                               Enter, for example, Colombian, Honduran, Spaniard, etc.
                                                                                               Middle Eastern or North African- Provide details below.
                                                                                          \mathbf{X}
                                                                                                         Lebanese
                                                                                                    \boxtimes
                                                                                                         Iranian
                                                                                                    \boxtimes
                                                                                                         Egyptian
                                                                                                    \boxtimes
                                                                                                         Syrian
                                                                                                    \boxtimes
                                                                                                         Iragi
                                                                                                    \boxtimes
                                                                                                        Israeli
                                                                                               Enter, for example, Moroccan, Yemeni, Kurdish, etc.
                                                                                               Native Hawaiian or other Pacific Islander- Provide details
                                                                                          \mathbf{X}
                                                                                               below.
                                                                                                         Native Hawaiian
                                                                                                    \times
                                                                                                          Samoan
                                                                                                    \times
                                                                                                          Chamorro
                                                                                                    \times
                                                                                                          Tongan
                                                                                                    \boxtimes
                                                                                                          Fijian
                                                                                                    \boxtimes
                                                                                                         Marshallese
                                                                                               Enter, for example, Chuukese, Palauan, Tahitian, etc.
                                                                                              White- Provide details below.
                                                                                          \mathbf{X}
                                                                                                    German
                                                                                                    🛛 Irish
                                                                                                    🛛 Italian
                                                                                                    🛛 Polish
                                                                                                    Scottish
                                                                                               Enter, for example, French, Swedish, Norwegian, etc.
```

ACTIVATION/DEPLOYMENT STATUS

Please read the following definition carefully.

In this survey, the term "activation" refers to the involuntary or voluntary call to active duty of a Reserve Component member (Reserve or National Guard) under the following Title 10 USC statute authorities: §12301(a) (Full Mobilization), §12301(b) (15-Day Statute), §12302 (Partial Mobilization), §12304 (Presidential Reserve Call-up), §12304(a) (Reserve Emergency Call-up), §12304(b) (Reserve Call-Up), §12301(d) (Active Duty for Operational Supporting). It also applies to National Guard members who perform duties under 32 USC 502(f) for the purposes of supporting a Declaration of National Emergency. It does NOT apply to members on full-time active duty or members serving on full-time National Guard Duty in an AGR/FTS/AR/TAR/RCM status, active duty for operational support, active duty for training, or members serving on State Active Duty.

10. Have you been activated in the past 24 months? This includes activations that started more than 24 months ago and continued into the past 24 months. If you have been an AGR/FTS/AR for the past 24 months, select "No."

| X | Yes |
|---|-----|
| X | No |

- 11. [Ask if Q10 = "Yes"] Was at least one of your activations in the past 24 months longer than 30 consecutive days?
 - Yes
 - 🔀 No
- 12. [Ask if Q11 = "Yes"] In the past 24 months, has (have) your activation(s) of more than 30 consecutive days been voluntary, involuntary, or both?
 - 🗙 Voluntary
 - Involuntary
 - 🗙 Both
- 13. [Ask if Q10 = "Yes"] Are you currently activated?

| X | Yes |
|---|-----|
| X | No |

In the survey, the term **"deployment"** refers to the performance of duties at a location that would be considered outside normal commuting distance or time from the member's permanent work site (i.e., an armory or reserve center). Deployments can be to a location **within** the contiguous 48 states (CONUS) or to a location **outside** the contiguous 48 states (OCONUS).

14. [Ask if Q11 = "Yes"] Did any of your activations of more than 30 consecutive days in the past 24 months result in deployment?

| \times | Yes |
|----------|-----|
| \times | No |

- 15. [Ask if Q14 = "Yes"] In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?
 - CONUS OCONUS Both
- 16. [Ask if Q13 = "Yes" AND Q14 = "Yes"] Are you currently deployed?
 - Yes

EMPLOYMENT/STUDENT STATUS

- 17. Are you working toward or did you receive a new credential(s) or certification, in the last 12 months? *Mark all that apply*.
 - High school graduate—high school diploma or equivalent (e.g., GED)
 - 🟹 Vocational or technical diploma
 - X Associate's degree
 - 🗙 Bachelor's degree
 - $\overline{\langle}$ Master's, doctoral, or professional school degree
 - Professional license
 - Professional certificate
 - None/Not applicable
- 18. [Ask if [AGRFLAG] = "Not AGR" AND (Q10 = "No" OR Q13 = "No")] Are you currently enrolled in a civilian school? Mark "Yes" if you were enrolled in the most recent academic semester or if you are enrolled for the next semester.
 - Yes X

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| 19. | [Ask if Q18 = "Yes"] Are you currently a full- time student or part-time student? <i>Full-time</i> <i>is considered an equivalent of 12 credit</i> <i>hours or more per semester. Part-time is</i> <i>considered an equivalent of less than 12</i> <i>credit hours per semester.</i> Full-time Part-time | | [Ask if Q21 = "Yes" OR Q22 = "Yes, on vacation, temporary illness, labor dispute, etc."] Do you have a full-time civilian job (of 35 hours or more per week) that includes benefits, as well as pay or salary? Yes No | |
|-----|--|--|---|------------------------------------|
| 20. | [Ask if [MTFLAG] = "Ask if Mil Tech" AND (Q10 = "No" OR Q13 = "No")] Are you currently a military technician? Yes No | | [Ask if Q25 = "No"] What is the main reason you do not currently have a full-time civilian job? Unable to find a job Full-time homemaker, parent, and/or care giver Full-time student | |
| 21. | [Ask if ([RPROGCIV] = "IMA" OR ([AGRFLAG] = "Not AGR" AND ([RORG_CD] = "Navy Reserve" OR [RORG_CD] = "Marine Corps Reserve" OR Q20 = "No")) AND (Q10 = "No" OR Q13 = "No")] Last week, did you do any work for pay or profit? <i>Mark "Yes" even if you</i> <i>worked only one hour, or helped without pay</i> <i>in a family business or farm for 15 hours or</i> <i>more.</i> ∑ Yes No | | Disabled Prefer not to Other 27. [Ask if Q21 = vacation, ten etc."] What is employment employment work the model An employe business or | Prefer not to have a full-time job |
| 22. | [Ask if Q21 = "No"] Last week, were you temporarily absent from a job or business? ☑ Yes, on vacation, temporary illness, labor dispute, etc. ☑ No | | An employee of a NOT-FOR-PROFIT, tax-exempt, or charitable organization A FEDERAL government employee A STATE government employee A LOCAL government employee (e.g., county, city, town) | |
| 23. | [Ask if Q22 = "No"] Have you been looking for work during the last 4 weeks? ∑ Yes No | | Self-employed in OWN business, professional practice, or farm Working WITHOUT PAY in a family business or farm Working WITH PAY in a family business or farm | |
| 24. | [Ask if Q23 = "Yes"] Last week, could you have started a job if offered one, or returned to work if recalled? Yes, could have gone to work | | | |

- No, because of my temporary illness
- No, because of other reasons (in school, etc.)

- 28. [Ask if (Q27 = "An employee of a PRIVATE/ PUBLIC company, business or individual, working for wages, salary, or commission" OR Q27 = "An employee of a NOT-FOR-PROFIT, tax-exempt, or charitable organization" OR Q27 = "A FEDERAL government employee" OR Q27 = "A STATE government employee" OR O27 = "A LOCAL government employee (e.g., county, city, town)" OR Q27 = "Selfemployed in OWN business, professional practice, or farm" OR Q27 = "Working WITHOUT PAY in a family business or farm" OR Q27 = "Working WITH PAY in a family business or farm")] Counting all locations where your current principal employer operates in the United States, what is the total number of persons who work for this employer?
 - 📉 1 to 9
 - 10 to 24
 - 25 to 49
 - 50 to 99
 - 100 to 499
 - 500 to 999
 - 🗙 1,000 or more
- 29. [Ask if Q13 = "No" AND (Q27 = "An employee of a PRIVATE/PUBLIC company, business or individual, working for wages, salary, or commission" OR O27 = "An employee of a NOT-FOR-PROFIT, taxexempt, or charitable organization" OR Q27 = "A FEDERAL government employee" OR Q27 = "A STATE government employee" OR Q27 = "A LOCAL government employee (e.g., county, city, town)" OR Q27 = "Selfemployed in OWN business, professional practice, or farm" OR Q27 = "Working WITHOUT PAY in a family business or farm" OR Q27 = "Working WITH PAY in a family" business or farm")] Is your current principal civilian employment the same as before your most recent activation?
 - Does not apply; I did not have a civilian job prior to my most recent activation

| \times | Yes |
|----------|-----|
| Х | No |

- **30.** [Ask if [AGRFLAG] = "Not AGR" AND Q13 =
 - "Yes"] At the time of your most recent activation, were you enrolled in a civilian school? Mark "Yes" if you were enrolled in the most recent academic semester or if you were enrolled for the next semester.

Yes Yes

- 🔀 No
- 31. [Ask if Q30 = "Yes"] At the time of your most recent activation, were you a full-time student or part-time student? *Full-time is considered an equivalent of 12 credit hours or more per semester. Part-time is considered an equivalent of less than 12 credit hours per semester.*

Full-time

- 🔀 Part-time
- 32. [Ask if [MTFLAG] = "Ask if Mil Tech" AND Q13 = "Yes"] In the week prior to your current activation, were you a military technician?
 - 🗙 Yes
 - No 🛛
- 33. [Ask if ([RPROGCIV] = "IMA" OR ([AGRFLAG] = "Not AGR" AND ([RORG_CD] = "Navy Reserve" OR [RORG_CD] = "Marine Corps Reserve" OR Q32 = "No"))) AND Q13 = "Yes"] In the week prior to your most recent activation, did you do any work for pay or profit? Mark "Yes" even if you worked only one hour, or helped without pay in a family business or farm for 15 hours or more.
 - Yes
 - 🔀 No
- 34. [Ask if Q33 = "No"] In the week prior to your most recent activation, were you **temporarily** absent from a job or business?

Yes, on vacation, temporary illness, labor dispute, etc.

- No 🛛
- 35. [Ask if Q34 = "No"] Were you looking for work during the 4 weeks prior to your most recent activation?
 - 🔀 Yes

🔀 No

- 36. [Ask if Q35 = "Yes"] In the week prior to your most recent activation, could you have started a job if offered one, or returned to work if recalled?
 - \mathbf{X} Yes, could have gone to work
 - 🟹 No, because of my temporary illness

 \times No, because of other reasons (in school, etc.)

- 37. [Ask if Q33 = "Yes" OR Q34 = "Yes, on vacation, temporary illness, labor dispute, etc."] In the week prior to your most recent activation, did you have a full-time civilian job (of 35 hours or more per week) that included benefits, as well as pay or salary?
 X Yes
 - Yes
 - 🔀 No
- 38. [Ask if Q33 = "Yes" OR Q34 = "Yes, on vacation, temporary illness, labor dispute, etc." OR Q29 = "No"] In the week prior to your most recent activation, what was your principal civilian employment? By principal civilian employment, we mean the job at which you worked the most hours.
 - An employee of a PRIVATE/PUBLIC company, business or individual, working for wages, salary, or commission
 - An employee of a NOT-FOR-PROFIT, tax-exempt, or charitable organization
 - A FEDERAL government employee
 - A STATE government employee
 - A LOCAL government employee (e.g., county, city, town)
 - Self-employed in OWN business, professional practice, or farm
 - Working WITHOUT PAY in a family business or farm
 - Working WITH PAY in a family business or farm

39. [Ask if (Q38 = "An employee of a PRIVATE/ PUBLIC company, business or individual, working for wages, salary, or commission" OR Q38 = "An employee of a NOT-FOR-PROFIT, tax-exempt, or charitable organization" OR Q38 = "A FEDERAL government employee" OR Q38 = "A STATE government employee" OR Q38 = "A LOCAL government employee (e.g., county, city, town)" OR Q38 = "Selfemployed in OWN business, professional practice, or farm" OR Q38 = "Working WITHOUT PAY in a family business or farm" OR Q38 = "Working WITH PAY in a family business or farm")] Counting all locations where your principal employer (in the week prior to your most recent activation) operated in the United States, what is the total number of persons who worked for this employer?

| \mathbf{X} | 1 to 9 |
|--------------|---------------|
| \ominus | 10 to 24 |
| X | 10 10 24 |
| \times | 25 to 49 |
| X | 50 to 99 |
| \times | 100 to 499 |
| \times | 500 to 999 |
| X | 1,000 or more |

| 40. | In what career field is your | current or most 4 | 1. \ | What |
|-----|---|-----------------------|------|-------------------------|
| | recent civilian employment? | 2 | 2 | your n |
| | 🔀 Not applicable, I have never ha | d civilian employment | l | Mark a |
| | Administrative services (e.g., ad | Iministrative | | 🗙 Pay |
| | assistant, secretary) | | | 🗙 Lac |
| | Education (e.g., teacher, teacher | • | | 🗙 Lac |
| | Child care and child developme children at schools, businesses and child care institutions) | | | 🔀 Lao |
| | Financial services (e.g., claim a analyst, accountant, financial co insurance agent) | | | Lac |
| | Health care practitioners and te (e.g., nurse, dental hygienist, pl records specialist, dentist, docto optician, veterinarian) | narmacist, medical | | Lac Fre Lac Me |
| | Health care support (e.g., home assistant, occupational or physi | | | Cai |
| | Community and social services counselor, social worker, proba correctional treatment specialis | tion officers and | | Lac Lac Not |
| | monitor) Communications and marketing call center, film/TV, social medi | | | |
| | Retail and customer service (e. person, customer service repre | g., cashier, sales | .2 - | Taking |
| | Information technology (e.g., ne database administrator) | | 9 | satisfi |
| | Software development (e.g., co | ding) | | followi Guard |
| | Recreation and hospitality (e.g. business/management, persona agent) | | | item. |
| | Legal (e.g., lawyer, paralegal, le mediator, magistrate) | egal assistant, | | |
| | Protective services (e.g., correc firefighter, police officer, animal security guard) | | | |
| | Transportation and material mo (e.g., aircraft service attendant; bus, taxi, or truck driver) | | | a. You |
| | Skilled trades (e.g., electrician, plumber, construction, welder) | cosmetology, | , | (i.e. and |
| | Other occupations which requir | e a state license | l | b. The |
| | Other occupations which do NC license |)T require a state | | you c. You pro |
| | | | | d. The |
| | | | (| e. The sup |
| | | 4 | 3. (| Overa |

1. What barriers have you faced in entering your most recent or current career field? *Mark all that apply*.

Pay does not cover cost of child care
Lack vocational training
Lack required 2-year degree
Lack required 4-year degree
Lack required certification
Lack transferability of certifications/licensure
Lack experience
Lack available/flexible child care
Frequent moves
Lack of jobs in my field in my current location
Medical or health limitations
Caregiver (non-child) requirements
Lack of flexible hours/flexible schedule
Not applicable

SATISFACTION

42. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item*.

| Very dissatisfied | | | | | | ied |
|-------------------|---|--------|--------------|-----|-------------|-------------|
| Dissatisfied | | | | | | |
| | Neither satisfied n | or dis | satisf | ied | | |
| | | Satisf | ied | | | |
| | Very satis | fied | | | | |
| a. | Your total compensation (i.e., base pay, allowances, and bonuses) | | \times | | \boxtimes | |
| b. | The type of work you do in your military job | | \boxtimes | | \boxtimes | \boxtimes |
| c. | Your opportunities for promotion in your unit | | \boxtimes | | \boxtimes | \boxtimes |
| d. | The quality of your coworkers in your unit | | \square | | \boxtimes | \boxtimes |
| e. | The quality of your supervisor in your unit | | \mathbf{X} | | \times | \boxtimes |

- 43. Overall, how satisfied are you with the military way of life?
 - Very satisfied
 - Satisfied
 - $\overline{\mathbf{X}}$ Neither satisfied nor dissatisfied
 - Dissatisfied
 - 🗙 Very dissatisfied

RETENTION

44. How many years have you spent in military service? Do not count partial years. To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".

Include in military service years:

- Time spent as an active duty Service member
- Time spent as a National Guard/Reserve component member, to include:
 - Time spent as a Drilling unit Reservist/ Traditional Guardsman/Troop Program Unit (TPU) Reservist
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time, active duty program
 - Time spent in the Individual Ready Reserve (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)
 - Time spent in the Standby Reserve
 - Years
- 45. Suppose that you have to decide whether to continue to participate in the National Guard/ Reserve. Assuming you could stay, how likely is it that you would choose to do so?
 - 🗙 Very likely
 - 🗙 Likely
 - Neither likely nor unlikely
 - 🗙 Unlikely
 - Very unlikely
- 46. [Ask if Q5 = "Married" OR Q5 = "Separated"

OR Q6 = "Yes"] In your opinion, how does your spouse/significant other view your participation in the National Guard/Reserve?

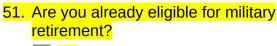
- 🗙 Very favorably
- 🔀 Somewhat favorably
- Neither favorably nor unfavorably
- Somewhat unfavorably
- 🟹 Very unfavorably

- 47. In your opinion, how does your family view your participation in the National Guard/ Reserve?
 - 🔀 Very favorably
 - Somewhat favorably
 - Neither favorably nor unfavorably
 - Somewhat unfavorably
 - Very unfavorably
- 48. [Ask if Q21 = "Yes" OR Q22 = "Yes, on vacation, temporary illness, labor dispute, etc." OR Q33 = "Yes" OR Q34 = "Yes, on vacation, temporary illness, labor dispute, etc."] In your opinion, how does your supervisor at your principal civilian job view your participation in the National Guard/ Reserve?
 - Does not apply; I do not have a supervisor at my principal civilian job
 - 🔀 Very favorably
 - 🔀 Somewhat favorably
 - Neither favorably nor unfavorably
 - Somewhat unfavorably
 - Very unfavorably
- 49. [Ask if Q21 = "Yes" OR Q22 = "Yes, on vacation, temporary illness, labor dispute, etc." OR Q33 = "Yes" OR Q34 = "Yes, on vacation, temporary illness, labor dispute, etc."] In your opinion, how do your coworkers at your principal civilian job view your participation in the National Guard/ Reserve?
 - Does not apply; I do not work with others at my principal civilian job
 - 🗙 Very favorably
 - Somewhat favorably
 - 🔀 Neither favorably nor unfavorably
 - Somewhat unfavorably
 - 🔨 Very unfavorably

DETAILED RETENTION

50. To what extent does military service provide you with the following opportunities? *Mark* one answer for each item.

| | | 1 | Not a | <mark>t all</mark> | |
|-----------------|---|-------------------|-------------|--------------------|--|
| Small extent | | | | | |
| | Moderate ex | <mark>dent</mark> | | | |
| | Large extent | | | | |
| | Very large extent | | | | |
| <mark>a.</mark> | Opportunity to learn a new skill | | \boxtimes | | |
| b. | Opportunity to do an interesting job | | \boxtimes | | |
| C. | Opportunity to do something exciting | | \boxtimes | | |
| <mark>d.</mark> | Opportunity to have the challenge of military training | | \boxtimes | | |
| <mark>e.</mark> | Opportunity to travel/"get away" | | \boxtimes | | |
| f. | Opportunity to use educational benefits | | \boxtimes | | |
| g. | Opportunity to earn extra moneyX | | \boxtimes | | |
| h. | Opportunity to earn credit toward a military pension | | \boxtimes | | |
| i. | Opportunity to perform a public service | | \boxtimes | \boxtimes | |
| j. | Opportunity to serve your country | | \boxtimes | | |
| <mark>k.</mark> | Opportunity to serve your local community | | \boxtimes | | |
| I. | Opportunity to serve with people you respect and enjoy being around | | \boxtimes | | |





52. Suppose that you have to decide whether to continue to participate in the National Guard/ Reserve. To what extent is each of the following a reason for you to leave? *Mark one answer for each item*.

| Not at all | | | | | | | | |
|-----------------|--|------------------|--------------|-------------|-------------|-------------|--|--|
| | Slight extent | | | | | | | |
| | Moderate extent | | | | | | | |
| | Grea | at ext | ent | | | | | |
| | Very great exte | <mark>ent</mark> | | | | | | |
| <mark>a.</mark> | Obligation of military service fulfilled | | | | \boxtimes | | | |
| b. | Not eligible to reenlist | | .× | \square | \boxtimes | \boxtimes | | |
| c. | Moving to another area | | \mathbf{X} | \boxtimes | \boxtimes | \boxtimes | | |
| <mark>d.</mark> | Too hard to get to my Guard/Reserve unit | | | | \times | | | |
| <mark>e.</mark> | Need the time for my education | | | | \boxtimes | | | |
| f. | Unit drills conflict with my civilian job | | | | \times | | | |
| g. | Unit drills conflict with my family activities | | | | \times | | | |
| h. | Desire for more leisure time | | \boxtimes | | \times | | | |
| i. | Dislike of my unit's training | | <u>.</u> X | \boxtimes | \times | \boxtimes | | |
| j. | Unit's lack of modern equipment for training | | | | \boxtimes | | | |
| <mark>k.</mark> | Bored with unit activities | | \mathbf{X} | \square | \boxtimes | \boxtimes | | |
| l. | Insufficient pay | | \mathbf{X} | \boxtimes | \boxtimes | \boxtimes | | |
| <mark>m.</mark> | Pace of promotions is too slow | | | \boxtimes | \boxtimes | \boxtimes | | |
| <mark>n.</mark> | Too many problems getting paid | | | \boxtimes | \boxtimes | \boxtimes | | |
| 0. | Activations/deployments | \boxtimes | \mathbf{X} | \boxtimes | \times | \boxtimes | | |
| <mark>p.</mark> | Age/condition of unit training facilities | | | | \boxtimes | | | |

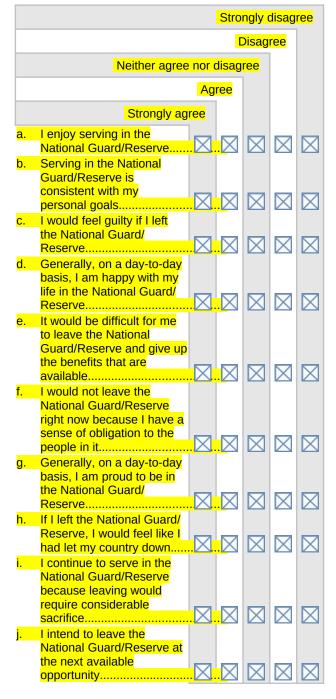
- 53. Suppose that you have to decide whether to continue to participate in the National Guard/ Reserve. Which of the following would be the most important factor in this decision?
 - Pay and allowances
 Military retirement system
 Health care
 Educational assistance
 Opportunities for training and professional development
 Quality of the work environment based on unit morale, camaraderie, and professionalism
 Pride in serving your country
 - Cher factor

| | ТЕМРО | READINESS |
|-----|--|--|
| 54. | [Ask if [AGRFLAG] = "Not AGR"] In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status? | 59. Overall, how well prepared are you to perform your wartime job? Very well prepared Well prepared Neither well nor poorly prepared Poorly prepared Very poorly prepared |
| 55. | [Ask if [AGRFLAG] = "Not AGR"] In an average month when not activated, how many unpaid hours, off duty, do you spend on your unit's business ? <i>For none, enter</i> "0". Hours | 60. Overall, how well prepared is your unit to perform its wartime mission? Very well prepared Well prepared Neither well nor poorly prepared Poorly prepared |
| 56. | In the past 12 months, how many nights did you spend away from your home because of your military duties? <i>Do not include nights</i> <i>spent away from home before out-of-town</i> <i>drills</i> . | Very poorly prepared 61. How well has your training prepared you to perform your wartime job? Very well Well Neither well nor poorly |
| 57. | In the past 12 months, have you spent more or less time away from your home than you expected when you first entered the National Guard/Reserve? | Poorly Very poorly STRESS |
| | Much more than expected More than expected Neither more nor less than expected Less than expected Much less than expected | 62. Overall, how would you rate the current level of stress in your military life? Much less than usual Less than usual About the same as usual |
| 58. | What impact has time away (or lack thereof) from your home in the past 12 months had on your military career intentions? Greatly increased your desire to stay Increased your desire to stay Neither increased nor decreased your desire to stay Decreased your desire to stay Greatly decreased your desire to stay Greatly decreased your desire to stay | More than usual Much more than usual 63. Overall, how would you rate the current level of stress in your personal life? Much less than usual Less than usual About the same as usual More than usual |

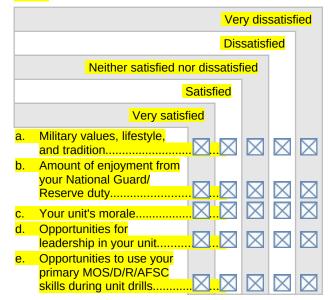
Much more than usual

ATTITUDES TOWARD MILITARY SERVICE/ LIFESTYLE

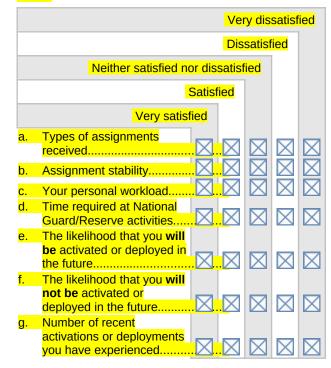
64. How much do you agree or disagree with each of the following statements about serving in the National Guard/Reserve? *Mark one answer for each item*.

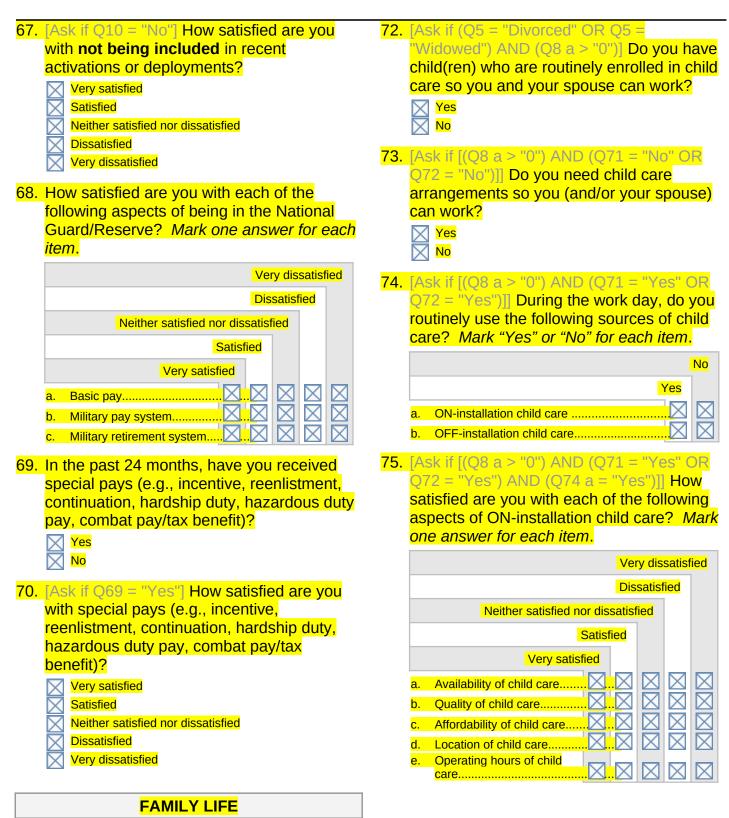


65. How satisfied are you with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item*.



66. How satisfied are you with each of the following aspects of being in the National Guard/Reserve? *Mark one answer for each item*.

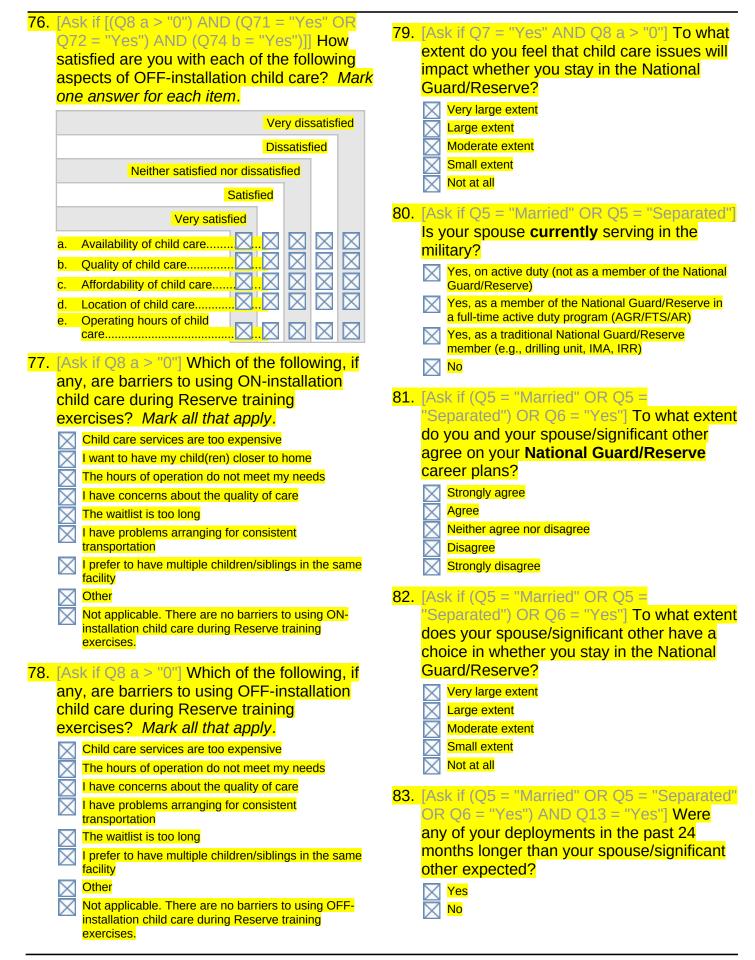




<mark>Yes</mark> No

71. [Ask if (Q5 = "Married" OR Q5 =

"Separated") AND (Q8 a > "0")] Do you have child(ren) who are routinely enrolled in child care so you and your spouse can work?



FINANCIAL WELL-BEING AND EDUCATION 84. Which of the following best describes your (and/or your spouse's) financial condition? Very comfortable and secure Able to make ends meet without much difficulty Occasionally have some difficulty making ends meet Tough to make ends meet but keeping your head above water In over your head \sim 85. Compared to 12 months ago, is your financial situation better, worse, or has it stayed the same? 🔀 Much better Somewhat better Staved the same Somewhat worse Much worse

86. [Ask if Q85 = "Much better" OR Q85 = "Somewhat better"] Which of the following are reasons why your financial situation is better than it was 12 months ago? Mark "Yes" or "No" for each item.

| | | | No |
|----|---|-----------|----|
| | , | Yes | |
| a. | Change related to your employment (e.g., new job, increase in pay) | \square | |
| b. | Change related to your spouse's employment (e.g., new job, increase in pay) | | |
| C. | Change in your family situation (e.g., got married or divorced, fewer children living at home) | | |
| d. | Reduction in debt and/or expenses (e.g., paid off credit card, student loan, or other debt) | | |
| e. | Better financial management (e.g., used financial education strategies, increased savings, followed budget) | | |

87. [Ask if Q85 = "Much worse" OR Q85 =

"Somewhat worse"] Which of the following are reasons why your financial situation is **worse** than it was 12 months ago? *Mark* "Yes" or "No" for each item.

| | | | No |
|----|--|-----|----|
| | | Yes | |
| a. | Change related to your employment (e.g., lost job, decrease in pay) | | |
| b. | Change related to your spouse's employment (e.g., lost job, decrease in pay, could not find job) | | |

| | | | No |
|----|--|-----|----|
| | | Yes | |
| C. | Change in your family situation (e.g., got married or divorced, had a baby, provided financial support for family) | | |
| d. | Increased debt and/or expenses (e.g., unplanned expenses, additional loans) | | |
| e. | Financial management challenges (e.g., used savings, did not follow budget) | | |

88. How well does each statement describe you or your situation? *Mark one answer for each item.*

| | Completely | | | | | |
|----|---|---------|------|--------|-------------|--|
| | | | ١ | /ery v | vell | |
| | | Sc | mew | hat | | |
| | ١ | /ery li | ttle | | | |
| | Not a | t all | | | | |
| a. | Because of my money situation, I feel like I will never have the things I want in life | | | | \bowtie | |
| b. | I am just getting by financially | | | | \boxtimes | |
| C. | I am concerned that the money I have, or will save, won't last | | | | \boxtimes | |

89. How often does each of the following statements apply to you? *Mark one answer for each item.*

| | Always |
|----|---|
| | Often |
| | Sometimes |
| | Rarely |
| | Never |
| a. | I have money left over at the end of the month |
| b. | My finances control my life \boxtimes \boxtimes \boxtimes \boxtimes |

- 90. Which of the following statements **best** describes your (and your spouse's, if applicable) saving or investment habits?
 - Usually spend more than income—unable to save or invest
 - Usually spend about as much as income—unable to save or invest
 - Usually spend less than income—save or invest whatever is left over at the end of the month
 - Usually spend less than income—save or invest regularly by putting money aside each month

- 91. How much do you (and your spouse, if applicable) have in an emergency savings fund, in terms of your **average** monthly expenses?
 - 🔀 Less than 1 month
 - Retween 1 and 3 months
 - Retween 4 and 6 months
 - More than 6 months
 - $\overline{\mathbf{X}}$ I do not have an emergency savings fund
- 92. Suppose that you have an emergency expense that costs \$400. Based on your current financial situation, how would you pay for this expense? *If you would use more than one method to cover this expense, please mark all that apply.*
 - Put it on my credit card and pay it off in full at the next statement
 - $\overline{\langle}$ Put it on my credit card and pay it off over time
 - With the money currently in my checking/savings account or with cash
 - \bigvee Using money from a bank loan or line of credit
 - $\overline{\mathbf{X}}$ By borrowing from a friend or family member
 - \mathbf{X} Using a payday loan, deposit advance, or overdraft
 - Using a loan or grant from a military aid society (e.g., Army Emergency Relief, Navy-Marine Corps Relief)
 - K By selling something
 - $\overline{\swarrow}$ I wouldn't be able to pay for the expense right now
- 93. Which best describes how you (and/or your spouse if applicable) have paid bills over the last **12 months**?
 - Raid bills on time
 - 🕺 Paid most bills on time
 - Paid some bills on time
 - Raid very few bills on time
- 94. In the **past 12 months**, which of the following options **best** describes how you most frequently pay credit card debt?
 - Pay credit card balance in full each month
 - Pay more than minimum payment but not full balance
 - $\overrightarrow{}$ Pay only minimum payment
 - 🔇 I do not use credit cards

95. In the **past 12 months**, did any of the following happen to you (and/or your spouse, if applicable)? *Mark "Yes" or "No" for each item*.

| | | | No |
|----|--|--------------|-------------|
| | | Yes | |
| a. | Failed to make a monthly/minimum payment on your credit card | \boxtimes | \boxtimes |
| b. | Failed to make a rent or mortgage payment | | |
| C. | Had a debt referred to a collection agency. | \square | \boxtimes |
| d. | Had telephone, cable, or Internet shut off | \mathbf{X} | \boxtimes |
| e. | Had water, heat, or electricity shut off | \mathbf{X} | \boxtimes |
| f. | Failed to make a vehicle payment | \square | \boxtimes |
| g. | Had a vehicle repossessed | \square | \boxtimes |
| h. | Filed for personal bankruptcy | \square | \boxtimes |
| i. | Paid overdraft fees to your bank or credit union | | |
| j. | Borrowed money from family and/or friends to pay bills | | |
| k. | Took money out of a retirement fund or investment to pay bills | \boxtimes | |
| I. | Had personal relationship problems with your partner due to finances | \boxtimes | |
| m. | Received a notification about your security clearance due to your financial condition | \square | |
| n. | Had adverse personnel action due to your financial condition | \square | |
| 0. | Provided unplanned financial support to a family member who did not live with you | | \boxtimes |

96. In the **past 12 months**, have you (and/or your spouse, if applicable) used any of the following financial products or services? *Mark "Yes" or "No" for each item.*

| | | No |
|----|---|-------------|
| | Yes | |
| a. | Overdraft protection for bank account, loan, or line of credit | |
| b. | Buy Now Pay Later product | \square |
| c. | Payday loan | \boxtimes |
| d. | Vehicle title loan (a loan where you obtain money by providing a vehicle title as collateral) | \square |
| e. | Cash advance on a credit card | \boxtimes |
| f. | Pawn loan | \boxtimes |
| g. | Loan or grant from a military aid society (e.g., Army Emergency Relief, Navy- Marine Corps Relief Society, Air Force Aid Society, Coast Guard Mutual Assistance) | |
| h. | Other loan or advance (e.g., mobile app) | \square |

97. How often do you engage in the following activities in order to manage your finances? *Mark one answer for each item*.

| | | | | Ne | ver |
|----|--|--------------|-------------|-------------|-----------|
| | Sometin | | | nes | |
| | | Of | ten | | |
| | Alw | ays | | | |
| a. | Make short-term financial plans (e.g., renting a house, purchasing a vehicle, saving for vacation, medical/dental/vision expenses) | | | \boxtimes | |
| b. | Make and/or monitor long-term financial plans (e.g., home ownership, retirement, insurance, children's college | | | | |
| C. | education) Follow a monthly budget or spending plan | | | | |
| d. | Contribute to a savings account for emergency savings or other savings goal | \boxtimes | | \boxtimes | |
| e. | Review your Leave and Earnings Statement (LES) | \mathbf{X} | | \boxtimes | |
| f. | Contribute to a retirement account (e.g., the Thrift Savings Plan (TSP), IRA, 401(k)) | | | | |
| g. | Monitor your credit score/rating | \mathbf{X} | \boxtimes | \times | \square |

98. From which of the following resources have you received information, training, or counseling on **any** financial topic? *Mark* "Yes" or "No" for each item.

| | | No |
|----|---|----|
| | Yes | |
| a. | Military financial training, class, or seminar (online or classroom) | |
| b. | Military financial counseling (in-person, by telephone, or virtually) | |
| C. | Unit leadership or financial specialist within your unit (e.g., Command Financial Specialist, Corporal for Financial Fitness, Command Financial NCO) | |
| d. | Military aid society (e.g., Army Emergency Relief, Navy-Marine Corps Relief Society, Air Force Aid Society, Coast Guard Mutual Assistance) | |
| e. | On-base financial institution (e.g., bank or credit union) | |
| f. | Online military resource(s) (e.g., Office of Financial Readiness, Sen\$e app, Military OneSource, Service or installation financial readiness program) | |
| g. | Non-military financial counselor, advisor, or other resource (e.g., social or charitable organizations, online blogs and articles) | |
| h. | Family/friends/peers | |

99. Please indicate whether the following are financial goals for you (and your spouse, if applicable). If a goal does not apply to you, please select "No, this is not a goal for me/ us." Mark one answer for each item.

| I/we have met this go | | | | | | |
|-----------------------|--|-------------|--|--|--|--|
| | No, this is not a goal for me/us | | | | | |
| | Yes, this is a goal for me/us | | | | | |
| a. | Saving for retirement | \boxtimes | | | | |
| b. | Saving for child(ren)'s education | \boxtimes | | | | |
| C. | Saving for a safety net/emergency fund | \boxtimes | | | | |
| d. | Paying off your education-related loans (e.g., federal or private student loans) | | | | | |
| e. | Being free of debt, except for mortgage | \boxtimes | | | | |
| f. | Buying a home | \boxtimes | | | | |
| g. | Saving for a major purchase (e.g., vehicle, vacation, household items) | | | | | |

- 100. If you were to set a financial goal for yourself today how confident are you in your ability to achieve it?
 - Not at all confident
 Not very confident
 Somewhat confident
 Very confident
 Don't know

The Department of Defense is interested in assessing the overall financial literacy and preparedness of military members. By completing the next set of items, you will help the Department determine how well military members understand a variety of financial-related topics. *For each question or statement, please select the BEST response. If you are not sure about an answer, please select "Don't know."*

- 101. Suppose you had \$100 in a savings account and the interest rate was 2% per year. After five years, how much do you think you would have in the account if you left the money to grow?
 - More than \$102
 - Exactly \$102
 - 🔀 Less than \$102
 - < Don't know

- 102. Imagine that the interest rate on your savings account was 1% per year and inflation was 2% per year. After 1 year, how much would you be able to buy with the money in this account?
 - 🔀 More than today
 - 🗙 Exactly the same
 - Less than today
 - Don't know
- 103. Is the following statement true or false?

A 15-year mortgage typically requires higher monthly payments than a 30-year mortgage, but the total interest paid over the life of the loan will be less.

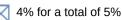
| Х | True |
|----------|-------|
| \times | False |

- 🕇 Don't know
- 104. Is the following statement true or false?

Buying a single company's stock usually provides a safer return than a stock mutual fund.

- 🗙 True
- 🗙 False
- 🔀 Don't know
- 105. Which of the following does not impact your credit score?
 - Raying bills on time
 - Checking your own credit score
 - The percentage of available credit used
 - Applying for new credit
 - 🔀 Don't know
- 106. Under the Blended Retirement System (BRS), the government will contribute 1% of your base pay to your Thrift Savings Plan (TSP) account and match up to an additional

_____ percent based on your TSP contribution after you are vested in TSP.



5% for a total of 6%

There is no government match

🟹 Don't know

- FOOD ASSISTANCE 107. In the past 12 months, have you and/or your family used a commissary?
 - 🗙 <mark>Yes</mark>
 - 🔨 No, although a commissary was available
 - 🔀 No, a commissary was **not** available

108. [Ask if Q107 = "Yes"] In the past 12

months, how often, on average, do you and/or your family shop at a commissary?

- 🗙 Daily
- More than once a week
- Weekly
- 🔀 2-3 times a month
- Once a month
- 🔀 Less than once a month
- 109. [Ask if Q107 = "Yes"] On average, what percentage of commercial retail prices do you think you and/or your family have saved in the **past 12 months** by shopping at the commissary?
 - 0%
 1-5%
 6-10%

 - 21-30%
 - 31-40%
 - X 41% or more
- 110. [Ask if Q107 = "Yes"] Think about the quality of your experiences with military commissaries in the **past 12 months**. How would you and/or your family rate the following: *Mark one answer for each item*.

| | | | P | oor |
|-----------------|--|-------------|-------------|-------------|
| | | F | air | |
| | Go | bod | | |
| | Very good | | | |
| | Excellent | | | |
| <mark>a.</mark> | Convenience of store | | \times | |
| <mark>b.</mark> | Convenience of store hours | | \boxtimes | \boxtimes |
| <mark>C.</mark> | Prices for products, given the quality | \boxtimes | \boxtimes | \boxtimes |
| <mark>d.</mark> | Variety and selection of merchandise | | \boxtimes | \boxtimes |
| <mark>e.</mark> | Availability of merchandise | \square | \boxtimes | \boxtimes |

| | | | P | oor |
|-----------------|--|------------------|-------------|-------------|
| | | F | -air | |
| | G | <mark>ood</mark> | | |
| | Very good | | | |
| | Excellent | | | |
| <mark>f.</mark> | Courtesy and helpfulness of staffX | | \boxtimes | |
| <mark>g.</mark> | Layout and cleanliness of the store | | \boxtimes | |
| <mark>h.</mark> | Speed of the checkout process | \boxtimes | \boxtimes | \boxtimes |
| i. | Ability to provide brand name productsX | \boxtimes | \boxtimes | \boxtimes |
| j. | Frequency of sales and promotions | \boxtimes | \boxtimes | \boxtimes |

111. Choose the best statement that represents your home/barracks/dorm/ship TODAY (where you are living now): Mark all that apply.

- Kitchen with major appliances (e.g., refrigerator, stove, microwave) and food prep/cooking supplies.
- Shared kitchen in building with major appliances and food prep/cooking supplies.
- Shared kitchen in building with major appliances, without any food prep/cooking supplies.
- No kitchen in building, but have mini-refrigerator and microwave in room.
- Room/Rack without any food prep/cooking capability.
- 112. In a typical week, how many meals do you get at the military dining facility (DFAC)/ galley?
 - Meals
- 113. When you don't eat at the military dining facility (DFAC)/galley, what are the reasons? Mark all that apply.
 - $\overline{\mathbf{X}}$ Not applicable (I always go to the DFAC/galley)
 - No DFAC/galley available or closed
 - No transportation to get there
 - < Lines are too long to wait
 - Not enough time
 - \langle Don't like the food at the DFAC/galley
 - $\overline{\langle}$ Eat at home or bring food from home
 - $\overline{\mathbf{X}}$ Prefer to eat at fast food or other local restaurant
 - Other

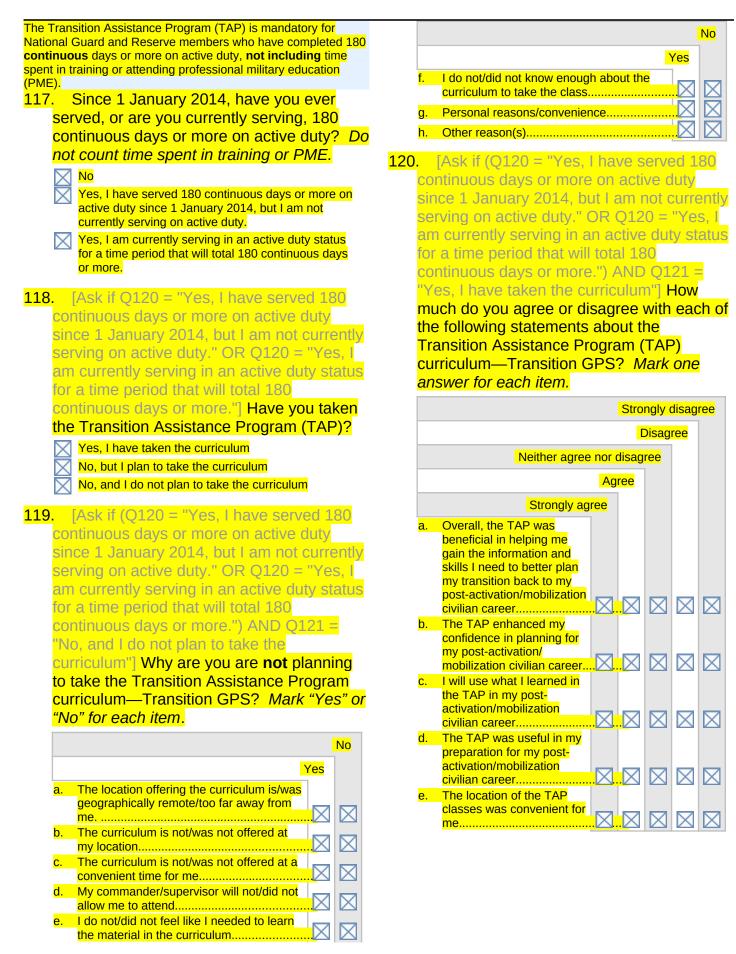
114. Are you and/or your family currently receiving support from **any** of the following nutrition assistance resources? Mark all that apply. SNAP (Supplemental Nutrition Assistance Program/ \times Food Stamps) WIC (Women, Infants, and Children) program National School Lunch Program (children receive free or reduced meals at school) Food banks or pantries, on or off the military installation Grocery, commissary, or food gift cards from Chaplains or other military leadership Some other assistance resource No, I am not using any nutrition assistance resource

115. Do you have any additional feedback related to access to quality food for you and your family? Please do not include any personally identifiable information (e.g., names, addresses).

TRANSITION ASSISTANCE

Title 10, U.S. Code, Chapter 58, includes steps to improve the Transition Assistance Program (TAP) for Service members. The statute made participation in several components of TAP mandatory for all Service members, including National Guard and Reserve members who have completed 180 **continuous** days or more on active duty. DoD policy directs that these Service members need to attain Career Readiness Standards, have a viable Individual Transition Plan (ITP), and participate in Capstone to better prepare them for a successful transition from military to civilian life.

- 116. Before taking this survey, were you familiar with the requirements that all Service members (including National Guard and Reserve members who have been activated or mobilized for 180 continuous days or more on active duty after being called up voluntarily or involuntarily) must participate in the Transition Assistance Program (TAP) and attain Career Readiness Standards for their transition to civilian life?
 - 🔀 <mark>Yes</mark> 🗙 <mark>No</mark>



121. Which of the following topics concerning the transition to post-activation/mobilization civilian life are of interest to you? *Mark* "Yes" or "No" for each item.

| | | No |
|-----------------|---|-----------------|
| | Yes | |
| <mark>a.</mark> | Counseling on transition services and benefits | |
| b. | Federal employment assistance | |
| C. | Private employment assistance | |
| d. | Veterans Affairs (VA) benefits | $ $ \boxtimes |
| e. | Financial planning | \boxtimes |
| f. g. | Career planning Military Occupation Code (MOC)/Military Occupational Specialty (MOS)/Rating/Air | |
| | Force Specialty Code (AFSC) conversion to civilian skills | \boxtimes |
| <mark>h.</mark> | Support systems, mentoring, family care issues, and stress management | |
| i. | Relocation assistance | \boxtimes |
| j. | Individual Transition Plan assistance | |
| <mark>k.</mark> | Entrepreneurship (small business) opportunities | |
| l. | Accessing higher education (colleges and universities). | |
| <mark>m.</mark> | Career technical training and vocational training. | |
| <mark>n.</mark> | Licenses and credentials | \boxtimes |
| 0. | Resilience training | \boxtimes |
| <mark>p.</mark> | Preparing your family for the transition | X |

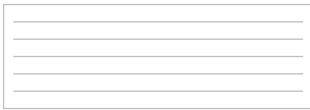
EXIT SURVEYS

- 122. Military members are sometimes asked to complete exit interviews or exit surveys when they leave commands or are about to leave their Service. In the past 5 years, have you been asked to complete a military exit interview or military exit survey? Mark one answer.
 - 🔀 Yes, exit interview only
 - 🗙 Yes, exit survey only
 - $\overline{\mathbf{X}}$ Yes, both an exit interview and an exit survey
 - No, neither an exit interview nor an exit survey
 - 🔀 Don't know

123. [Ask if Q125 = "Yes, an exit interview only" OR Q125 = "Yes, an exit survey only" OR Q125 = "Yes, both an exit interview and an exit survey"] Please describe your exit interview and/or your exit survey? *Please do not include any personally identifiable information (e.g., names, addresses)*.

TAKING THE SURVEY

124. Thank you for participating in the survey. There are no more questions on this survey. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Your comments will be viewed and considered as policy deliberations take place. Any comments you make on this guestionnaire will be kept confidential. Do not include any personally identifiable information (PII) in your comments. However, if OPA or its data collection contractor perceives comments as a direct threat to yourself or others, out of concern for your welfare, OPA may contact an office in your area for appropriate action. Your feedback is useful and appreciated.



125. [Ask if Q1 = "No, I separated or retired"]

Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer(s).

To submit your answers click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail rc-survey@mail.mil.