

DMDC

Information and Technology for Better Decision Making

August 2007 Status of Forces Survey of Active Duty Members

Leading Indicator Briefing



BRIEFING OVERVIEW

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• Summary of August 2007 findings	11
• Retention	18
• Satisfaction	39
• Tempo	56
• Stress	78
• Readiness	94

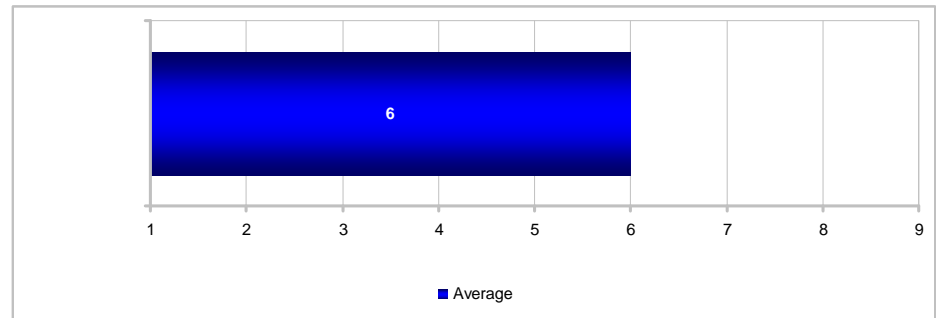
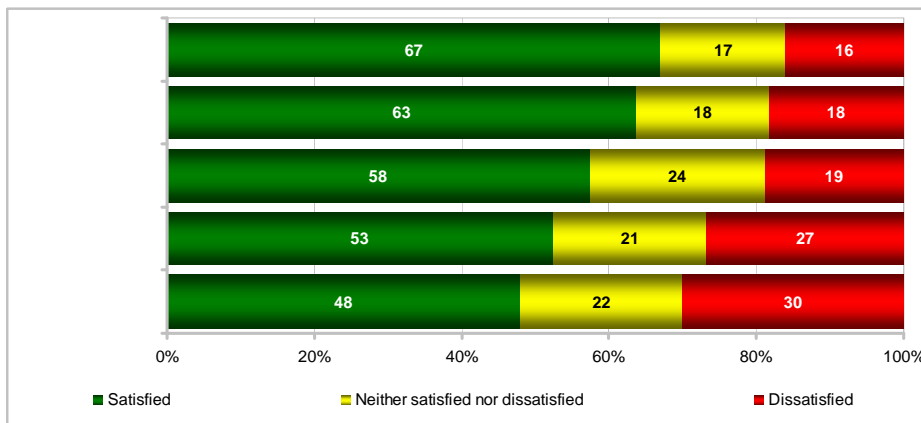
INTRODUCTION

- Web-based, active duty survey fielded August 6 – September 13, 2007
- 37K Service members surveyed, weighted response rate of 32%
- Briefing includes results from survey topics related to retention, satisfaction, tempo, stress, and readiness
- For each survey item, briefing includes the following
 - Graphic displays of overall results
 - Tables showing results by reporting categories, e.g., Service and paygrade
 - Graphic displays of trends (when available)
 - Summary of key findings

INTRODUCTION

Briefing Includes

- Graphic displays of overall results



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Margins of error do not exceed $\pm 2\%$

Percentages and means are reported with margins of error based on 95% confidence intervals. The range of margin of error is presented for the question or group of questions/subitems.

INTRODUCTION

Briefing Includes

- Tables showing results by reporting categories (e.g., Service, paygrade)
 - Statistical tests used to compare each subgroup to its respective “all other” group (i.e., to all others not in the subgroup)
 - Results of statistical tests shown by color coding significant differences among reporting categories
 - Results are not presented if the question does not apply to the reporting category or if the estimate is unstable
 - “NR” indicates the estimate is Not Reportable because it was based on fewer than 30 respondents or the relative standard error was high
 - “NA” indicates the response option was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions

KEY:																				
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Higher Response of Satisfied																				
Lower Response of Satisfied																				
Higher Response of Dissatisfied																				
Satisfied	61	55	61	57	70	46	62	47	67	68	82	52	66	59	75	54	83	67	79	
Dissatisfied	20	26	20	19	13	30	20	27	17	15	8	28	16	21	11	21	6	14	10	

KEY:																		
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female	
More Than Average																		
Less Than Average																		
Number of days	115	115	115	103	122	121	105	NA	NA	130	NR	113	145	90	129	118	97	

INTRODUCTION

Briefing Includes

- Trend data by Service, paygrade groups, and deployment status for items included in the following surveys:

Survey	Administration Dates	Sample Size	Response Rate	Margin of Error ¹
August 2007	6 Aug – 23 Sept 07	37,652	32%	+1.6%
April 2007	26 Mar – 3 May 07	65,965	32%	+1.1%
December 2006	20 Nov 06 – 5 Jan 07	37,061	32%	±1.4%
August 2006	24 July – 31 Aug 06	39,389	28%	±1.5%
April 2006	27 Feb – 6 Apr 06	39,313	33%	±1.3%
December 2005	28 Nov 05 – 5 Jan 06	36,567	36%	±1.3%
August 2005	22 Aug – 27 Sep 05	35,461	35%	±1.4%
March 2005	25 Feb – 11 Apr 05	30,939	37%	±1.4%
December 2004	22 Nov 04 – 6 Jan 05	35,044	39%	±2.6%
August 2004	26 Jul – 2 Sep 04	38,112	40%	±1.4%
April 2004	5 Apr – 13 May 04	33,414	39%	±1.3%
November 2003	3 Nov – 11 Dec 03	33,607	38%	±1.4%
July 2003	21 Jul – 28 Aug 03	32,844	35%	±1.5%
March 2003	10 Mar – 17 Apr 03	34,929	35%	±1.4%
July 2002	8 Jul – 13 Aug 02	37,918	32%	±1.5%
<i>1999 Survey of Active Duty Personnel²</i>	17 Sep 99 – 4 Jan 00	66,040	51%	±0.8%

¹This is the full sample margin of error for estimates of 50% and represents the overall margin of error for the study.

²In order to maximize comparability between SOFS and the 1999 survey, Coast Guard members and Reserve component members in full-time active duty programs were excluded from the 1999 data before analyses were conducted.

INTRODUCTION

Briefing Includes

- Trends are shown as estimated percentages or means
 - In summary of findings (example next page), trends also shown as differences from the current survey (e.g., percentage point change)
- Statistical tests used to compare current results with all previous survey administrations
 - Purple cells indicate August 2007 result is HIGHER
 - Yellow cells indicate August 2007 result is LOWER

	Most recent HIGHER than Most recent LOWER than	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Current Survey
* Total	50	58	61	58	56	58	57	56	55	
● Army	48	58	59	55	51	53	53	52	49	
▲ Navy	50	60	63	60	60	61	59	60	58	
■ Marine Corps	42	46	53	49	46	51	45	48	48	
◆ Air Force	56	63	65	63	64	64	67	61	63	

Indicates most recent survey result is significantly higher than past survey result

Indicates most recent survey result is significantly lower than past survey result

INTRODUCTION

Briefing Includes

- Summary of findings
 - Overall results followed by a listing of reporting categories that are statistically different from their respective "all other" group — for example, Army's "all other" comparison group consists of Navy, Marine Corps, and Air Force members
 - Trends are shown in table as differences over time (e.g., percentage point change) by Service and paygrade, with limited comparisons by deployment status
 - Statistically significant changes of more than one percentage point for proportions and five percent for means are highlighted
 - Statistical tests used to compare most recent results with previous results are based on unrounded estimates

	Most recent HIGHER by Most recent LOWER by	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Mon-YY	Current Survey
* Total	5	3	X	3		3				55
● Army		9	X	3						53
▲ Navy	8		X							43
■ Marine Corps	6		X							63
◆ Air Force	7		X							

Indicates most recent survey result is significantly higher by 5 percentage points

Indicates most recent survey result is significantly lower by 3 percentage points

Indicates the item was not asked on the survey the column represents

INTRODUCTION

Reporting Categories

Service
Army
Navy
Marine Corps
Air Force

Enlisted Years of Service
Enlisted 3 - 5 YOS
Enlisted 6 - 9 YOS

Rank
Enlisted
Officer

Paygrade
E1 – E4
E5 – E9
O1 – O3
O4 – O6

Service by Paygrade*
Army Enlisted
Army Officers
Navy Enlisted
Navy Officers
Marine Corps Enlisted
Marine Corps Officers
Air Force Enlisted
Air Force Officers

Residence
On Base
Off Base

Location
US (Incl. Territories)
Overseas

Deployment Status
Deployed
Not Deployed

Race/Ethnicity
Non-Hispanic White
Total Minority

Gender by Paygrade*
Male Enlisted
Male Officers
Female Enlisted
Female Officers

Gender
Male
Female

Marital Status
Single
Married

Family Status
Single w/ Child(ren)
Single w/o Child(ren)
Married w/ Child(ren)
Married w/o Child(ren)

*Reporting categories (e.g., Service) are broken into groups (e.g., Army). Subgroups may not be listed separately in summaries of findings if all subgroups (e.g., Army enlisted, Army officer) are subsumed in the overall group (e.g., Army).

BRIEFING OVERVIEW

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• Readiness.....	94

SUMMARY OF AUGUST 2007 FINDINGS

By Service



<div style="display: flex; justify-content: space-between;"> ■ Subgroup finding is more POSITIVE ■ Subgroup finding is more NEGATIVE </div>	Total	Army	Navy	Marine Corps	Air Force
Likely to stay	56	51	59	49	65
Spouse/significant other favors staying	45	40	48	41	52
Family favors staying	40	32	46	34	50
Satisfied with military way of life	62	57	62	59	69
Time away decreased desire to stay	13	17	14	8	9
More personal stress than usual	42	46	42	44	36
More work stress than usual	50	55	50	48	46
Personally well prepared	80	80	80	82	82
Well prepared because of training	71	65	73	75	76
Unit well prepared	66	54	71	71	77
Well prepared to support joint operations	63	59	65	70	66
Average duty days worked longer than normal	113	137	99	110	93
Average nights away	67	86	64	57	46

Note. When comparing subgroup results in the current survey, the proportion of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

- Army members were less positive about the majority of leading indicators, whereas Air Force members were more positive

SUMMARY OF AUGUST 2007 FINDINGS

By Paygrade

 Subgroup finding is more POSITIVE  Subgroup finding is more NEGATIVE	E1-E4	E5-E9	O1-O3	O4-O6
Likely to stay	44	64	57	73
Spouse/significant other favors staying	33	52	46	57
Family favors staying	34	45	41	47
Satisfied with military way of life	49	68	68	84
Time away decreased desire to stay	11	14	16	11
More personal stress than usual	46	40	40	38
More work stress than usual	54	49	46	45
Personally well prepared	75	85	78	86
Well prepared because of training	67	73	71	79
Unit well prepared	64	66	68	73
Well prepared to support joint operations	60	68	56	63
Average duty days worked longer than normal	93	120	130	156
Average nights away	61	69	77	67

Note. When comparing subgroup results in the current survey, the proportion of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

- E1-E4s were less positive about the majority of leading indicators, whereas E5-E9s and O4-O6s were more positive

SUMMARY OF AUGUST 2007 FINDINGS

By Deployment Status

	Deployed	Not Deployed
<div style="display: flex; justify-content: space-between;"> ■ Subgroup finding is more POSITIVE ■ Subgroup finding is more NEGATIVE </div>		
Likely to stay	55	58
Satisfied with military way of life	58	65
More personal stress than usual	45	40
More work stress than usual	55	47
Personally well prepared	87	75
Well prepared because of training	73	69
Unit well prepared	68	65
Well prepared to support joint operations	66	61

Note. When comparing subgroup results in the current survey, the proportion of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed).

- Deployed members were more positive than nondeployed members about personal preparedness and training, but less positive about overall satisfaction and work stress

SUMMARY OF TREND FINDINGS

	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
	Most recent HIGHER by ■															
	Most recent LOWER by ■															
Likely to stay	6		5													56
Spouse/significant other favors staying		7														45
Family favors staying	X	X	4	5												40

Note. Statistical tests used to compare August 2007 results with previous survey administrations.

⊗ indicates the item was not asked on the survey the column represents. Findings are reported as percentages.

- Likelihood to stay on active duty higher than the low of 1999 (+6 percentage points), but lower than the high of March 2003 (-5 percentage points)
- Spouse/significant other support to stay lower than the high of July 2002 (-7 percentage points)
- Family support to stay lower than the high of July 2003 (-5 percentage points)

SUMMARY OF TREND FINDINGS (Continued)

	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Satisfied with military way of life	13		5													62
Satisfied with type of work you do	⊗		4													67
Satisfied with quality of supervisor	⊗	9														64
Satisfied with quality of coworkers	⊗	5		4												59
Satisfied with opportunities for promotion	⊗	7														54
Satisfied with total compensation	⊗	10														49

Note. Statistical tests used to compare August 2007 results with previous survey administrations.

⊗ indicates the item was not asked on the survey the column represents. Findings are reported as percentages.

- Overall satisfaction higher than the low of 1999 (+13 percentage points), but lower than the high of March 2003 (-5 percentage points)
- Satisfaction with type of work lower than the high of March 2003 (-4 percentage points)
- Satisfaction with quality of supervisor higher than the low of July 2002 (+9 percentage points)
- Satisfaction with quality of coworkers higher than the low of July 2002 (+5 percentage points)
- Satisfaction with opportunities for promotion higher than the low of July 2002 (+7 percentage points)
- Satisfaction with total compensation higher than the low of July 2002 (+10 percentage points)

SUMMARY OF TREND FINDINGS (Continued)

	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Time away decreased desire to stay	⊗	5	4													13
More personal stress than usual	⊗	⊗														42
More work stress than usual	⊗	⊗														50
Personally well prepared	⊗	⊗														80
Well prepared because of training	⊗	⊗	⊗	⊗	⊗	⊗					4					71
Unit well prepared	⊗		4	6		4	4									66
Well prepared to support joint operations	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗			63
Average duty days worked longer than normal	⊗	26	23	18		15	23			8						113
Average nights away	⊗	22	22						10							67

Note. Statistical tests used to compare August 2007 results with previous survey administrations.

⊗ indicates the item was not asked on the survey the column represents. With the exceptions of nights away and days worked longer than usual, findings are reported as percentages.

- Time away decreased desire to stay higher than the low of July 2002 (+5 percentage points)
- Work and personal stress levels unchanged since March 2003
- Personal readiness unchanged since March 2003
- Effectiveness of training lower than the high of December 2005 (-4 percentage points)
- Unit readiness lower than the high of July 2003 (-6 percentage points)
- Readiness to support joint operations unchanged since August 2006
- Days worked longer than normal higher than the low of July 2002 (+26 days)
- Nights away from permanent duty station higher than the low of March 2003 (+22 days)

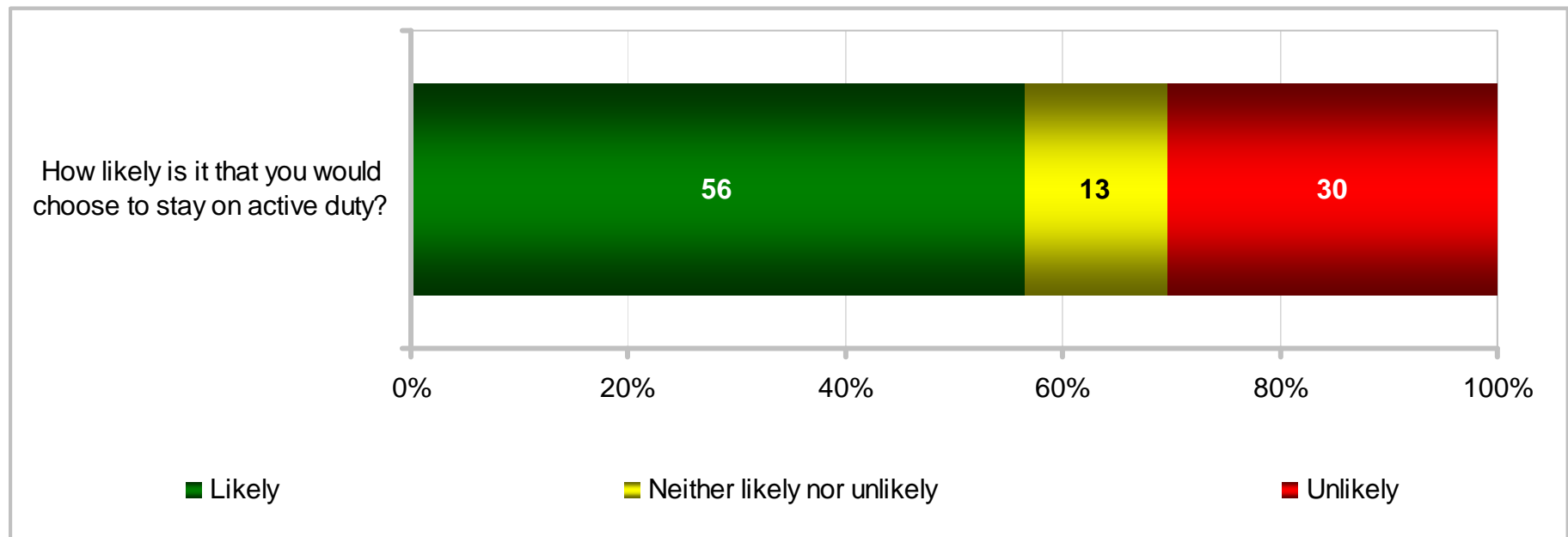
BRIEFING OVERVIEW

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RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members



RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members

KEY:		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
How likely is it that you would choose to stay on active duty?	Likely	56	51	59	49	65	42	61	44	64	57	73	50	59	58	65	46	70	63	69
	Unlikely	30	34	29	38	23	43	26	40	25	27	18	35	28	30	24	40	18	24	18

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members

KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
How likely is it that you would choose to stay on active duty?	Likely	56	57	53	50	60	56	58	55	64	55	66	55	58	56	56
	Unlikely	30	30	33	36	27	31	29	32	23	32	22	33	27	30	32

RETENTION

Likelihood To Stay on Active Duty

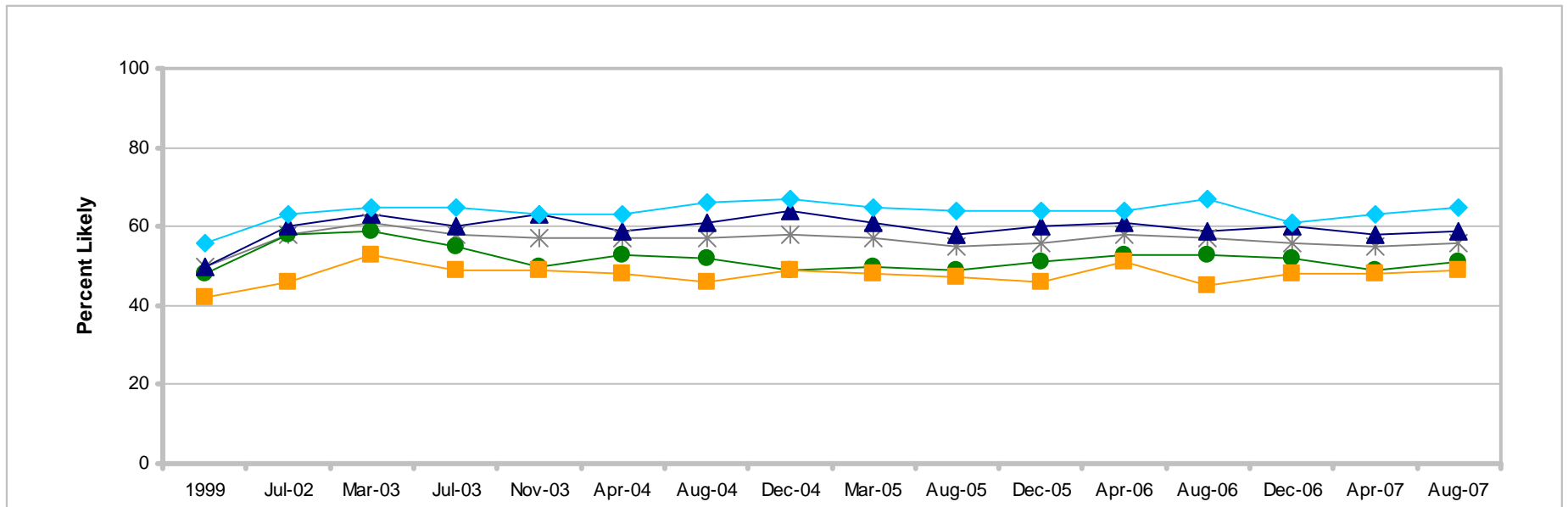
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How likely is it that you would choose to stay on active duty?	Likely	56	55	58	48	62	66	45	66	54
	Unlikely	30	32	29	37	26	23	40	22	34

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Service

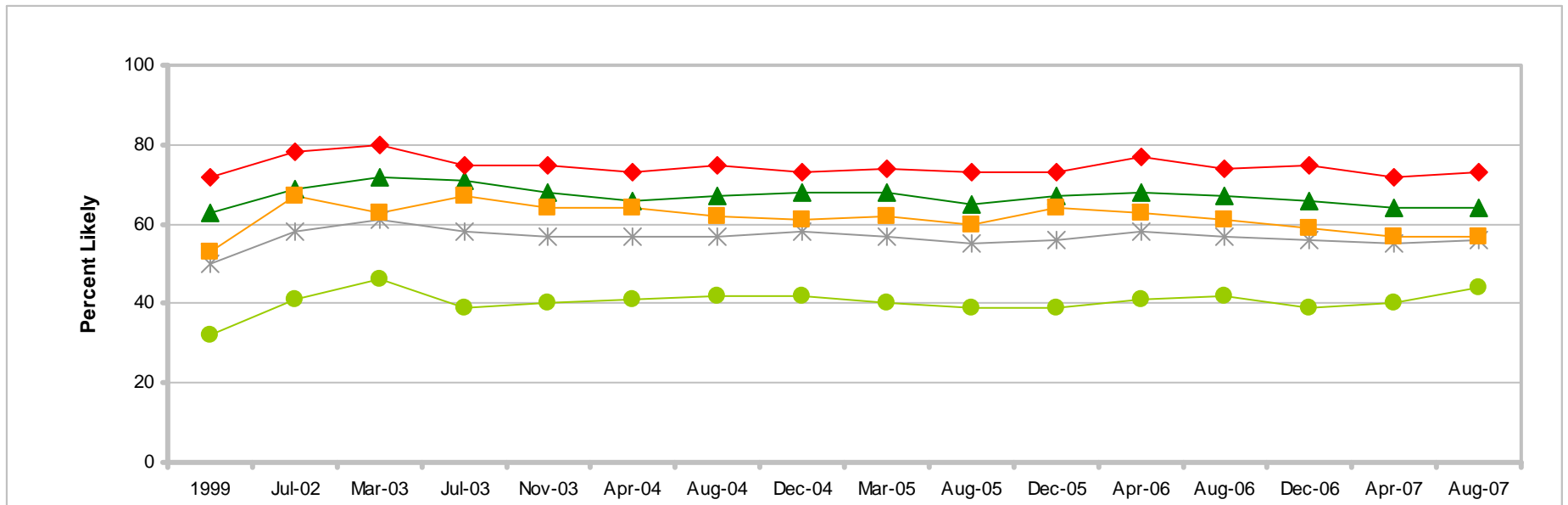


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	50	58	61	58	57	57	57	58	57	55	56	58	57	56	55	56
● Army	48	58	59	55	50	53	52	49	50	49	51	53	53	52	49	51
▲ Navy	50	60	63	60	63	59	61	64	61	58	60	61	59	60	58	59
■ Marine Corps	42	46	53	49	49	48	46	49	48	47	46	51	45	48	48	49
◆ Air Force	56	63	65	65	63	63	66	67	65	64	64	64	67	61	63	65

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Paygrade

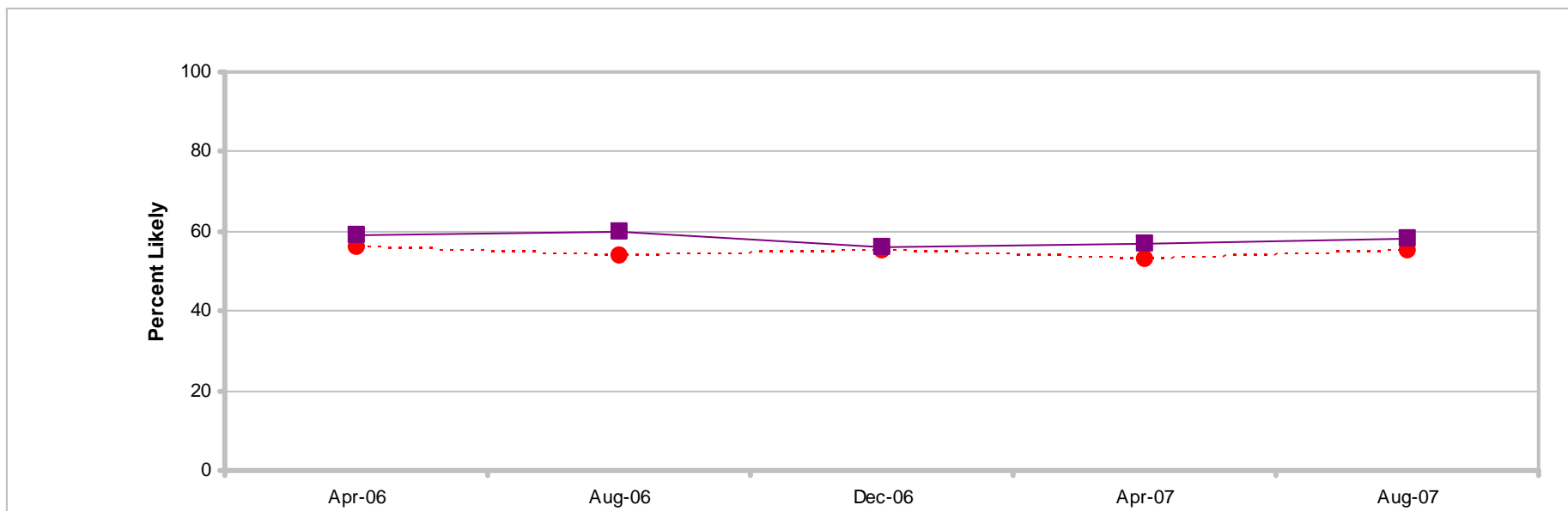


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	50	58	61	58	57	57	57	58	57	55	56	58	57	56	55	56
● E1-E4	32	41	46	39	40	41	42	42	40	39	39	41	42	39	40	44
▲ E5-E9	63	69	72	71	68	66	67	68	68	65	67	68	67	66	64	64
■ O1-O3	53	67	63	67	64	64	62	61	62	60	64	63	61	59	57	57
◆ O4-O6	72	78	80	75	75	73	75	73	74	73	73	77	74	75	72	73

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Deployment Status

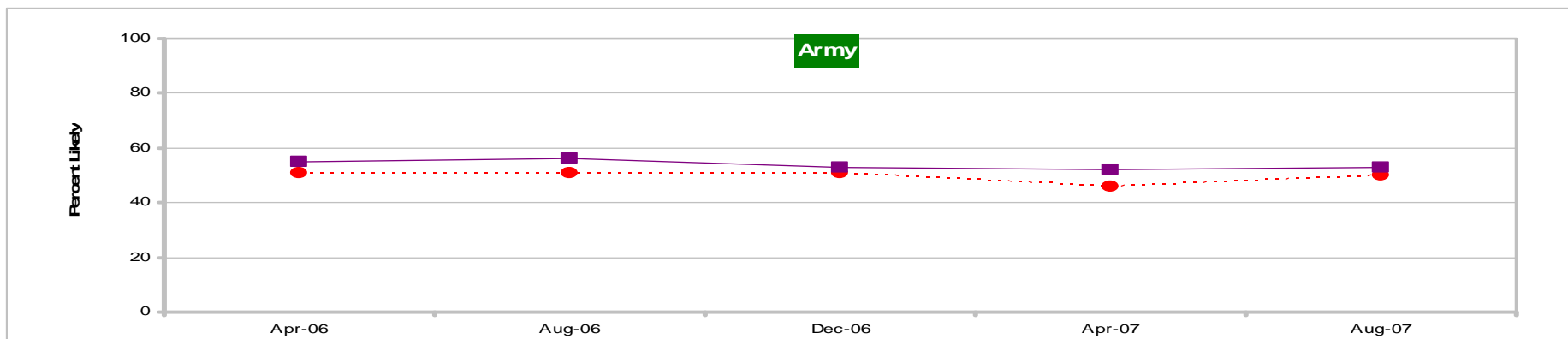


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	56	54	55	53	55
■ Not Deployed	59	60	56	57	58

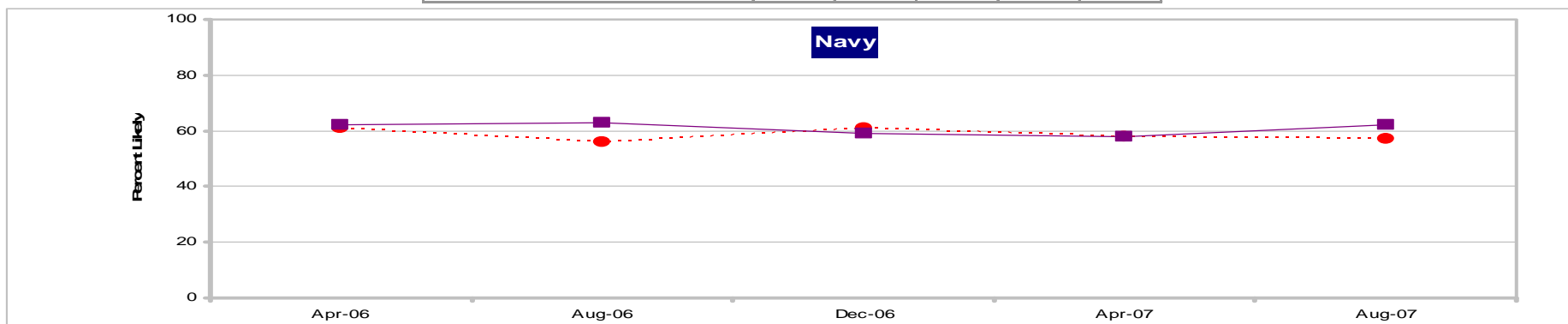
RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	51	51	51	46	50
■ Not Deployed	55	56	53	52	53

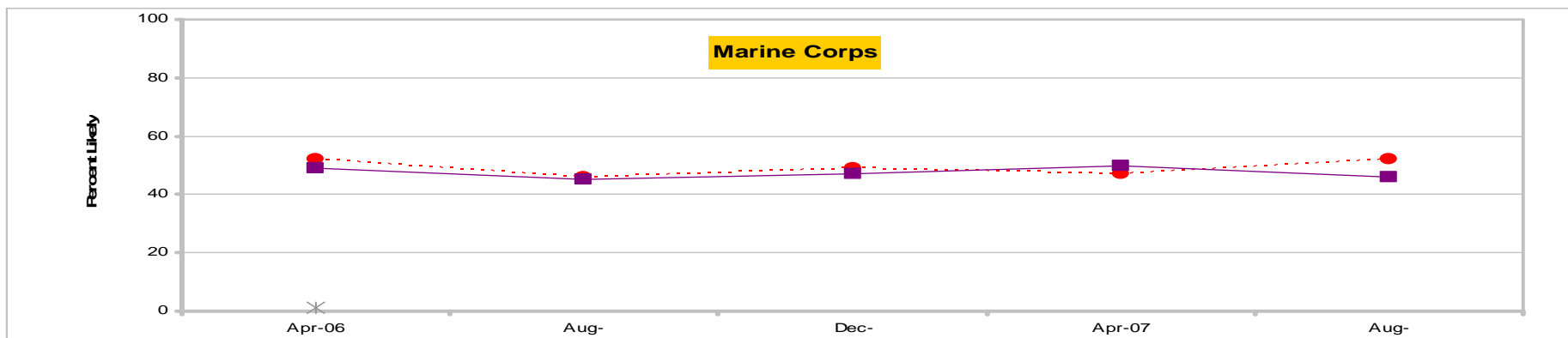


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	61	56	61	58	57
■ Not Deployed	62	63	59	58	62

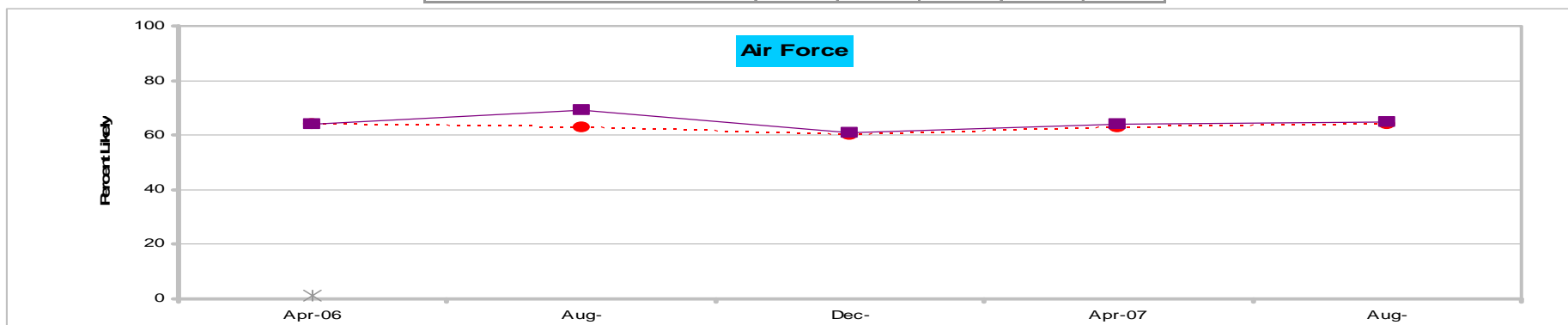
RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	52	46	49	47	52
■ Not Deployed	49	45	47	50	46

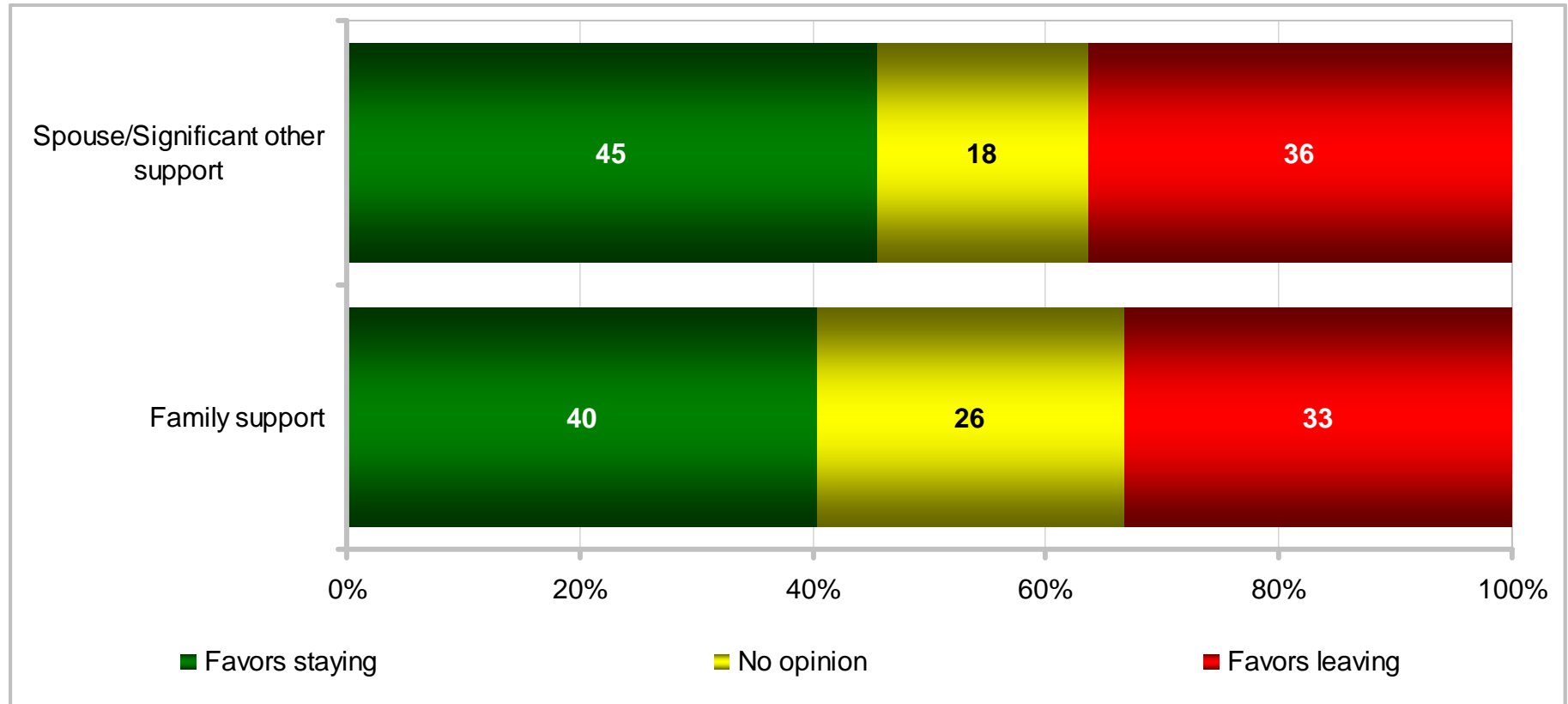


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	64	63	60	63	64
■ Not Deployed	64	69	61	64	65

RETENTION

Support To Stay on Active Duty

Percent of Applicable Active Duty Members



RETENTION

Support To Stay on Active Duty

Percent of Applicable Active Duty Members

KEY:		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse/Significant other support	Favors staying	45	40	48	41	52	31	51	33	52	46	57	39	45	47	53	40	55	52	55
	Favors leaving	36	42	33	39	29	47	28	43	32	38	32	43	41	32	34	40	30	28	32
Family support	Favors staying	40	32	46	34	50	29	45	34	45	41	47	31	36	46	48	33	46	50	47
	Favors leaving	33	43	26	38	24	40	29	35	32	31	30	43	42	26	26	39	28	24	24

RETENTION

Support To Stay on Active Duty

Percent of Applicable Active Duty Members

KEY:																
Higher Response of Favors Staying																
Lower Response of Favors Staying																
Higher Response of Favors Leaving																
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Spouse/Significant other support	Favors staying	45	46	44	39	48	46	45	44	51	45	51	40	47	46	41
	Favors leaving	36	36	36	39	35	37	35	36	36	36	36	38	37	36	38
Family support	Favors staying	40	41	38	36	43	41	40	40	43	40	44	39	40	40	39
	Favors leaving	33	33	36	35	32	32	36	34	32	33	31	37	36	33	37

RETENTION

Support To Stay on Active Duty

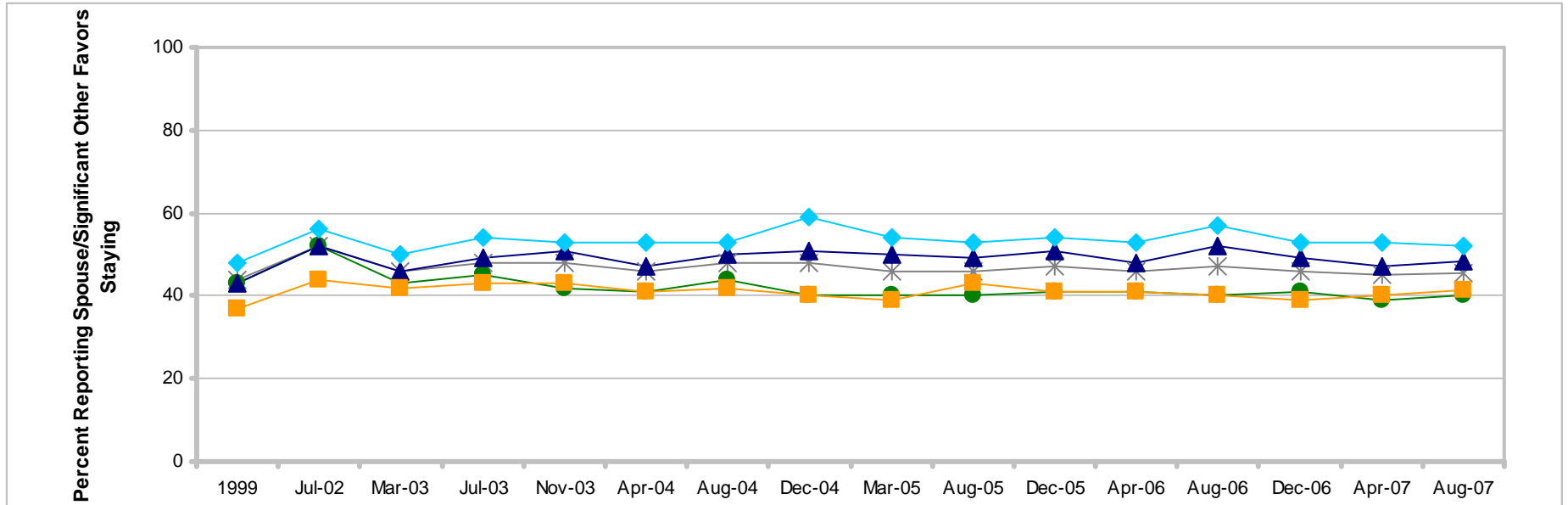
Percent of Applicable Active Duty Members

KEY:										
Higher Response of Favors Staying										
Lower Response of Favors Staying										
Higher Response of Favors Leaving										
		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Spouse/Significant other support	Favors staying	45	43	48	30	50	50	26	54	43
	Favors leaving	36	39	34	39	35	26	42	33	40
Family support	Favors staying	40	37	43	36	43	46	34	46	37
	Favors leaving	33	37	30	32	34	29	33	34	35

RETENTION

Spouse/Significant Other Support To Stay on Active Duty

Percent of Active Duty Members Who Were Married or Separated or Had a Significant Other, by Service

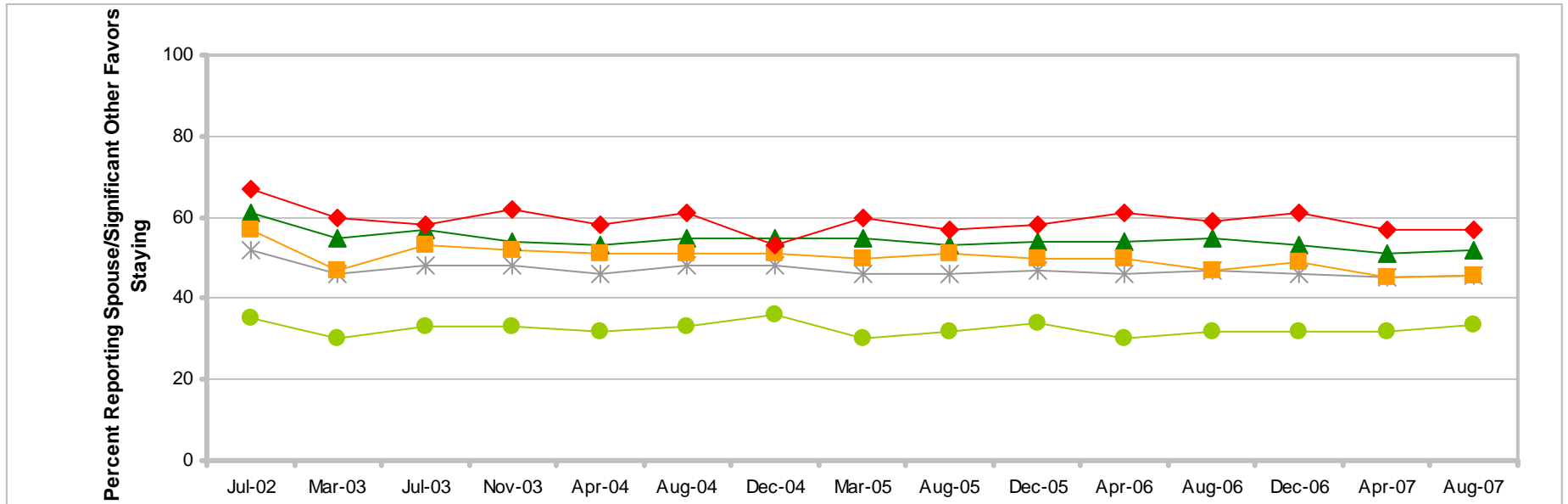


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	44	52	46	48	48	46	48	48	46	46	47	46	47	46	45	45
● Army	43	52	43	45	42	41	44	40	40	40	41	41	40	41	39	40
▲ Navy	43	52	46	49	51	47	50	51	50	49	51	48	52	49	47	48
■ Marine Corps	37	44	42	43	43	41	42	40	39	43	41	41	40	39	40	41
◆ Air Force	48	56	50	54	53	53	53	59	54	53	54	53	57	53	53	52

RETENTION

Spouse/Significant Other Support To Stay on Active Duty

Percent of Active Duty Members Who Were Married or Separated or Had a Significant Other, by Paygrade

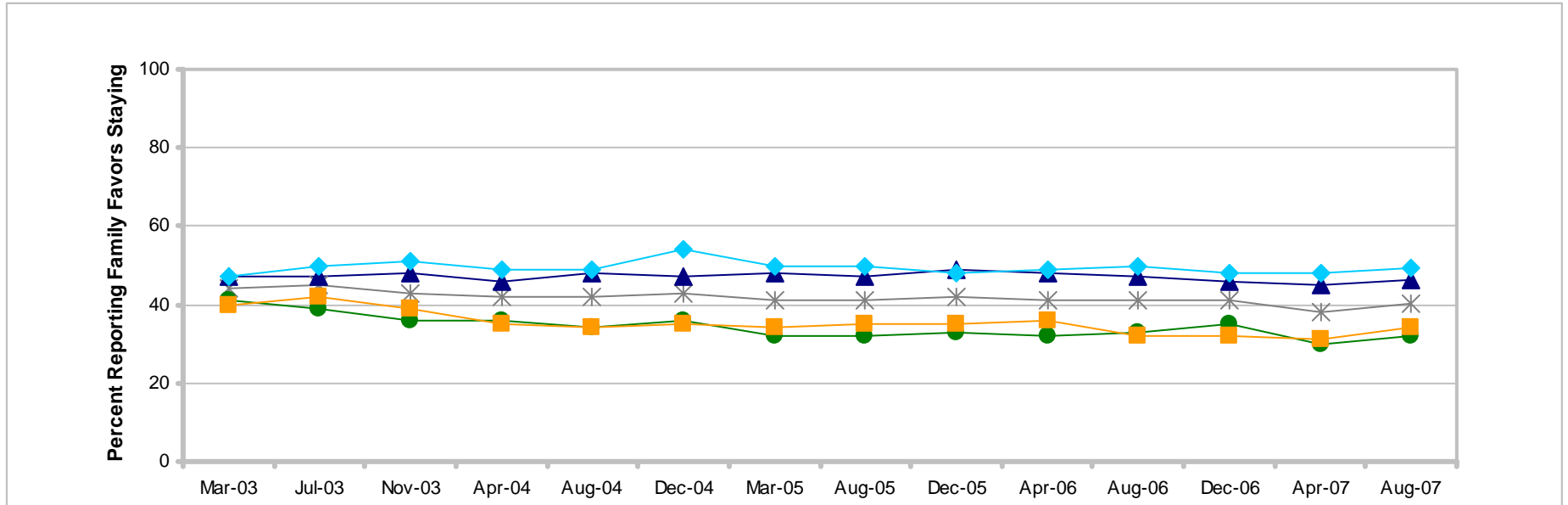


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	44	52	46	48	48	46	48	48	46	46	47	46	47	46	45	45
● E1-E4	27	35	30	33	33	32	33	36	30	32	34	30	32	32	32	33
▲ E5-E9	55	61	55	57	54	53	55	55	55	53	54	54	55	53	51	52
■ O1-O3	42	57	47	53	52	51	51	51	50	51	50	50	47	49	45	46
◆ O4-O6	57	67	60	58	62	58	61	53	60	57	58	61	59	61	57	57

RETENTION

Family Support To Stay on Active Duty

Percent of All Active Duty Members, by Service

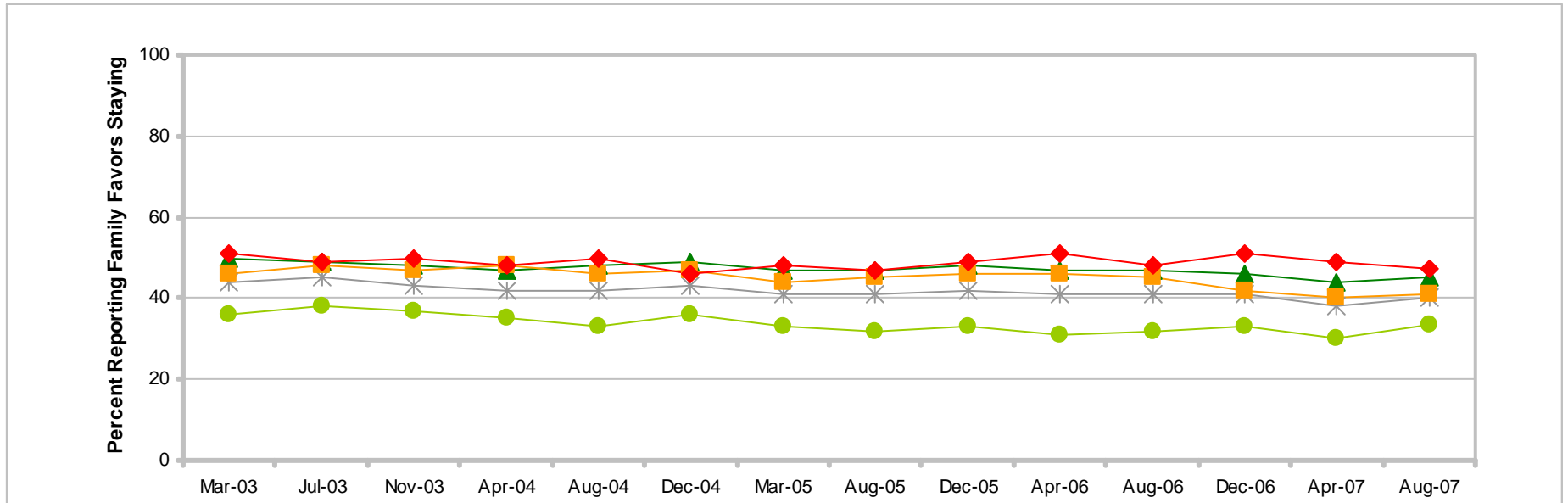


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	44	45	43	42	42	43	41	41	42	41	41	41	38	40
● Army	41	39	36	36	34	36	32	32	33	32	33	35	30	32
▲ Navy	47	47	48	46	48	47	48	47	49	48	47	46	45	46
■ Marine Corps	40	42	39	35	34	35	34	35	35	36	32	32	31	34
◆ Air Force	47	50	51	49	49	54	50	50	48	49	50	48	48	50

RETENTION

Family Support To Stay on Active Duty

Percent of All Active Duty Members, by Paygrade



	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	44	45	43	42	42	43	41	41	42	41	41	41	38	40
● E1-E4	36	38	37	35	33	36	33	32	33	31	32	33	30	34
▲ E5-E9	50	49	48	47	48	49	47	47	48	47	47	46	44	45
■ O1-O3	46	48	47	48	46	47	44	45	46	46	45	42	40	41
◆ O4-O6	51	49	50	48	50	46	48	47	49	51	48	51	49	47

RETENTION

Summary of Findings

August 2007

- 56% likely to stay; 30% unlikely
 - Likely to stay led by O4-O6, Marine Corps officers, Air Force officers, male officers, single with child(ren), married with child(ren), Air Force, Navy officers, E5-E9, officers, Air Force enlisted, married, enlisted with 6-9 years of service, and living off base
 - Unlikely to stay led by enlisted with 3-5 years of service, E1-E4, Marine Corps enlisted, single without child(ren), Marine Corps, single, living on base, Army enlisted, Army, enlisted, and male enlisted
 - No differences found over time for deployment status
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		6		5													56
● Army				8													51
▲ Navy		9															59
■ Marine Corps		7															49
◆ Air Force		9															65

	Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4		12															44
▲ E5-E9				8	7												64
■ O1-O3			10		10	7	7					7					57
◆ O4-O6			5	7													73

RETENTION

Summary of Findings

August 2007 (Continued)

- 45% reported their spouse/significant other supports staying on active duty
 - Support leaving led by enlisted with 3-5 years of service, E1-E4, Army enlisted, Army, single without child(ren), Army officers, and deployed members
 - Percentage point differences over time for total, Service, and paygrade are:

Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		7														45
● Army		12														40
▲ Navy																48
■ Marine Corps																41
◆ Air Force																52

Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4	6															33
▲ E5-E9		9														52
■ O1-O3		11		7												46
◆ O4-O6		10														57

RETENTION

Summary of Findings

August 2007 (Continued)

- 40% reported their family supports staying on active duty
 - Support leaving led by Army, Army enlisted, Army officers, enlisted with 3-5 years of service, Marine Corps enlisted, Marine Corps, female, deployed members, and total minority
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		4	5												40
● Army		9	7												32
▲ Navy															46
■ Marine Corps			8												34
◆ Air Force															50
	Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4															34
▲ E5-E9															45
■ O1-O3			7		7										41
◆ O4-O6															47

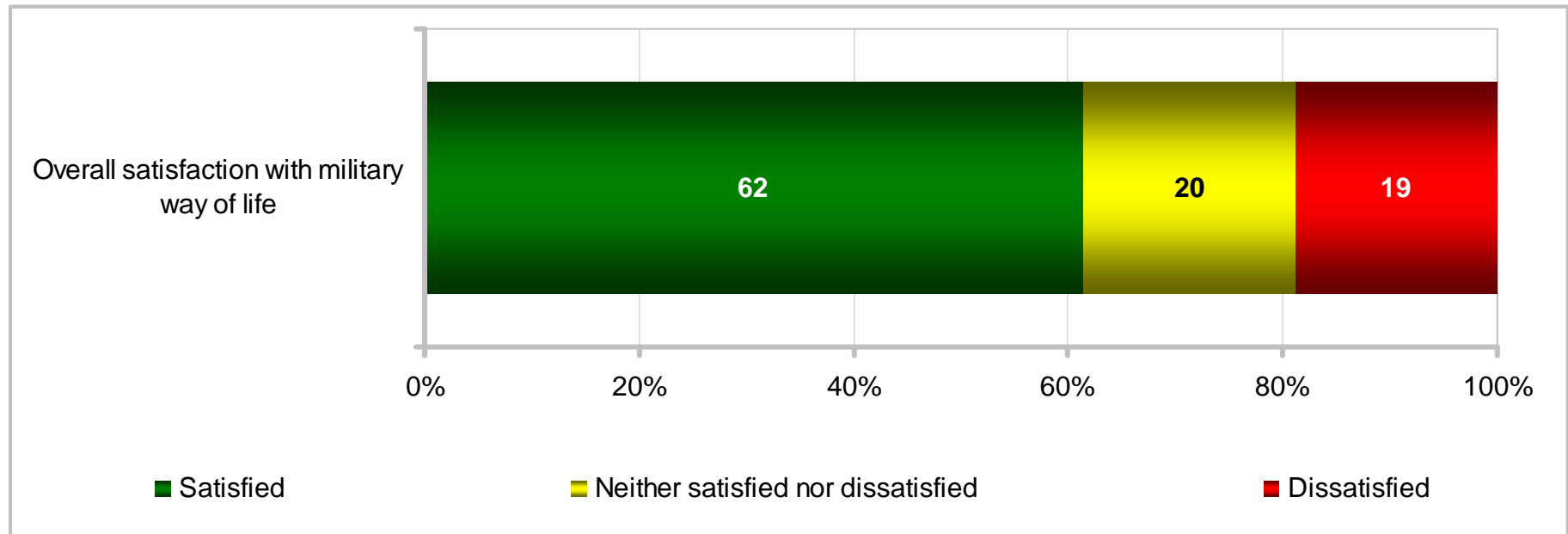
BRIEFING OVERVIEW

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✓ Satisfaction	39
• Tempo	56
• Stress.....	78
• Readiness.....	94

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members



SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members

KEY:																				
		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Overall satisfaction with military way of life	Satisfied	62	57	62	59	69	49	62	49	68	68	84	55	69	59	77	56	83	67	78
	Dissatisfied	19	24	18	17	13	27	18	26	15	16	8	25	16	19	12	19	6	14	9

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members

KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Overall satisfaction with military way of life	Satisfied	62	63	56	54	66	62	61	59	75	59	76	61	68	62	62
	Dissatisfied	19	18	22	23	17	19	19	20	12	20	12	18	16	19	18

SATISFACTION

Overall Military Way of Life

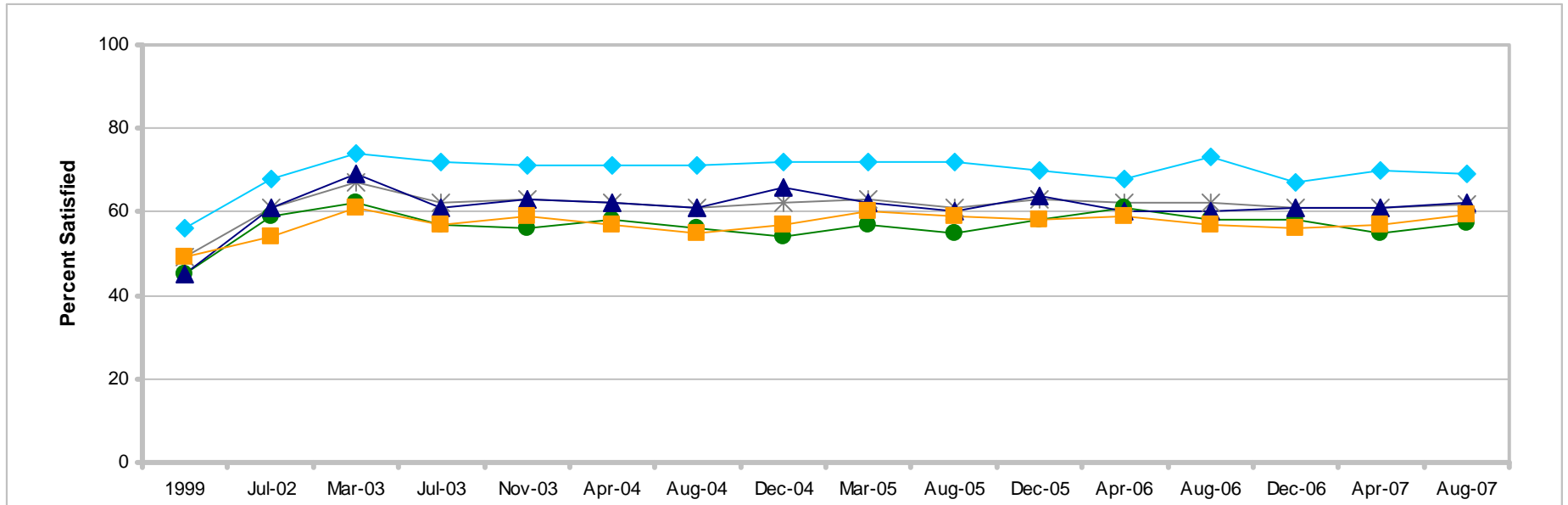
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Overall satisfaction with military way of life	Satisfied	62	58	65	55	66	68	53	69	59
	Dissatisfied	19	22	16	22	17	16	23	15	21

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Service

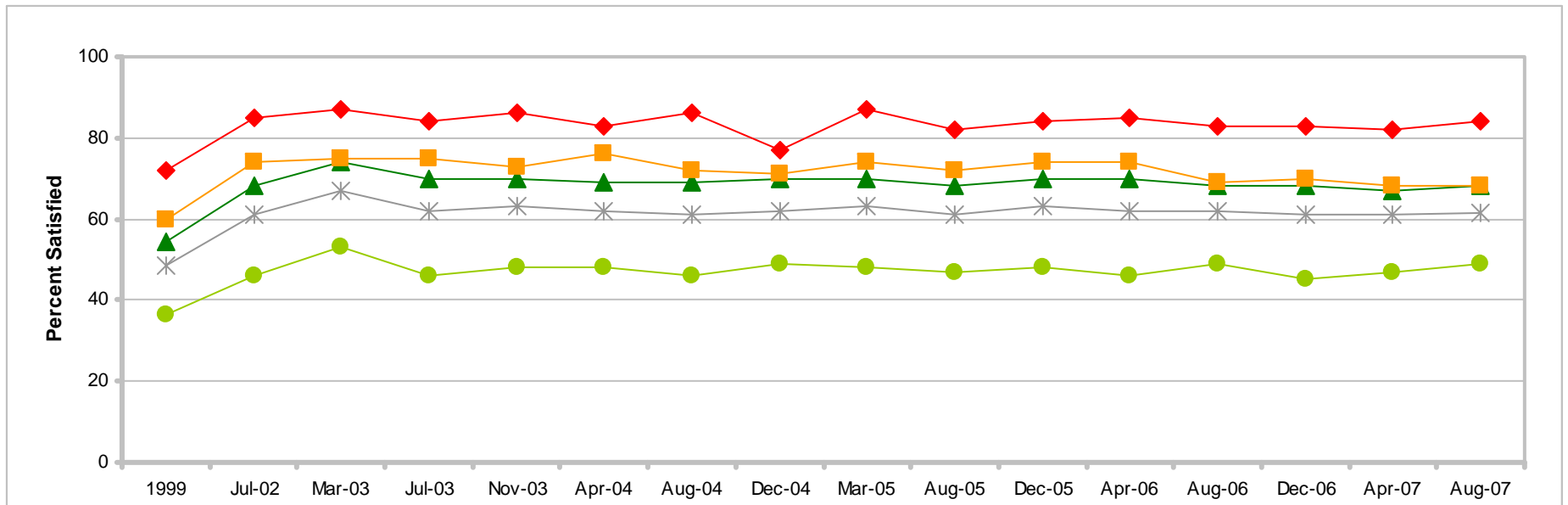


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	49	61	67	62	63	62	61	62	63	61	63	62	62	61	61	62
● Army	45	59	62	57	56	58	56	54	57	55	58	61	58	58	55	57
▲ Navy	45	61	69	61	63	62	61	66	62	60	64	60	60	61	61	62
■ Marine Corps	49	54	61	57	59	57	55	57	60	59	58	59	57	56	57	59
◆ Air Force	56	68	74	72	71	71	71	72	72	72	70	68	73	67	70	69

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Paygrade



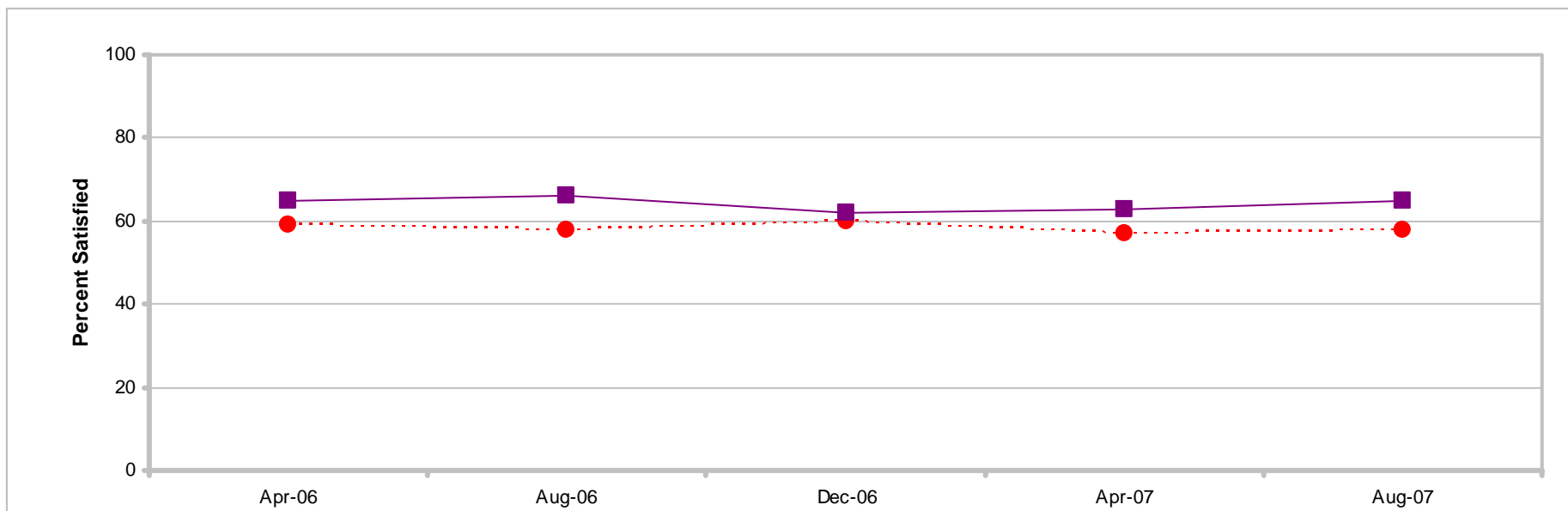
	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	49	61	67	62	63	62	61	62	63	61	63	62	62	61	61	62
● E1-E4	36	46	53	46	48	48	46	49	48	47	48	46	49	45	47	49
▲ E5-E9	54	68	74	70	70	69	69	70	70	68	70	70	68	68	67	68
■ O1-O3	60	74	75	75	73	76	72	71	74	72	74	74	69	70	68	68
◆ O4-O6	72	85	87	84	86	83	86	77	87	82	84	85	83	83	82	84

Margins of error range from ±1% to ±3%, except December 2004, which range from ±2% to ±10%

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Deployment Status

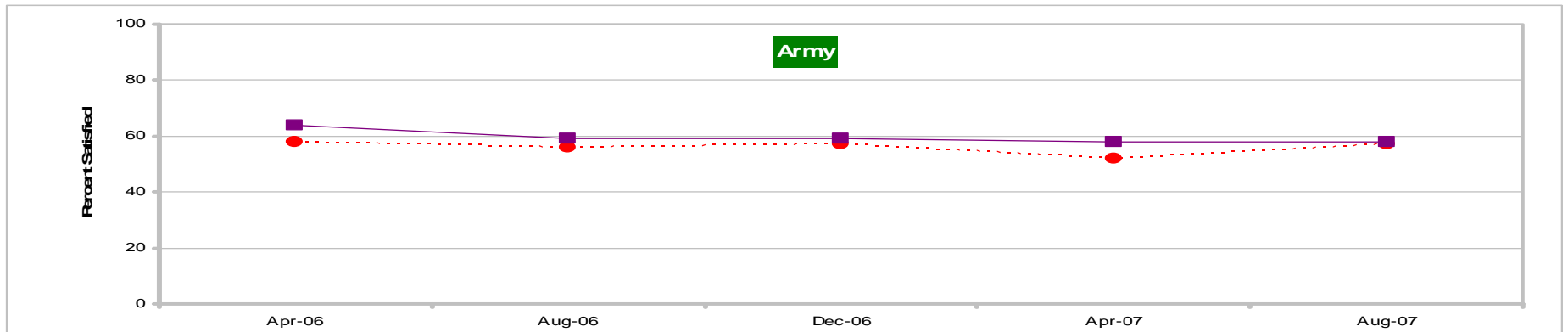


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	59	58	60	57	58
■ Not Deployed	65	66	62	63	65

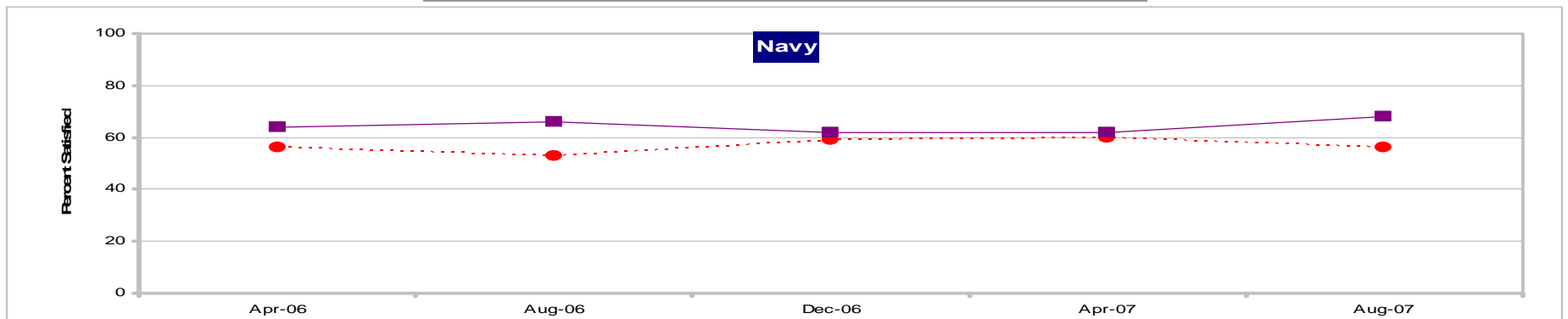
SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	58	56	57	52	57
■ Not Deployed	64	59	59	58	58

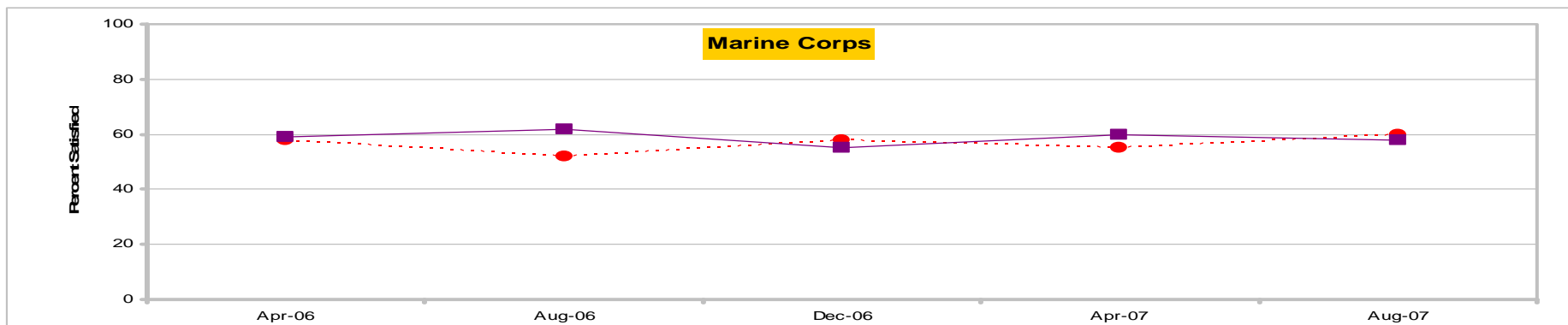


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	56	53	59	60	56
■ Not Deployed	64	66	62	62	68

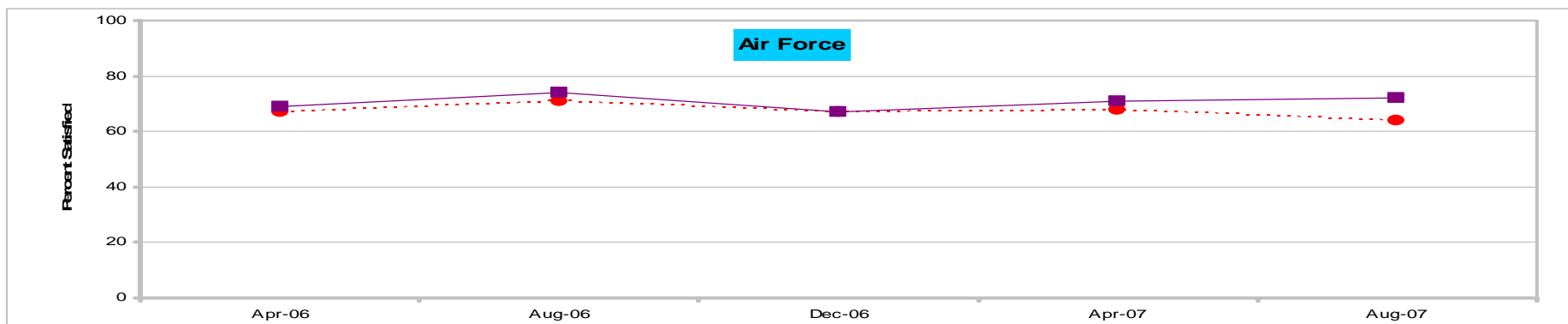
SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	58	52	58	55	60
■ Not Deployed	59	62	55	60	58

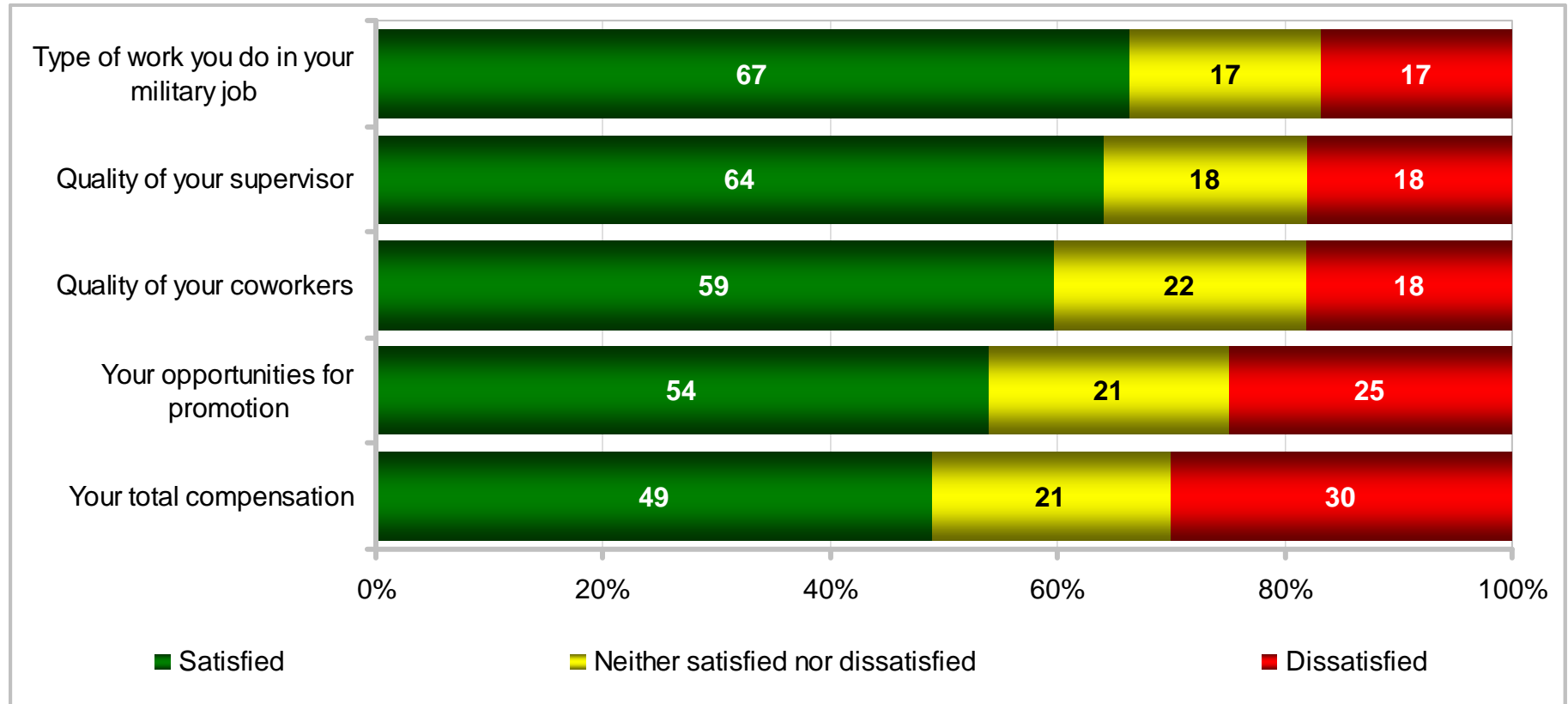


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	67	71	67	68	64
■ Not Deployed	69	74	67	71	72

SATISFACTION

Aspects of Military Service

Percent of All Active Duty Members



SATISFACTION

Aspects of Military Service

Percent of All Active Duty Members

KEY:		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Type of work you do in your military job	Satisfied	67	65	68	65	69	59	63	59	69	75	84	62	78	65	80	63	83	67	79
	Dissatisfied	17	19	16	14	15	22	20	21	16	12	7	21	9	17	9	15	6	17	10
Quality of your supervisor	Satisfied	64	58	61	67	73	52	57	59	63	74	80	56	71	58	76	65	81	71	81
	Dissatisfied	18	21	20	15	12	26	23	21	18	12	9	23	13	22	11	16	7	13	9
Quality of your coworkers	Satisfied	59	56	57	62	66	48	53	52	59	74	84	52	72	53	78	60	82	61	84
	Dissatisfied	18	21	19	16	14	25	21	22	19	10	5	23	12	21	7	17	5	17	4
Your opportunities for promotion	Satisfied	54	51	47	57	64	45	50	43	56	76	67	46	76	43	68	54	77	62	71
	Dissatisfied	25	29	33	20	15	32	28	33	24	9	17	34	9	37	16	21	9	15	14
Your total compensation	Satisfied	49	45	50	43	58	42	46	40	49	73	76	40	67	46	75	40	72	54	77
	Dissatisfied	30	35	29	32	22	36	33	34	32	13	14	38	18	32	14	34	13	25	10

SATISFACTION

Aspects of Military Service

Percent of All Active Duty Members

KEY:			Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
Type of work you do in your military job	Satisfied	67	68	62	63	69	67	67	64	79	64	80	65	77	67	67	
	Dissatisfied	17	16	20	17	16	17	15	18	9	18	9	17	11	17	16	
Quality of your supervisor	Satisfied	64	64	62	61	66	65	62	61	76	62	77	58	71	64	61	
	Dissatisfied	18	17	21	19	17	18	17	19	11	19	10	20	15	18	19	
Quality of your coworkers	Satisfied	59	60	56	56	61	60	58	56	78	56	79	51	72	60	55	
	Dissatisfied	18	18	20	19	17	19	17	20	8	20	8	23	10	18	20	
Your opportunities for promotion	Satisfied	54	55	51	49	57	57	49	50	73	50	73	51	73	54	55	
	Dissatisfied	25	25	28	28	24	24	29	28	12	28	12	29	12	25	26	
Your total compensation	Satisfied	49	50	49	42	54	51	46	45	72	44	71	52	78	48	56	
	Dissatisfied	30	30	29	34	27	28	33	33	14	34	15	26	12	31	23	

SATISFACTION

Aspects of Military Service

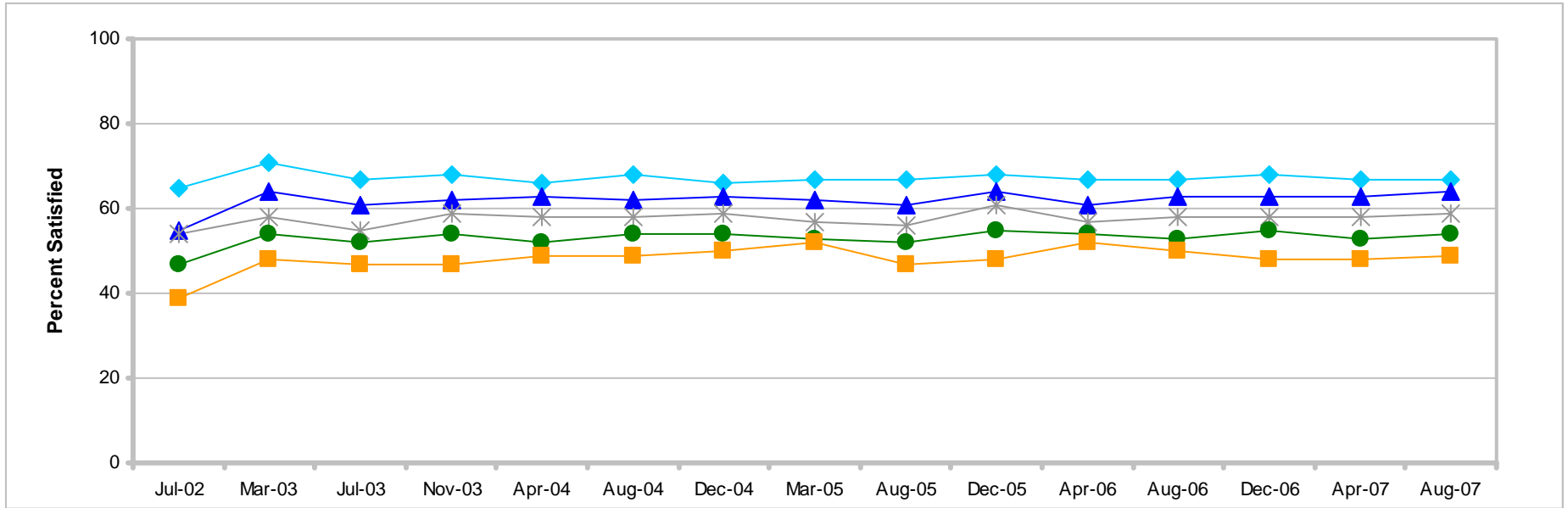
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Type of work you do in your military job	Satisfied	67	65	69	62	70	74	60	73	64
	Dissatisfied	17	19	15	18	16	11	19	13	20
Quality of your supervisor	Satisfied	64	60	67	62	65	59	62	67	62
	Dissatisfied	18	20	16	19	17	19	19	15	21
Quality of your coworkers	Satisfied	59	56	63	56	62	57	56	63	59
	Dissatisfied	18	21	15	20	17	17	21	15	20
Your opportunities for promotion	Satisfied	54	53	55	52	55	53	52	56	54
	Dissatisfied	25	26	25	26	25	27	26	24	28
Your total compensation	Satisfied	49	47	52	46	52	49	45	53	49
	Dissatisfied	30	33	27	32	29	32	31	28	30

SATISFACTION

Aspects of Military Service

Percent of All Active Duty Members



	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
◆ Type of work you do in your military job	65	71	67	68	66	68	66	67	67	68	67	67	68	67	67
▲ Quality of your supervisor	55	64	61	62	63	62	63	62	61	64	61	63	63	63	64
* Quality of your coworkers	54	58	55	59	58	58	59	57	56	61	57	58	58	58	59
● Your opportunities for promotion	47	54	52	54	52	54	54	53	52	55	54	53	55	53	54
■ Your total compensation	39	48	47	47	49	49	50	52	47	48	52	50	48	48	49

Margins of error range from ±1% to ±2%, except December 2004, which do not exceed ±3%

SATISFACTION

Summary of Findings

August 2007

- 62% satisfied with overall *military way of life*; 19% dissatisfied
 - Satisfied led by O4-O6, Marine Corps officers, Air Force officers, Navy officers, male officers, officers, Air Force, Air Force officers, married with child(ren), E5-E9, O1-O3, female officers, single with child(ren), Air Force enlisted, living off base, married, nondeployed members, living in the US (including territories), and enlisted with 6-9 years of service
 - Dissatisfied led by enlisted with 3-5 years of service, E1-E4, Army enlisted, Army, living on base, deployed members, single, single without child(ren), enlisted, and male enlisted
 - No differences found over time for deployment status
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		13		5													62
● Army		12															57
▲ Navy		17															62
■ Marine Corps		10															59
◆ Air Force		13		5													69

	Most recent HIGHER by Most recent LOWER by	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4		13															49
▲ E5-E9		14		6													68
■ O1-O3		8	6	7	7		8					6	6				68
◆ O4-O6		12															84

SATISFACTION

Summary of Findings

August 2007 (Continued)

- 49% to 67% satisfied with aspects of military life
 - Highest satisfaction with *type of work you do in your military job*
 - Lowest satisfaction with *your total compensation*
 - Percentage point differences over time for total are:

	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
◆ Type of work you do in your military job		4													67
▲ Quality of your supervisor	9														64
* Quality of your coworkers	5		4												59
● Your opportunities for promotion	7														54
■ Your total compensation	10														49

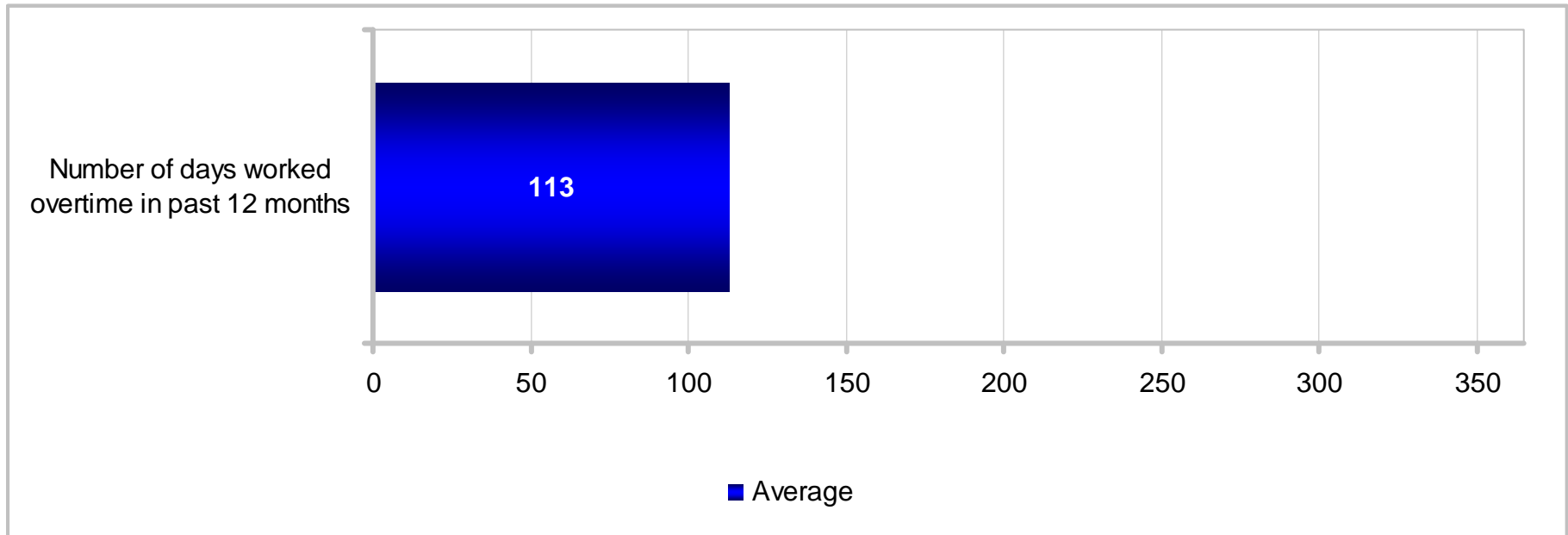
BRIEFING OVERVIEW

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✓ Tempo	56
• Stress.....	78
• Readiness.....	94

TEMPO

Days Worked Longer Than Normal

Average of All Active Duty Members



TEMPO

Days Worked Longer Than Normal

Average of All Active Duty Members

KEY:	More Than Average		Less Than Average																	
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Number of days worked overtime in past 12 months	113	137	99	110	93	120	114	93	120	130	156	133	158	95	121	105	151	83	133	

TEMPO

Days Worked Longer Than Normal

Average of All Active Duty Members

KEY:	More Than Average		Less Than Average													
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female	
Number of days worked overtime in past 12 months	113	113	114	106	117	118	103	107	141	112	142	80	136	117	90	

TEMPO

Days Worked Longer Than Normal

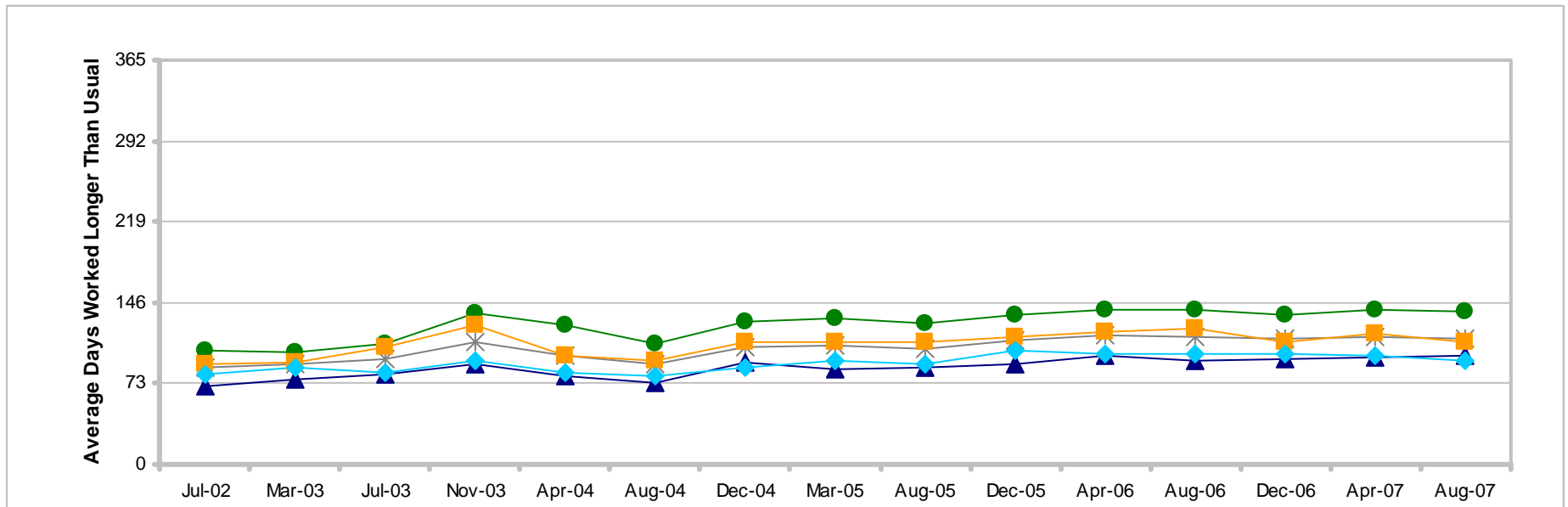
Average of All Active Duty Members

KEY:	More Than Average		Less Than Average							
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
Number of days worked overtime in past 12 months	113	143	85	104	119	109	103	123	109	

TEMPO

Days Worked Longer Than Normal

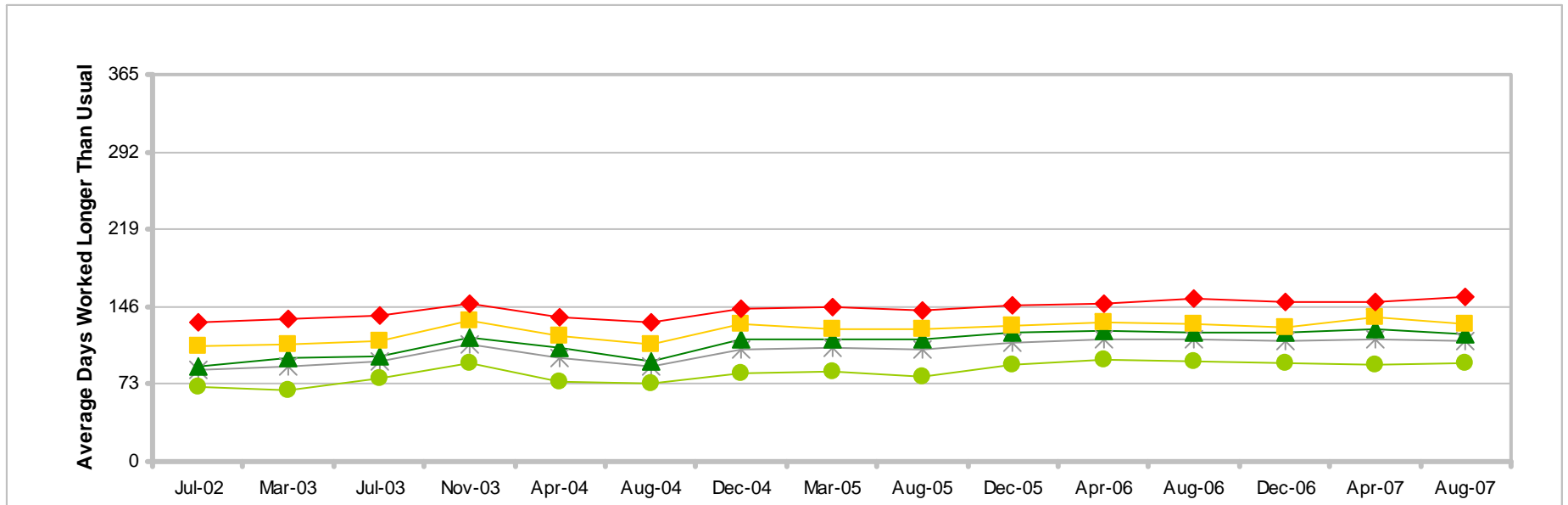
Average of All Active Duty Members, by Service



	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	87	90	95	111	98	90	106	107	105	112	116	115	113	115	113
● Army	102	101	109	136	125	109	129	132	127	135	139	139	135	140	137
▲ Navy	71	76	82	91	79	74	92	86	88	91	98	93	95	96	99
■ Marine Corps	91	92	106	125	98	94	111	110	111	115	120	123	111	118	110
◆ Air Force	82	88	83	94	83	80	88	93	90	103	99	99	99	98	93

TEMPO

Days Worked Longer Than Normal Average of All Active Duty Members, by Paygrade

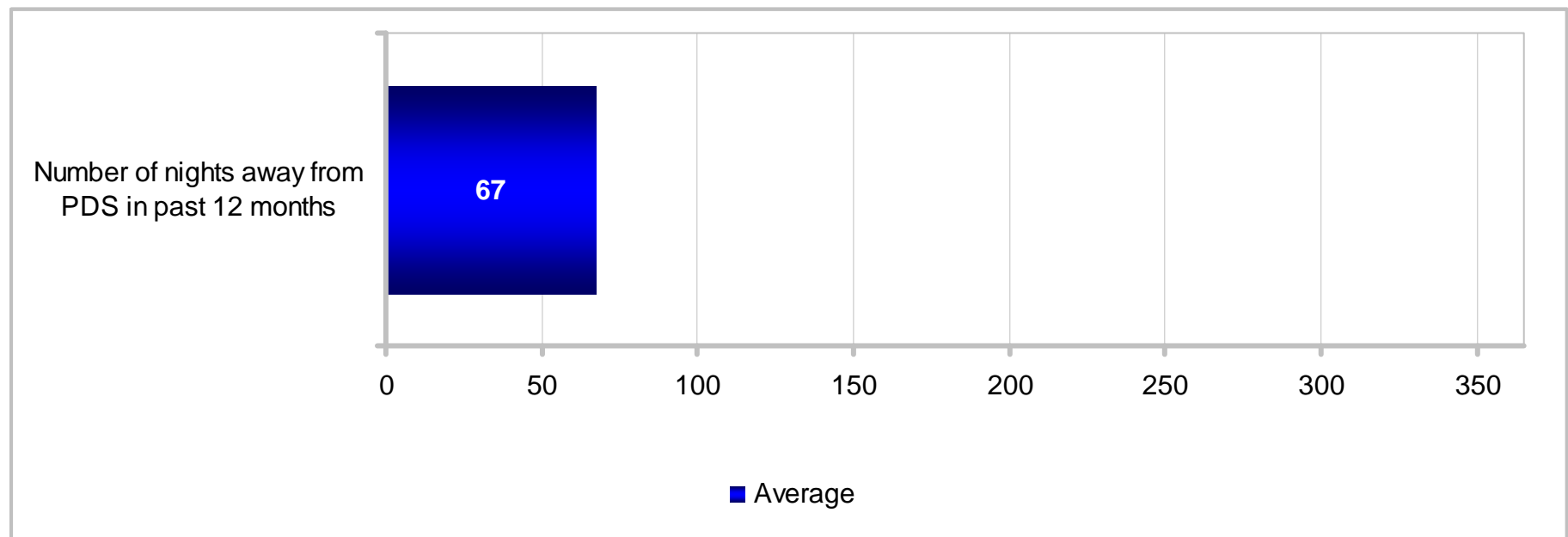


	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	87	90	95	111	98	90	106	107	105	112	116	115	113	115	113
● E1-E4	71	67	78	93	76	73	83	85	80	91	96	95	93	92	93
▲ E5-E9	90	98	99	117	107	94	115	115	115	122	124	121	121	125	120
■ O1-O3	109	111	114	133	118	111	130	125	125	128	132	130	126	136	130
◆ O4-O6	131	135	137	149	136	132	144	145	143	148	149	153	150	151	156

TEMPO

Nights Away From Permanent Duty Station

Average of All Active Duty Members



TEMPO

Nights Away From Permanent Duty Station

Average of All Active Duty Members

KEY:																			
	<p style="color: blue; margin: 0;">More Than Average</p> <p style="color: purple; margin: 0;">Less Than Average</p>																		
	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Number of nights away from PDS in past 12 months	67	86	64	57	46	81	63	61	69	77	67	84	93	64	67	54	81	44	55

TEMPO

Nights Away From Permanent Duty Station

Average of All Active Duty Members

KEY:	More Than Average		Less Than Average													
	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female	
Number of nights away from PDS in past 12 months	67	68	61	68	66	69	62	65	74	69	77	41	58	71	44	

TEMPO

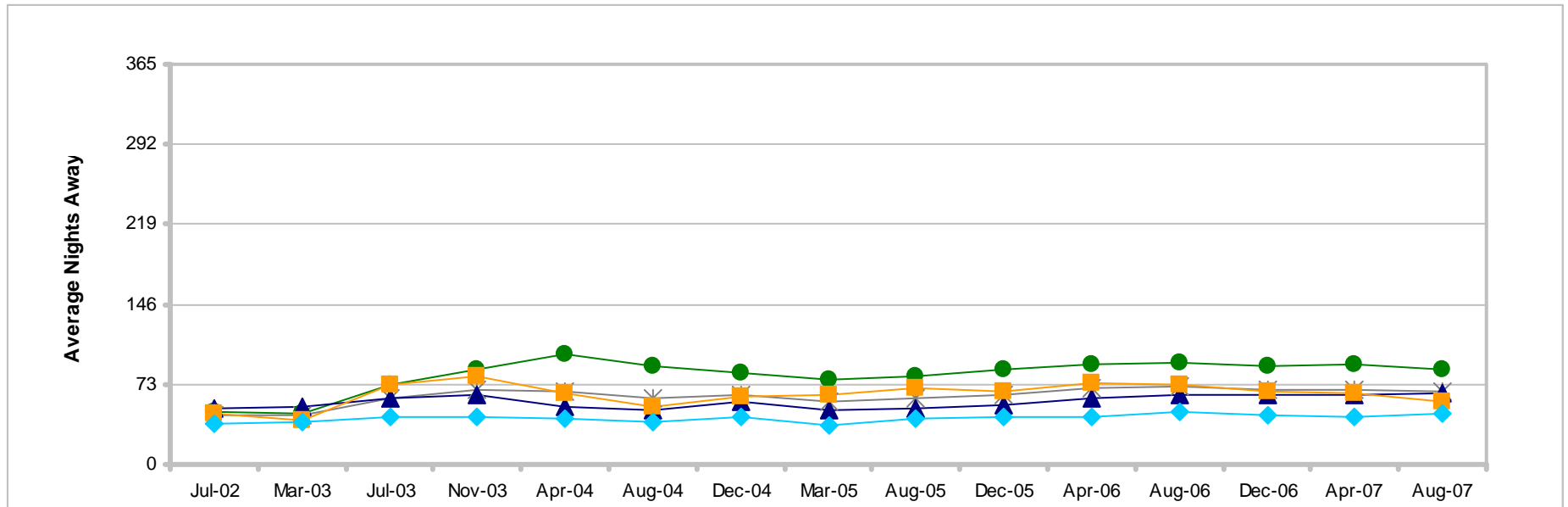
Nights Away From Permanent Duty Station

Average of All Active Duty Members

KEY:	More Than Average		Less Than Average							
	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
Number of nights away from PDS in past 12 months	67	117	21	64	69	58	65	71	64	

TEMPO

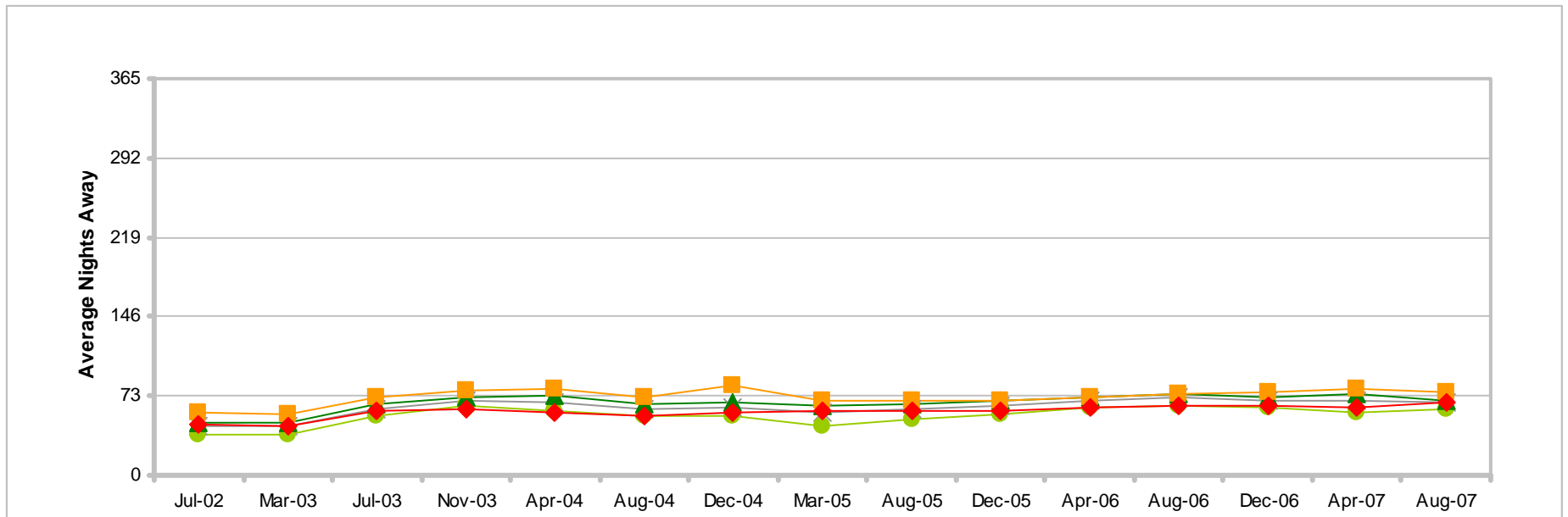
Nights Away From Permanent Duty Station (PDS) Average of All Active Duty Members, by Service



	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	45	45	61	68	67	61	63	57	61	64	69	71	68	68	67
● Army	48	46	72	87	100	90	84	78	80	86	91	93	89	91	86
▲ Navy	51	53	60	63	52	50	57	50	51	54	61	63	63	63	64
■ Marine Corps	46	40	73	81	65	53	62	63	69	67	74	73	66	65	57
◆ Air Force	37	38	44	43	41	39	43	36	41	43	43	48	45	43	46

TEMPO

Nights Away From Permanent Duty Station (PDS) Average of All Active Duty Members, by Paygrade

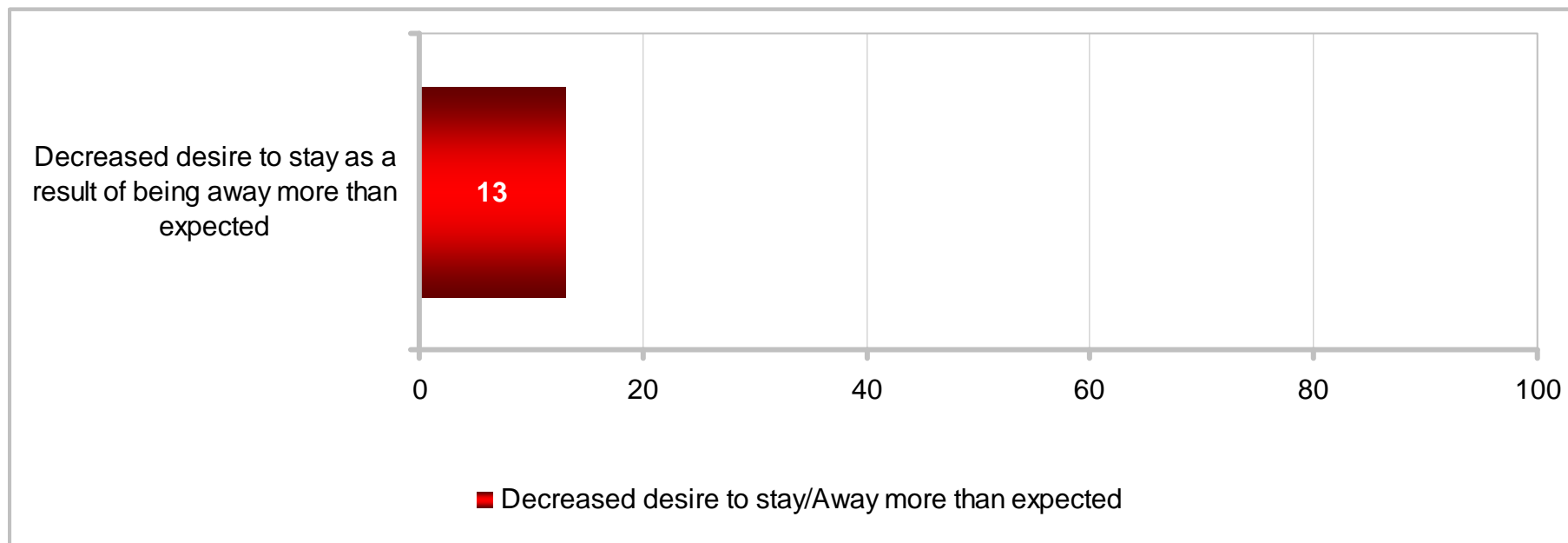


	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	45	45	61	68	67	61	63	57	61	64	69	71	68	68	67
● E1-E4	38	37	55	64	59	54	55	45	52	56	63	64	62	58	61
▲ E5-E9	49	49	65	71	73	65	67	64	66	69	72	75	71	75	69
■ O1-O3	57	56	71	78	80	72	83	69	69	68	72	75	76	79	77
◆ O4-O6	47	45	60	61	58	54	58	59	59	60	62	64	64	63	67

TEMPO

Time Away Decreased Desire To Stay

Percent of All Active Duty Members



TEMPO

Time Away Decreased Desire To Stay

Percent of All Active Duty Members

KEY: More Likely To Mark Less Likely To Mark	Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Decreased desire to stay as a result of being away more than expected	13	17	14	8	9	18	10	11	14	16	11	16	21	14	12	8	10	9

TEMPO

Time Away Decreased Desire To Stay Percent of All Active Duty Members

KEY: More Likely To Mark Less Likely To Mark	Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
	Decreased desire to stay as a result of being away more than expected	13	13	13	12	13	13	12	13	14	13	15	8	10	14

TEMPO

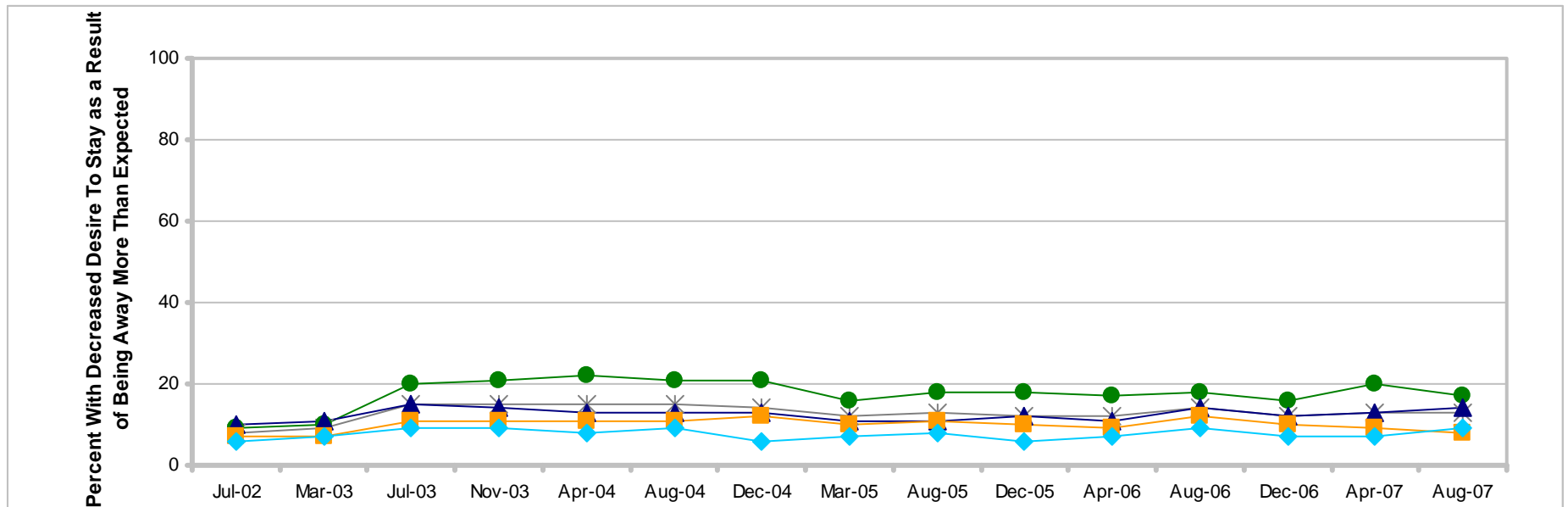
Time Away Decreased Desire To Stay Percent of All Active Duty Members

KEY: More Likely To Mark Less Likely To Mark	Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	Decreased desire to stay as a result of being away more than expected	13	24	3	12	14	10	12	14

TEMPO

Time Away Decreased Desire To Stay

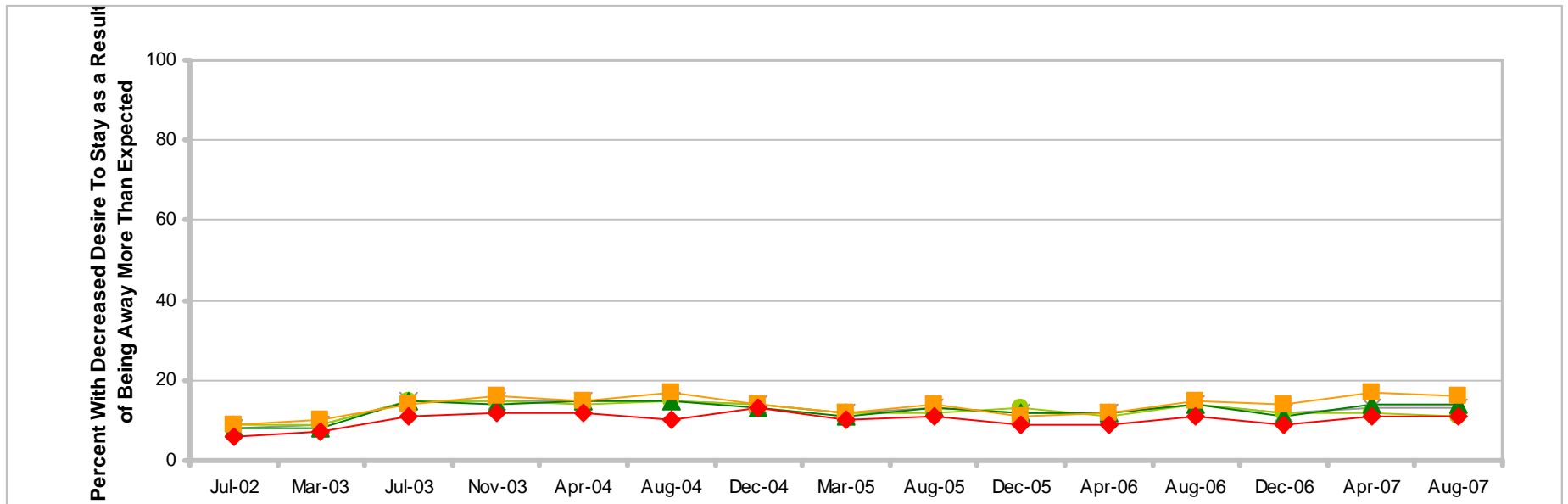
Percent of All Active Duty Members, by Service



	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	8	9	15	15	15	15	14	12	13	12	12	14	12	13	13
● Army	9	10	20	21	22	21	21	16	18	18	17	18	16	20	17
▲ Navy	10	11	15	14	13	13	13	11	11	12	11	14	12	13	14
■ Marine Corps	7	7	11	11	11	11	12	10	11	10	9	12	10	9	8
◆ Air Force	6	7	9	9	8	9	6	7	8	6	7	9	7	7	9

TEMPO

Time Away Decreased Desire To Stay Percent of All Active Duty Members, by Paygrade



	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	8	9	15	15	15	15	14	12	13	12	12	14	12	13	13
● E1-E4	9	9	15	15	14	15	14	12	12	13	11	14	12	12	11
▲ E5-E9	8	8	15	14	15	15	13	11	13	12	12	14	11	14	14
■ O1-O3	9	10	14	16	15	17	14	12	14	11	12	15	14	17	16
◆ O4-O6	6	7	11	12	12	10	13	10	11	9	9	11	9	11	11

TEMPO

Summary of Findings

August 2007

- Members reported working longer than normal an average of 113 days in the past 12 months
 - More than average led by Army officers, O4-O6, Marine Corps officers, deployed members, male officers, officers, Army, female officers, Army enlisted, Air Force officers, O1-O3, married w/child(ren), E5-E9, married, Non-Hispanic White, off base, and male
 - Percentage point differences over time for total, Service, and paygrade are:

	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	26	23	18		15	23			8						113
● Army	35	36	28			28									137
▲ Navy	28	23	17		20	25									99
■ Marine Corps	19	18				16									110
◆ Air Force	11					13									93

	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4	22	26	15		17	20									93
▲ E5-E9	30	22	21		13	26									120
■ O1-O3	21	19	16			19									130
◆ O4-O6	25	21	19		20	24			13						156

TEMPO

Summary of Findings

August 2007 (Continued)

- Members reported an average of 67 nights away from PDS in the past 12 months
 - More than average led by Army officers, O4-O6, Marine Corps officers, deployed, male officers, officers, Army, female officers, Army enlisted, Air Force officers, O1-O3, married w/child(ren), E5-E9, married, Non-Hispanic White, off base, and male
 - Percentage point differences over time for total, Service, and paygrade are:

	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	22	22						10							67
● Army	38	40	14												86
▲ Navy	13	11			12	14		14	13						64
■ Marine Corps	11	17	16	24							17	16			57
◆ Air Force	9	8						10							46

	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4	23	24						16							61
▲ E5-E9	20	20													69
■ O1-O3	20	21													77
◆ O4-O6	20	22			9	13									67

TEMPO

Summary of Findings

August 2007 (Continued)

- 13% reported their desire to stay on active duty decreased as a result of being away more than expected
 - Led by deployed members, Army officers, enlisted with 3-5 years of service, Army, O1-O3, Army enlisted, male officers, and male
 - Percentage point differences over time for total, Service, and paygrade are :

	Most recent HIGHER by ■	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
	Most recent LOWER by ■															
* Total		5	4													13
● Army		8	7			5										17
▲ Navy																14
■ Marine Corps																8
◆ Air Force		3														9

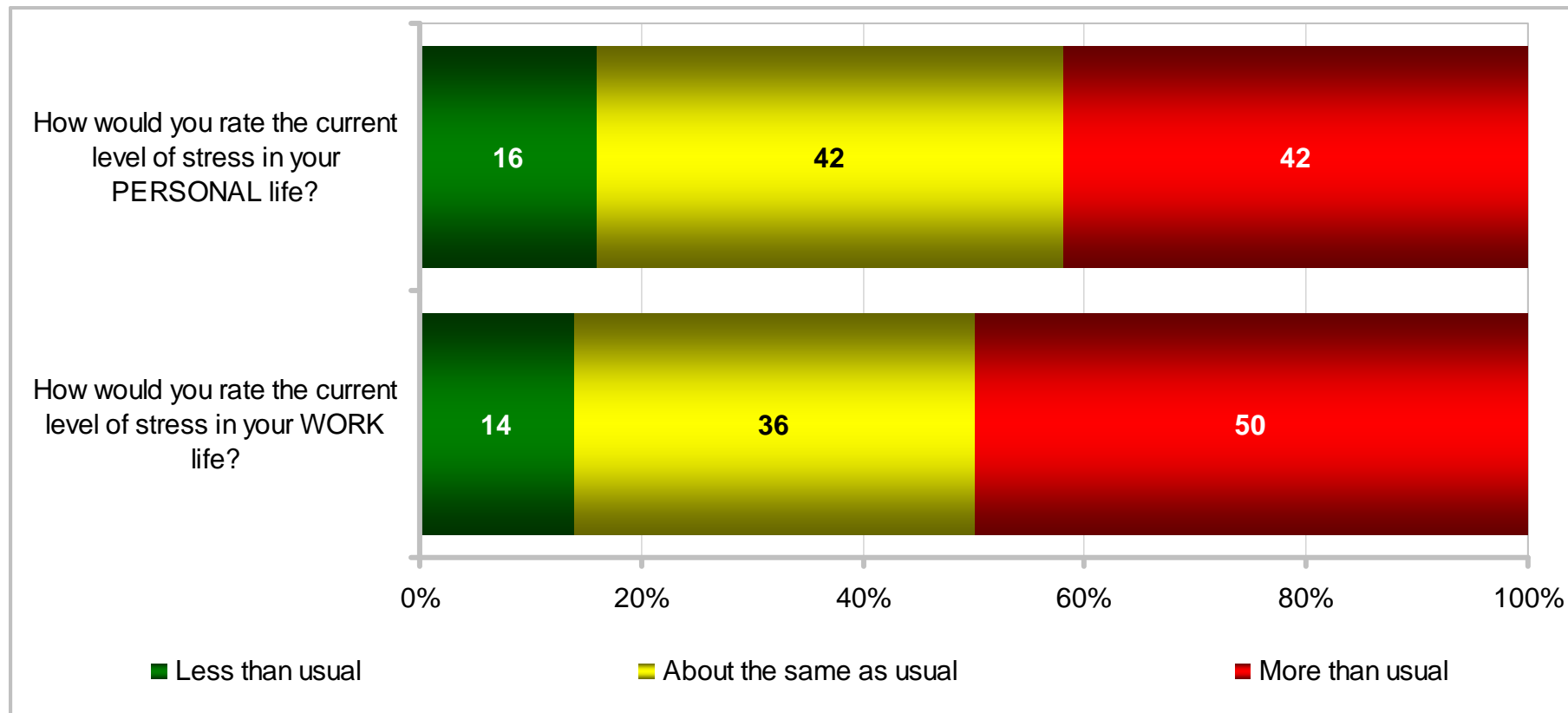
	Most recent HIGHER by ■	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
	Most recent LOWER by ■															
● E1-E4																11
▲ E5-E9		6	6													14
■ O1-O3		7	6								5					16
◆ O4-O6		5	4													11

BRIEFING OVERVIEW

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STRESS

Current Levels of Work and Personal Stress Percent of All Active Duty Members



STRESS

Current Levels of Work and Personal Stress

Percent of All Active Duty Members

KEY:			Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
How would you rate the current level of stress in your PERSONAL life?	Less	16	15	17	13	17	17	19	16	17	12	13	16	12	18	11	13	14	18	13	
	More	42	46	42	44	36	45	40	46	40	40	38	47	42	42	43	45	37	35	37	
How would you rate the current level of stress in your WORK life?	Less	14	14	15	13	13	10	16	12	15	15	16	14	17	15	16	12	16	13	12	
	More	50	55	50	48	46	57	50	54	49	46	45	56	45	51	47	49	41	46	47	

STRESS

Current Levels of Work and Personal Stress

Percent of All Active Duty Members

		KEY:														
		<p>Higher Response of Less Than Usual</p> <p>Lower Response of Less Than Usual</p> <p>Higher Response of More Than Usual</p>														
		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
How would you rate the current level of stress in your PERSONAL life?	Less	16	16	18	14	17	14	19	17	12	16	12	20	14	15	19
	More	42	42	42	44	42	43	42	43	40	43	40	44	40	42	43
How would you rate the current level of stress in your WORK life?	Less	14	14	12	13	14	12	17	14	15	14	16	14	13	14	14
	More	50	50	54	51	50	52	47	51	46	52	45	48	50	51	49

STRESS

Current Levels of Work and Personal Stress

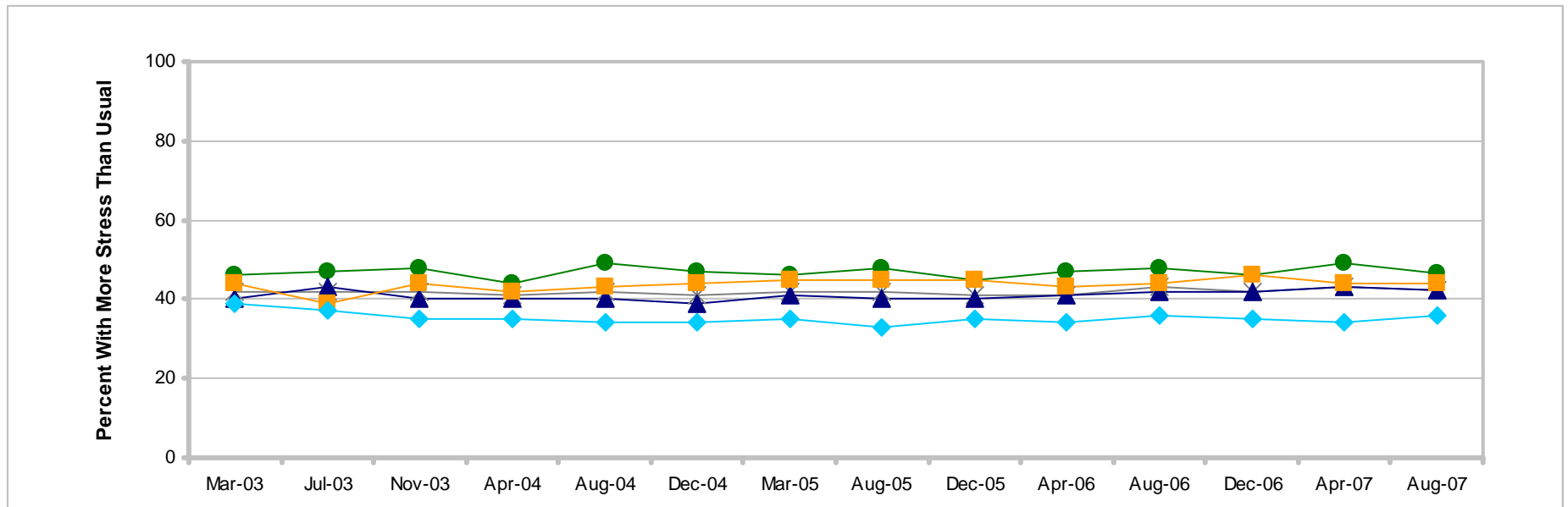
Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How would you rate the current level of stress in your PERSONAL life?	Less	16	15	17	18	15	21	17	14	15
	More	42	45	40	41	43	47	40	43	43
How would you rate the current level of stress in your WORK life?	Less	14	13	15	14	14	18	13	14	13
	More	50	55	47	50	51	48	50	49	55

STRESS

Current Levels of Personal Stress

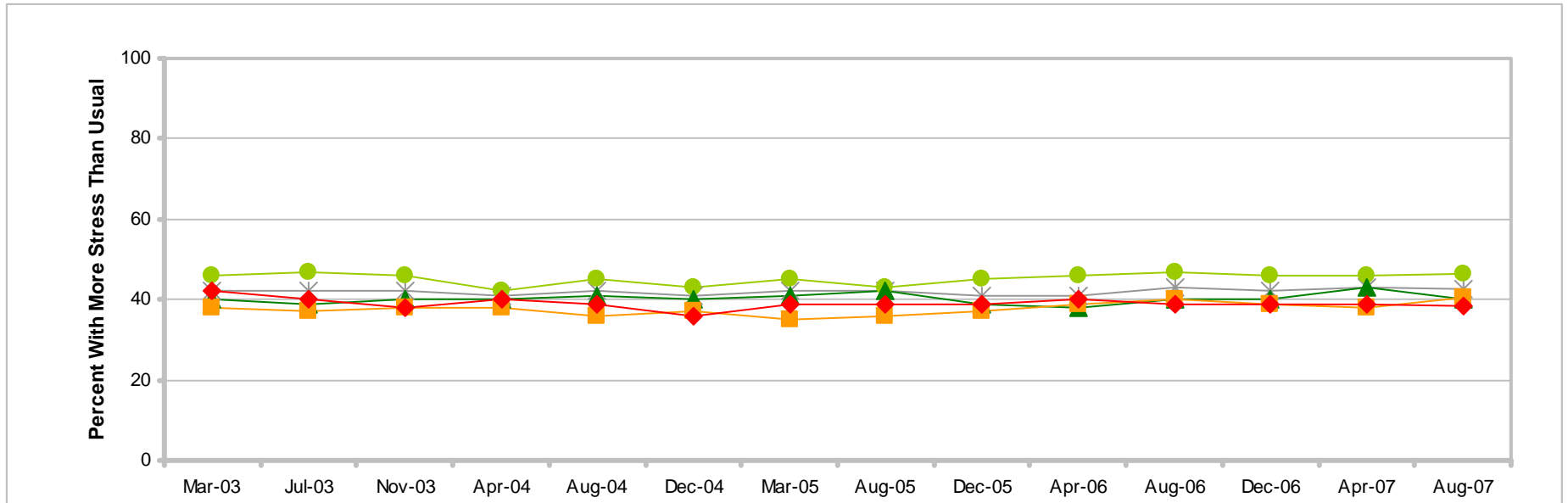
Percent of All Active Duty Members, by Service



	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	42	42	42	41	42	41	42	42	41	41	43	42	43	42
● Army	46	47	48	44	49	47	46	48	45	47	48	46	49	46
▲ Navy	40	43	40	40	40	39	41	40	40	41	42	42	43	42
■ Marine Corps	44	39	44	42	43	44	45	45	45	43	44	46	44	44
◆ Air Force	39	37	35	35	34	34	35	33	35	34	36	35	34	36

STRESS

Current Levels of Personal Stress Percent of All Active Duty Members, by Paygrade

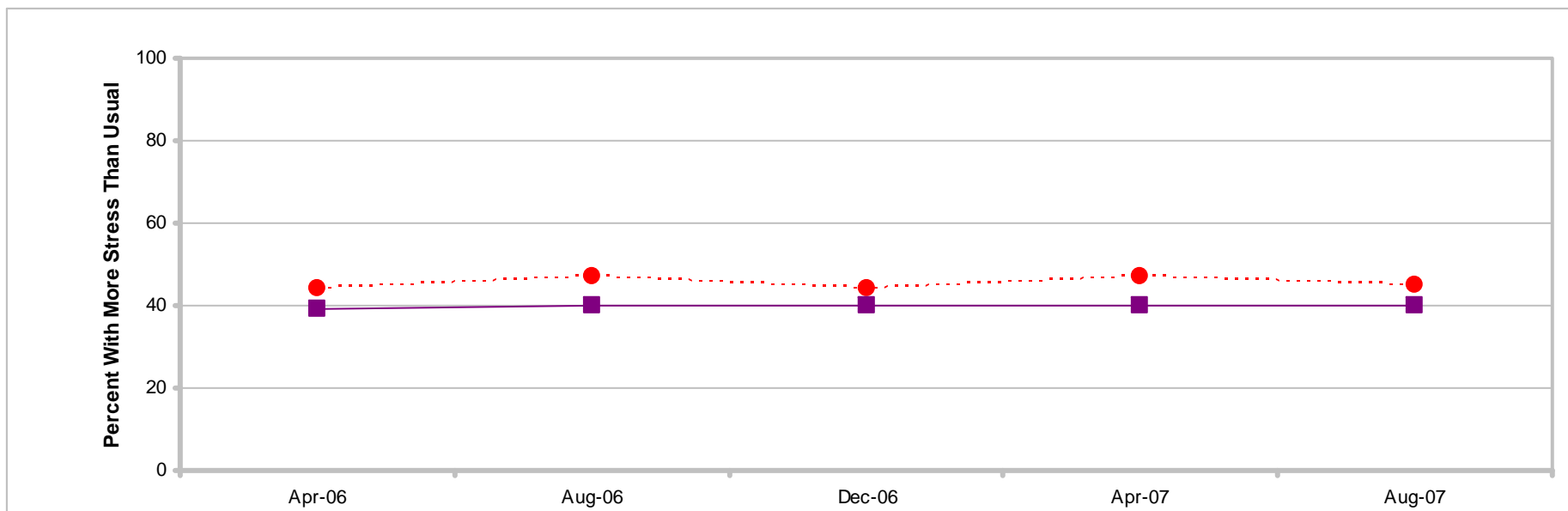


	Most recent HIGHER than Most recent LOWER than	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		42	42	42	41	42	41	42	42	41	41	43	42	43	42
● E1-E4		46	47	46	42	45	43	45	43	45	46	47	46	46	46
▲ E5-E9		40	39	40	40	41	40	41	42	39	38	40	40	43	40
■ O1-O3		38	37	38	38	36	37	35	36	37	39	40	39	38	40
◆ O4-O6		42	40	38	40	39	36	39	39	39	40	39	39	39	38

STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Deployment Status

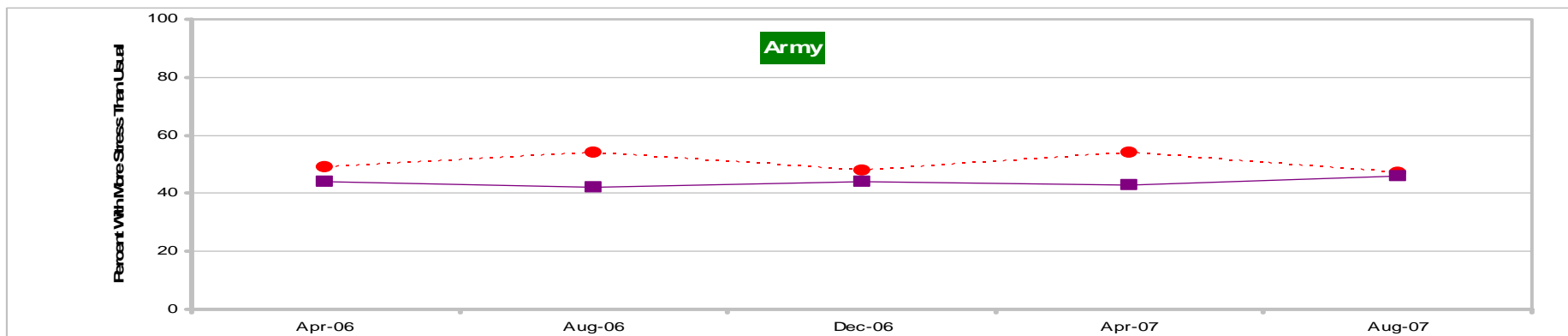


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	44	47	44	47	45
■ Not Deployed	39	40	40	40	40

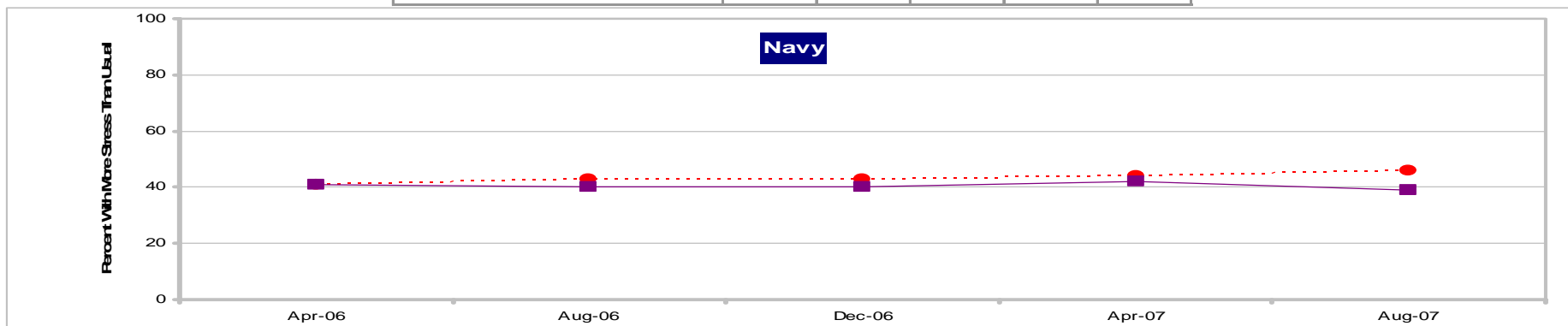
STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	49	54	48	54	47
■ Not Deployed	44	42	44	43	46

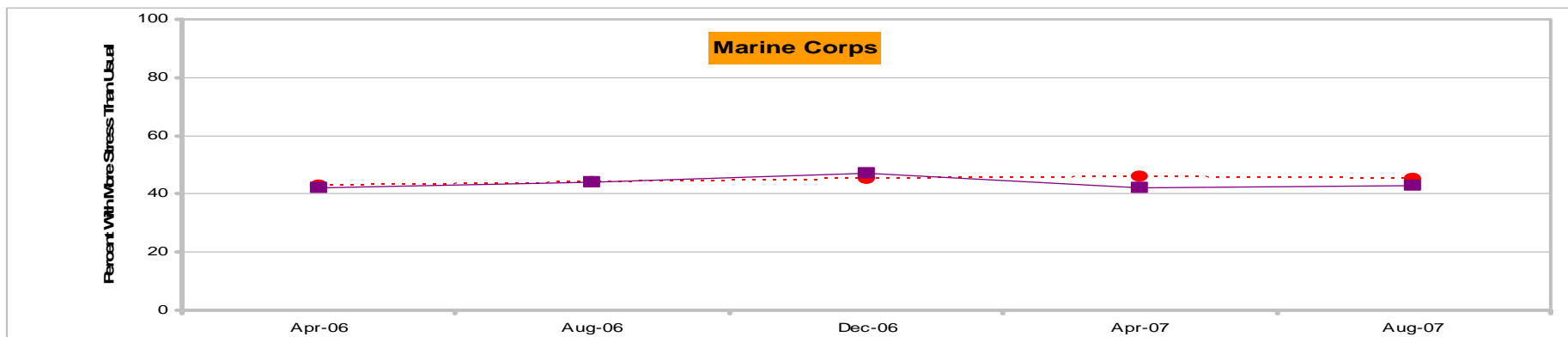


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	41	43	43	44	46
■ Not Deployed	41	40	40	42	39

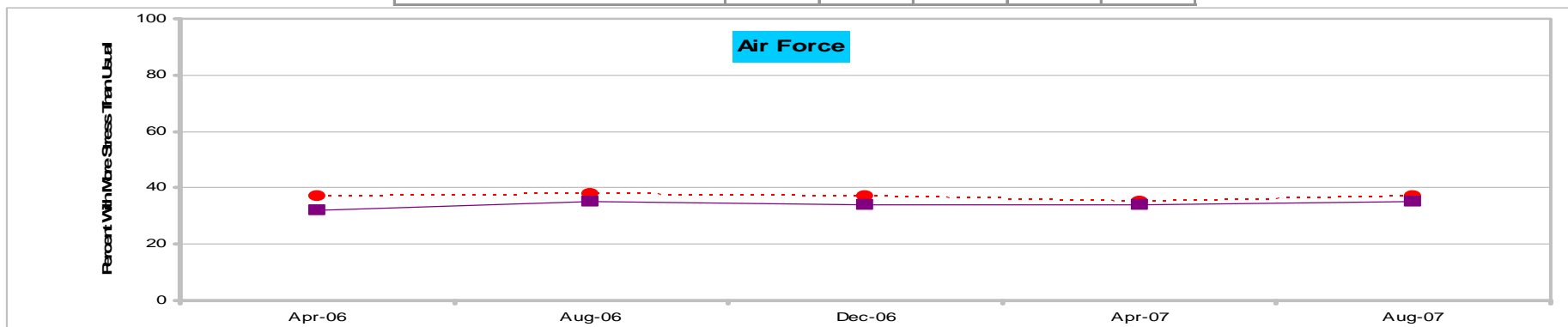
STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
Deployed	43	44	45	46	45
Not Deployed	42	44	47	42	43

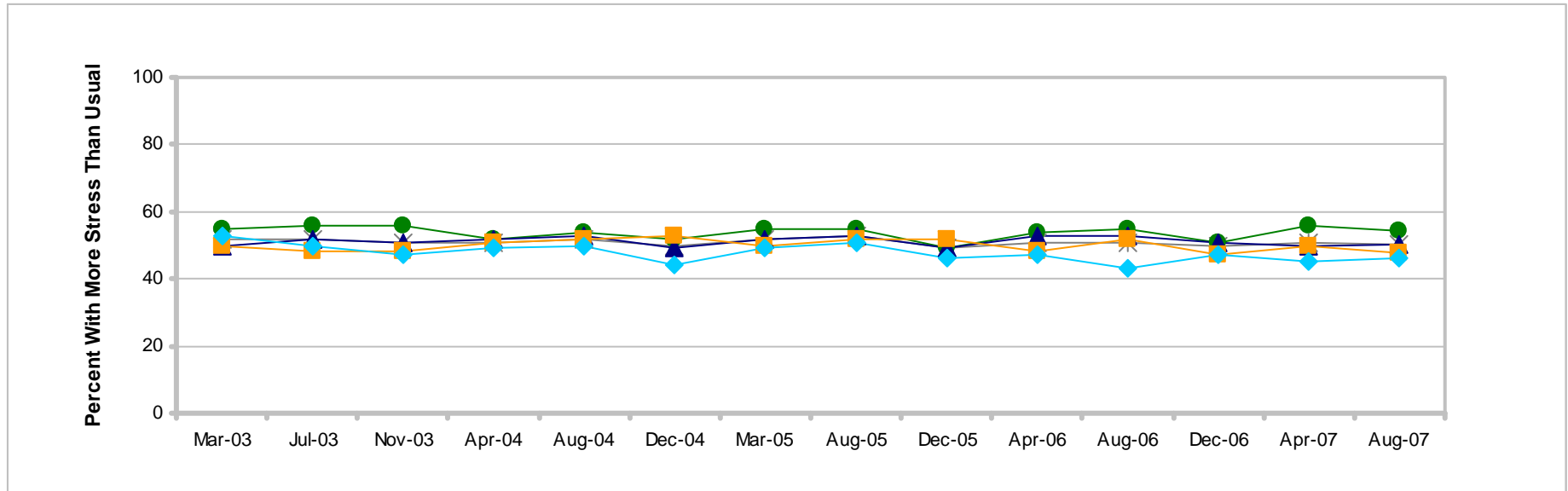


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
Deployed	37	38	37	35	37
Not Deployed	32	35	34	34	35

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Service

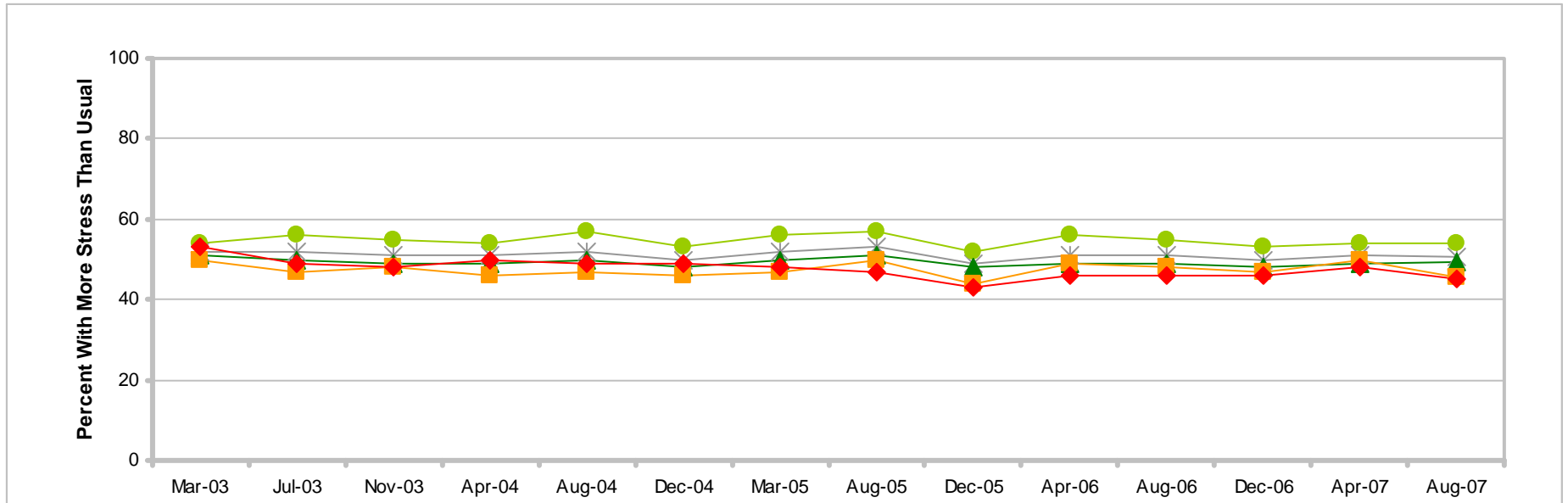


	Most recent HIGHER than Most recent LOWER than	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		52	52	51	51	52	50	52	53	49	51	51	50	51	50
● Army		55	56	56	52	54	52	55	55	49	54	55	51	56	55
▲ Navy		50	52	51	52	53	49	52	53	49	53	53	51	50	50
■ Marine Corps		50	48	48	51	52	53	50	52	52	48	52	47	50	48
◆ Air Force		53	50	47	49	50	44	49	51	46	47	43	47	45	46

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Paygrade

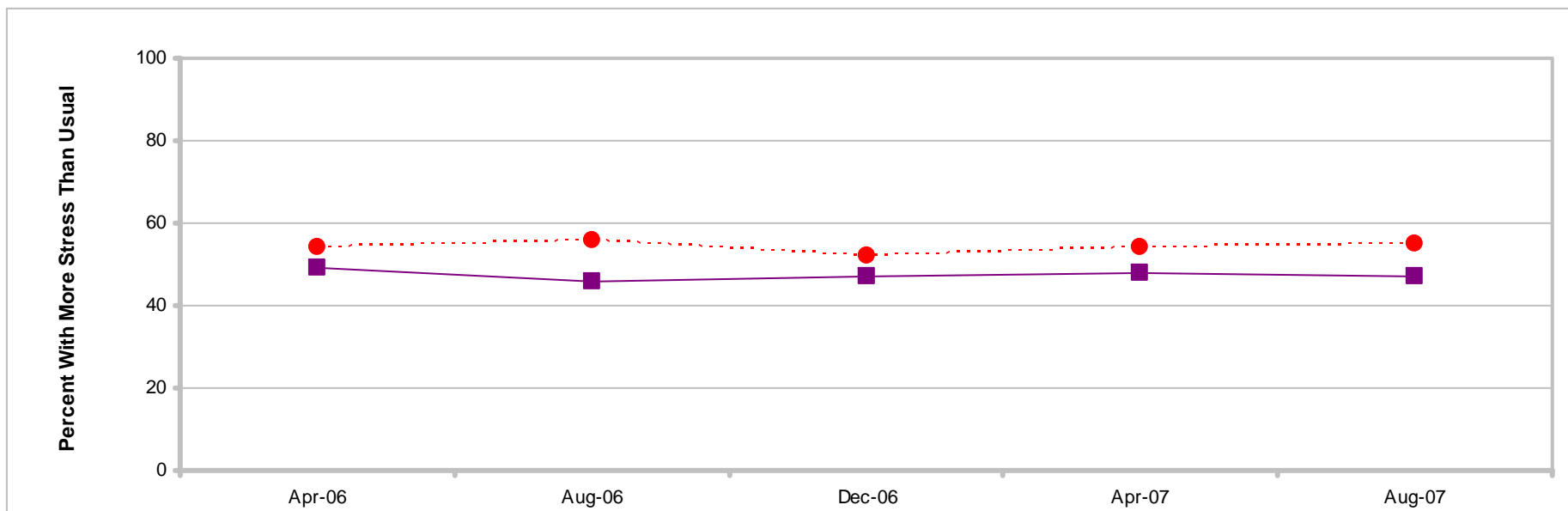


	Most recent HIGHER than Most recent LOWER than	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total		52	52	51	51	52	50	52	53	49	51	51	50	51	50
● E1-E4		54	56	55	54	57	53	56	57	52	56	55	53	54	54
▲ E5-E9		51	50	49	49	50	48	50	51	48	49	49	48	49	49
■ O1-O3		50	47	48	46	47	46	47	50	44	49	48	47	50	46
◆ O4-O6		53	49	48	50	49	49	48	47	43	46	46	46	48	45

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status

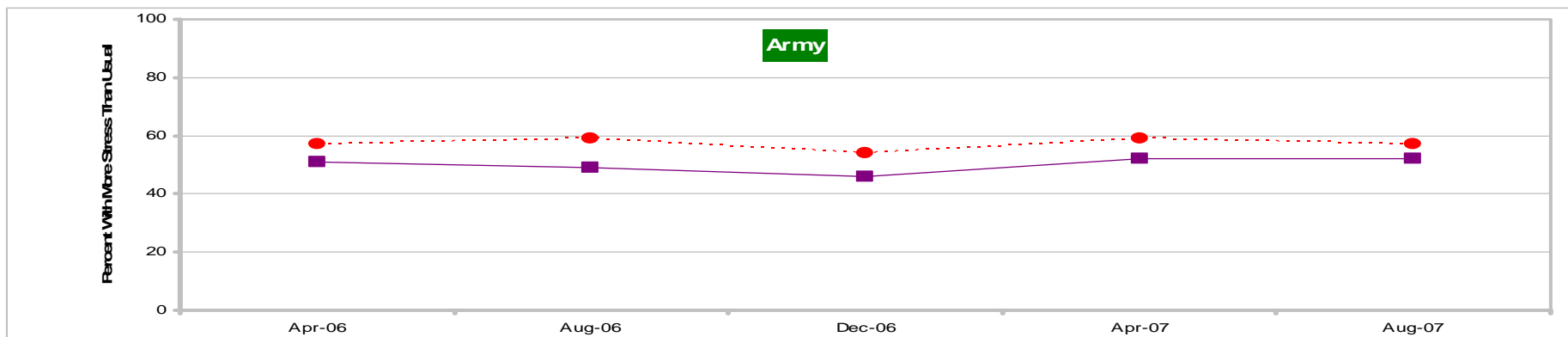


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	54	56	52	54	55
■ Not Deployed	49	46	47	48	47

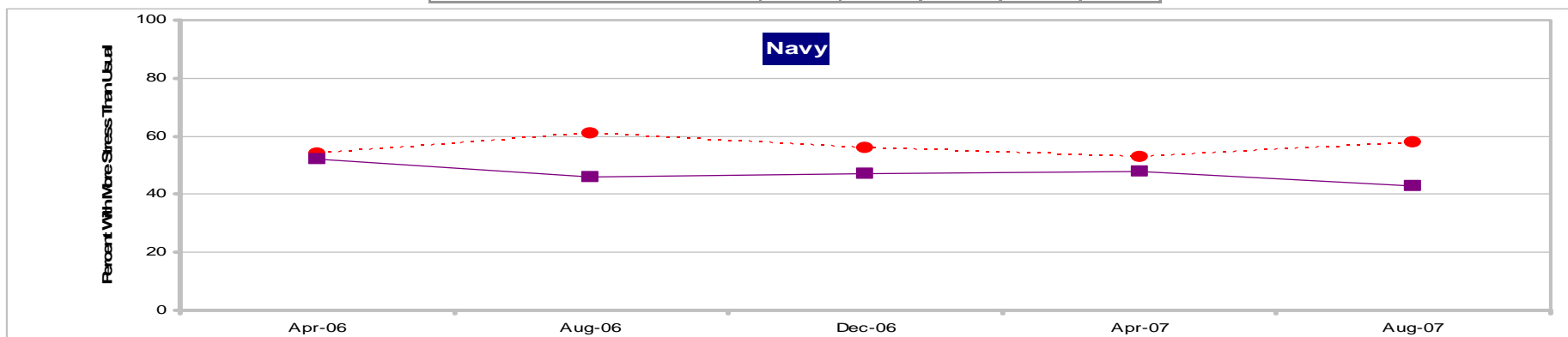
STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	57	59	54	59	57
■ Not Deployed	51	49	46	52	52

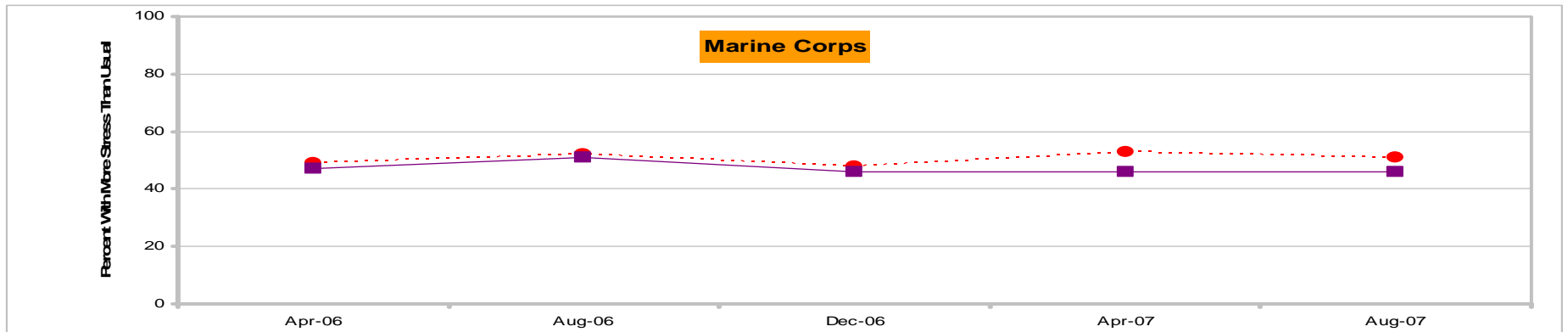


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	54	61	56	53	58
■ Not Deployed	52	46	47	48	43

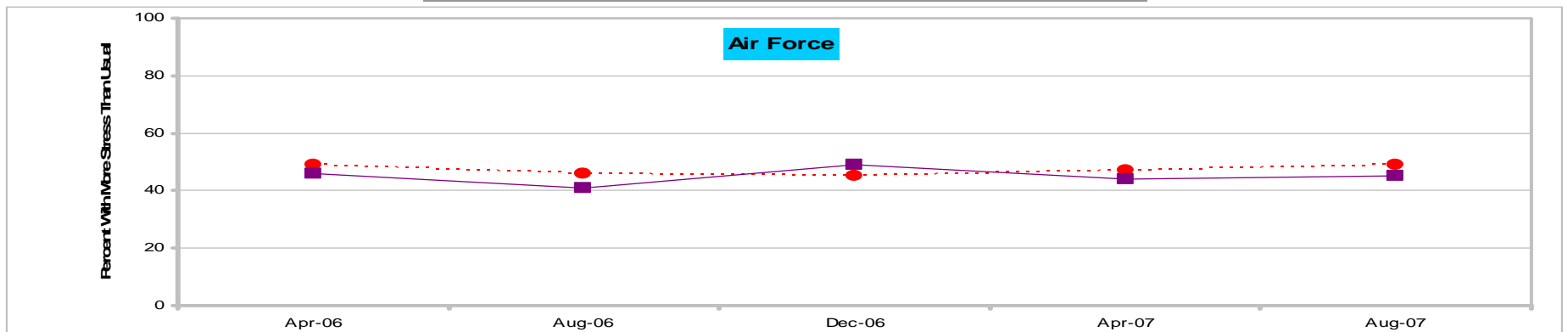
STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	49	52	48	53	51
■ Not Deployed	47	51	46	46	46



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	49	46	45	47	49
■ Not Deployed	46	41	49	44	45

STRESS

Summary of Findings

August 2007

- 42% reported more stress than usual in their *personal life*
 - More stress led by Army enlisted, Army, and E1-E4
 - Less stress led by female enlisted, total minority, female, and enlisted
 - No differences found over time for total, Service, paygrade, and deployment status
- 50% reported more stress than usual in their *work life*
 - More stress led by Army enlisted, Army, deployed members, E1-E4, Non-Hispanic White, male enlisted, and enlisted
 - Less stress led by total minority and enlisted with 6-9 years of service
 - No differences found over time for total and deployment status
 - Percentage point differences over time for Service and paygrade are:

Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total														50
Army														55
Navy														50
Marine Corps														48
Air Force	7													46

Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
E1-E4														54
E5-E9														49
O1-O3														46
O4-O6	8													45

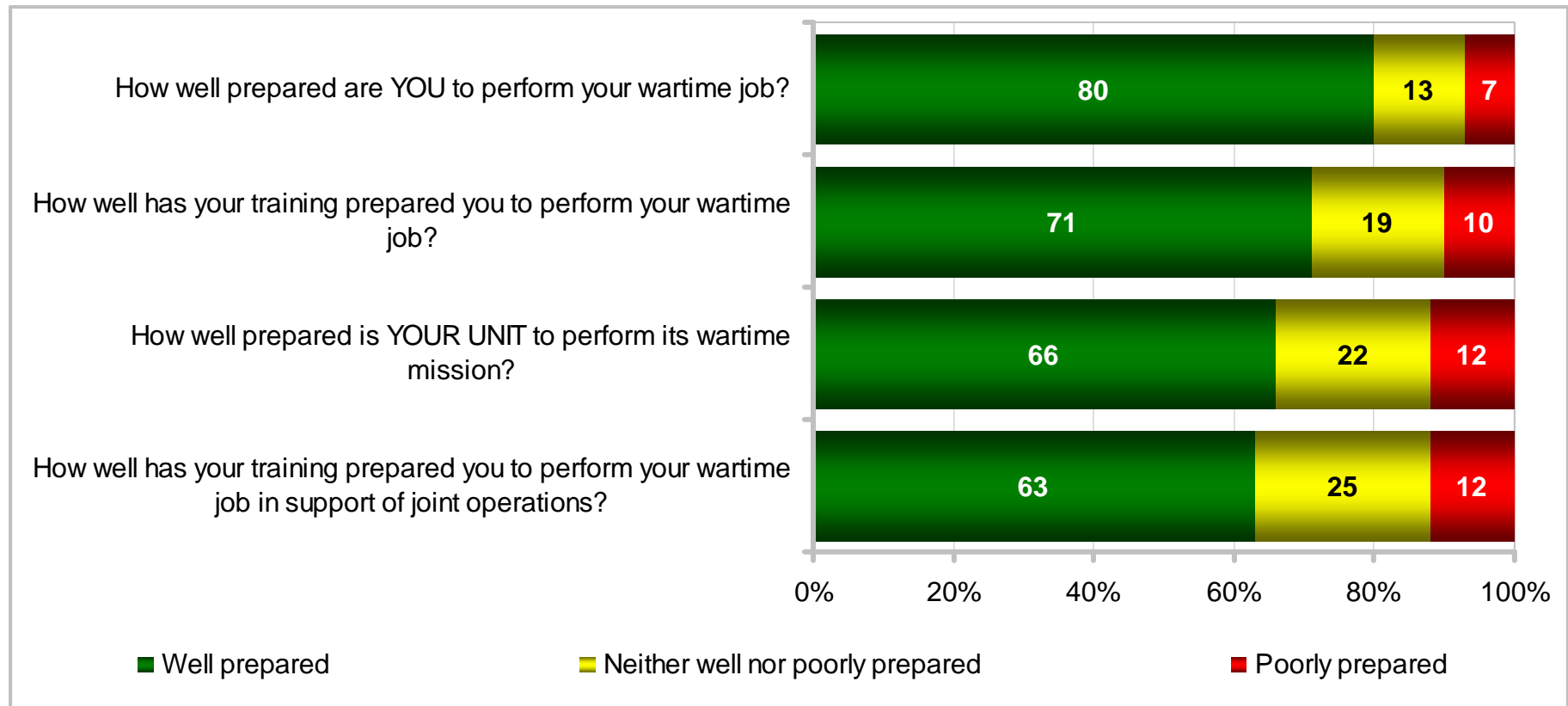
BRIEFING OVERVIEW

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READINESS

To Perform Wartime Mission

Percent of All Active Duty Members



READINESS

To Perform Wartime Mission

Percent of All Active Duty Members

KEY:		Total	Army	Navy	Marine Corps	Air Force	Enlisted 3 – 5 YOS	Enlisted 6 – 9 YOS	E1 – E4	E5 – E9	O1 – O3	O4 – O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
How well prepared are YOU to perform your wartime job?	Well prepared	80	80	80	82	82	81	83	75	85	78	86	79	84	79	83	81	89	83	78
	Poorly prepared	7	9	6	6	5	7	8	9	5	6	4	10	4	6	6	6	3	5	5
How well has your training prepared you to perform your wartime job?	Well prepared	71	65	73	75	76	69	69	67	73	71	79	64	74	72	77	74	85	77	71
	Poorly prepared	10	14	8	8	7	13	10	13	9	8	6	16	8	9	8	8	3	6	7
How well prepared is YOUR UNIT to perform its wartime mission?	Well prepared	66	54	71	71	77	62	61	64	66	68	73	52	62	70	76	71	74	78	74
	Poorly prepared	12	20	8	10	7	17	15	14	13	8	5	22	9	8	7	11	5	7	5
How well has your training prepared you to perform your wartime job in support of joint operations?	Well prepared	63	59	65	70	66	63	66	60	68	56	63	58	59	66	59	70	71	68	57
	Poorly prepared	12	15	11	8	10	14	14	12	11	14	13	16	13	10	15	8	7	9	14

READINESS

To Perform Wartime Mission

Percent of All Active Duty Members

KEY:		Total	US (Incl. Territories)	Overseas	On Base	Off Base	Non-Hispanic White	Total Minority	Enlisted	Officer	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Male	Female
How well prepared are YOU to perform your wartime job?	Well prepared	80	81	76	77	82	81	79	80	82	82	85	68	71	82	68
	Poorly prepared	7	6	8	8	6	7	6	7	5	6	4	10	6	6	10
How well has your training prepared you to perform your wartime job?	Well prepared	71	71	69	68	73	71	70	70	75	72	77	62	64	73	63
	Poorly prepared	10	10	11	12	9	11	9	11	7	10	7	12	9	10	11
How well prepared is YOUR UNIT to perform its wartime mission?	Well prepared	66	66	65	64	68	66	66	65	70	66	71	64	64	66	64
	Poorly prepared	12	12	13	14	11	13	11	13	7	14	7	11	8	13	10
How well has your training prepared you to perform your wartime job in support of joint operations?	Well prepared	63	64	61	61	65	63	64	64	60	65	61	58	50	65	56
	Poorly prepared	12	12	12	11	12	14	9	12	13	12	13	11	17	12	12

READINESS

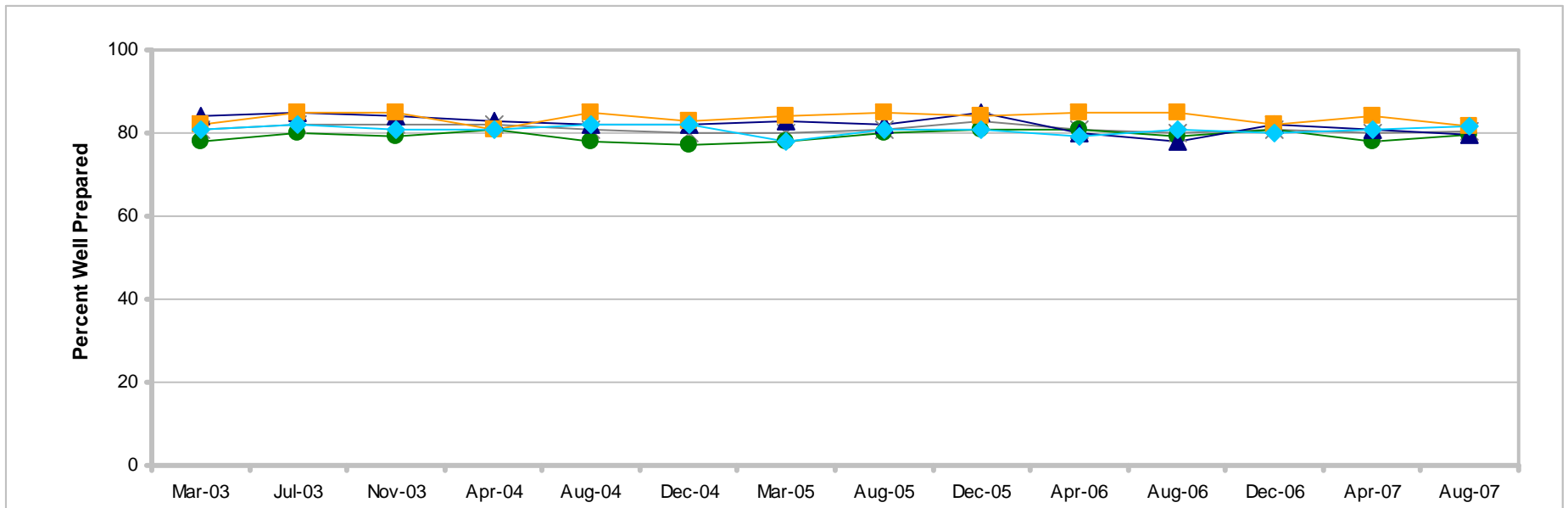
To Perform Wartime Mission

Percent of All Active Duty Members

KEY:		Total	Deployed	Not Deployed	Single	Married	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How well prepared are YOU to perform your wartime job?	Well prepared	80	87	75	79	81	82	78	83	78
	Poorly prepared	7	6	7	7	7	5	7	6	9
How well has your training prepared you to perform your wartime job?	Well prepared	71	73	69	69	72	71	69	73	71
	Poorly prepared	10	10	10	11	10	7	11	9	10
How well prepared is YOUR UNIT to perform its wartime mission?	Well prepared	66	68	65	67	66	65	67	67	63
	Poorly prepared	12	13	12	12	12	12	12	11	14
How well has your training prepared you to perform your wartime job in support of joint operations?	Well prepared	63	66	61	63	64	68	62	65	62
	Poorly prepared	12	13	10	12	12	9	12	12	12

READINESS

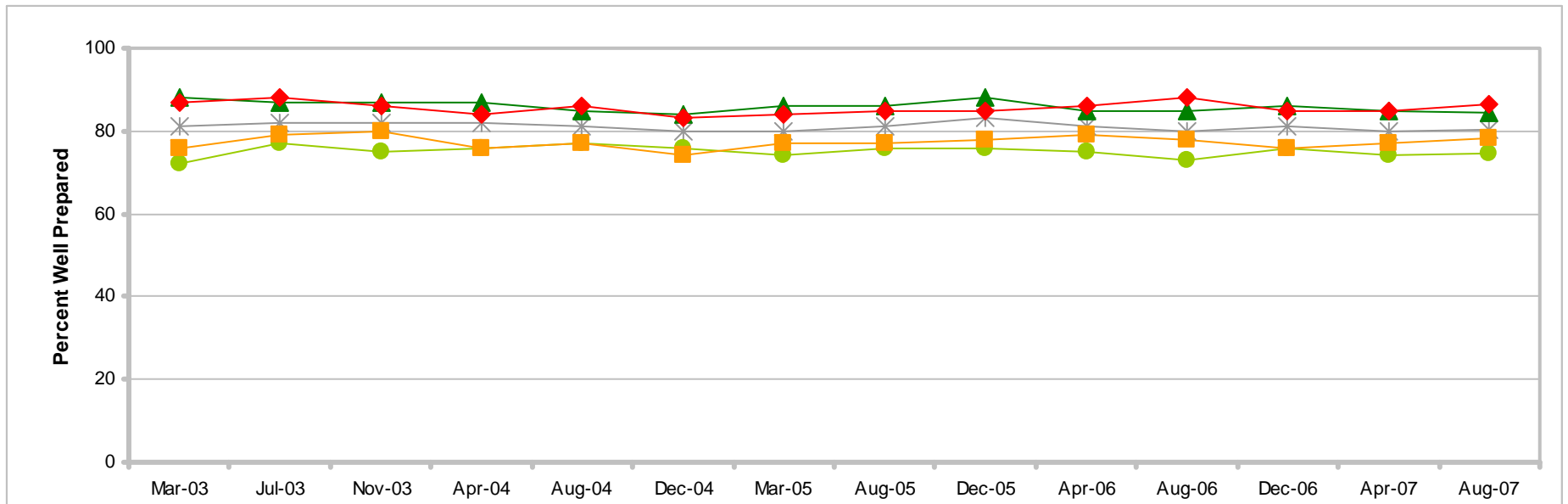
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Service



	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	81	82	82	82	81	80	80	81	83	81	80	81	80	80
● Army	78	80	79	81	78	77	78	80	81	81	79	81	78	80
▲ Navy	84	85	84	83	82	82	83	82	85	80	78	82	81	80
■ Marine Corps	82	85	85	81	85	83	84	85	84	85	85	82	84	82
◆ Air Force	81	82	81	81	82	82	78	81	81	79	81	80	81	82

READINESS

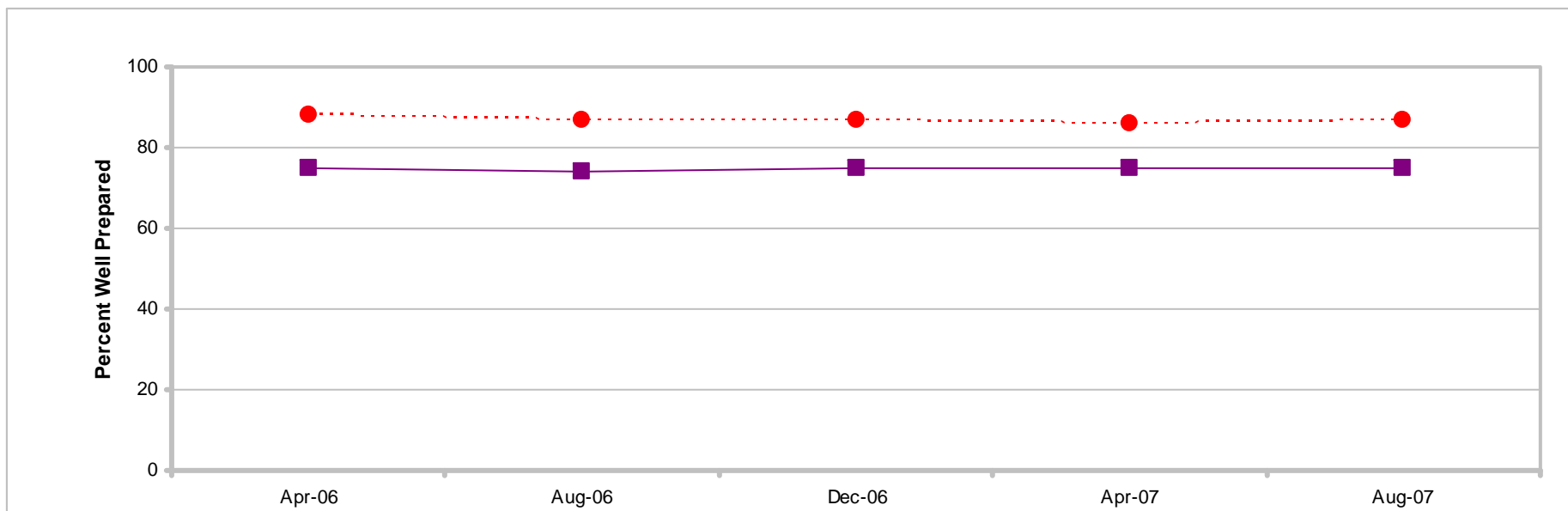
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Paygrade



	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	81	82	82	82	81	80	80	81	83	81	80	81	80	80
● E1-E4	72	77	75	76	77	76	74	76	76	75	73	76	74	75
▲ E5-E9	88	87	87	87	85	84	86	86	88	85	85	86	85	85
■ O1-O3	76	79	80	76	77	74	77	77	78	79	78	76	77	78
◆ O4-O6	87	88	86	84	86	83	84	85	85	86	88	85	85	86

READINESS

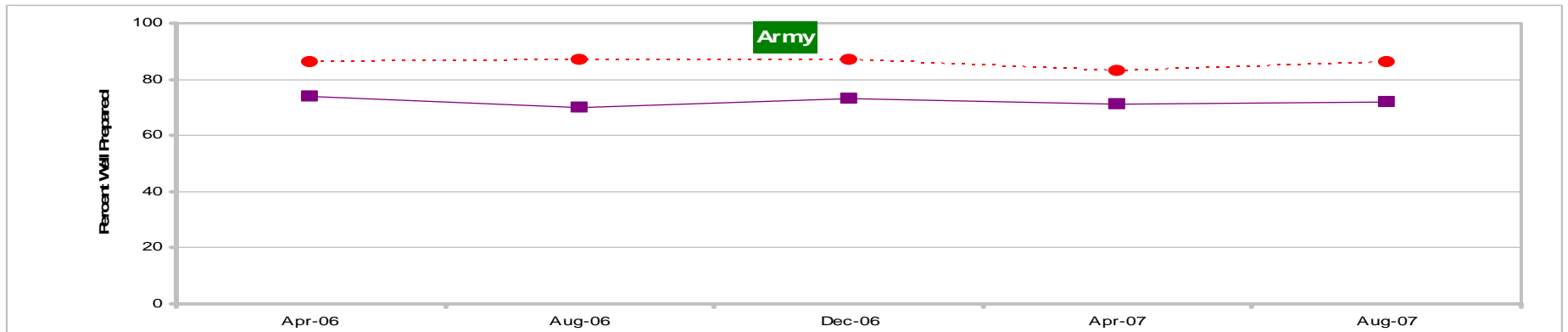
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



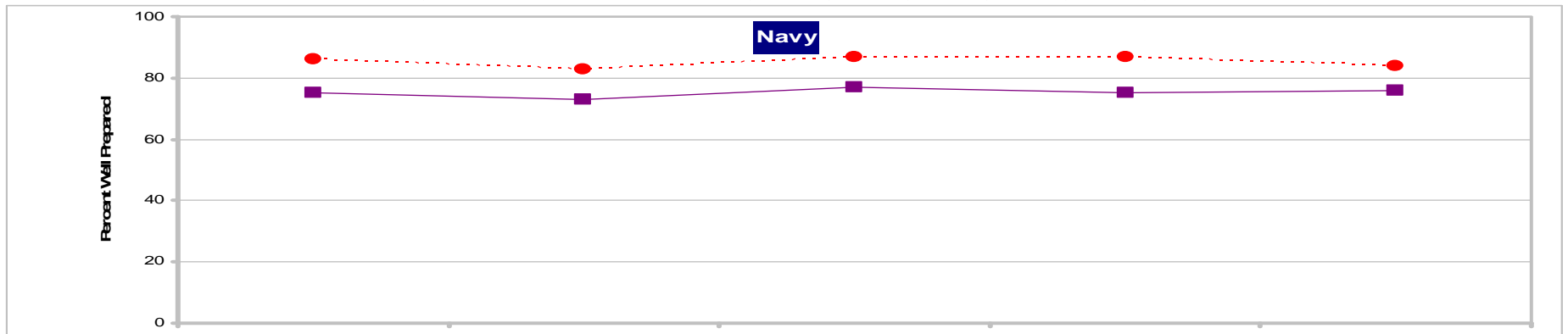
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	88	87	87	86	87
■ Not Deployed	75	74	75	75	75

READINESS

Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



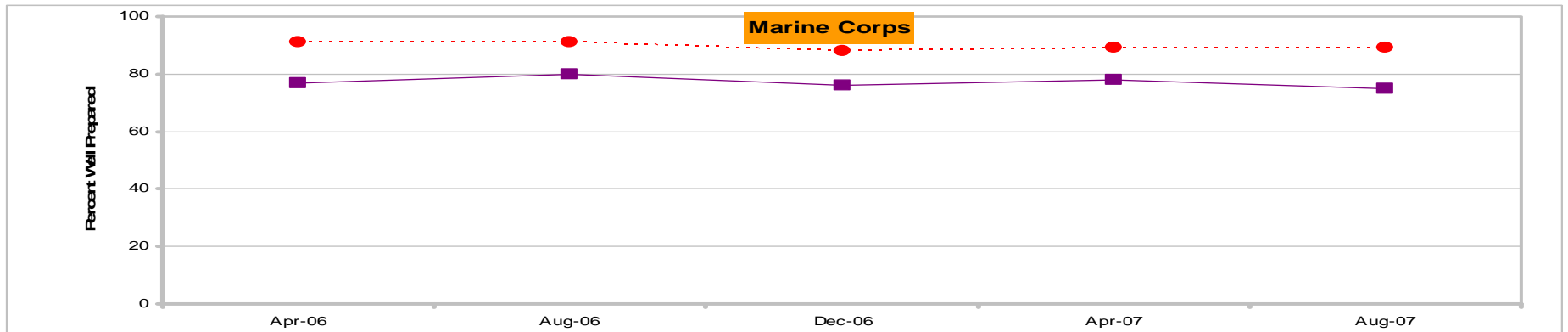
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	86	87	87	83	86
■ Not Deployed	74	70	73	71	72



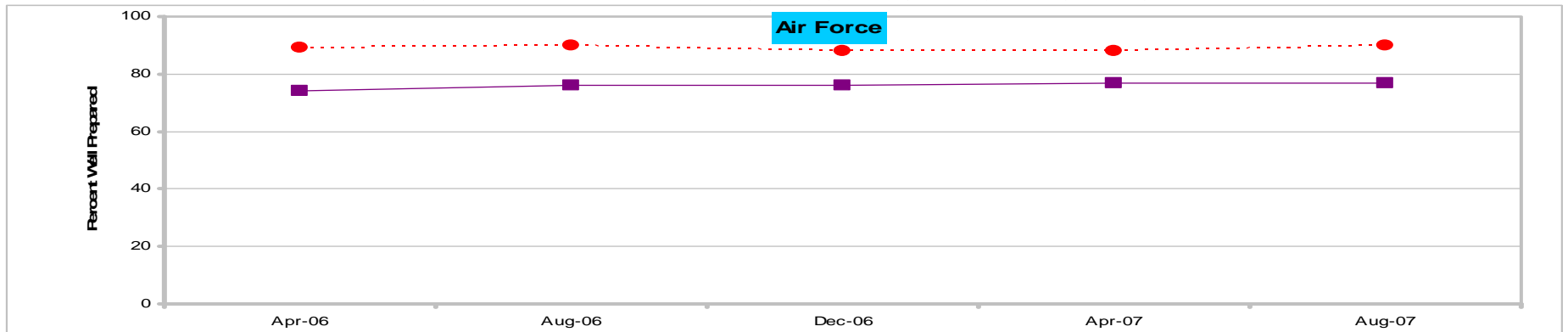
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	86	83	87	87	84
■ Not Deployed	75	73	77	75	76

READINESS

Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	91	91	88	89	89
■ Not Deployed	77	80	76	78	75

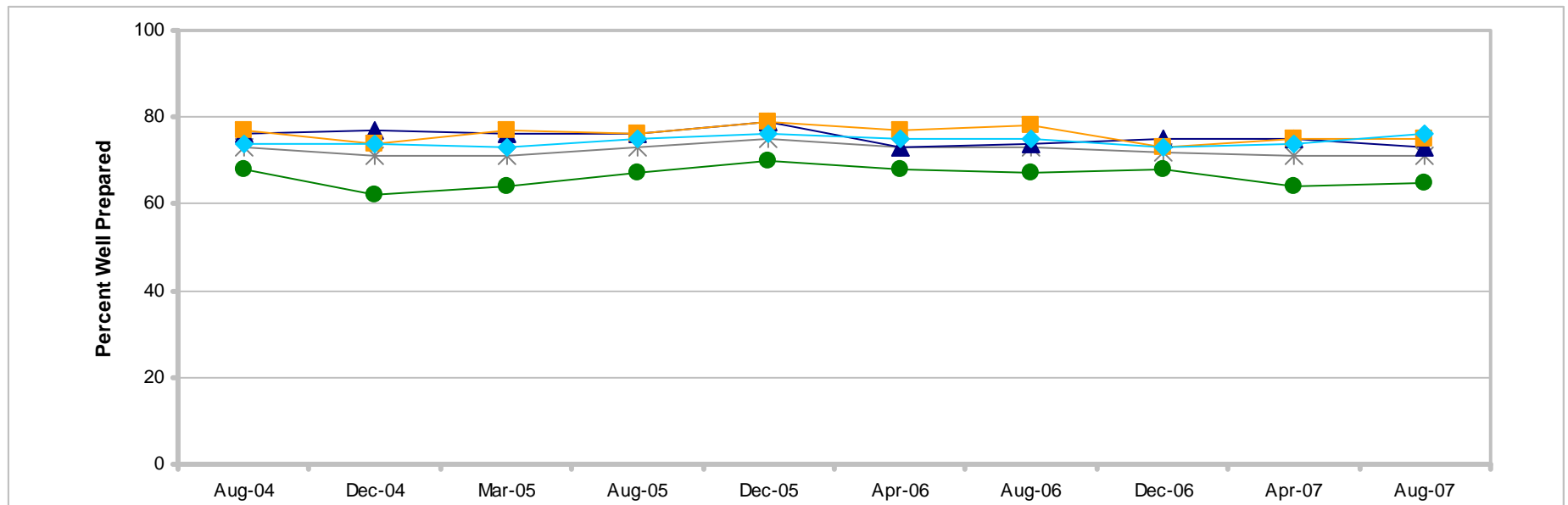


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	89	90	88	88	90
■ Not Deployed	74	76	76	77	77

READINESS

Effectiveness of Training To Perform Wartime Mission

Percent of All Active Duty Members, by Service

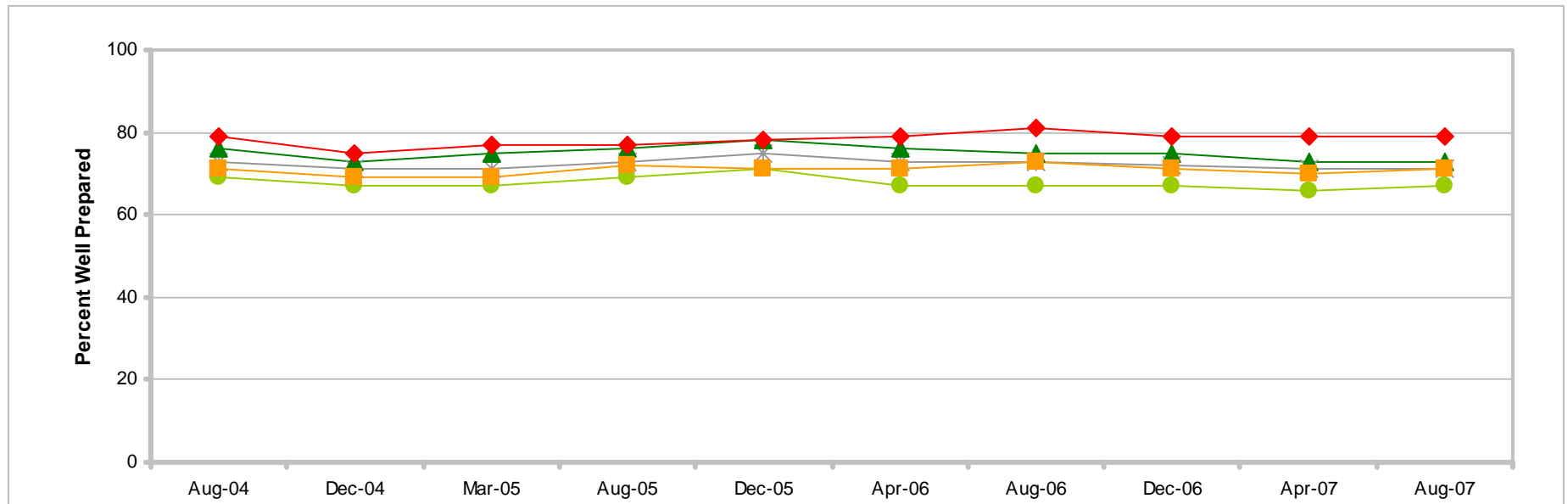


	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	73	71	71	73	75	73	73	72	71	71
● Army	68	62	64	67	70	68	67	68	64	65
▲ Navy	76	77	76	76	79	73	74	75	75	73
■ Marine Corps	77	74	77	76	79	77	78	73	75	75
◆ Air Force	74	74	73	75	76	75	75	73	74	76

READINESS

Effectiveness of Training To Perform Wartime Mission

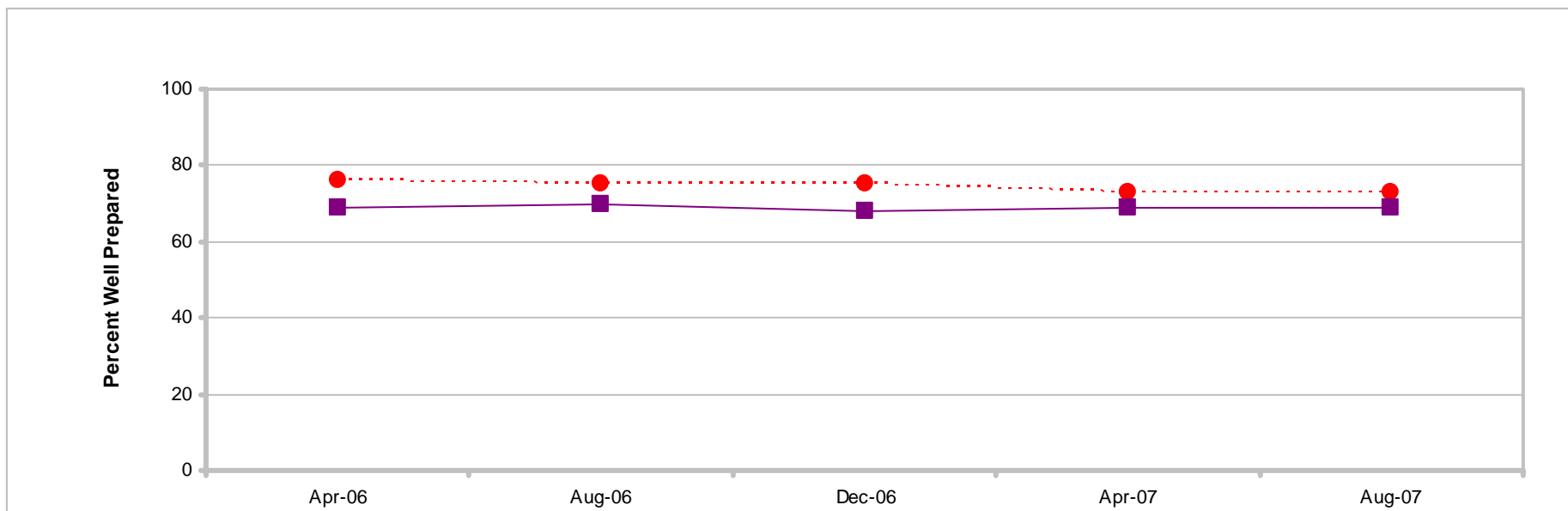
Percent of All Active Duty Members, by Paygrade



	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	73	71	71	73	75	73	73	72	71	71
● E1-E4	69	67	67	69	71	67	67	67	66	67
▲ E5-E9	76	73	75	76	78	76	75	75	73	73
■ O1-O3	71	69	69	72	71	71	73	71	70	71
◆ O4-O6	79	75	77	77	78	79	81	79	79	79

READINESS

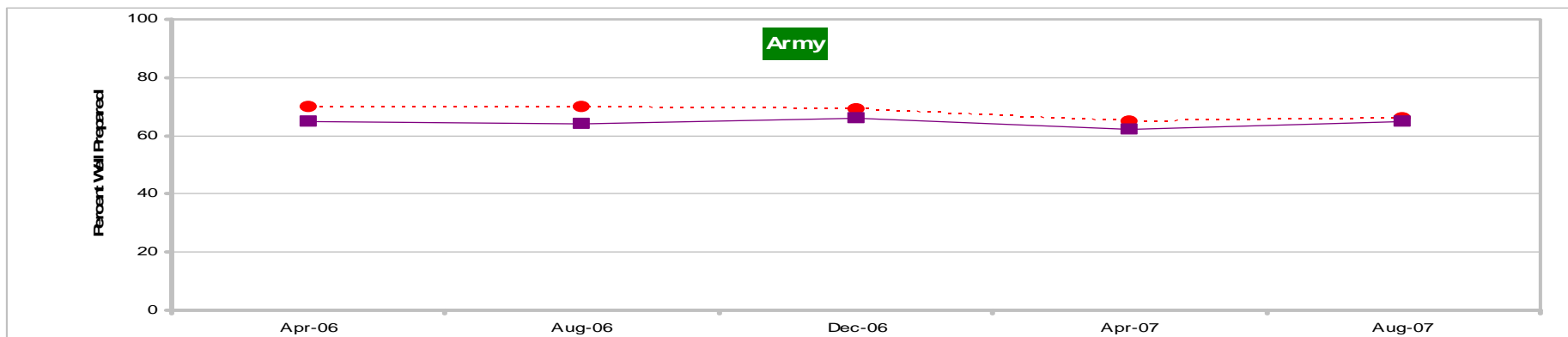
Effectiveness of Training To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



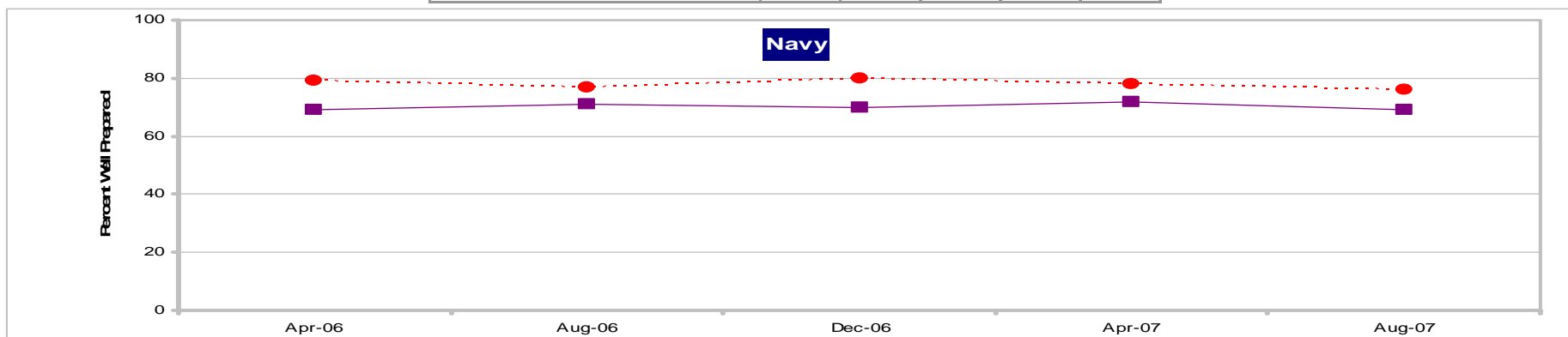
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	76	75	75	73	73
■ Not Deployed	69	70	68	69	69

READINESS

Effectiveness of Training To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



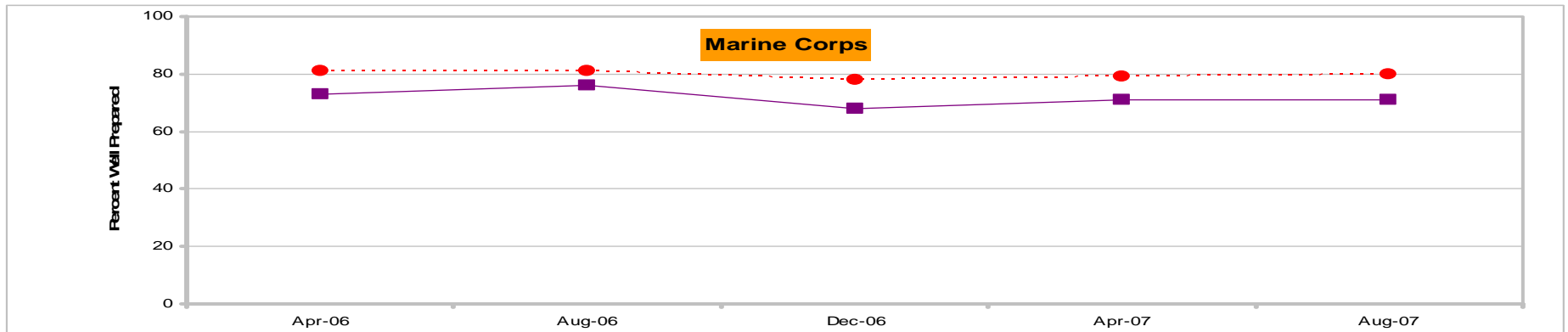
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than	■	■	■	■	■
● Deployed	70	70	69	65	66
■ Not Deployed	65	64	66	62	65



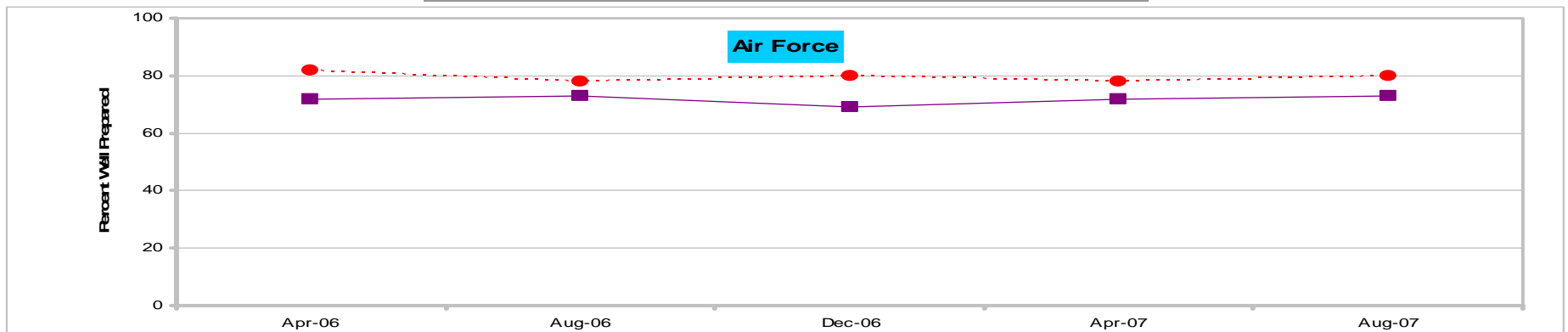
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than	■	■	■	■	■
● Deployed	79	77	80	78	76
■ Not Deployed	69	71	70	72	69

READINESS

Effectiveness of Training To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	81	81	78	79	80
■ Not Deployed	73	76	68	71	71

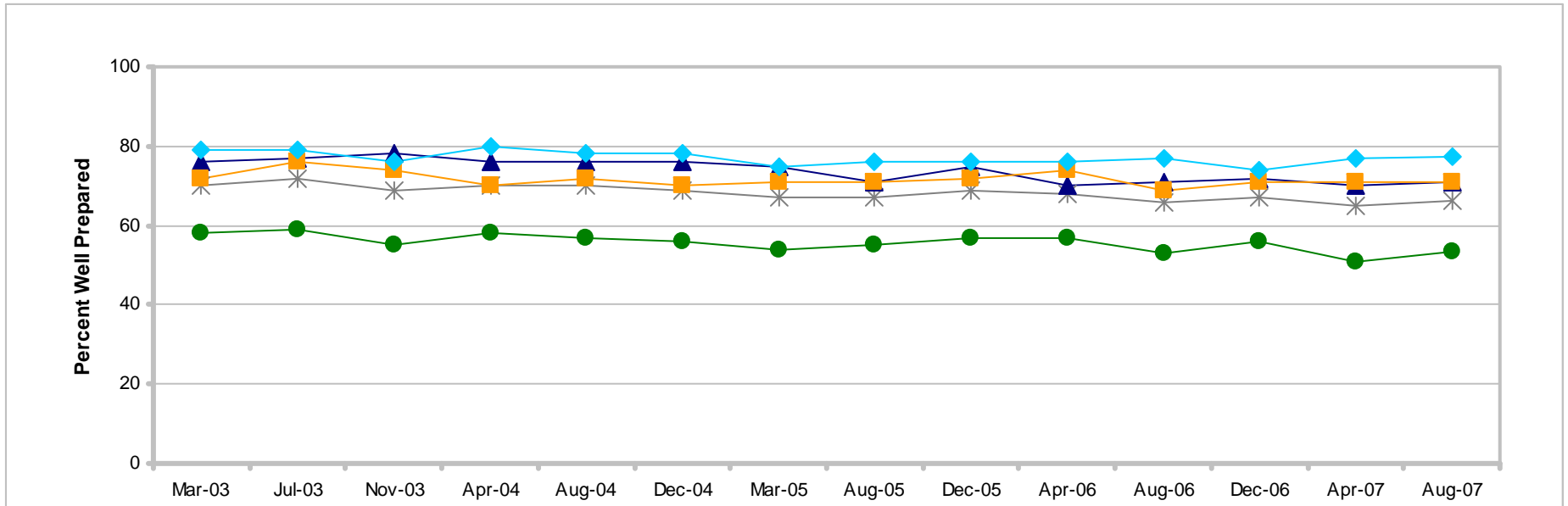


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	82	78	80	78	80
■ Not Deployed	72	73	69	72	73

READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Service

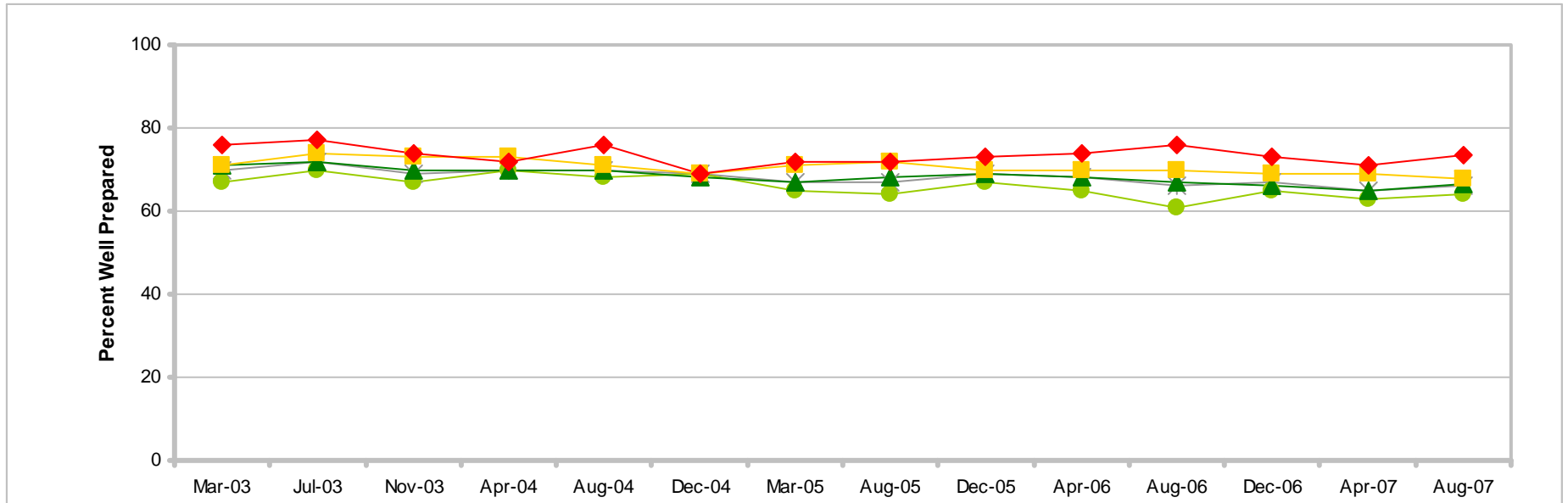


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	70	72	69	70	70	69	67	67	69	68	66	67	65	66
● Army	58	59	55	58	57	56	54	55	57	57	53	56	51	54
▲ Navy	76	77	78	76	76	76	75	71	75	70	71	72	70	71
■ Marine Corps	72	76	74	70	72	70	71	71	72	74	69	71	71	71
◆ Air Force	79	79	76	80	78	78	75	76	76	76	77	74	77	77

READINESS

Unit Readiness To Perform Wartime Mission

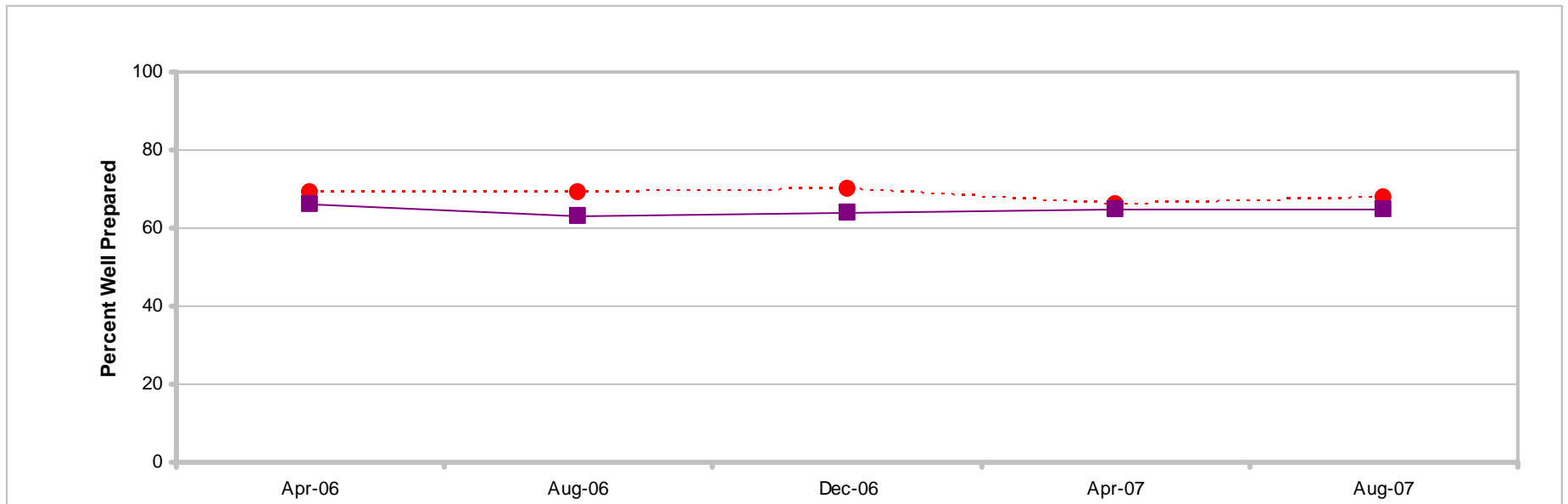
Percent of All Active Duty Members, by Paygrade



	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	70	72	69	70	70	69	67	67	69	68	66	67	65	66
● E1-E4	67	70	67	70	68	69	65	64	67	65	61	65	63	64
▲ E5-E9	71	72	70	70	70	68	67	68	69	68	67	66	65	66
■ O1-O3	71	74	73	73	71	69	71	72	70	70	70	69	69	68
◆ O4-O6	76	77	74	72	76	69	72	72	73	74	76	73	71	73

READINESS

Unit Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status

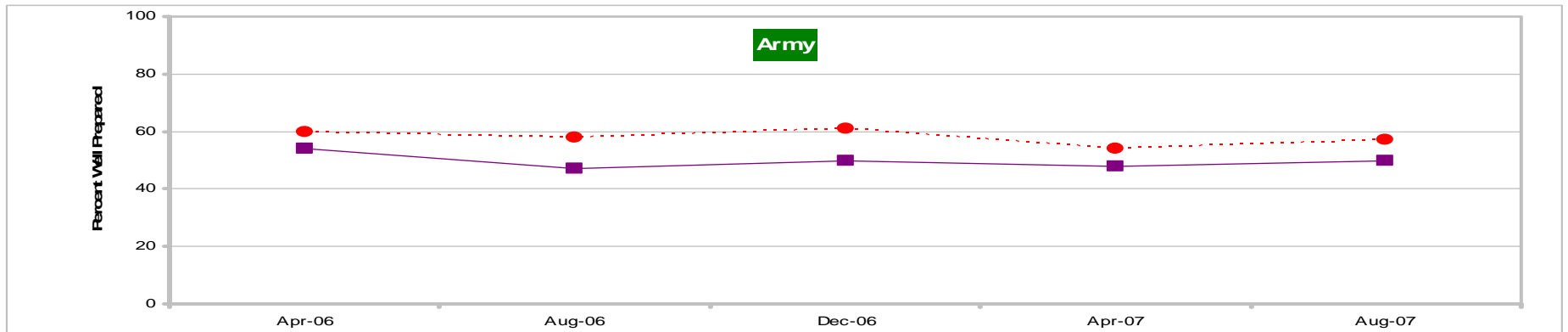


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	69	69	70	66	68
■ Not Deployed	66	63	64	65	65

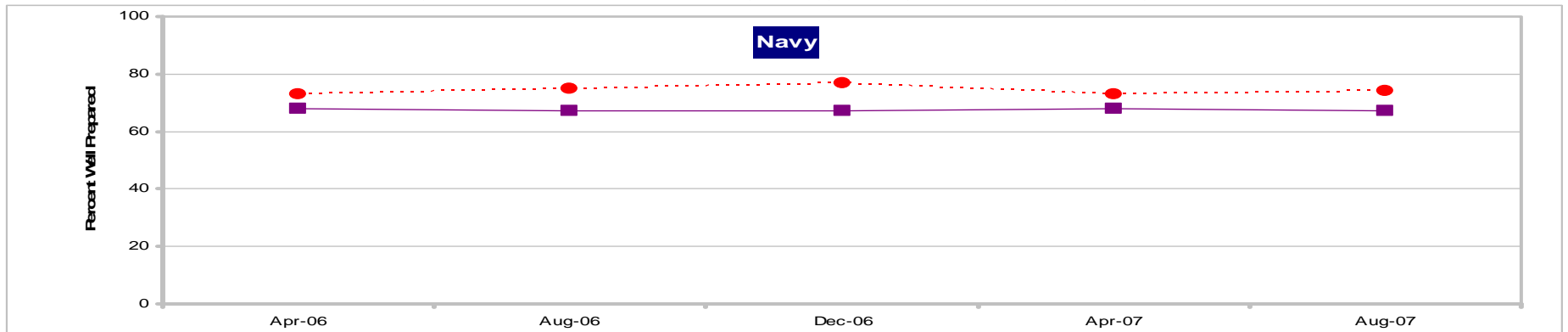
READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	60	58	61	54	57
■ Not Deployed	54	47	50	48	50

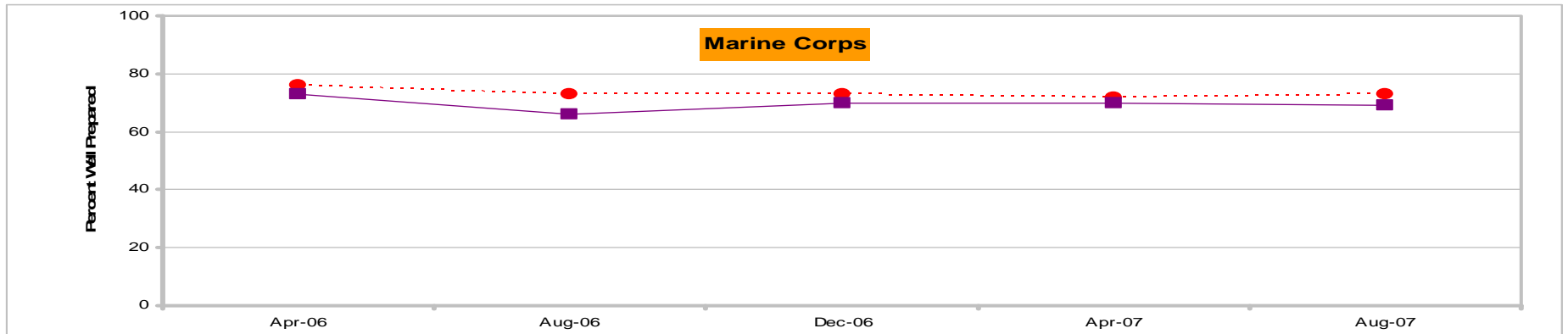


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	73	75	77	73	74
■ Not Deployed	68	67	67	68	67

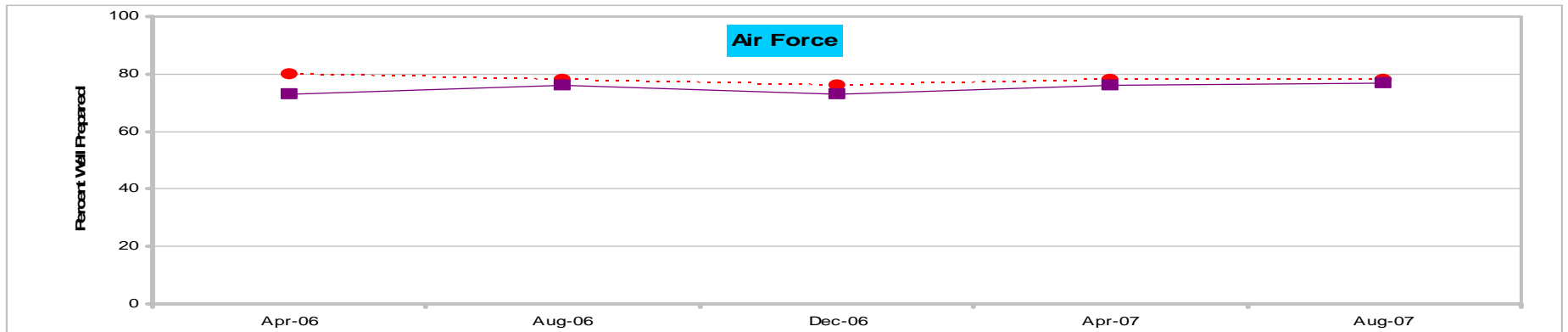
READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Deployment Status



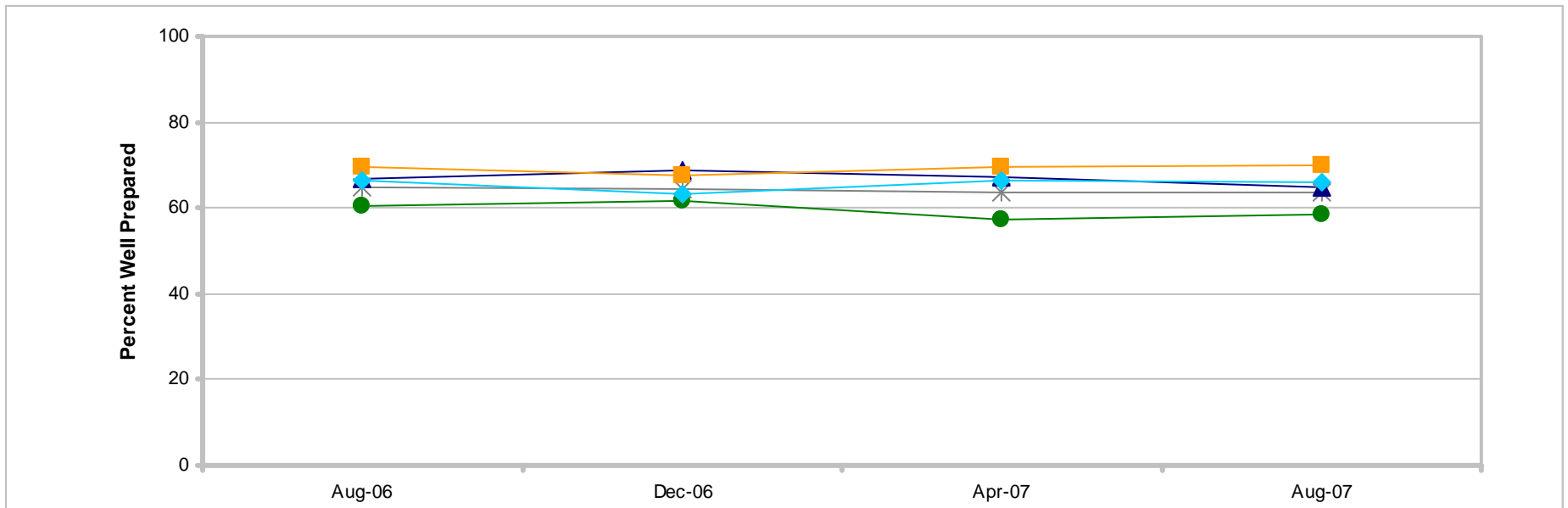
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	76	73	73	72	73
■ Not Deployed	73	66	70	70	69



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	80	78	76	78	78
■ Not Deployed	73	76	73	76	77

READINESS

Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Service

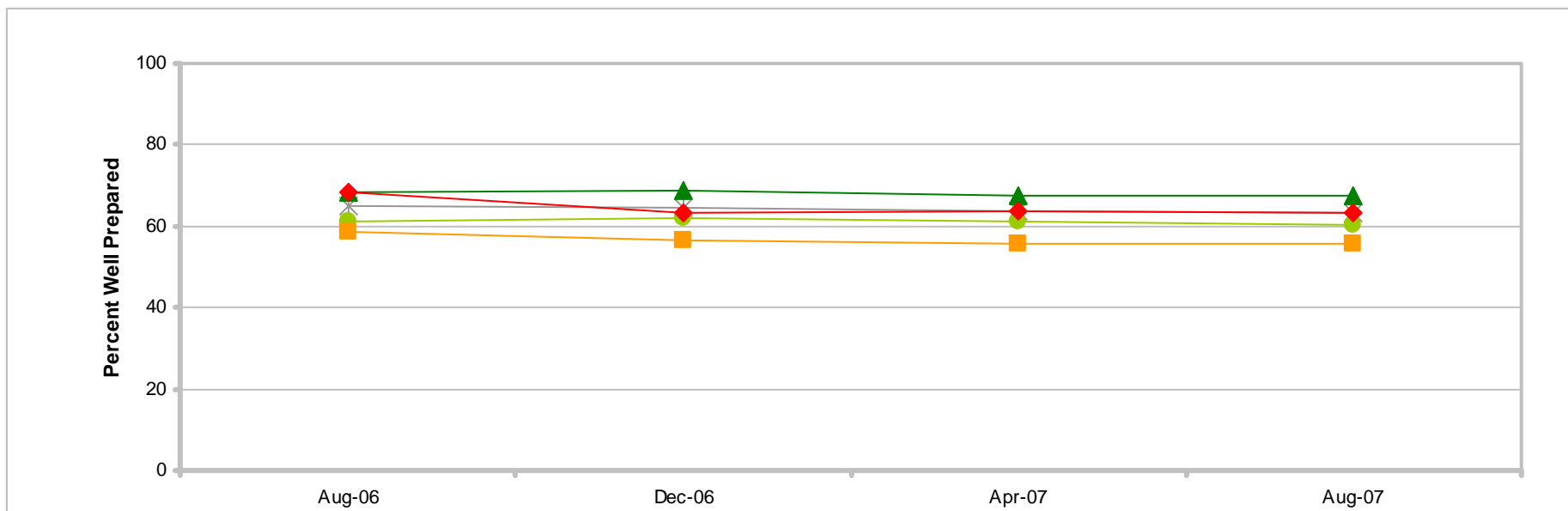


	Aug-06	Dec-06	Apr-07	Aug-07
* Total	65	65	64	63
● Army	60	62	57	59
▲ Navy	67	69	67	65
■ Marine Corps	70	67	70	70
◆ Air Force	66	63	66	66

READINESS

Effectiveness of Training To Support Joint Operations

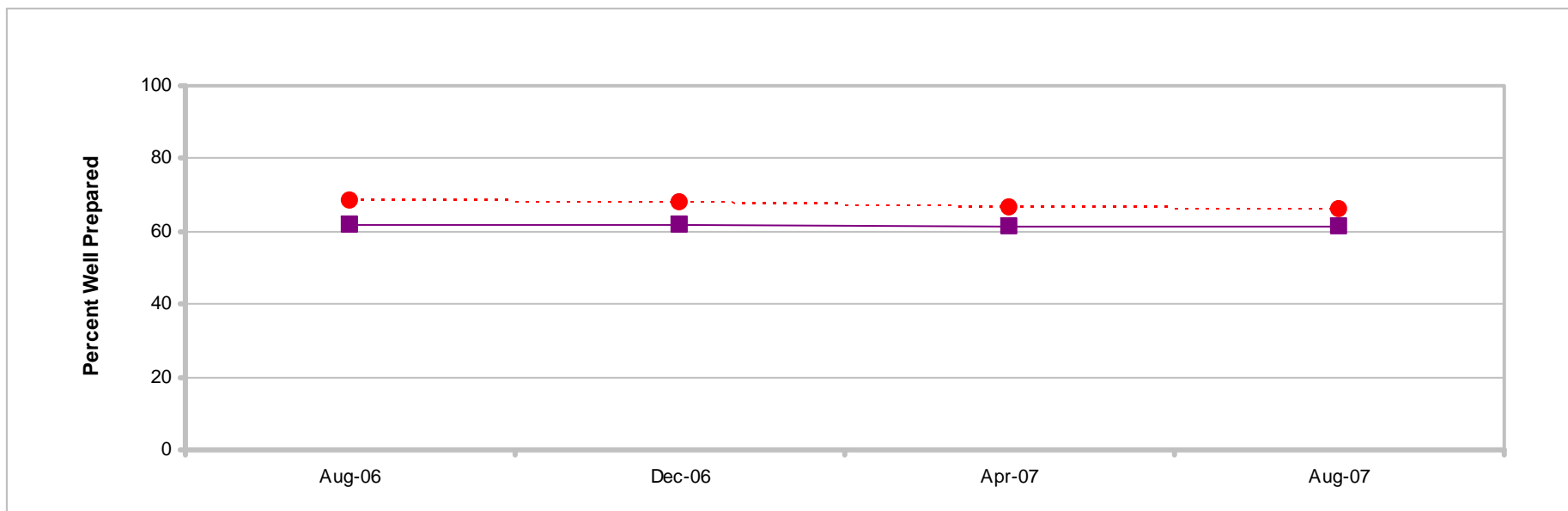
Percent of All Active Duty Members, by Paygrade



	Most recent HIGHER than Most recent LOWER than	Aug-06	Dec-06	Apr-07	Aug-07
* Total		65	65	64	63
● E1-E4		61	62	61	60
▲ E5-E9		68	69	68	68
■ O1-O3		59	56	56	56
◆ O4-O6		68	63	64	63

READINESS

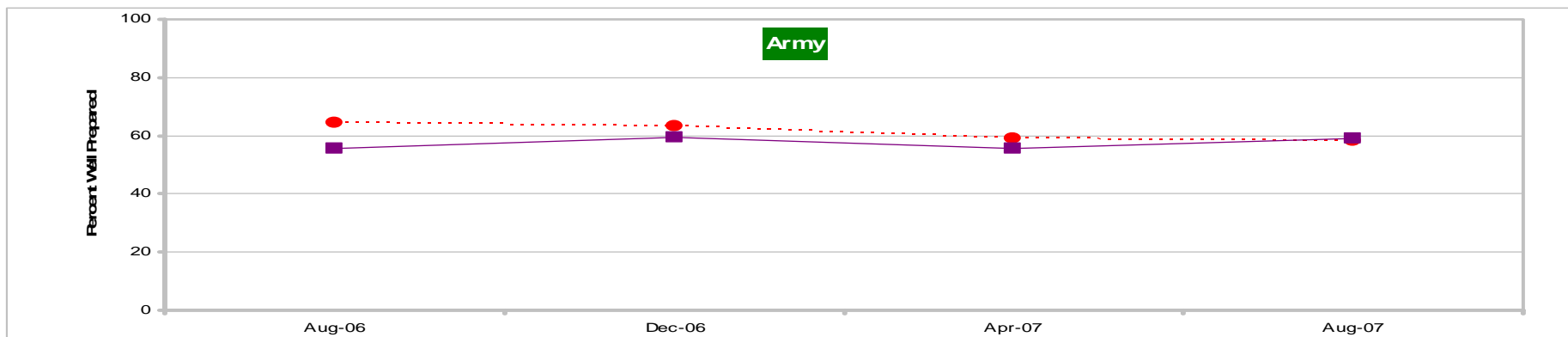
Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Deployment Status



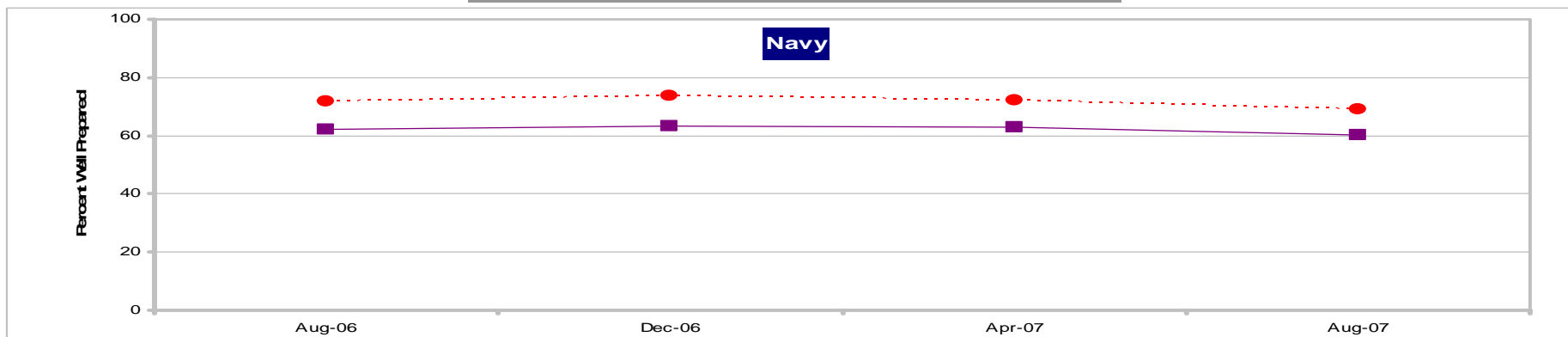
	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	68	68	67	66
■ Not Deployed	62	62	61	61

READINESS

Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Deployment Status



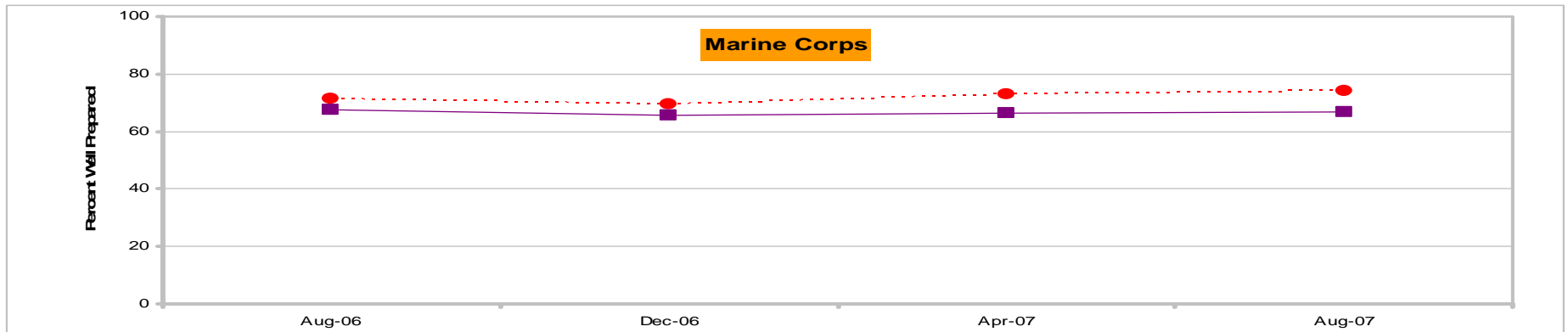
	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than				
● Deployed	65	63	59	58
■ Not Deployed	56	59	56	59



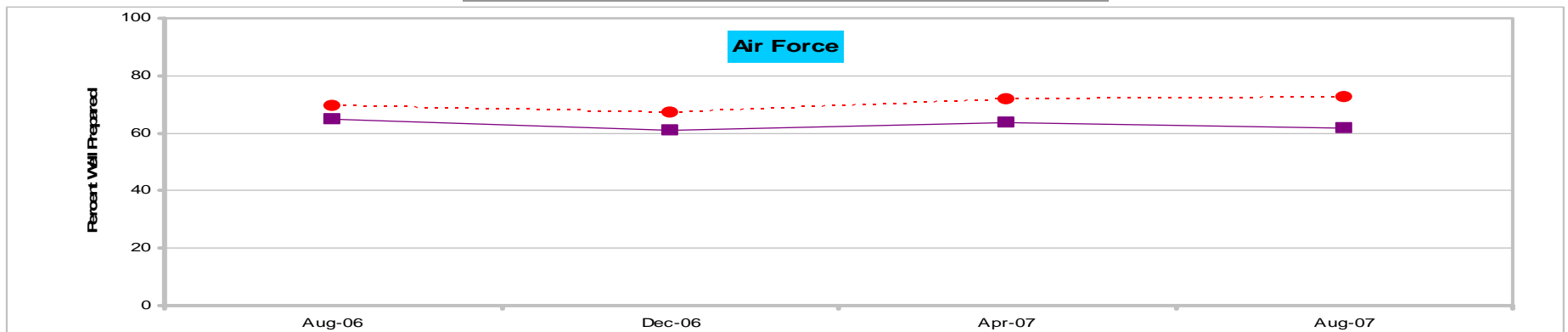
	Aug-06	Dec-06	Apr-07	Aug-07
Most recent HIGHER than Most recent LOWER than				
● Deployed	72	74	72	69
■ Not Deployed	62	63	63	60

READINESS

Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Deployment Status



	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	72	70	73	74
■ Not Deployed	68	65	66	67





	Aug-06	Dec-06	Apr-07	Aug-07
● Deployed	69	67	72	73
■ Not Deployed	65	61	64	62



READINESS

Summary of Findings

August 2007

- 80% reported they were well prepared for their wartime mission; 7% were poorly prepared
 - Higher *personal preparedness* led by Marine Corps officers, deployed members, O4-O6, E5-E9, male officers, Army officers, married with child(ren), living off base, male enlisted, male, and in the US (including territories)
 - Lower *personal preparedness* led by Army enlisted, female enlisted, female, Army, E1-E4, and enlisted
 - No differences found over time for total and deployment status
 - Percentage point differences over time for Service and paygrade are:

	Most recent HIGHER by 	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
	Most recent LOWER by 														
* Total															80
● Army															80
▲ Navy										5					80
■ Marine Corps															82
◆ Air Force															82

	Most recent HIGHER by 	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
	Most recent LOWER by 														
● E1-E4															75
▲ E5-E9		3								3					85
■ O1-O3															78
◆ O4-O6															86

READINESS

Summary of Findings

August 2007 (Continued)

- 71% reported training prepared them well to perform their wartime mission; 10% reported it prepared them poorly
 - Well prepared led by Marine Corps officers, O4-O6, Navy officers, Air Force enlisted, male officers, Air Force, Marine Corps, officers, E5-E9, male, and deployed members
 - Poorly prepared led by Army enlisted, Army, E1-E4, and enlisted
 - No differences found over time for deployment status
 - Percentage point differences over time for total, Service, and paygrade are:

	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total					4					71
● Army										65
▲ Navy					6					73
■ Marine Corps										75
◆ Air Force										76

	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4										67
▲ E5-E9					5					73
■ O1-O3										71
◆ O4-O6										79

READINESS

Summary of Findings

August 2007 (Continued)

- 66% reported their units were well prepared for their wartime mission; 12% were poorly prepared
 - Higher *unit preparedness* led by Air Force enlisted, Air Force, Navy officers, Marine Corps officers, Air Force officers, O4-O6, Navy, Marine Corps, Marine Corps enlisted, male officers, and officers
 - Lower *unit preparedness* led by Army enlisted, Army, male enlisted, and enlisted
 - No differences found over time for deployment status
 - Percentage point differences over time for total, Service, and paygrade are:

Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
* Total	4	6		4	4									66
● Army														54
▲ Navy		6	7											71
■ Marine Corps														71
◆ Air Force														77

Most recent HIGHER by Most recent LOWER by	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07
● E1-E4				6										64
▲ E5-E9	5	6												66
■ O1-O3		6												68
◆ O4-O6														73

READINESS

Summary of Findings

August 2007 (Continued)

- 63% reported training prepared them well to support joint operations; 12% reported it prepared them poorly
 - Well prepared led by Marine Corps officers, Marine Corps, Marine Corps enlisted, E5-E9, Air Force enlisted, deployed, officers, male, and enlisted
 - Poorly prepared led by female officers, Army enlisted, Army, Navy officers, and non-Hispanic White
 - No differences found over time for total, Service, paygrade, and deployment status