

DMDC

Information and Technology for Better Decision Making

December 2007 Status of Forces Survey of Active Duty Members

Leading Indicators Briefing



BRIEFING OVERVIEW

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

INTRODUCTION

- Web-based, active duty survey fielded November 19, 2007–January 10, 2008
- 63K Service members surveyed, weighted response rate of 33%
- 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

- 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
December 2007	19 Nov 07 – 10 Jan 08	63,076	33%	±1.2%
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%

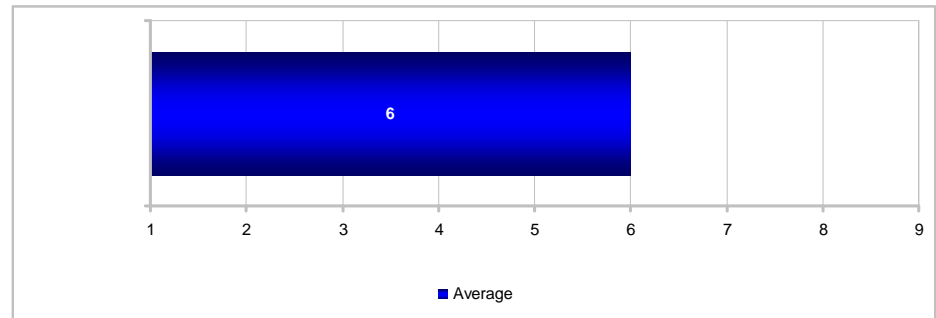
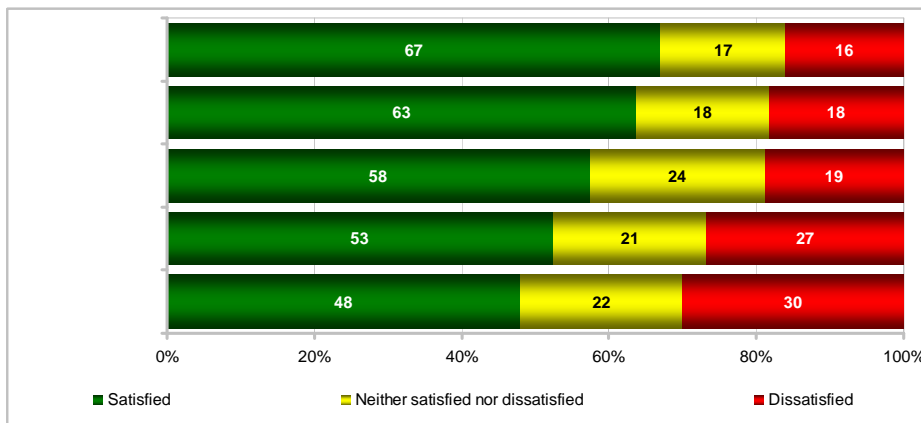
¹This is the full sample margin of error for estimates of 50% and represents the overall margin of error for the study.

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

- 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

- 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 December 2007 result is HIGHER
 - Yellow cells indicate December 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	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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SUMMARY OF DECEMBER 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	59	55	61	53	65
Spouse/significant other favors staying	46	42	48	42	54
Family favors staying	41	33	46	36	48
Satisfied with military way of life	63	58	62	63	71
Time away decreased desire to stay	13	18	13	9	8
More personal stress than usual	43	49	43	44	34
More work stress than usual	48	52	47	46	44
Personally well prepared	81	80	80	88	82
Well prepared because of training	72	66	73	78	75
Unit well prepared	68	56	72	73	79
Well prepared to support joint operations	66	63	66	72	67
Average duty days worked longer than normal	114	137	100	112	95
Average nights away	72	95	68	62	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 DECEMBER 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	45	67	61	75
Spouse/significant other favors staying	34	52	47	60
Family favors staying	33	46	39	50
Satisfied with military way of life	51	68	71	86
Time away decreased desire to stay	11	14	16	12
More personal stress than usual	46	42	36	41
More work stress than usual	50	47	46	45
Personally well prepared	77	85	76	85
Well prepared because of training	68	74	70	77
Unit well prepared	67	67	70	71
Well prepared to support joint operations	64	69	57	67
Average duty days worked longer than normal	91	126	131	150
Average nights away	64	77	80	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 DECEMBER 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	57	60
Satisfied with military way of life	58	67
More personal stress than usual	47	40
More work stress than usual	51	45
Personally well prepared	87	76
Well prepared because of training	74	69
Unit well prepared	69	67
Well prepared to support joint operations	68	63

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 retention, overall satisfaction, personal stress, 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	Dec-07
Likely to stay	9									4					4		59
Spouse/significant other favors staying	2	6															46
Family favors staying			3	4													41

Note. Statistical tests used to compare December 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 (+9 percentage points)
- Spouse/significant other support to stay higher than the low of 1999 (+2 percentage points), but lower than the high of July 2002 (-6 percentage points)
- Family support to stay lower than the high of July 2003 (-4 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	Dec-07
Satisfied with military way of life	14		4														63
Satisfied with type of work you do	⊗	3															68
Satisfied with quality of supervisor	⊗	9															64
Satisfied with quality of coworkers	⊗	5															59
Satisfied with opportunities for promotion	⊗	8															55
Satisfied with total compensation	⊗	9							4			4					48

Note. Statistical tests used to compare December 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 (+14 percentage points), but lower than the high of March 2003 (-4 percentage points)
- Satisfaction with type of work higher than the low of July 2002 (+3 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 (+8 percentage points)
- Satisfaction with total compensation higher than the low of July 2002 (+9 percentage points), but lower than the high of March 2005 and April 2006 (-4 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	Dec-07
Time away decreased desire to stay	⊗	5	4														13
More personal stress than usual	⊗	⊗															43
More work stress than usual	⊗		4	4	3	3	4		4	5		3			3		48
Personally well prepared	⊗	⊗															81
Well prepared because of training	⊗	⊗	⊗	⊗	⊗	⊗					3						72
Unit well prepared	⊗	⊗		4											3		68
Well prepared to support joint operations	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗	⊗					66
Average duty days worked longer than normal	⊗	27	24	19		16	24		7	9							114
Average nights away	⊗	27	27	11			11	9	15	11	8						72

Note. Statistical tests used to compare December 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)
- Personal stress levels unchanged since March 2003
- Work stress levels lower than the high of August 2005 (-5 percentage points)
- Personal readiness unchanged since March 2003
- Effectiveness of training lower than the high of December 2005 (-3 percentage points)
- Unit readiness higher than the low of April 2007 (+3 percentage points), but lower than the high of July 2003 (-4 percentage points)
- Readiness to support joint operations unchanged since August 2006
- Days worked longer than normal higher than the low of July 2002 (+27 days)
- Nights away from permanent duty station higher than the low of July 2002 and March 2003 (+27 days)

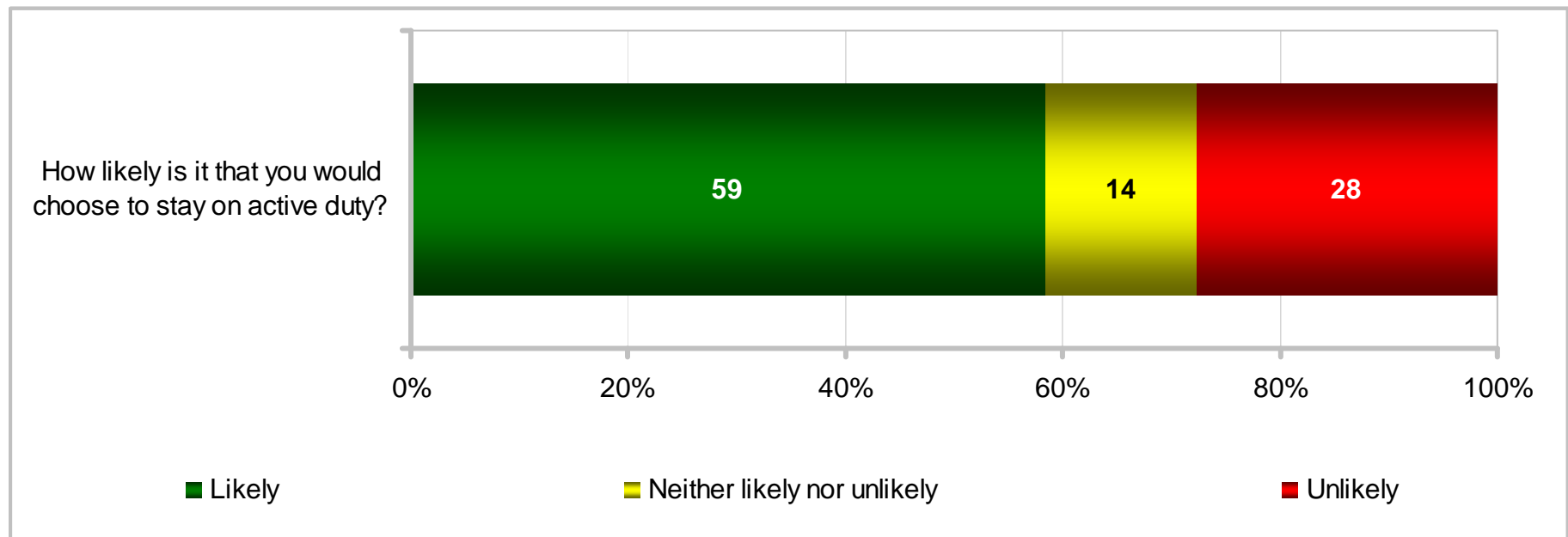
BRIEFING OVERVIEW

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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	59	55	61	53	65	46	61	45	67	61	75	53	63	60	66	50	72	64	71
	Unlikely	28	30	27	34	22	39	26	38	22	24	16	32	23	28	22	36	15	23	17

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	59	59	56	50	64	57	61	57	67	57	68	57	61	59	58
	Unlikely	28	27	30	34	24	29	25	29	20	29	19	29	26	28	28

RETENTION

Likelihood To Stay on Active Duty

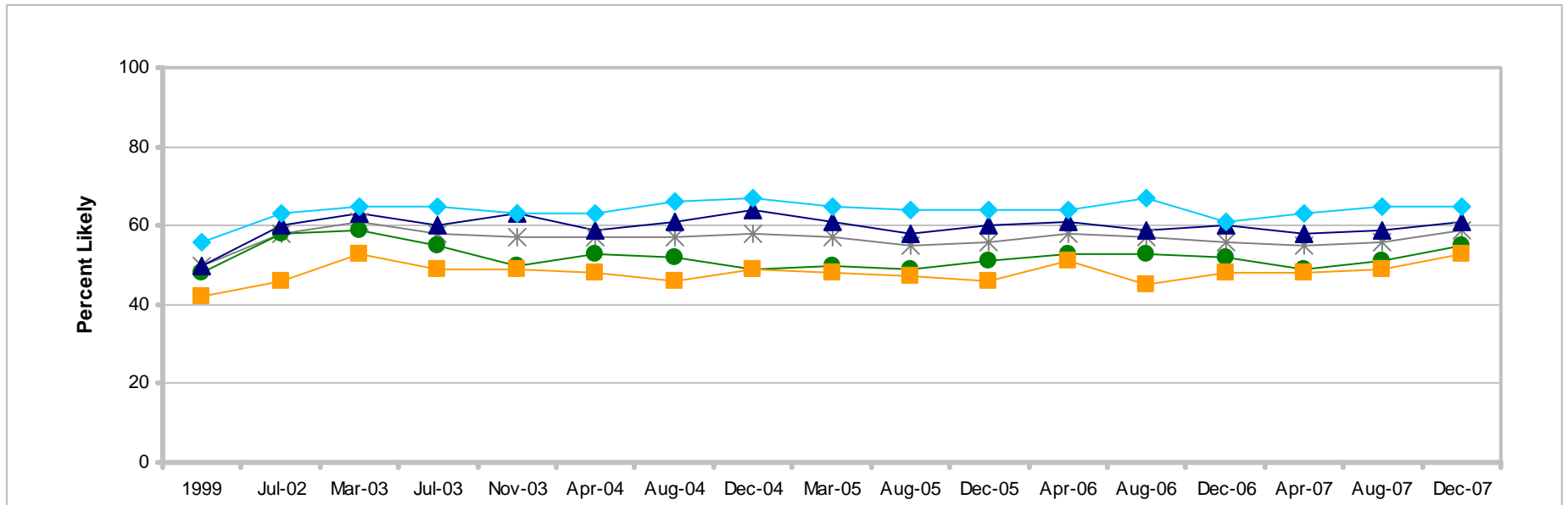
Percent of All Active Duty Members

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	59	57	60	48	66	60	46	69	59
	Unlikely	28	30	25	36	22	29	37	20	28

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Service

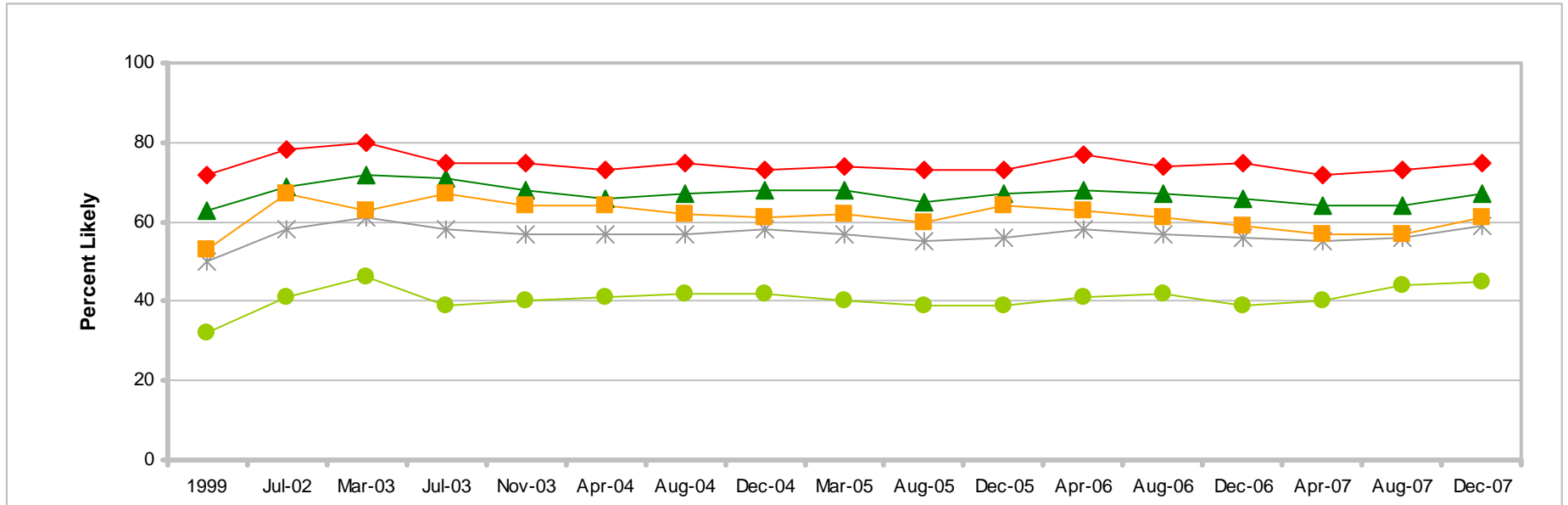


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	50	58	61	58	57	57	57	58	57	55	56	58	57	56	55	56	59
● Army	48	58	59	55	50	53	52	49	50	49	51	53	53	52	49	51	55
▲ Navy	50	60	63	60	63	59	61	64	61	58	60	61	59	60	58	59	61
■ Marine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

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Paygrade

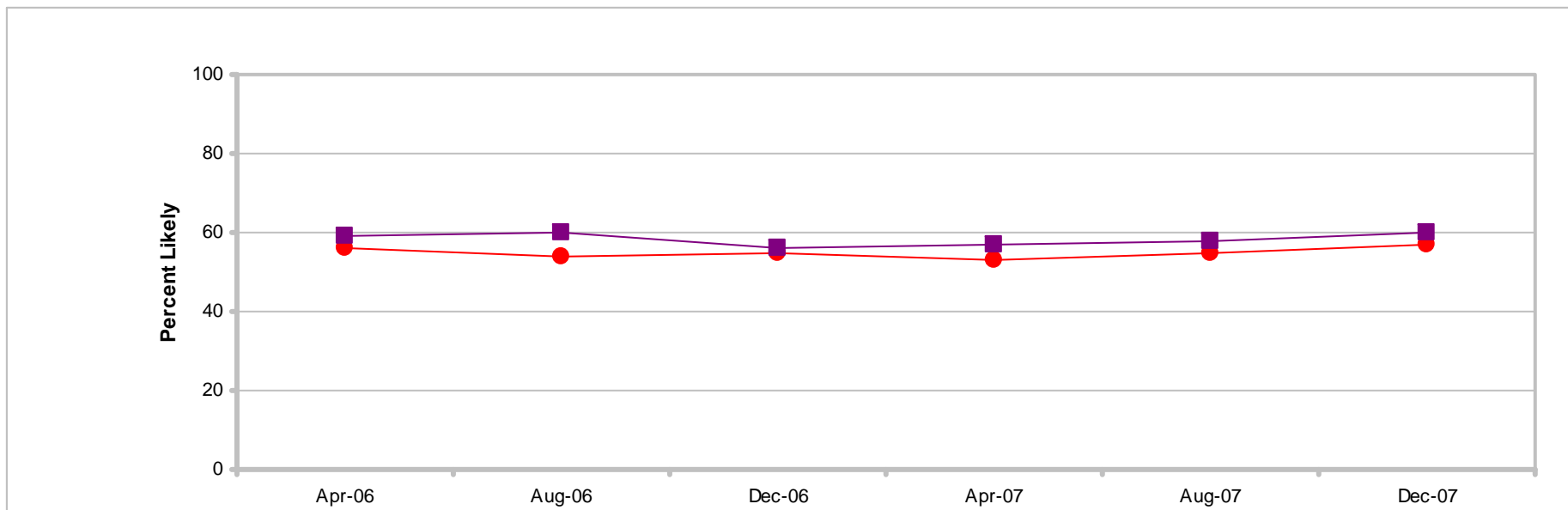


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	50	58	61	58	57	57	57	58	57	55	56	58	57	56	55	56	59
● E1-E4	32	41	46	39	40	41	42	42	40	39	39	41	42	39	40	44	45
▲ E5-E9	63	69	72	71	68	66	67	68	68	65	67	68	67	66	64	64	67
■ O1-O3	53	67	63	67	64	64	62	61	62	60	64	63	61	59	57	57	61
◆ O4-O6	72	78	80	75	75	73	75	73	74	73	73	77	74	75	72	73	75

RETENTION

Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Deployment Status

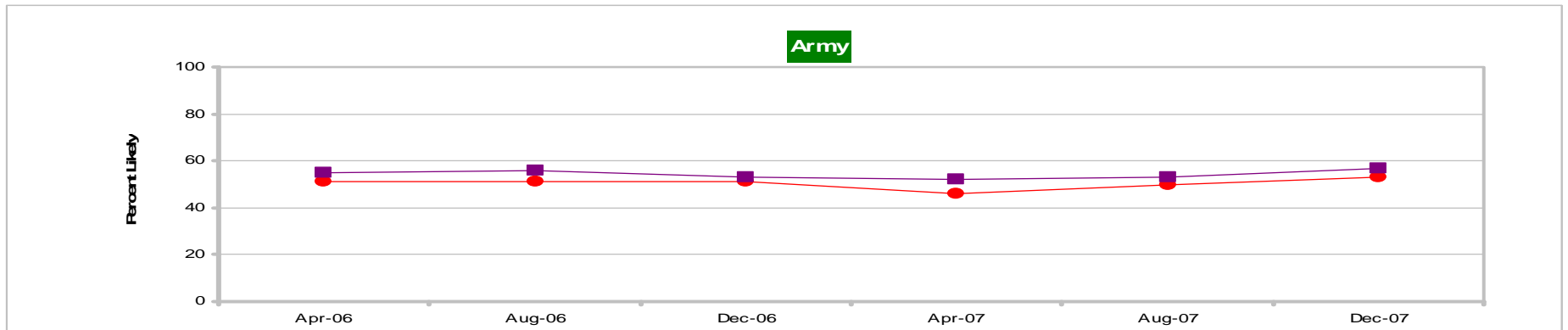


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	56	54	55	53	55	57
■ Not Deployed	59	60	56	57	58	60

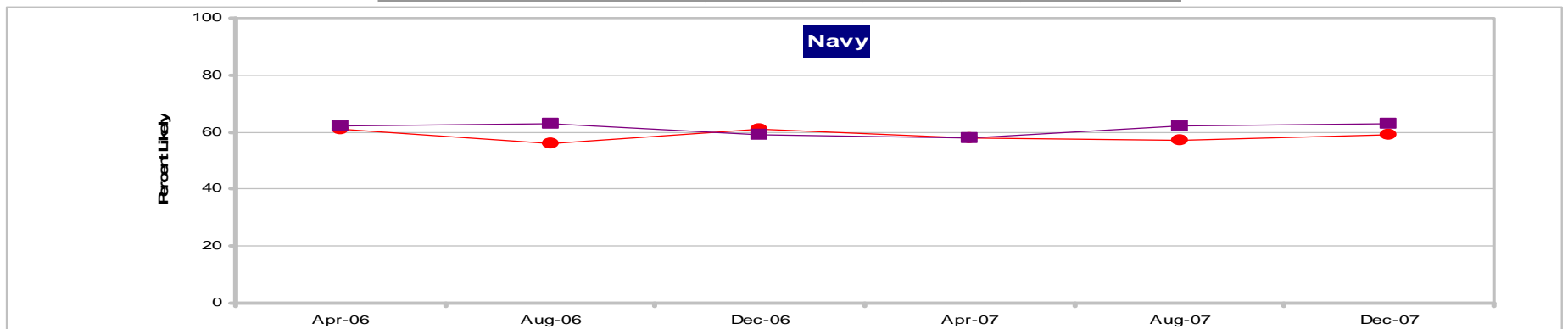
RETENTION

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	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	51	51	51	46	50	53
■ Not Deployed	55	56	53	52	53	57



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

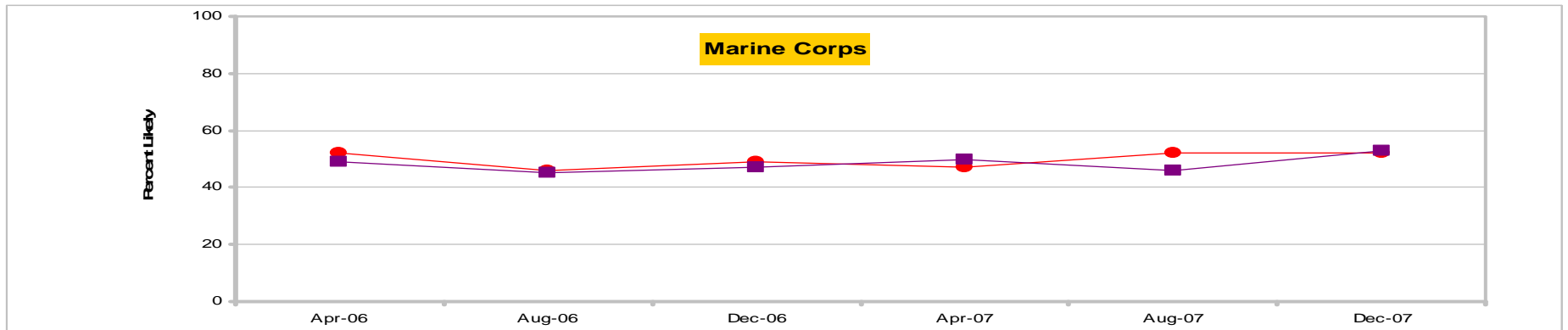
SOFS-A Dec 07 Q23

Margins of error range from ±3% to ±5%

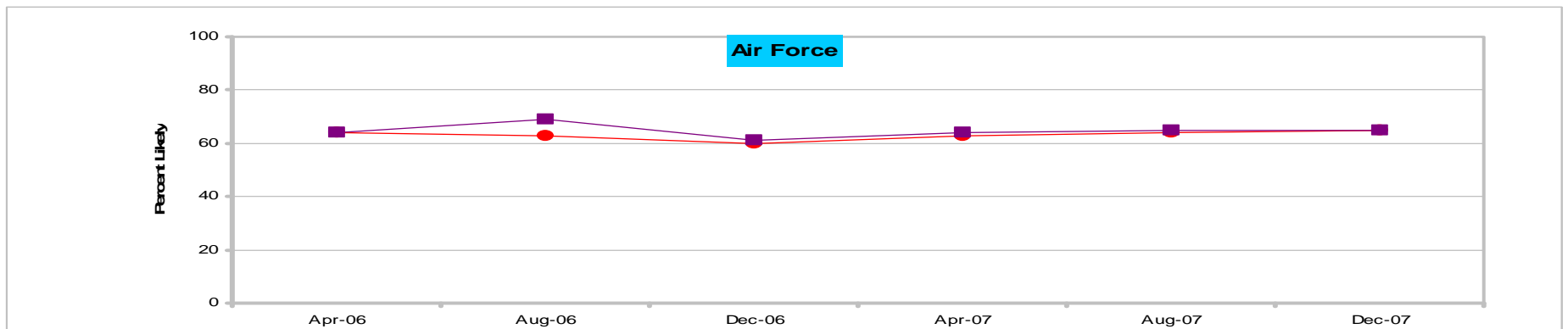
RETENTION

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	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	52	46	49	47	52	52
■ Not Deployed	49	45	47	50	46	53

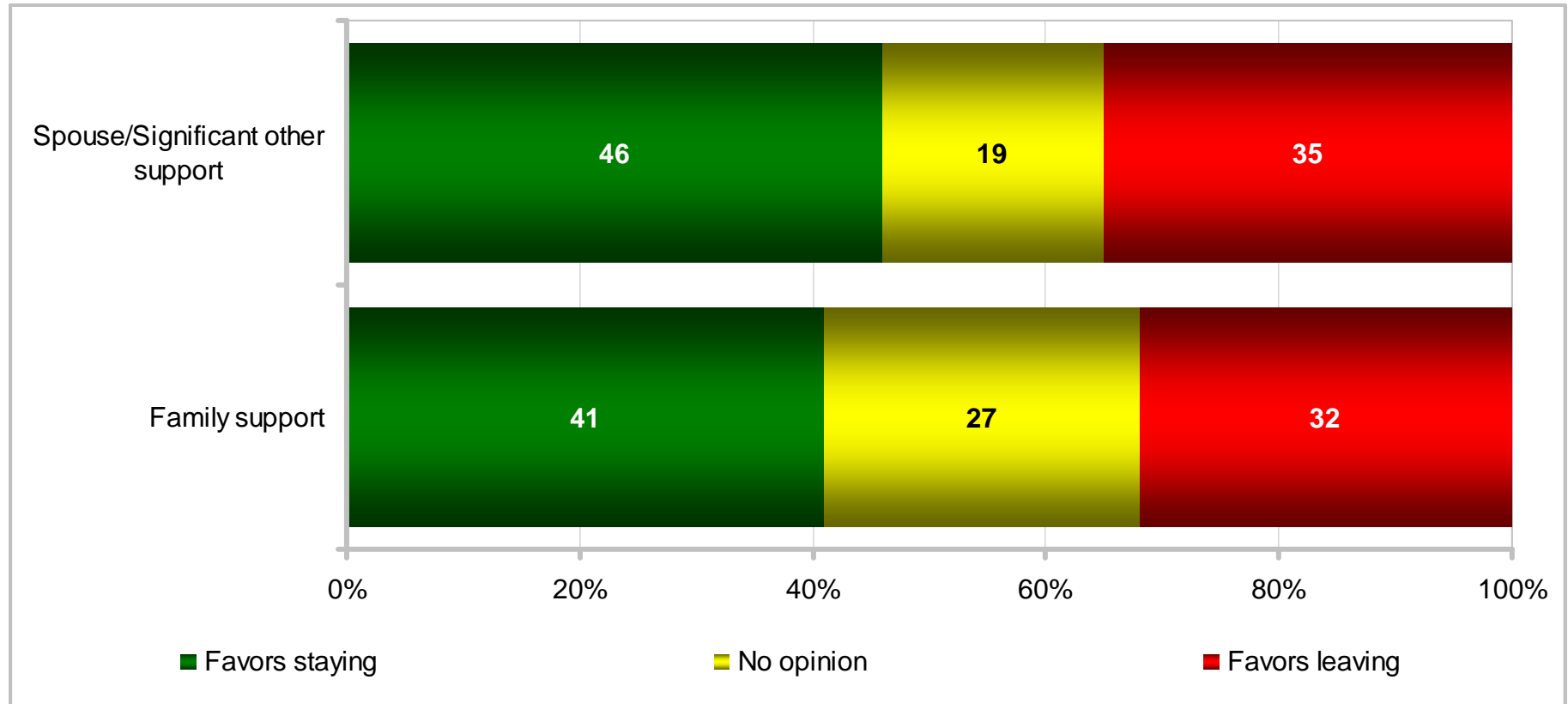


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	64	63	60	63	64	65
■ Not Deployed	64	69	61	64	65	65

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	46	42	48	42	54	38	47	34	52	47	60	41	48	47	52	39	59	53	58
	Favors leaving	35	39	34	35	29	40	34	41	31	36	30	39	39	34	33	35	29	29	30
Family support	Favors staying	41	33	46	36	48	31	44	33	46	39	50	33	36	46	45	35	45	48	50
	Favors leaving	32	40	27	33	24	41	30	33	31	32	27	40	40	27	28	34	27	25	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	46	47	45	40	49	47	46	45	53	46	53	41	50	47	43
	Favors leaving	35	35	36	37	34	35	35	35	34	35	34	35	34	35	35
Family support	Favors staying	41	41	38	36	43	41	40	40	43	40	44	39	37	41	39
	Favors leaving	32	32	34	34	31	30	36	32	31	32	30	33	39	32	34

RETENTION

Support To Stay on Active Duty

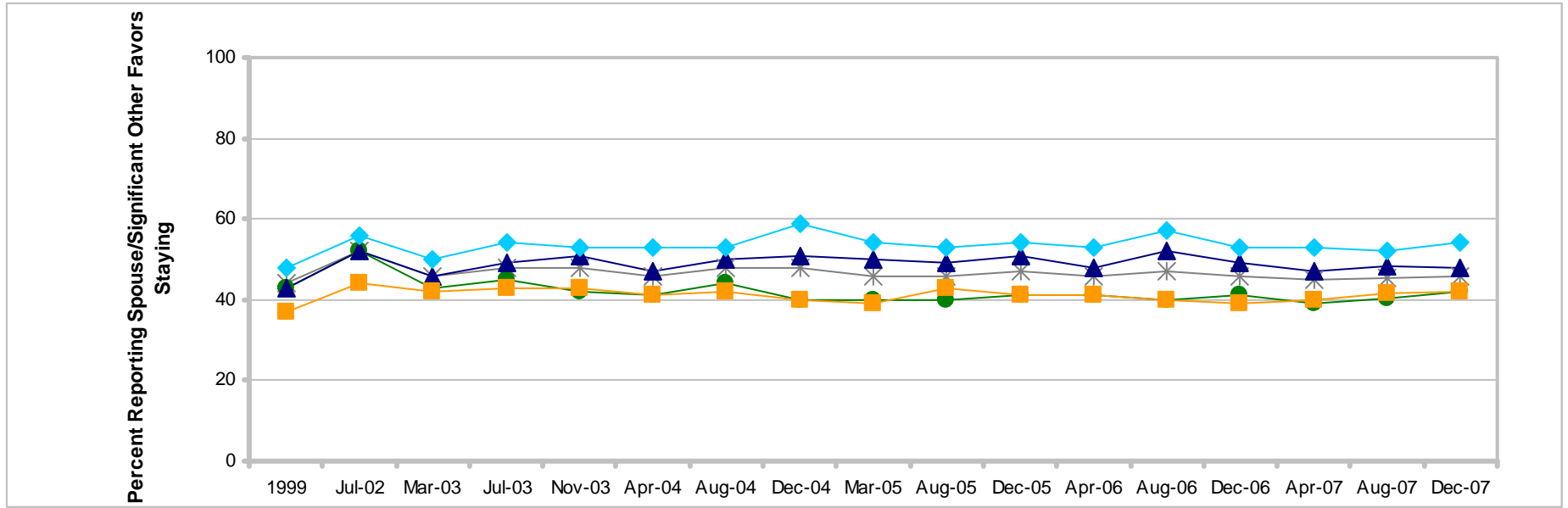
Percent of Applicable Active Duty Members

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	46	44	49	27	53	35	25	55	47
	Favors leaving	35	37	32	42	32	37	43	31	35
Family support	Favors staying	41	36	45	34	45	39	33	47	40
	Favors leaving	32	37	28	33	32	36	33	32	32

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

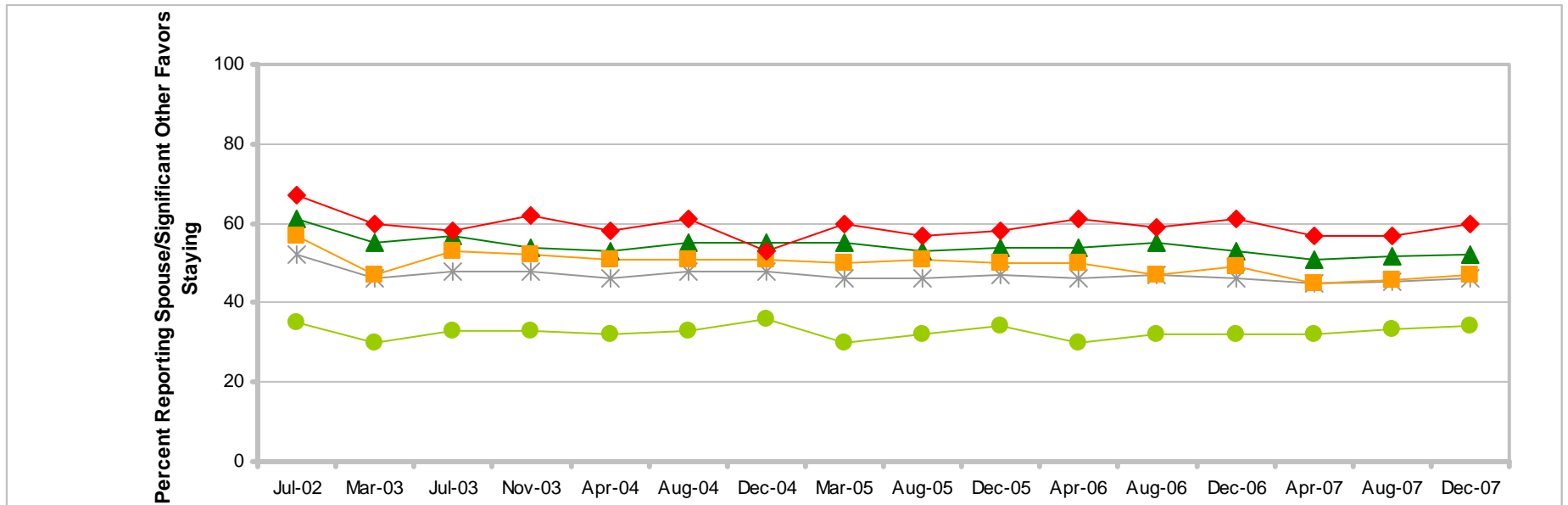


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	44	52	46	48	48	46	48	48	46	46	47	46	47	46	45	45	46
● Army	43	52	43	45	42	41	44	40	40	40	41	41	40	41	39	40	42
▲ Navy	43	52	46	49	51	47	50	51	50	49	51	48	52	49	47	48	48
■ Marine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

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

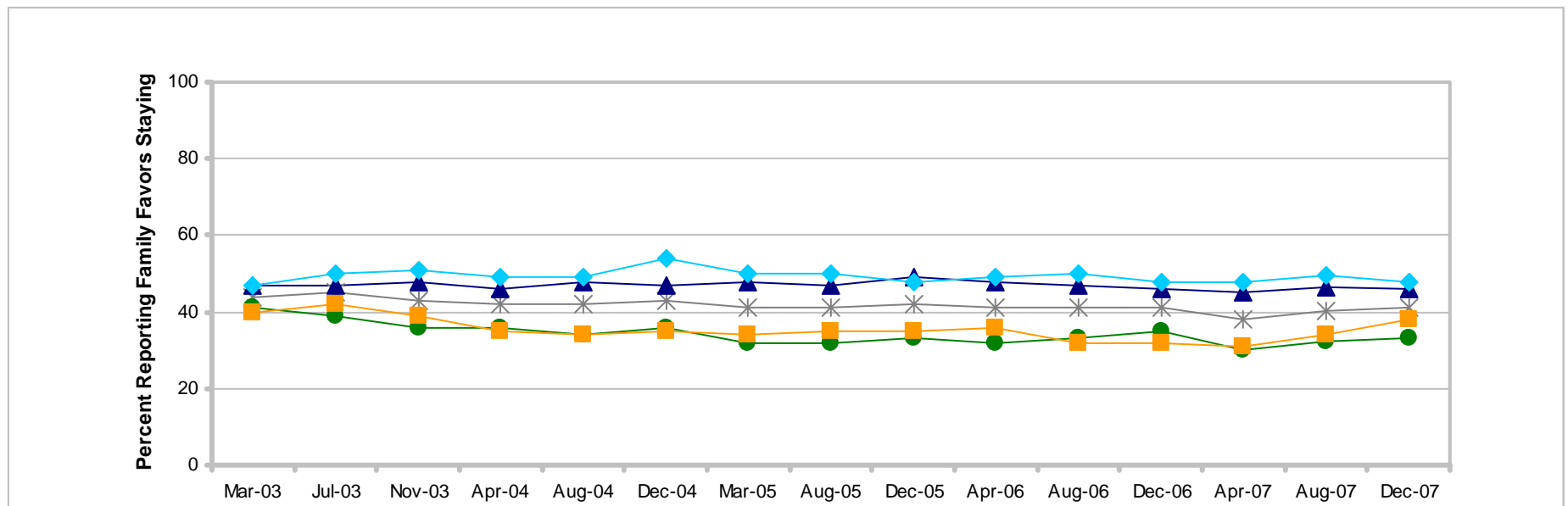


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	44	52	46	48	48	46	48	48	46	46	47	46	47	46	45	45	46
● E1-E4	27	35	30	33	33	32	33	36	30	32	34	30	32	32	32	33	34
▲ E5-E9	55	61	55	57	54	53	55	55	55	53	54	54	55	53	51	52	52
■ O1-O3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

RETENTION

Family Support To Stay on Active Duty

Percent of All Active Duty Members, by Service

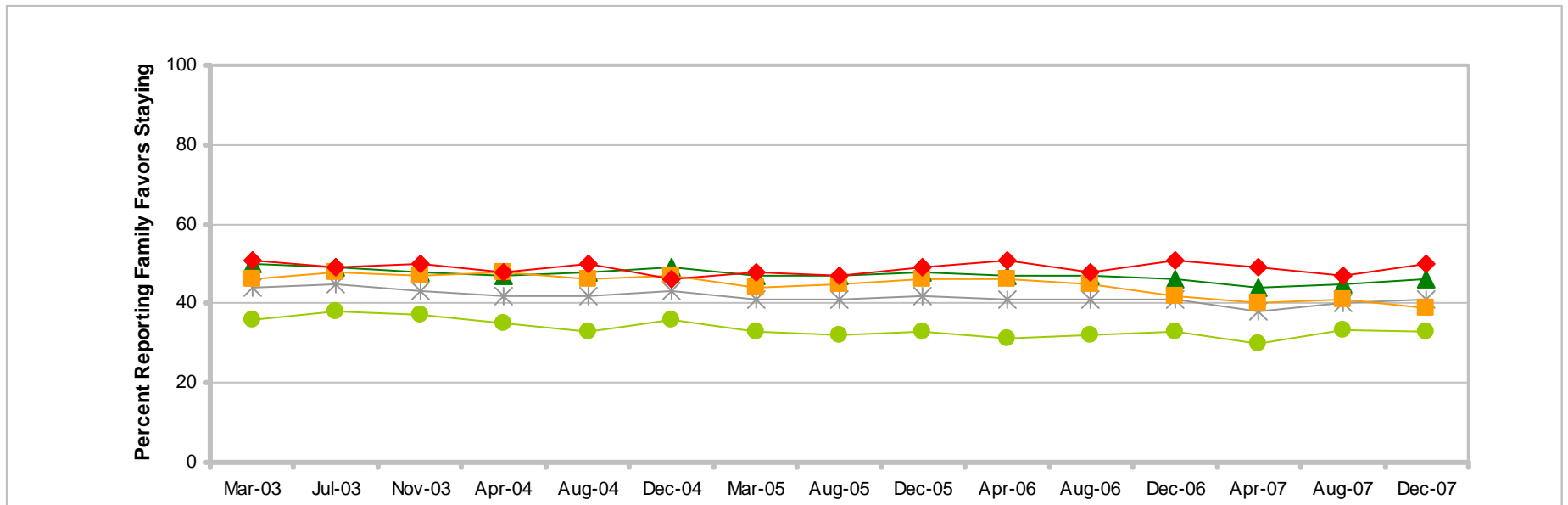


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	44	45	43	42	42	43	41	41	42	41	41	41	38	40	41
● Army	41	39	36	36	34	36	32	32	33	32	33	35	30	32	33
▲ Navy	47	47	48	46	48	47	48	47	49	48	47	46	45	46	46
■ Marine Corps	40	42	39	35	34	35	34	35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

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	Dec-07
* Total	44	45	43	42	42	43	41	41	42	41	41	41	38	40	41
● E1-E4	36	38	37	35	33	36	33	32	33	31	32	33	30	34	33
▲ E5-E9	50	49	48	47	48	49	47	47	48	47	47	46	44	45	46
■ O1-O3	46	48	47	48	46	47	44	45	46	46	45	42	40	41	39
◆ O4-O6	51	49	50	48	50	46	48	47	49	51	48	51	49	47	50

RETENTION

Summary of Findings

December 2007

- 59% likely to stay; 28% unlikely
 - Higher response of likely led by O4-O6, Marine Corps officer, Air Force officer, married with child(ren), male officer, E5-E9, officer, Navy officer, married, Air Force, living off base, Air Force enlisted, Army officer, enlisted with 6 to 9 years of service, total minority, and not deployed
 - Higher response of unlikely led by enlisted with 3 to 5 years of service, E1-E4, single without child(ren), Marine Corps enlisted, single, Marine Corps, living on base, Army enlisted, deployed, Army, Non-Hispanic White, male enlisted, and enlisted
 - Percentage point differences over time for Service, paygrade, and deployment status are:

	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	Dec-07
* Total	9									4					4		59
● Army	7									6					6		55
▲ Navy	11																61
■ Marine Corps	11																53
◆ Air Force	9																65

	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	Dec-07
● E1-E4	13										6			6			45
▲ E5-E9	4		5														67
■ O1-O3	8	6		6													61
◆ O4-O6			5														75

	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed				4		57
■ Not Deployed						60

RETENTION

Summary of Findings

December 2007

- 46% reported their spouse/significant other favors staying on active duty; 35% favors leaving
 - Higher response of favors staying led by O4-O6, Marine Corps officer, Air Force officer, married with child(ren), Air Force, male officer, officer, married, Air Force enlisted, E5-E9, Navy officer, living off base, not deployed, enlisted with 6 to 9 years of service, and male
 - Higher response of favors leaving led by single without child(ren), single, E1-E4, enlisted with 3 to 5 years of service, Army enlisted, Army, living on base, and deployed
 - 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	Dec-07
* Total	2	6															46
● Army		10															42
▲ Navy																	48
■ Marine Corps																	42
◆ Air Force	6																54

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	Dec-07
● E1-E4	7																34
▲ E5-E9		9															52
■ O1-O3		10															47
◆ O4-O6		7															60

RETENTION

Summary of Findings

December 2007

- 41% reported their family favors staying on active duty; 32% favors leaving
 - Higher response of favors staying led by Air Force officer, O4-O6, Air Force, Air Force enlisted, married with child(ren), Navy enlisted, Navy, E5-E9, Marine Corps officer, Navy officer, married, not deployed, male officer, enlisted with 6 to 9 years of service, officer, and living off base
 - Higher response of favors leaving led by enlisted with 3 to 5 years of service, Army officer, Army, Army enlisted, female officer, deployed, and total minority
 - Percentage point differences over time for total, Service, and paygrade are:

	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	Dec-07
* Total	3	4													41
● Army	8														33
▲ Navy															46
■ Marine Corps															36
◆ Air Force															48

	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	Dec-07
● E1-E4															33
▲ E5-E9															46
■ O1-O3	7	9	8	9	7				7	7					39
◆ O4-O6															50

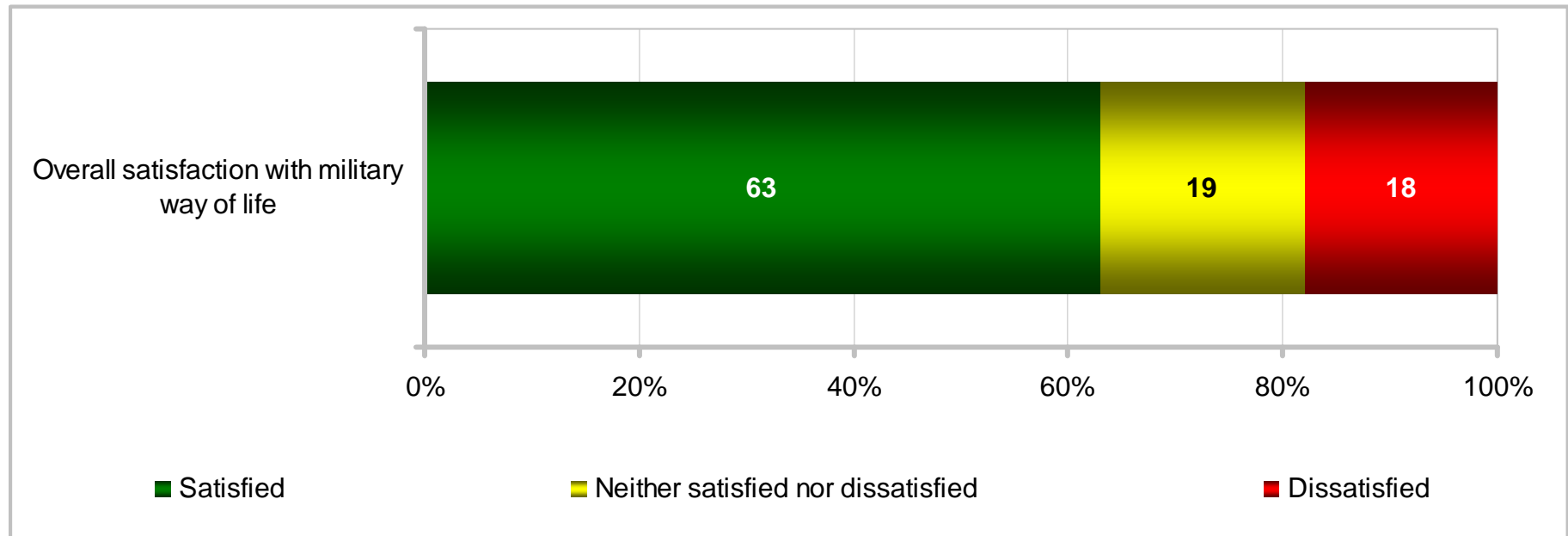
BRIEFING OVERVIEW

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• Tempo	56
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• 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:																				
		<p>Higher Response of Satisfied</p> <p>Lower Response of Satisfied</p> <p>Higher Response of Dissatisfied</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
Overall satisfaction with military way of life	Satisfied	63	58	62	63	71	50	62	51	68	71	86	55	72	59	77	61	85	69	81
	Dissatisfied	18	21	21	18	12	26	20	25	15	14	6	22	13	23	12	19	5	12	8

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members

KEY:																
		<p>Higher Response of Satisfied</p> <p>Lower Response of Satisfied</p> <p>Higher Response of Dissatisfied</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
Overall satisfaction with military way of life	Satisfied	63	64	59	56	67	63	62	60	77	60	77	60	74	63	63
	Dissatisfied	18	18	19	22	16	19	17	20	11	19	10	21	13	18	19

SATISFACTION

Overall Military Way of Life

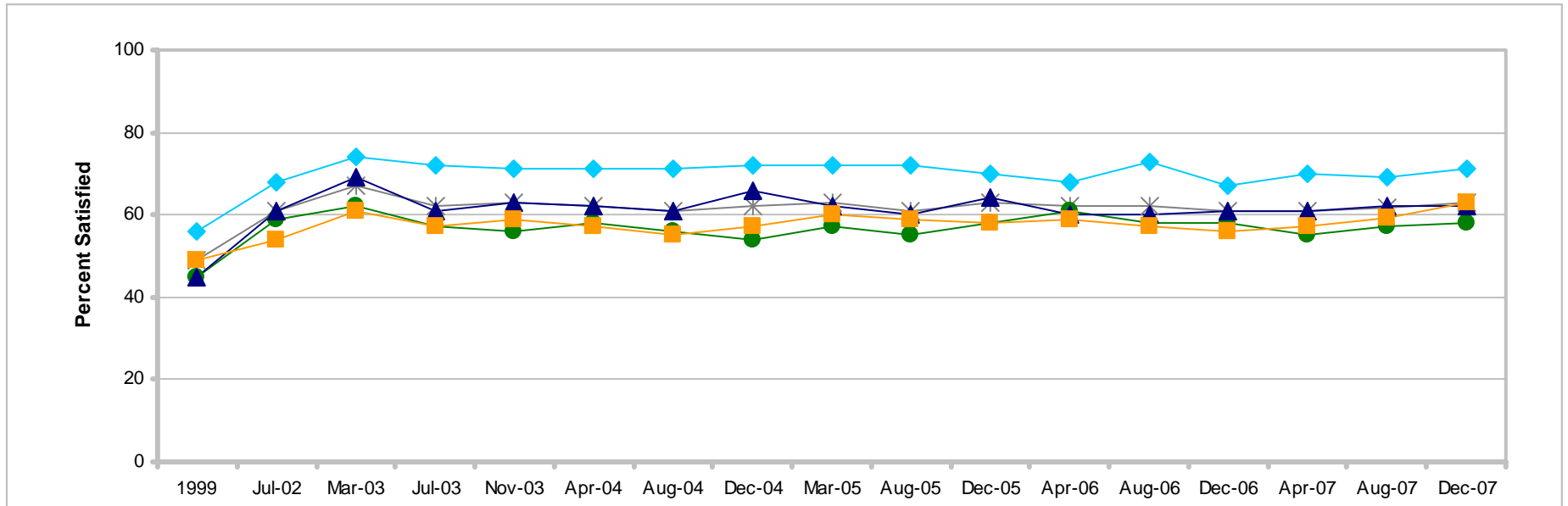
Percent of All Active Duty Members

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)
			Higher Response of Satisfied	Lower Response of Satisfied	Higher Response of Dissatisfied	Lower Response of Dissatisfied						
Overall satisfaction with military way of life	Satisfied	63	58	67	55	68	64	53	70	63		
	Dissatisfied	18	21	15	23	15	20	24	13	18		

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Service

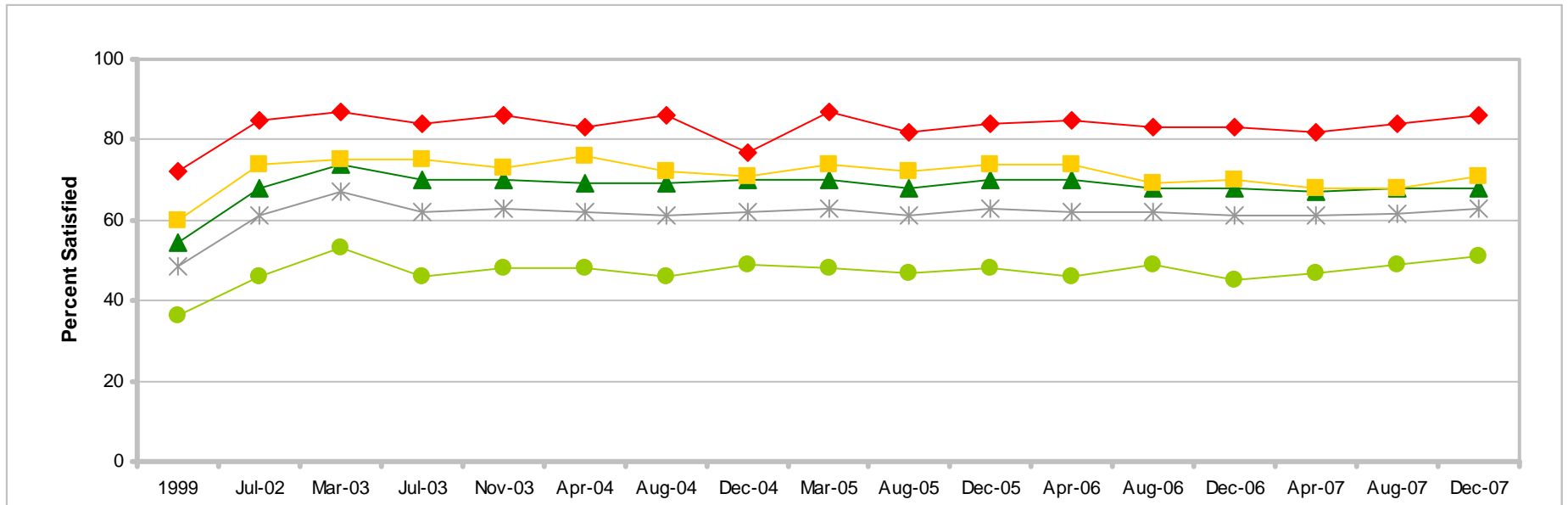


	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	49	61	67	62	63	62	61	62	63	61	63	62	62	61	61	62	63
● Army	45	59	62	57	56	58	56	54	57	55	58	61	58	58	55	57	58
▲ Navy	45	61	69	61	63	62	61	66	62	60	64	60	60	61	61	62	62
■ Marine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

SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Paygrade



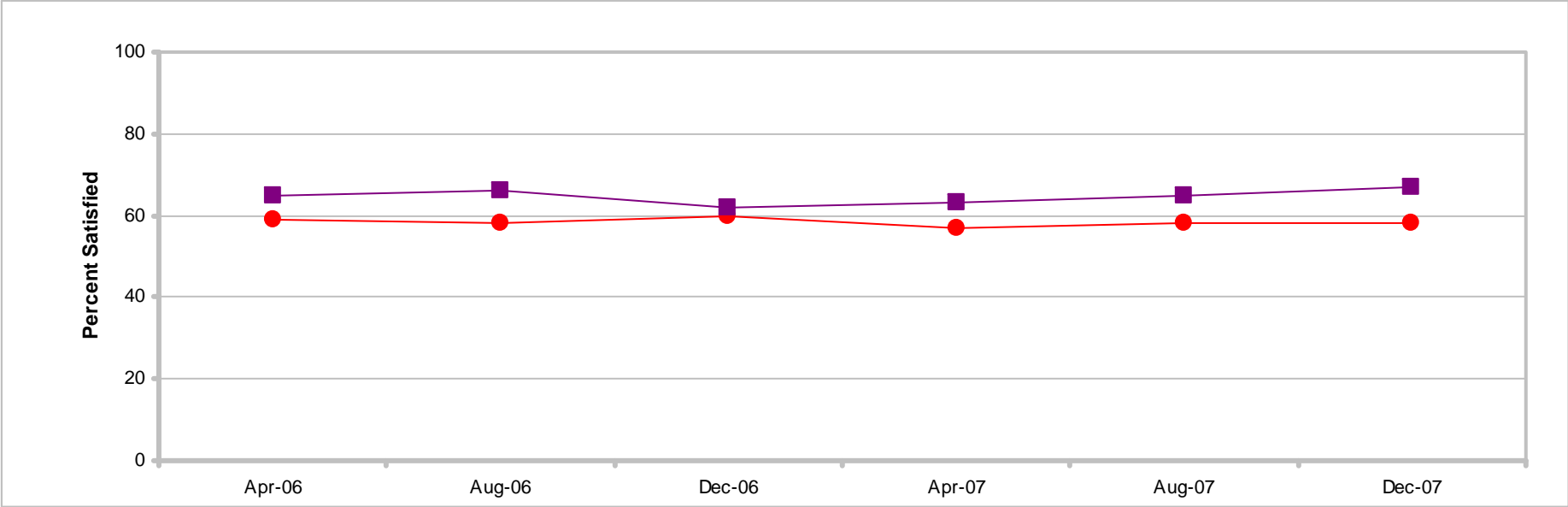
	1999	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	49	61	67	62	63	62	61	62	63	61	63	62	62	61	61	62	63
● E1-E4	36	46	53	46	48	48	46	49	48	47	48	46	49	45	47	49	51
▲ E5-E9	54	68	74	70	70	69	69	70	70	68	70	70	68	68	67	68	68
■ O1-O3	60	74	75	75	73	76	72	71	74	72	74	74	69	70	68	68	71
◆ O4-O6	72	85	87	84	86	83	86	77	87	82	84	85	83	83	82	84	86

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

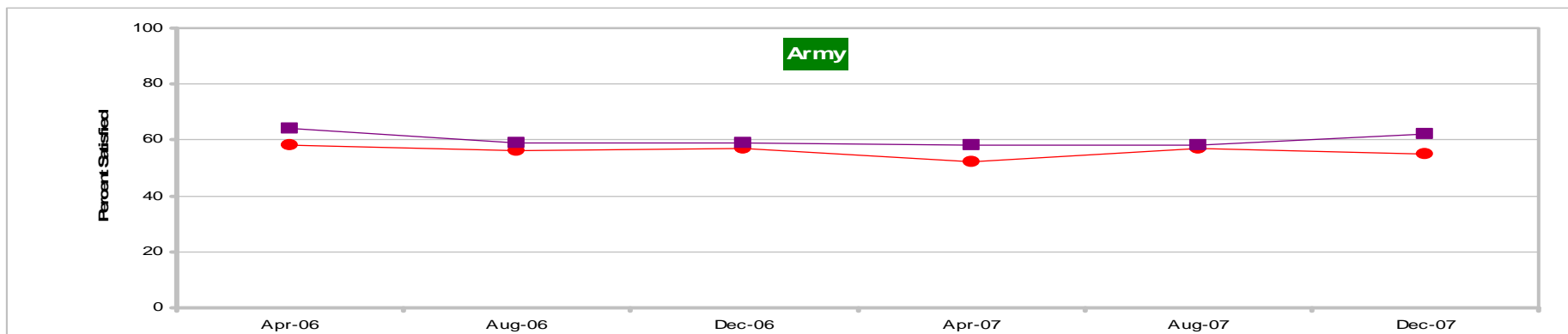


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	59	58	60	57	58	58
■ Not Deployed	65	66	62	63	65	67

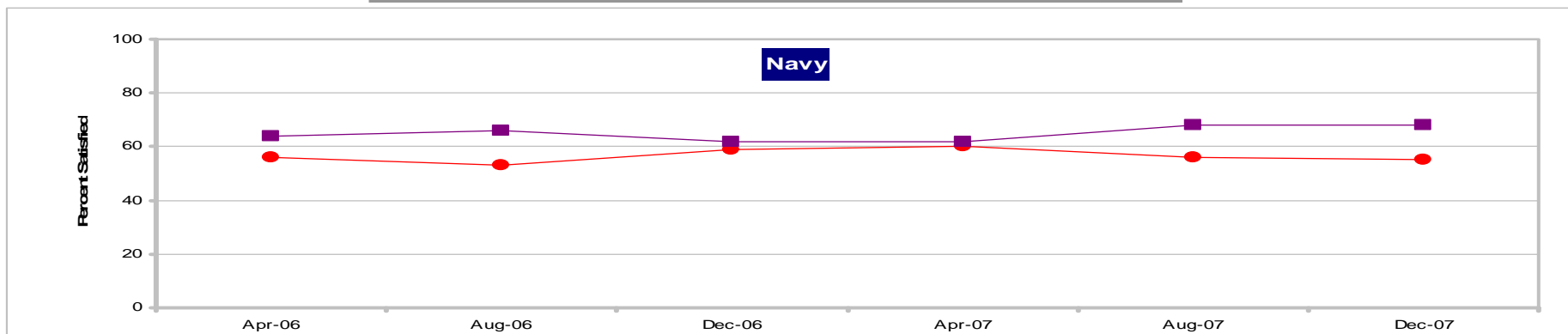
SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	58	56	57	52	57	55
■ Not Deployed	64	59	59	58	58	62



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	56	53	59	60	56	55
■ Not Deployed	64	66	62	62	68	68

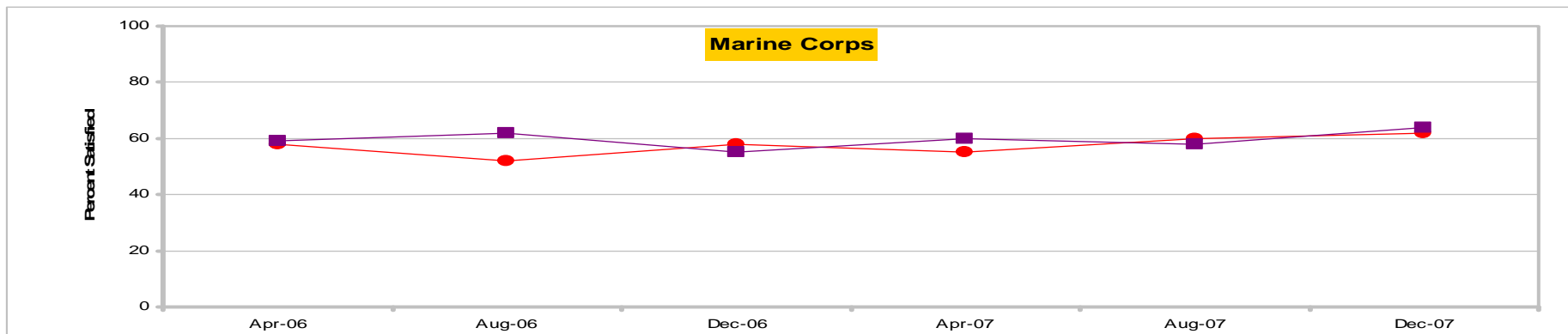
SOFS-A Dec 07 Q21

Margins of error range from ±3% to ±5%

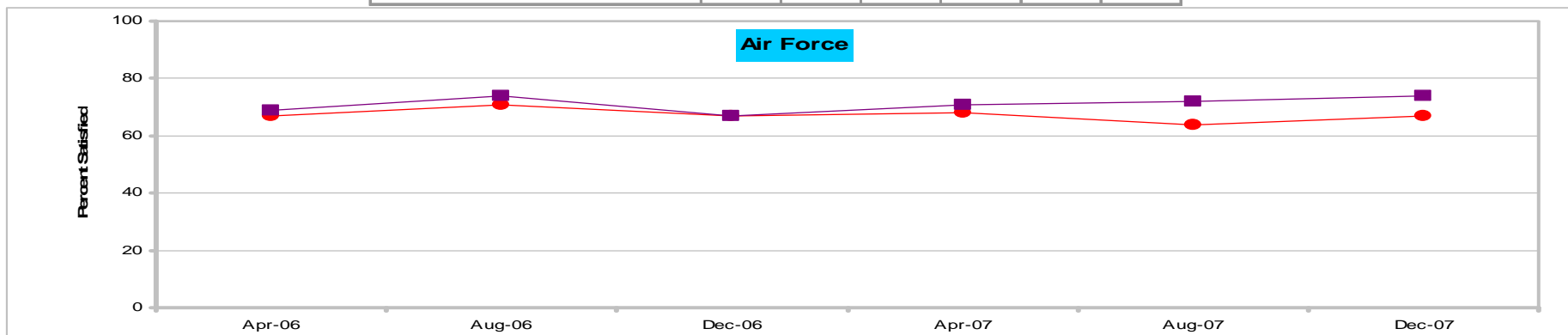
SATISFACTION

Overall Military Way of Life

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	58	52	58	55	60	62
■ Not Deployed	59	62	55	60	58	64



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	67	71	67	68	64	67
■ Not Deployed	69	74	67	71	72	74

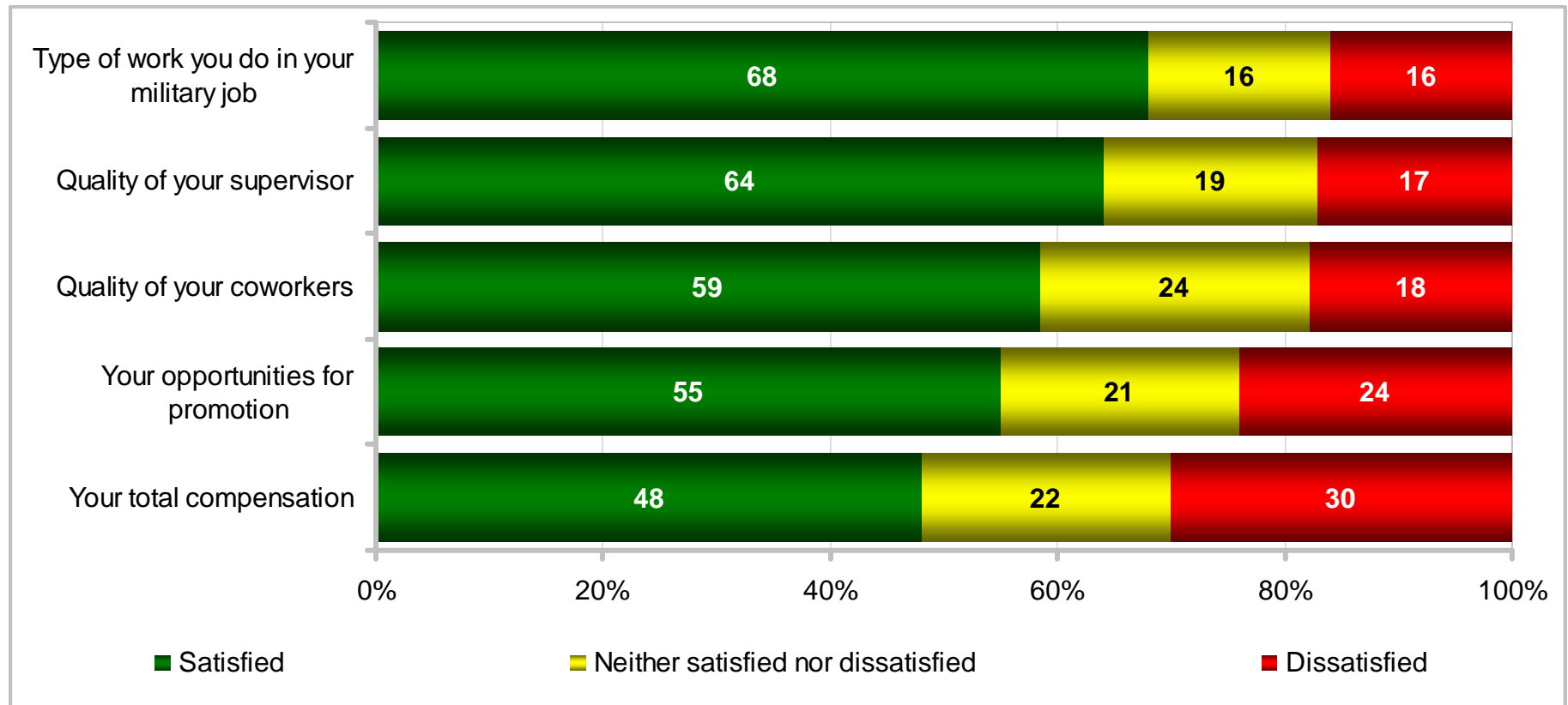
SOFS-A Dec 07 Q21

Margins of error range from ±2% to ±7%

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	68	67	67	70	70	61	66	60	72	74	84	65	77	65	79	69	84	67	80
	Dissatisfied	16	17	17	13	14	21	17	21	13	12	7	18	11	19	8	14	7	16	10
Quality of your supervisor	Satisfied	64	60	61	65	72	54	59	59	63	74	81	57	72	58	75	64	81	70	81
	Dissatisfied	17	21	18	15	12	22	22	20	18	12	8	23	12	19	11	16	7	12	9
Quality of your coworkers	Satisfied	59	55	59	58	65	47	56	50	59	73	84	51	71	55	79	55	83	60	83
	Dissatisfied	18	21	17	18	14	23	19	23	17	10	5	23	13	19	7	20	5	16	5
Your opportunities for promotion	Satisfied	55	51	48	60	64	49	53	44	56	76	69	45	77	44	70	58	80	62	73
	Dissatisfied	24	28	30	19	15	29	27	29	25	8	15	33	8	33	13	20	8	16	13
Your total compensation	Satisfied	48	43	51	45	55	38	44	38	49	70	76	38	64	47	74	42	73	50	77
	Dissatisfied	30	35	28	30	25	35	35	34	32	16	14	38	21	31	14	32	13	28	12

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	68	69	65	64	71	68	69	66	79	66	79	67	78	68	69
	Dissatisfied	16	16	17	19	14	16	15	17	10	17	9	16	11	16	15
Quality of your supervisor	Satisfied	64	64	62	61	65	65	63	61	76	62	77	58	72	64	61
	Dissatisfied	17	17	18	18	17	17	17	19	11	18	10	21	12	17	19
Quality of your coworkers	Satisfied	59	59	55	53	62	59	58	55	77	55	78	51	73	59	55
	Dissatisfied	18	18	19	21	16	18	17	20	8	20	8	20	11	18	18
Your opportunities for promotion	Satisfied	55	55	52	51	57	57	52	51	74	51	75	49	72	55	53
	Dissatisfied	24	24	26	25	24	23	26	27	11	27	10	29	12	24	25
Your total compensation	Satisfied	48	48	47	42	52	51	44	44	71	43	69	48	80	47	54
	Dissatisfied	30	30	31	33	28	29	33	33	16	33	17	31	11	31	27

SATISFACTION

Aspects of Military Service

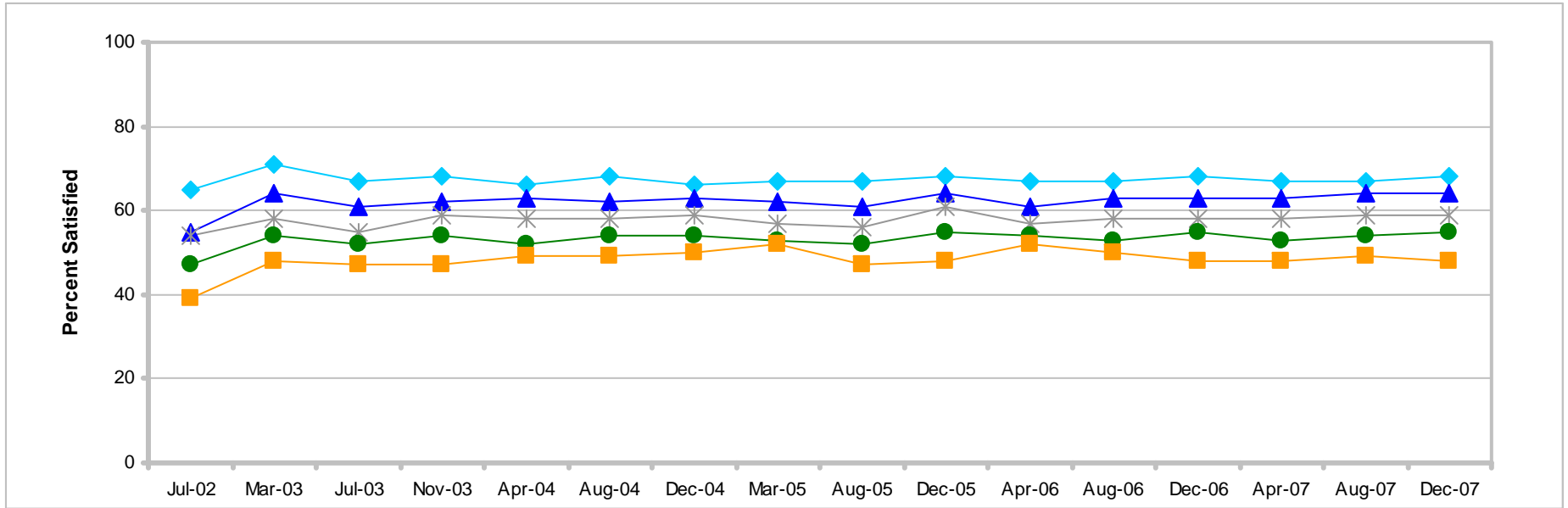
Percent of All Active Duty Members

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	68	66	70	64	71	71	62	74	65
	Dissatisfied	16	17	15	19	13	16	20	12	18
Quality of your supervisor	Satisfied	64	60	68	61	65	63	61	67	63
	Dissatisfied	17	20	15	19	16	20	19	16	17
Quality of your coworkers	Satisfied	59	55	62	55	61	60	55	63	56
	Dissatisfied	18	21	15	20	16	15	21	15	19
Your opportunities for promotion	Satisfied	55	53	56	53	56	51	53	57	53
	Dissatisfied	24	25	23	24	24	30	23	24	24
Your total compensation	Satisfied	48	46	51	44	51	42	44	51	51
	Dissatisfied	30	32	28	32	29	35	32	30	26

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	Dec-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	68
▲ Quality of your supervisor	55	64	61	62	63	62	63	62	61	64	61	63	63	63	64	64
* Quality of your coworkers	54	58	55	59	58	58	59	57	56	61	57	58	58	58	59	59
● Your opportunities for promotion	47	54	52	54	52	54	54	53	52	55	54	53	55	53	54	55
■ Your total compensation	39	48	47	47	49	49	50	52	47	48	52	50	48	48	49	48

Margins of error do not exceed ±2%, except December 2004, which do not exceed ±3%

SATISFACTION

Summary of Findings

December 2007

- 63% satisfied with overall *military way of life*; 18% dissatisfied
 - Higher response of satisfied led by O4-O6, Marine Corps officer, Air Force officer, male officer, officer, Navy officer, female officer, Army officer, Air Force, O1-O3, married with child(ren), Air Force enlisted, married, E5-E9, not deployed, living off base, living in the US, and enlisted with 6 to 9 years of service
 - Higher response of dissatisfied led by enlisted with 3 to 5 years of service, E1-E4, single without child(ren), single, Navy enlisted, Army enlisted, living on base, deployed, Navy, Army, enlisted, and male enlisted
 - Percentage point differences over time for total, Service, paygrade, and deployment status are:

	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	Dec-07
* Total	14		4														63
● Army	13																58
▲ Navy	17		7														62
■ Marine Corps	14	9															63
◆ Air Force	15																71

	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	Dec-07
● E1-E4	15																51
▲ E5-E9	14		6														68
■ O1-O3	11																71
◆ O4-O6	14																86

	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed						58
■ Not Deployed			5	4		67

SATISFACTION

Summary of Findings

December 2007 (Continued)

- 48% to 68% 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:

	Most recent HIGHER by ■	Most recent LOWER 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	Dec-07
◆ Type of work you do in your military job	3																	68
▲ Quality of your supervisor	9																	64
* Quality of your coworkers	5																	59
● Your opportunities for promotion	8																	55
■ Your total compensation	9									4			4					48

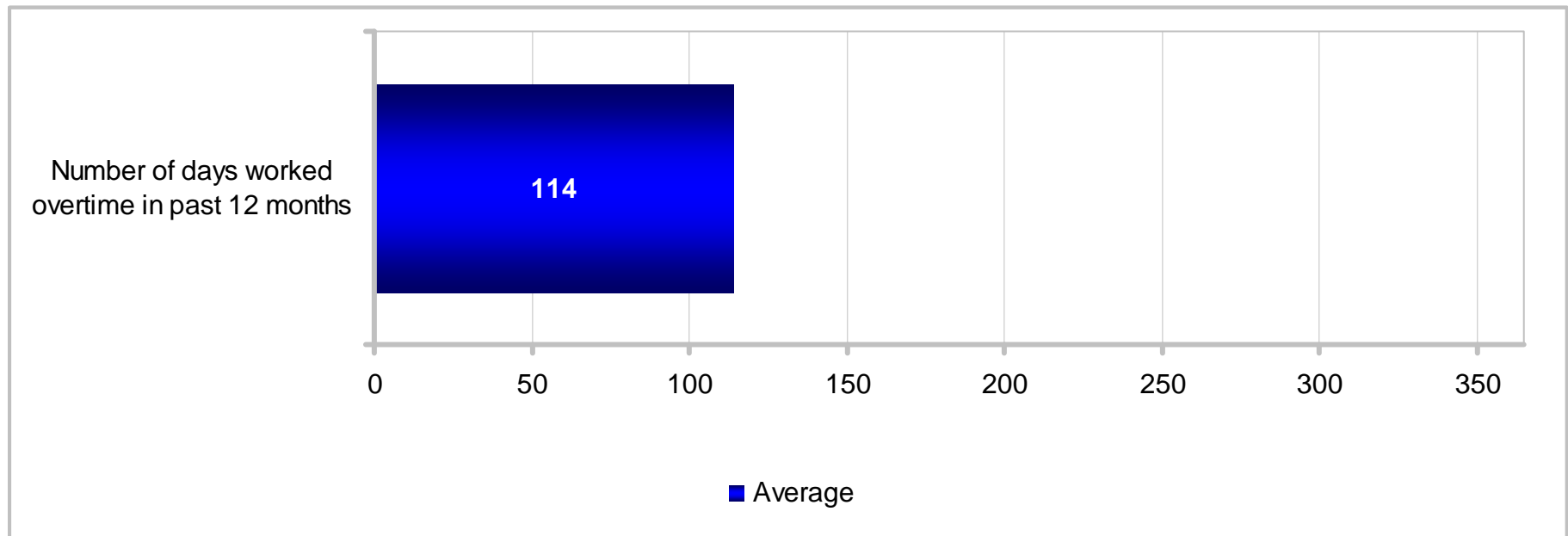
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• Satisfaction	39
✓ Tempo	56
• Stress.....	78
• Readiness.....	94

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																	
																	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	114	137	100	112	95	113	120	91	126	131	150	134	153	96	123	108	145	86	131	

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	114	113	123	105	120	120	106	110	138	113	141	90	127	117	97	

TEMPO

Days Worked Longer Than Normal

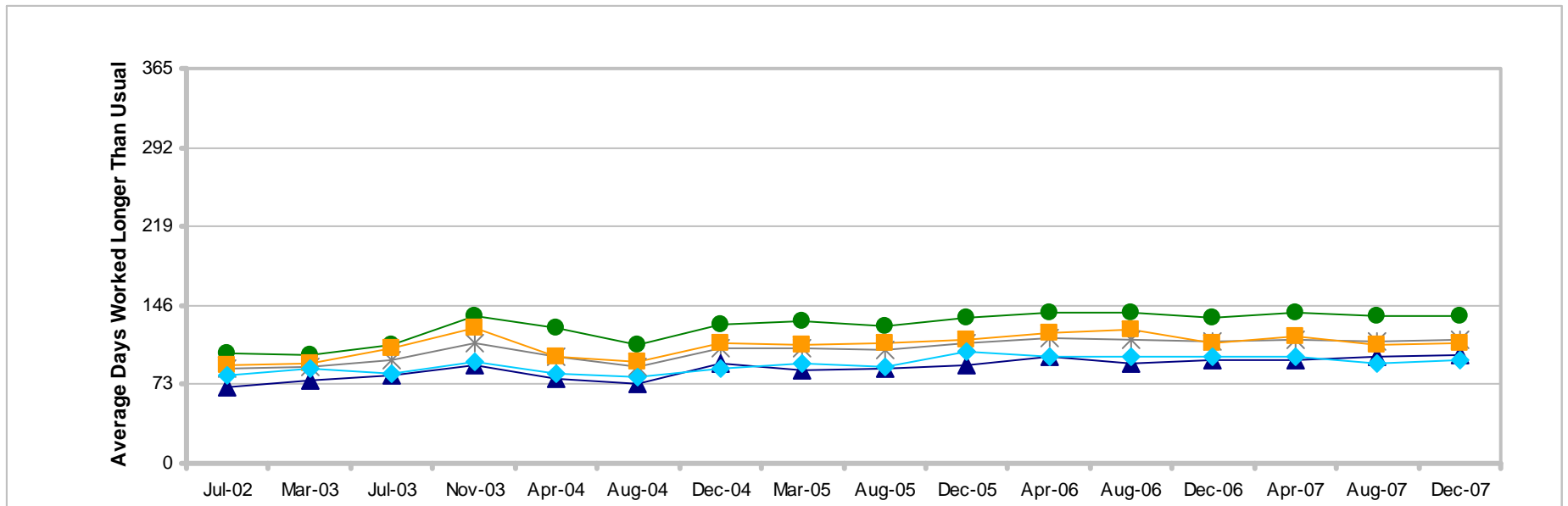
Average of All Active Duty Members

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	114	144	86	102	123	110	101	127	113	

TEMPO

Days Worked Longer Than Normal

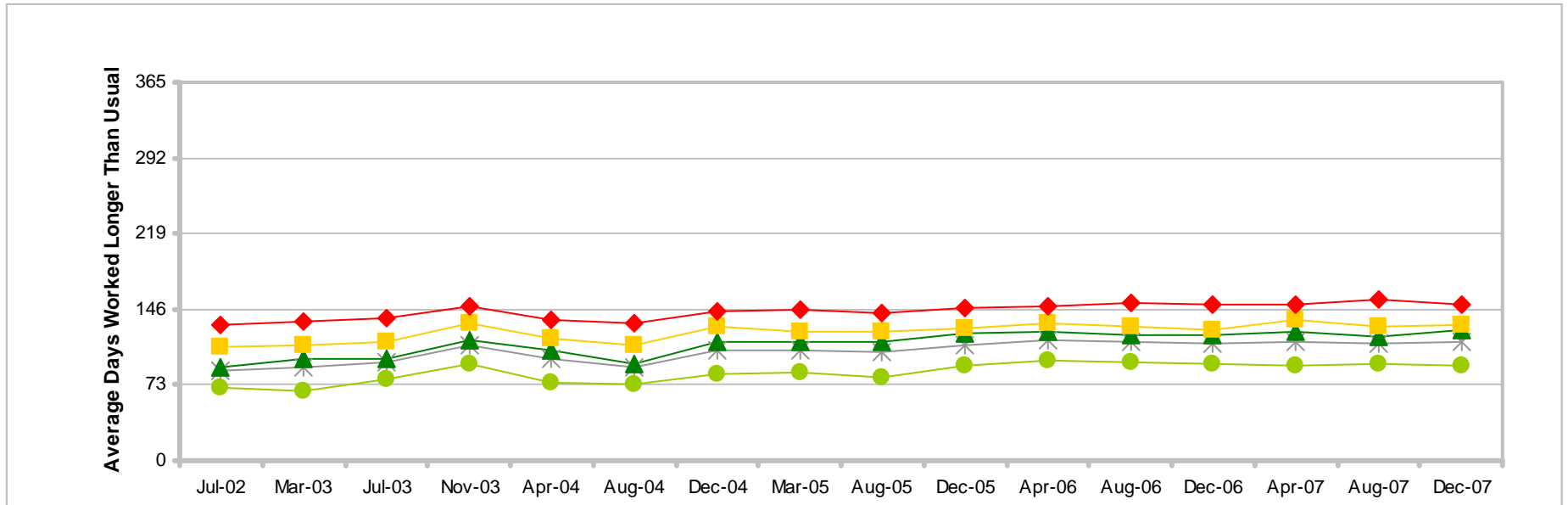
Average of All Active Duty Members, by Service



	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	Dec-07
* Total	87	90	95	111	98	90	106	107	105	112	116	115	113	115	113	114
● Army	102	101	109	136	125	109	129	132	127	135	139	139	135	140	137	137
▲ Navy	71	76	82	91	79	74	92	86	88	91	98	93	95	96	99	100
■ Marine Corps	91	92	106	125	98	94	111	110	111	115	120	123	111	118	110	112
◆ Air Force	82	88	83	94	83	80	88	93	90	103	99	99	99	98	93	95

TEMPO

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

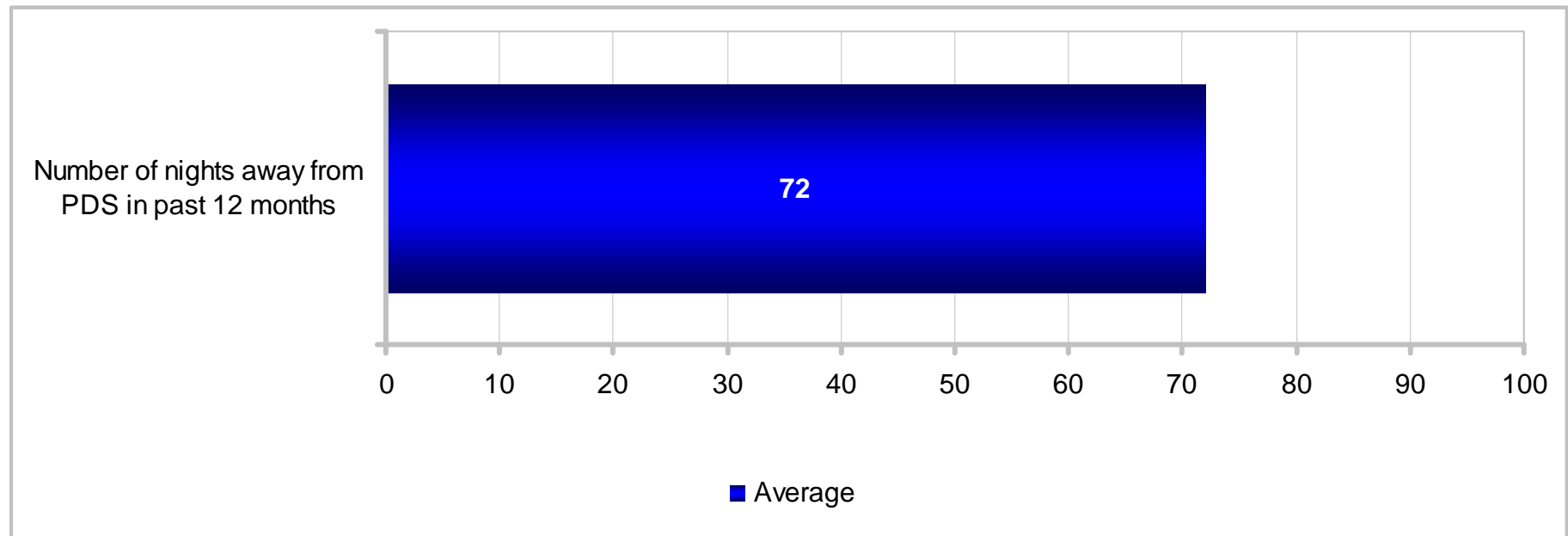


	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	87	90	95	111	98	90	106	107	105	112	116	115	113	115	113	114
● E1-E4	71	67	78	93	76	73	83	85	80	91	96	95	93	92	93	91
▲ E5-E9	90	98	99	117	107	94	115	115	115	122	124	121	121	125	120	126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

TEMPO

Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members



TEMPO

Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members

KEY:																			
	<p>More Than Average</p> <p>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	72	95	68	62	46	87	73	64	77	80	67	95	94	67	71	59	87	44	57

TEMPO

Nights Away From Permanent Duty Station (PDS)

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	72	72	69	68	74	75	68	71	77	74	79	51	64	75	54	

TEMPO

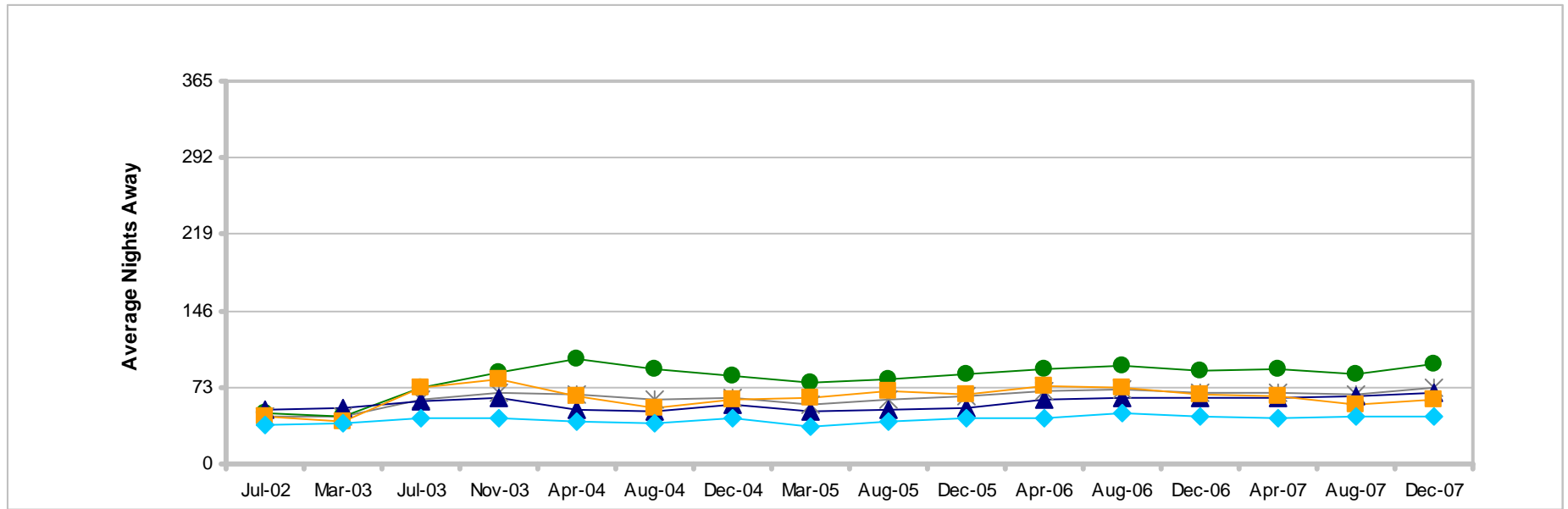
Nights Away From Permanent Duty Station (PDS)

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	72	124	22	69	74	70	68	75	73

TEMPO

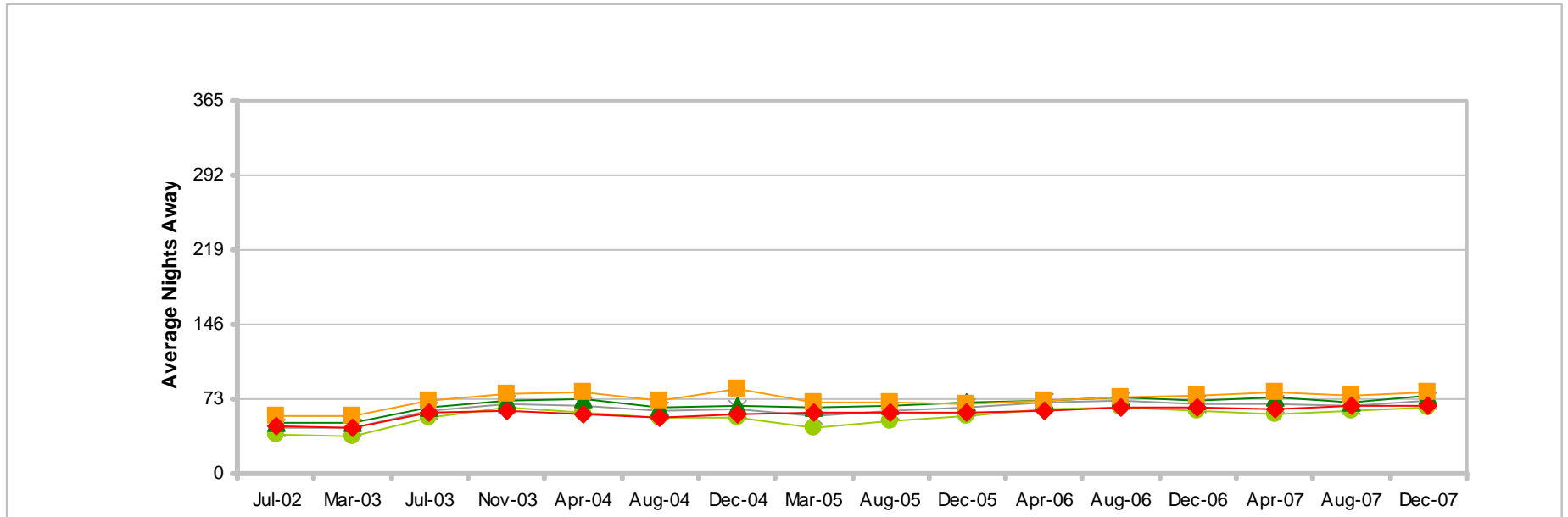
Nights Away From Permanent Duty Station (PDS) Average of All Active Duty Members, by Service



	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	Dec-07
* Total	45	45	61	68	67	61	63	57	61	64	69	71	68	68	67	72
● Army	48	46	72	87	100	90	84	78	80	86	91	93	89	91	86	95
▲ Navy	51	53	60	63	52	50	57	50	51	54	61	63	63	63	64	68
■ Marine Corps	46	40	73	81	65	53	62	63	69	67	74	73	66	65	57	62
◆ Air Force	37	38	44	43	41	39	43	36	41	43	43	48	45	43	46	46

TEMPO

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

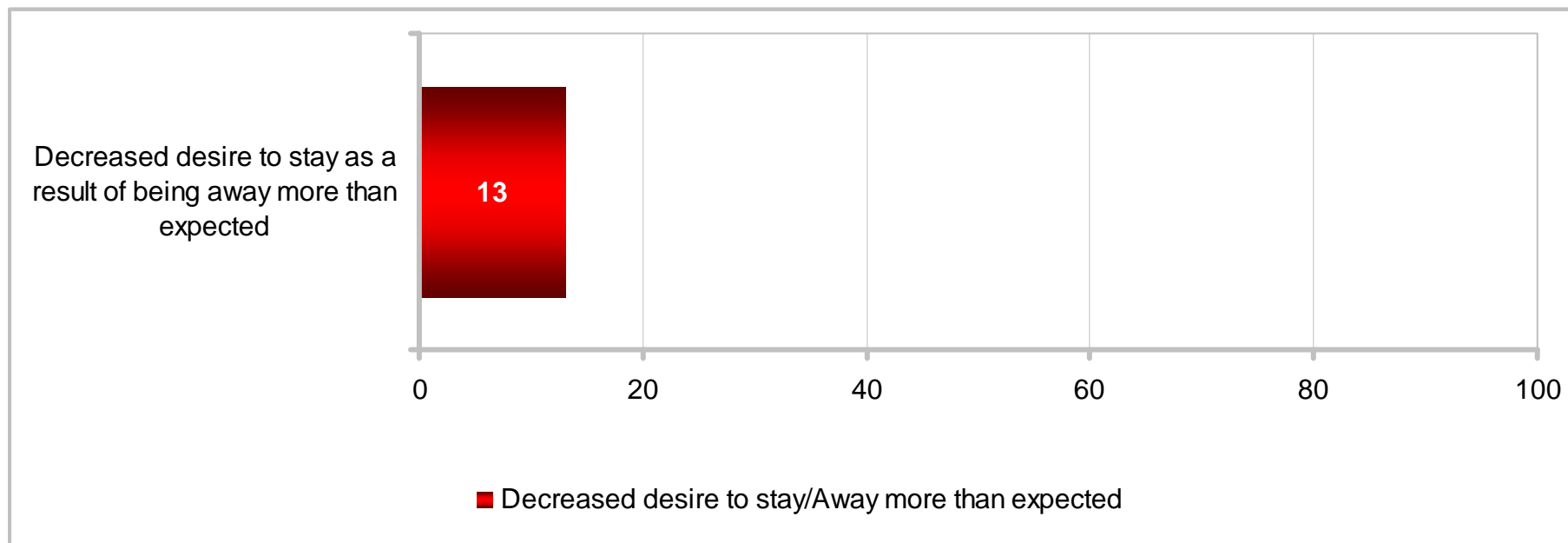


	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	45	45	61	68	67	61	63	57	61	64	69	71	68	68	67	72
● E1-E4	38	37	55	64	59	54	55	45	52	56	63	64	62	58	61	64
▲ E5-E9	49	49	65	71	73	65	67	64	66	69	72	75	71	75	69	77
■ O1-O3	57	56	71	78	80	72	83	69	69	68	72	75	76	79	77	80
◆ O4-O6	47	45	60	61	58	54	58	59	59	60	62	64	64	63	67	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	18	13	9	8	17	13	11	14	16	12	18	20	14	12	9	9	7

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	14	13	14	13	15	13	15	9	13	14

TEMPO

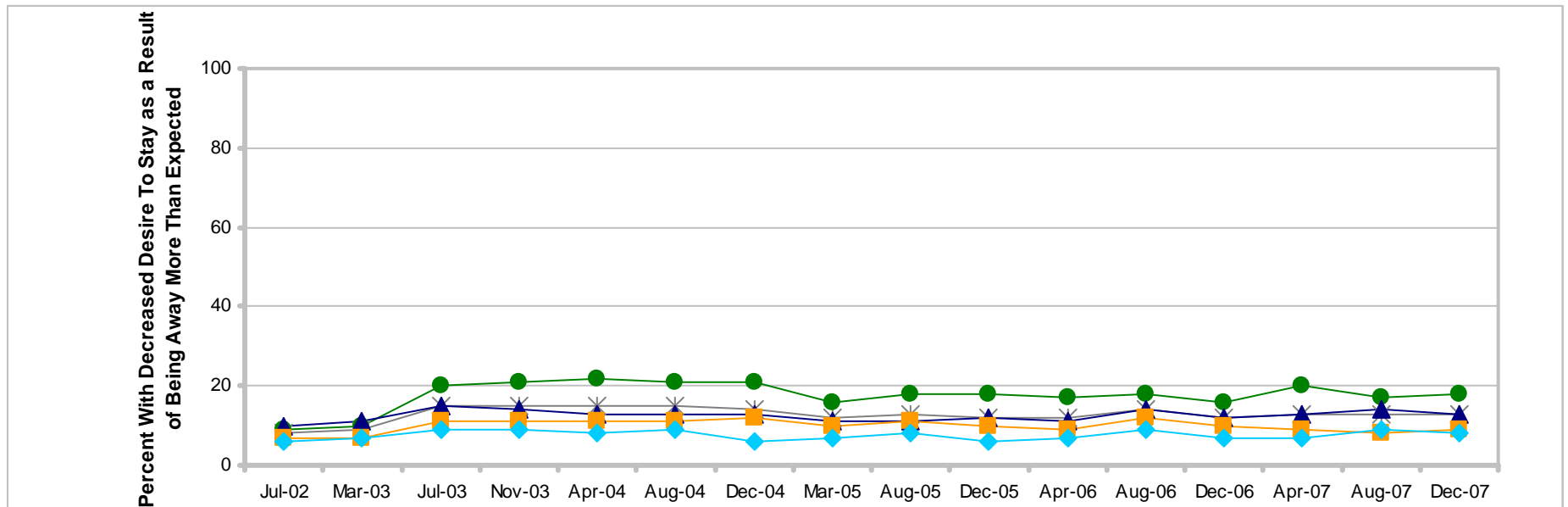
Time Away Decreased Desire To Stay Percent of All Active Duty Members

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	23	4	12	14	13	12	14

TEMPO

Time Away Decreased Desire To Stay

Percent of All Active Duty Members, by Service

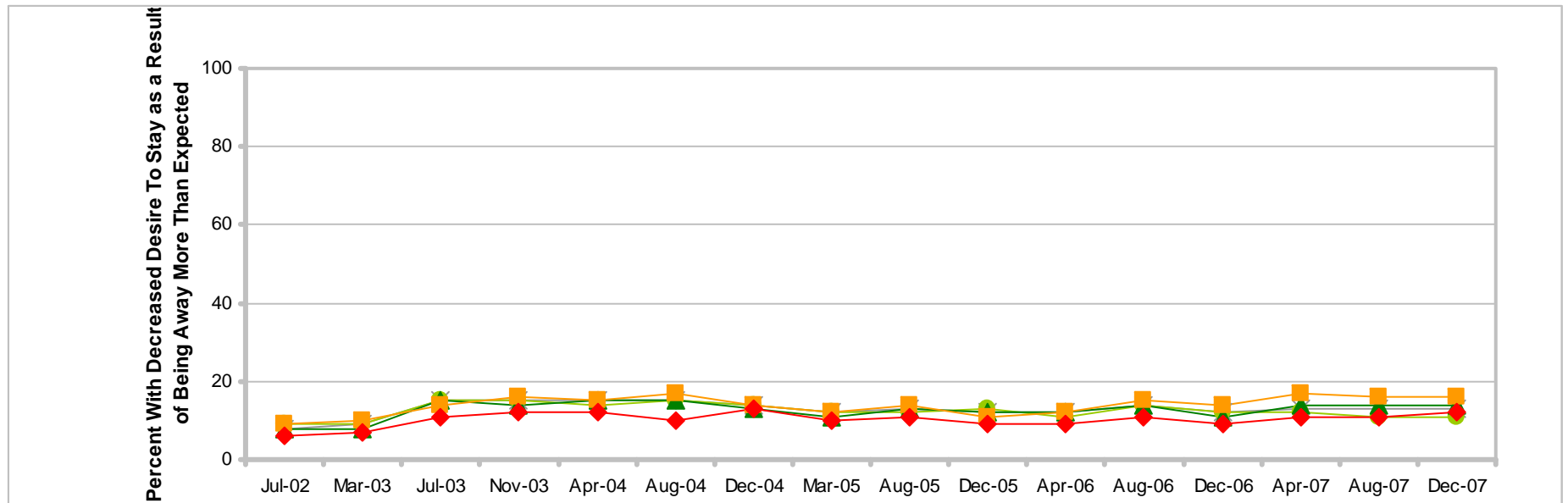


	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	8	9	15	15	15	15	14	12	13	12	12	14	12	13	13	13
● Army	9	10	20	21	22	21	21	16	18	18	17	18	16	20	17	18
▲ Navy	10	11	15	14	13	13	13	11	11	12	11	14	12	13	14	13
■ Marine Corps	7	7	11	11	11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

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	Dec-07
* Total	8	9	15	15	15	15	14	12	13	12	12	14	12	13	13	13
● E1-E4	9	9	15	15	14	15	14	12	12	13	11	14	12	12	11	11
▲ E5-E9	8	8	15	14	15	15	13	11	13	12	12	14	11	14	14	14
■ O1-O3	9	10	14	16	15	17	14	12	14	11	12	15	14	17	16	16
◆ O4-O6	6	7	11	12	12	10	13	10	11	9	9	11	9	11	11	12

TEMPO

Summary of Findings

December 2007

- Members reported working longer than normal an average of 114 days in the past 12 months
 - More than average led by Army officer, O4-O6, Marine Corps officer, deployed, male officer, officer, Army, Army enlisted, O1-O3, Air Force officer, married with child(ren), female officer, E5-E9, living overseas, married, living off base, Non-Hispanic White, and male
 - Less than average led by Air Force enlisted, not deployed, female enlisted, E1-E4, Air Force, Navy enlisted, female, Navy, single without child(ren), single, living on base, total minority, enlisted, male enlisted, and living in the US
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by	Most recent LOWER 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	Dec-07
* Total			27	24	19		16	24		7	9							114
● Army			35	36	28		12	28										137
▲ Navy			29	24	18		21	26		14	12							100
■ Marine Corps			21	20				18										112
◆ Air Force			13		12		12	15										95

	Most recent HIGHER by	Most recent LOWER 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	Dec-07
● E1-E4			20	24	13		15	18										91
▲ E5-E9			36	28	27		19	32		11	11							126
■ O1-O3			22	20	17		13	20										131
◆ O4-O6			19	15	13		14	18										150

TEMPO

Summary of Findings

December 2007

- Members reported an average of 72 nights away from PDS in the past 12 months
 - More than average led by deployed, Army, Marine Corps officer, enlisted with 3 to 5 years of service, O1-O3, male officer, E5-E9, officer, male, Non-Hispanic White, and male enlisted
 - Less than average led by not deployed, Air Force enlisted, Air Force, female enlisted, female, Air Force officer, Marine Corps enlisted, Marine Corps, E1-E4, total minority, enlisted, and enlisted with 6 to 9 years of service
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by	Most recent LOWER 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	Dec-07
* Total			27	27	11			11	9	15	11	8						72
● Army			47	49	23					17	15							95
▲ Navy			17	15			16	18		18	17	14						68
■ Marine Corps			16	22		19												62
◆ Air Force			9	8				7		10								46

	Most recent HIGHER by	Most recent LOWER 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	Dec-07
● E1-E4			26	27						19	12							64
▲ E5-E9			28	28	12			12		13	11	8						77
■ O1-O3			23	24								12						80
◆ O4-O6			20	22			9	13										67

TEMPO

Summary of Findings

December 2007

- 13% reported their desire to stay on active duty decreased as a result of being away more than expected
 - More likely to report desire to stay decreased led by deployed, Army, O1-O3, male officer, and male
 - Less likely to report desire to stay decreased led by not deployed, Air Force enlisted, Air Force, Marine Corps enlisted, Marine Corps, female enlisted, Marine Corps officer, female, Air Force officer, and E1-E4
 - Percentage point differences over time for total, Service, and paygrade are:

	Most recent HIGHER by Most recent LOWER 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	Dec-07
* Total		5	4														13
● Army		9	8														18
▲ Navy																	13
■ Marine Corps																	9
◆ Air Force																	8

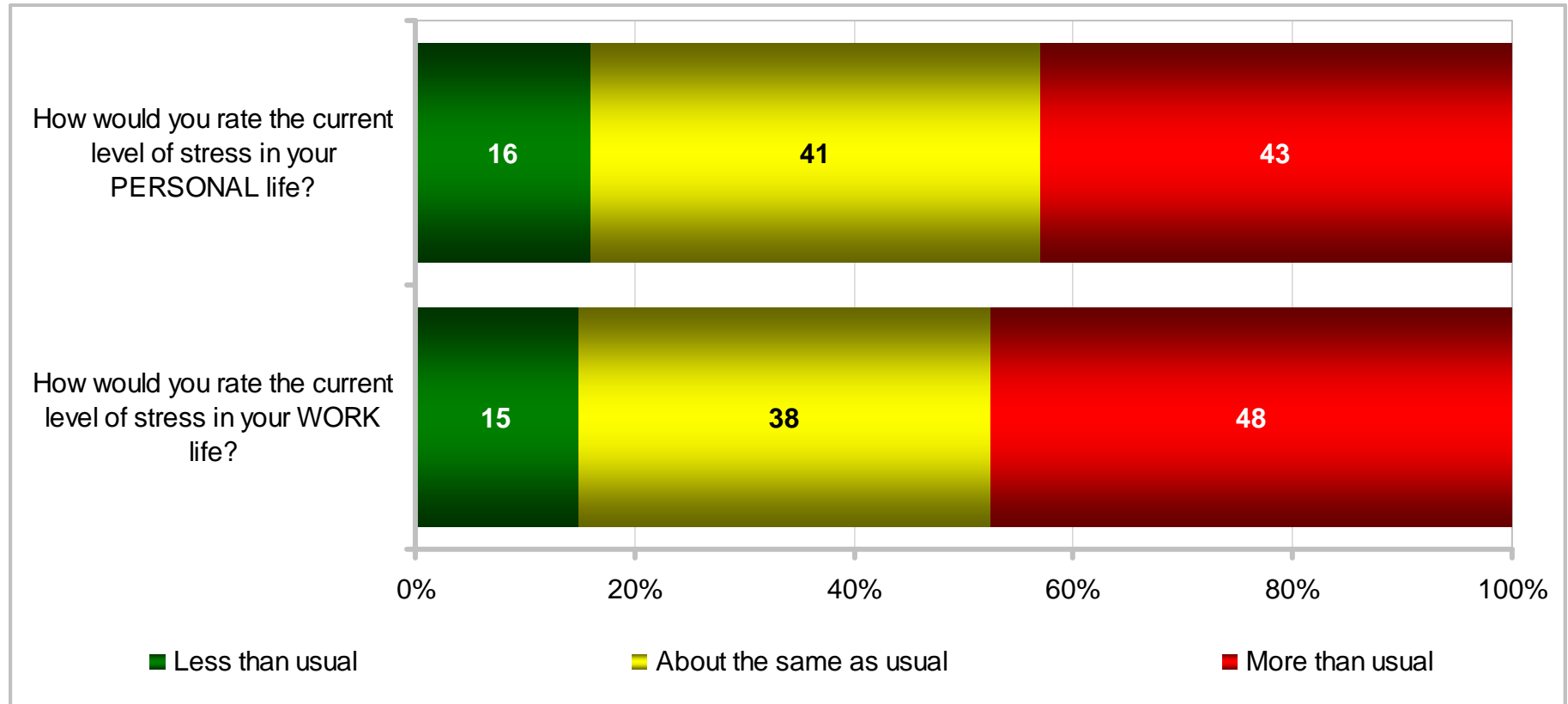
	Most recent HIGHER by Most recent LOWER by	Jul-02	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● E1-E4					4												11
▲ E5-E9		6	6														14
■ O1-O3		7	6								5						16
◆ O4-O6		6	5														12

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	18	16	17	17	16	17	16	15	12	15	13	18	13	16	13	17	14
	More	43	49	43	44	34	45	43	46	42	36	41	50	42	43	39	45	35	34	34
How would you rate the current level of stress in your WORK life?	Less	15	14	17	14	13	14	14	14	15	14	16	13	16	18	15	14	16	13	13
	More	48	52	47	46	44	51	50	50	47	46	45	53	45	47	47	47	40	43	46

STRESS

Current Levels of Work and Personal Stress

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 would you rate the current level of stress in your PERSONAL life?	Less	16	16	16	17	16	14	19	17	14	17	13	16	15	16	16
	More	43	43	44	45	42	43	43	44	38	44	38	46	41	43	45
How would you rate the current level of stress in your WORK life?	Less	15	15	12	13	15	13	18	14	15	14	15	14	14	15	14
	More	48	47	51	49	47	49	46	48	45	48	45	48	47	48	48

STRESS

Current Levels of Work and Personal Stress

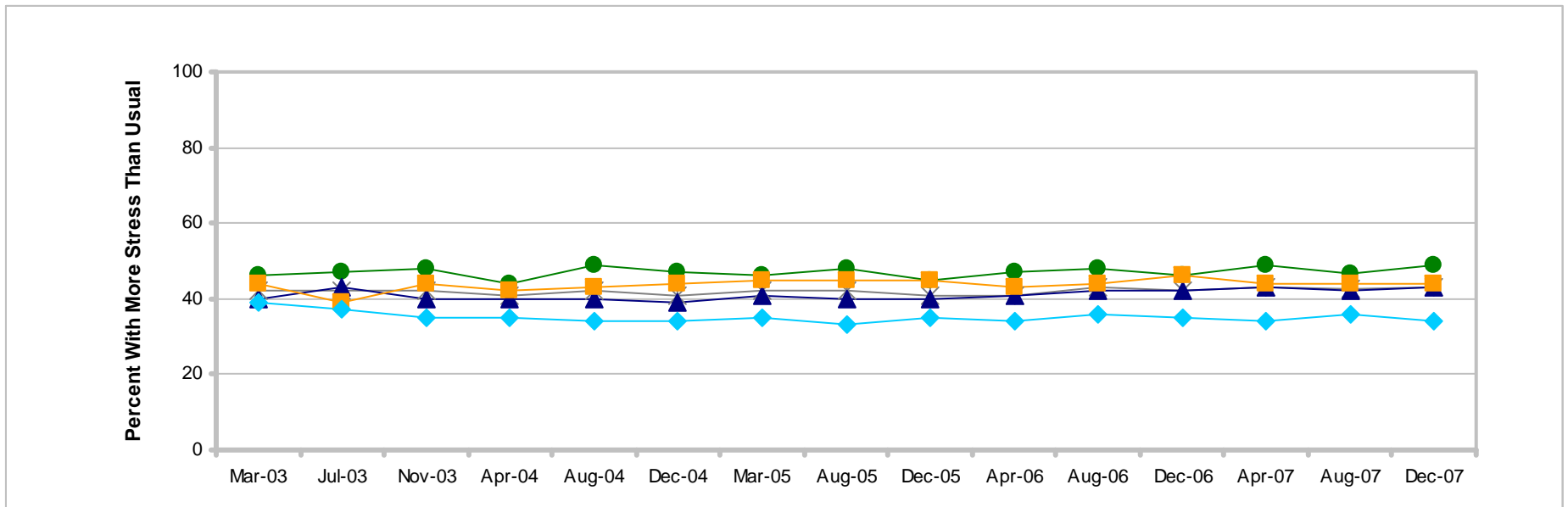
Percent of All Active Duty Members

		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	16	19	14	16
	More	43	47	40	40	45	45	39	45	43
How would you rate the current level of stress in your WORK life?	Less	15	13	16	14	15	16	14	14	16
	More	48	51	45	49	47	45	49	47	48

STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Service

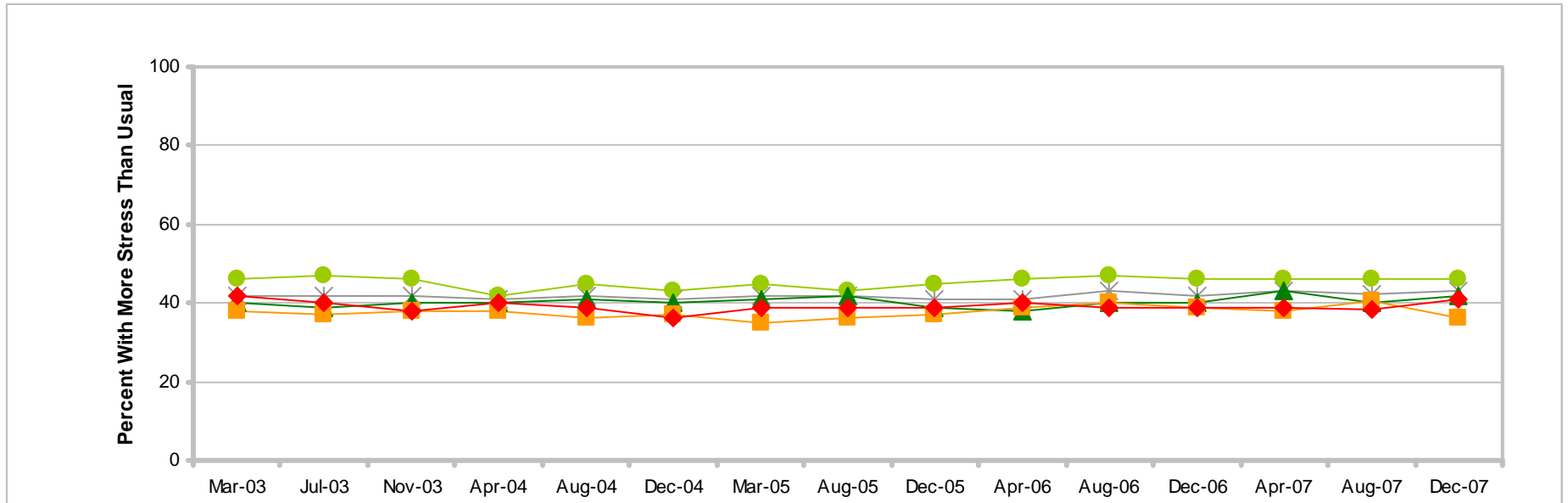


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	42	42	42	41	42	41	42	42	41	41	43	42	43	42	43
● Army	46	47	48	44	49	47	46	48	45	47	48	46	49	46	49
▲ Navy	40	43	40	40	40	39	41	40	40	41	42	42	43	42	43
■ Marine Corps	44	39	44	42	43	44	45	45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

STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Paygrade

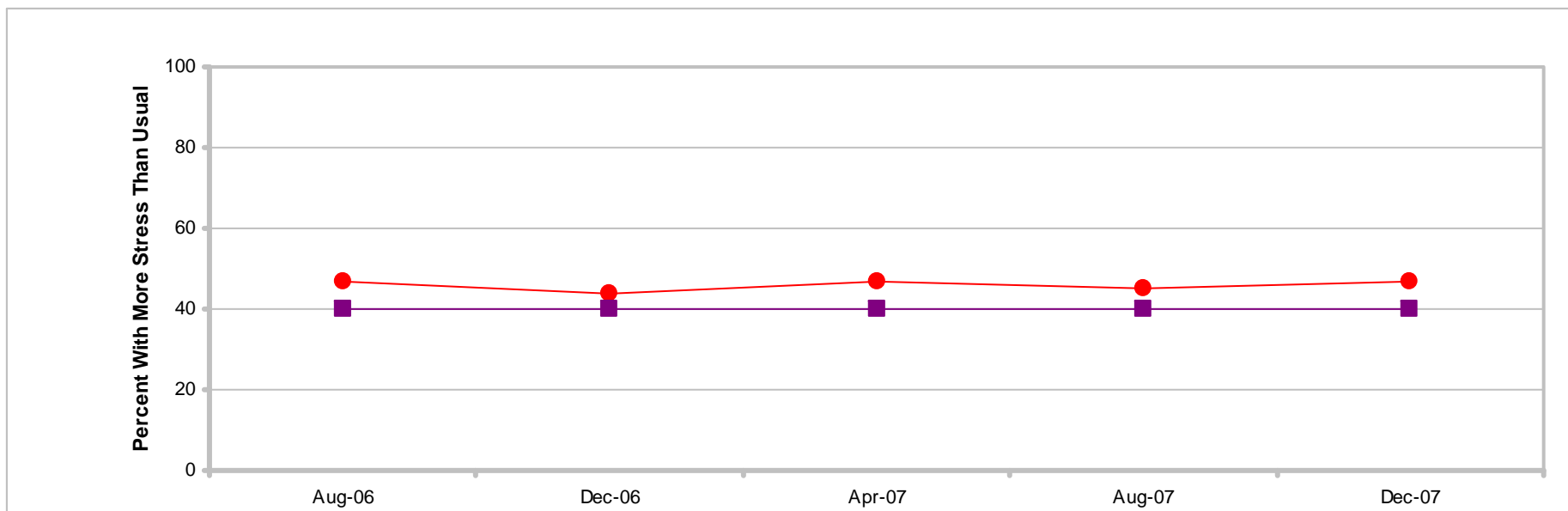


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	42	42	42	41	42	41	42	42	41	41	43	42	43	42	43
● E1-E4	46	47	46	42	45	43	45	43	45	46	47	46	46	46	46
▲ E5-E9	40	39	40	40	41	40	41	42	39	38	40	40	43	40	42
■ O1-O3	38	37	38	38	36	37	35	36	37	39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

STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Deployment Status

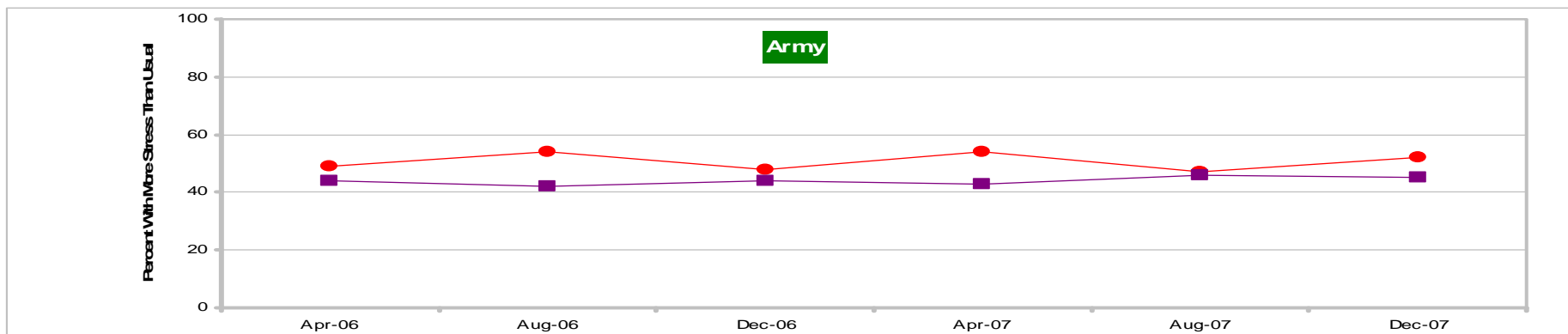


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	44	47	44	47	45	47
■ Not Deployed	39	40	40	40	40	40

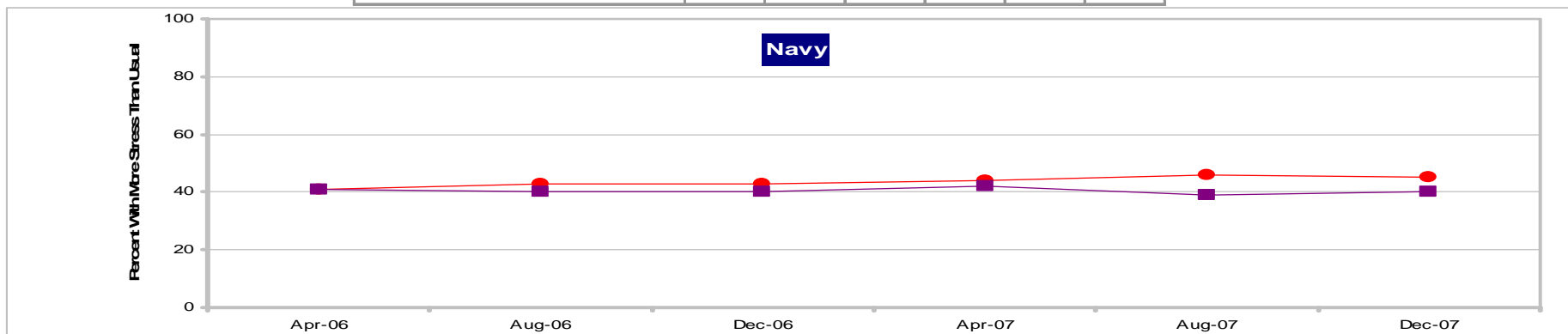
STRESS

Current Levels of Personal Stress

Percent of All Active Duty Members, by Deployment Status



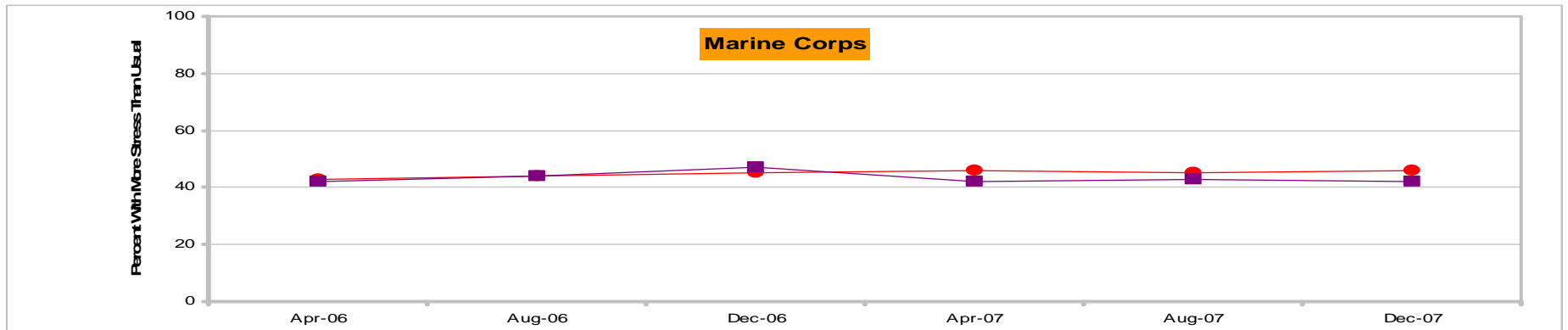
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	49	54	48	54	47	52
■ Not Deployed	44	42	44	43	46	45



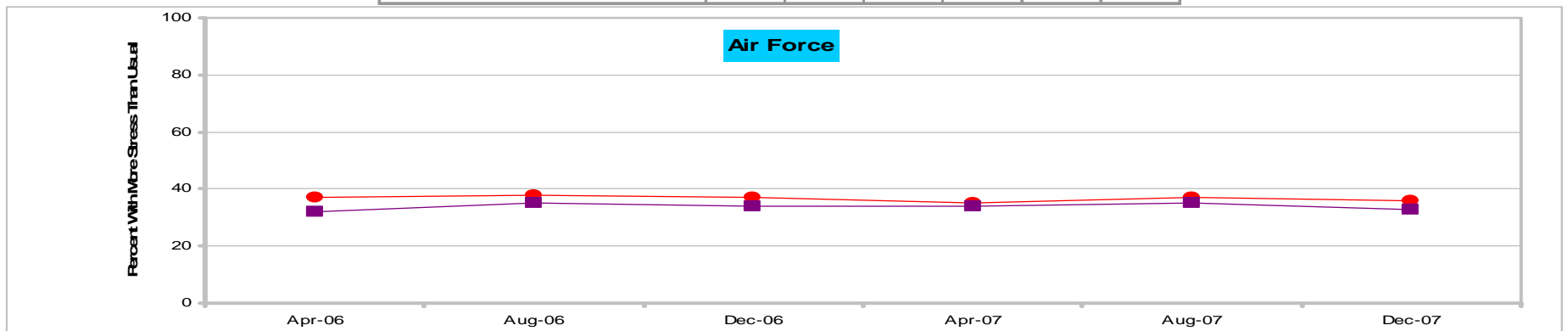
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	41	43	43	44	46	45
■ Not Deployed	41	40	40	42	39	40

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	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	43	44	45	46	45	46
■ Not Deployed	42	44	47	42	43	42

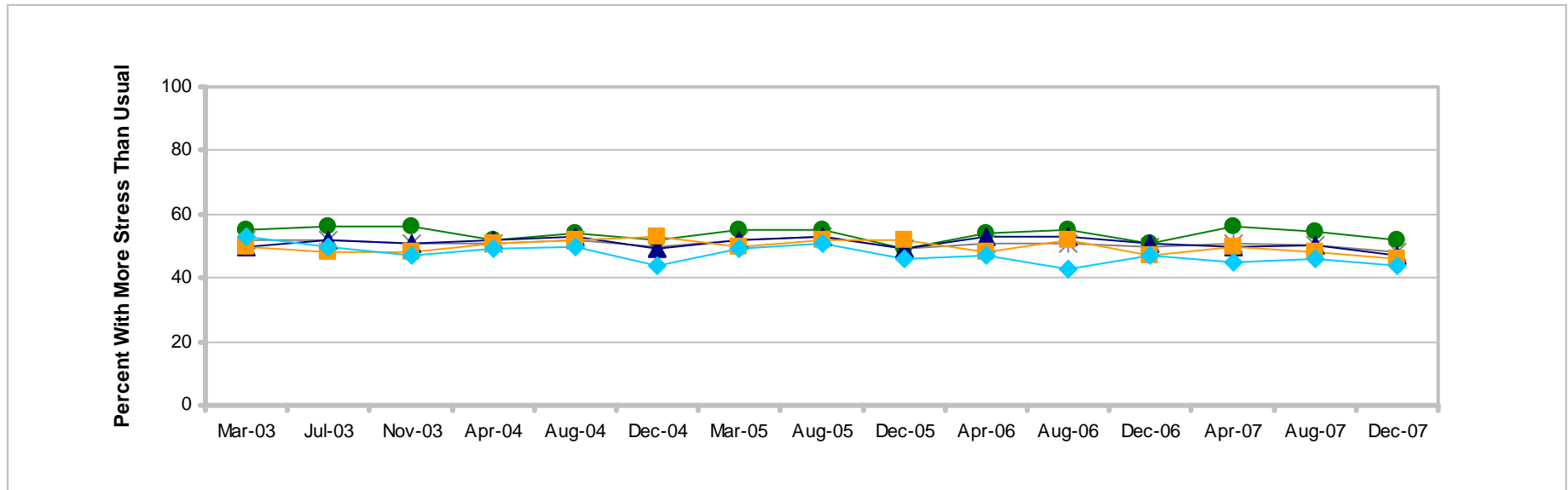


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	37	38	37	35	37	36
■ Not Deployed	32	35	34	34	35	33

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Service

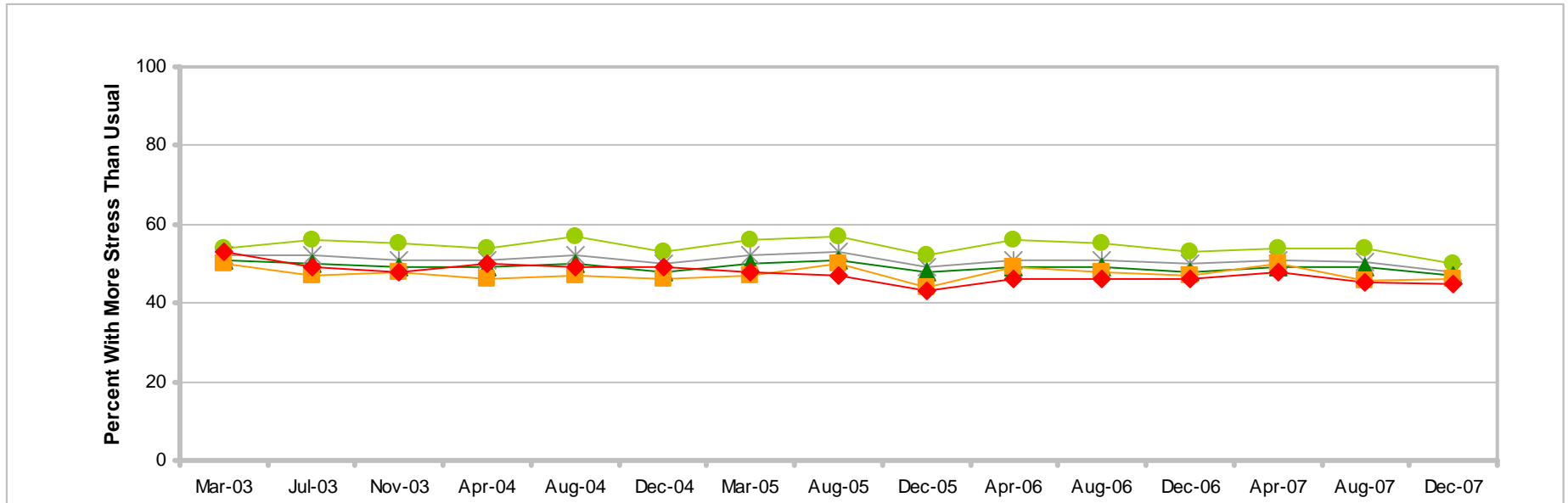


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	52	52	51	51	52	50	52	53	49	51	51	50	51	50	48
● Army	55	56	56	52	54	52	55	55	49	54	55	51	56	55	52
▲ Navy	50	52	51	52	53	49	52	53	49	53	53	51	50	50	47
■ Marine Corps	50	48	48	51	52	53	50	52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

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Paygrade

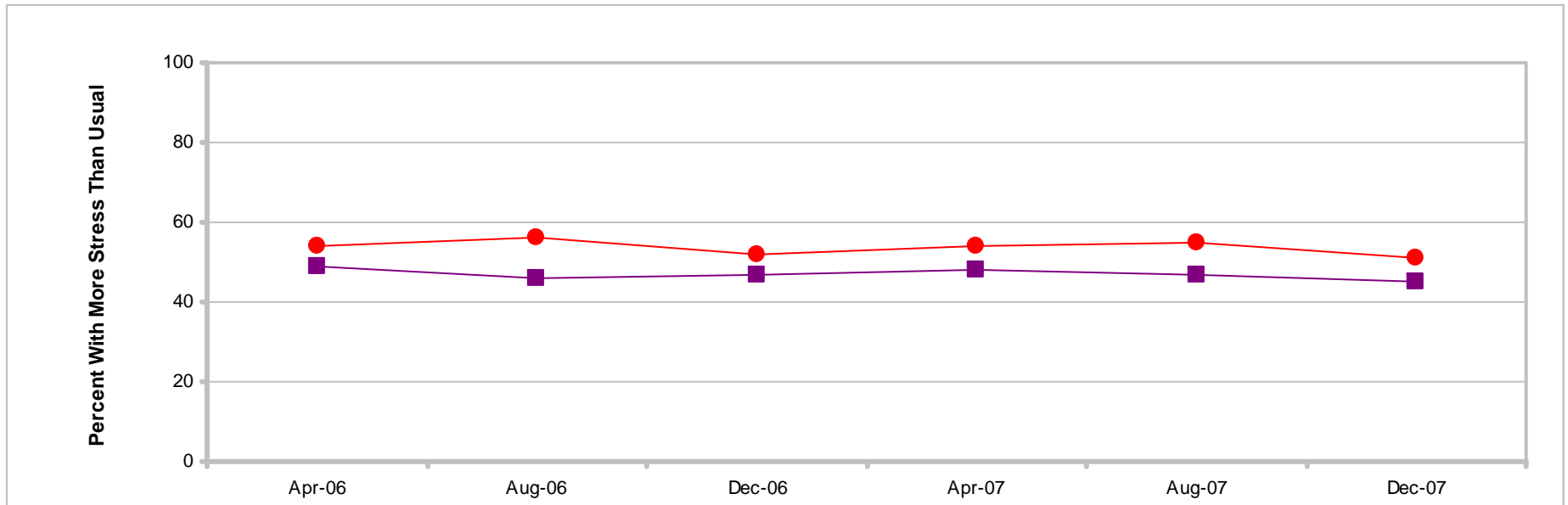


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	52	52	51	51	52	50	52	53	49	51	51	50	51	50	48
● E1-E4	54	56	55	54	57	53	56	57	52	56	55	53	54	54	50
▲ E5-E9	51	50	49	49	50	48	50	51	48	49	49	48	49	49	47
■ O1-O3	50	47	48	46	47	46	47	50	44	49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

STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status

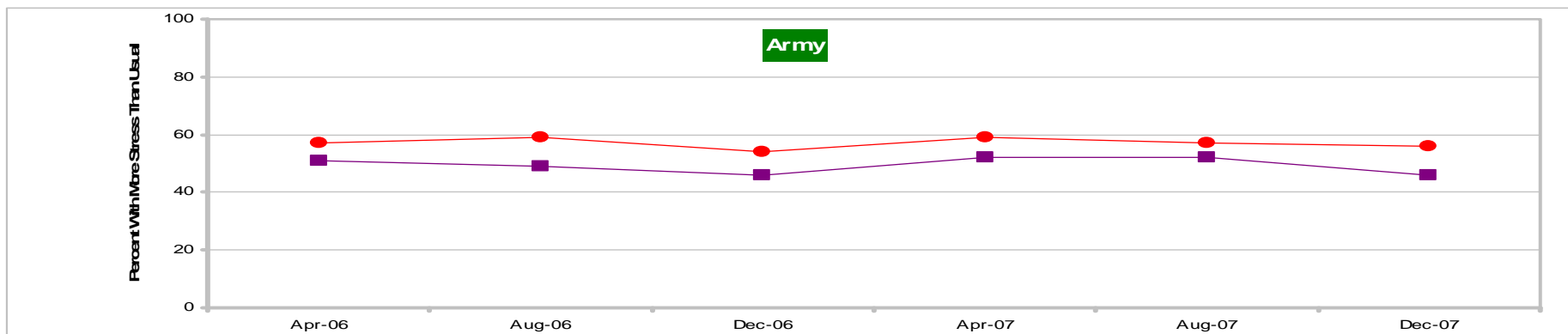


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed ■ Not Deployed	54	56	52	54	55	51
	49	46	47	48	47	45

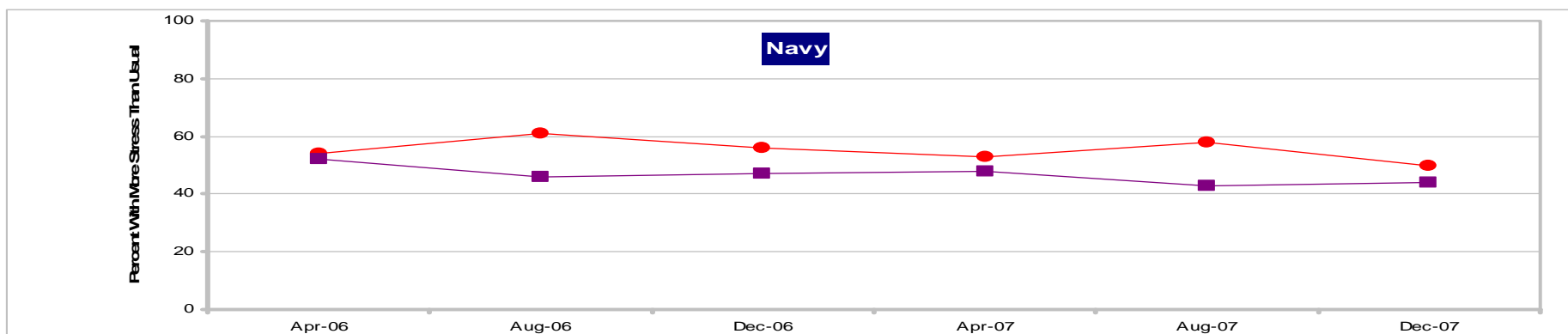
STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	57	59	54	59	57	56
■ Not Deployed	51	49	46	52	52	46



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	54	61	56	53	58	50
■ Not Deployed	52	46	47	48	43	44

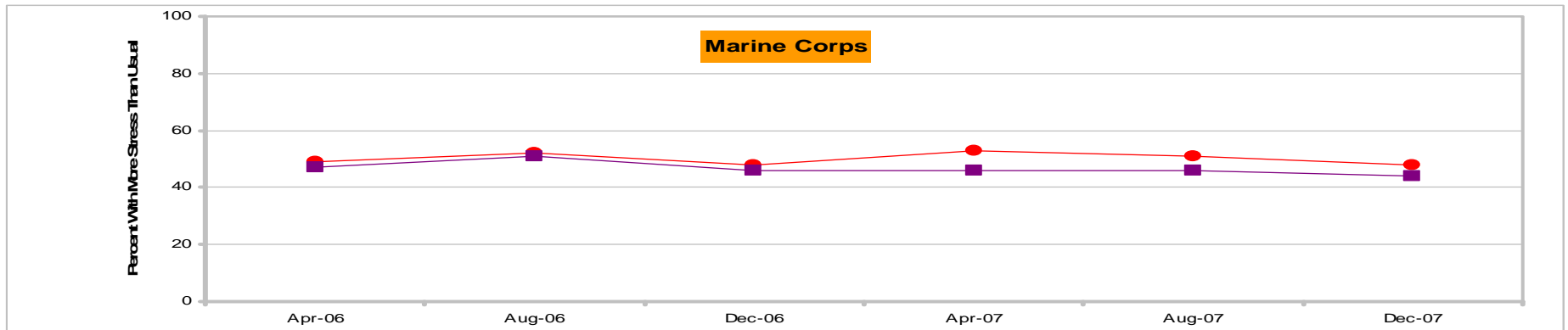
SOFS-A Dec 07 Q41

Margins of error range from ±3% to ±5%

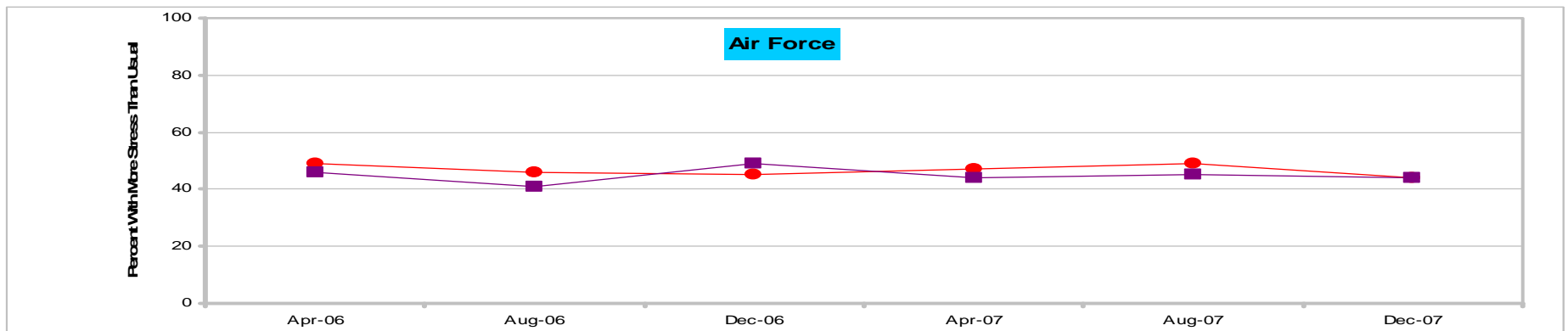
STRESS

Current Levels of Work Stress

Percent of All Active Duty Members, by Deployment Status



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	49	52	48	53	51	48
■ Not Deployed	47	51	46	46	46	44



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

STRESS

Summary of Findings

December 2007

- 43% reported more stress than usual in their *personal life*; 16% reported less stress
 - More stress led by Army enlisted, Army, deployed, E1-E4, married with child(ren), married, and enlisted
 - Less stress led by total minority, single without child(ren), single, not deployed, male enlisted, and enlisted
 - No percentage point differences over time for total, Service, and deployment status
 - Percentage point differences over time for paygrade are:

	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	Dec-07
* Total															43
● E1-E4															46
▲ E5-E9										4					42
■ O1-O3															36
◆ O4-O6															41

STRESS

Summary of Findings

December 2007

- 48% reported more stress than usual in their *work life*; 15% reported less stress
 - More stress led by Army enlisted, Army, deployed, E1-E4, Non-Hispanic White, and enlisted
 - Less stress led by Navy enlisted, total minority, Navy, and living off base
 - Percentage point differences over time for total, Service, paygrade, and deployment status are:

	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	Dec-07
* Total	4	4	3	3	4		4	5		3			3		48
● Army															52
▲ Navy															47
■ Marine Corps															46
◆ Air Force	9	6			6			7							44

	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	Dec-07
● E1-E4					7			7							50
▲ E5-E9															47
■ O1-O3															46
◆ O4-O6	8														45

	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed		5				51
■ Not Deployed	4					45

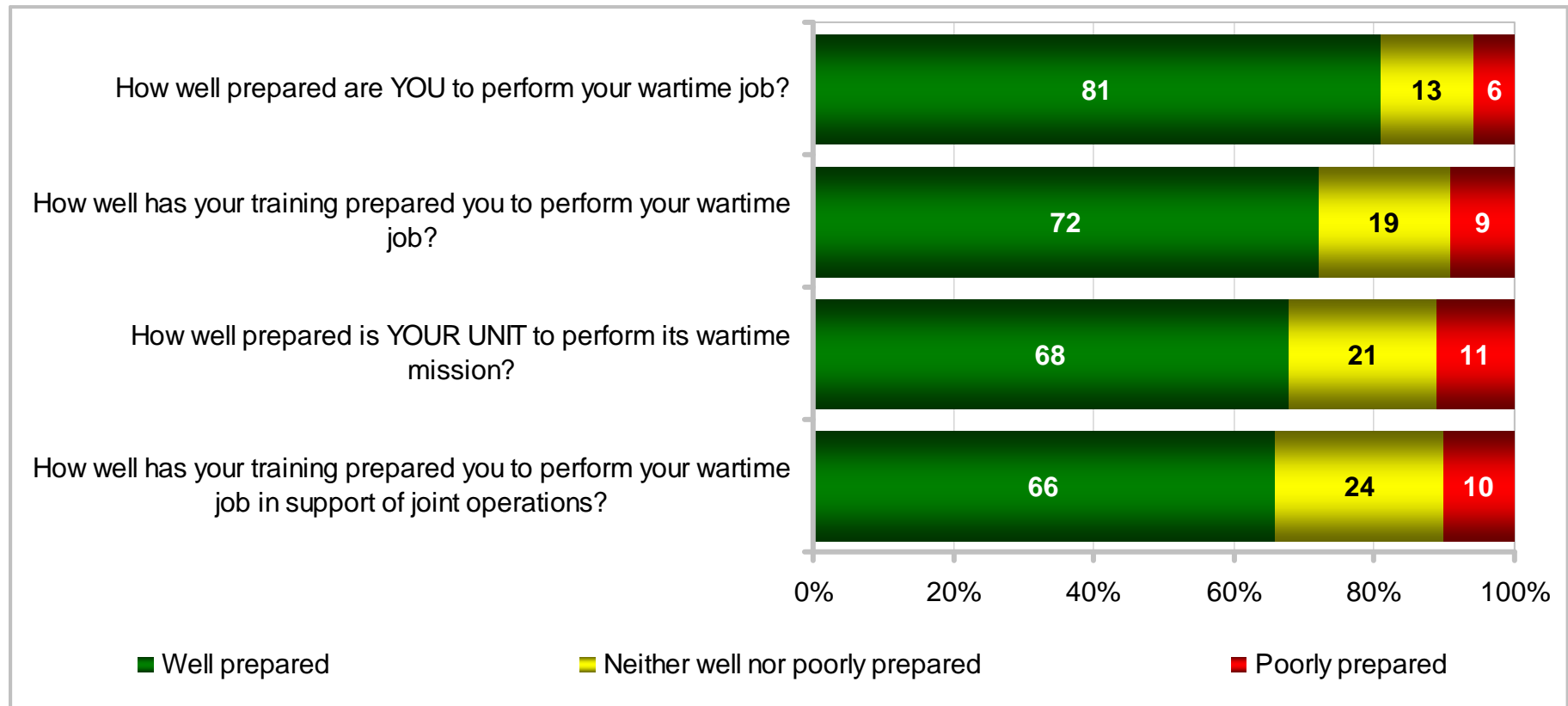
BRIEFING OVERVIEW

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• Introduction.....	3
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• Retention	18
• Satisfaction	39
• Tempo	56
• Stress.....	78
✓ Readiness.....	94

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	81	80	80	88	82	82	82	77	85	76	85	79	80	80	82	88	90	83	77	
	Poorly	6	8	6	4	5	6	6	8	5	7	4	8	5	6	5	4	3	4	7	
How well has your training prepared you to perform your wartime job?	Well	72	66	73	78	75	69	71	68	74	70	77	66	70	72	77	77	86	76	71	
	Poorly	9	12	9	7	7	11	10	11	8	9	6	12	7	9	7	7	3	6	8	
How well prepared is YOUR UNIT to perform its wartime mission?	Well	68	56	72	73	79	67	64	67	67	70	71	55	63	71	75	72	77	80	75	
	Poorly	11	17	9	9	5	14	14	13	12	8	5	19	9	10	6	9	5	5	6	
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	66	63	66	72	67	65	69	64	69	57	67	63	60	67	64	72	72	69	59	
	Poorly	10	12	9	7	9	11	9	10	9	14	12	12	13	8	13	7	8	8	15	

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	81	82	80	80	82	82	80	81	81	83	82	71	71	83	71	
	Poorly	6	6	6	7	5	6	6	6	5	6	5	9	8	5	9	
How well has your training prepared you to perform your wartime job?	Well	72	72	69	69	73	71	73	71	74	72	75	64	64	73	64	
	Poorly	9	9	10	10	9	10	7	9	7	9	7	10	9	9	10	
How well prepared is YOUR UNIT to perform its wartime mission?	Well	68	68	66	67	69	67	69	67	70	68	71	65	67	68	66	
	Poorly	11	11	14	13	10	12	10	12	7	12	7	10	7	12	10	
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	66	66	66	64	67	64	68	67	62	67	63	61	52	67	60	
	Poorly	10	10	11	10	10	11	8	9	13	9	12	9	15	10	10	

READINESS

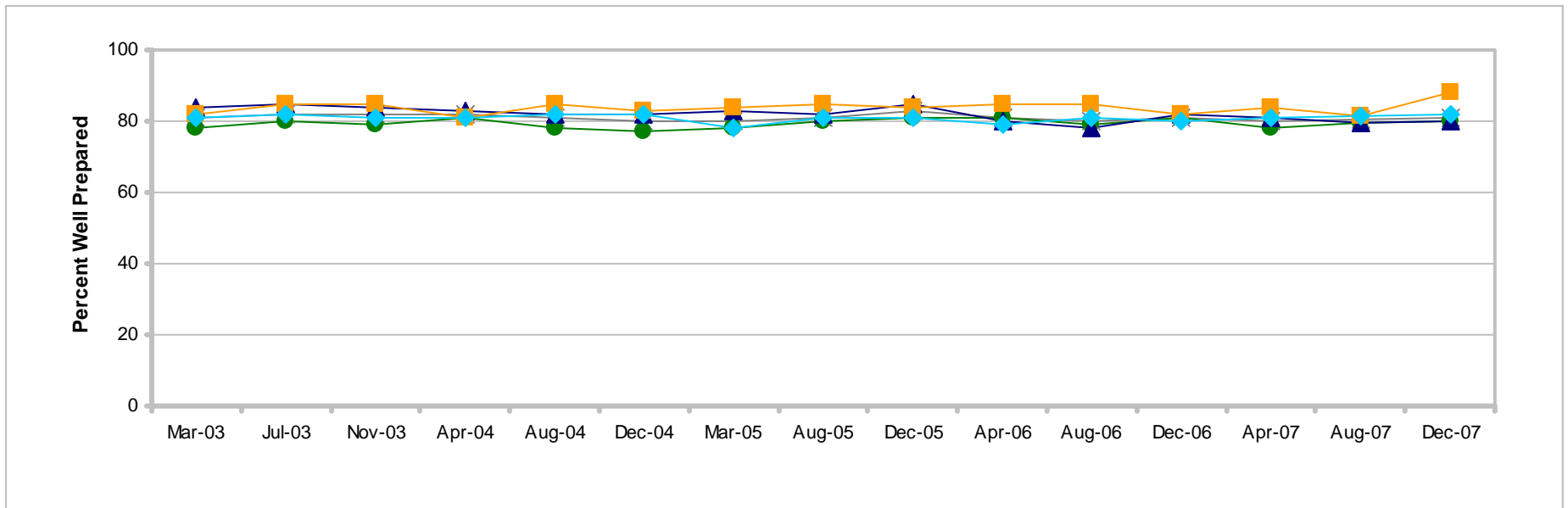
To Perform Wartime Mission

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	81	87	76	79	83	79	78	85	80	
	Poorly	6	4	7	7	5	7	7	5	6	
How well has your training prepared you to perform your wartime job?	Well	72	74	69	68	74	67	68	76	70	
	Poorly	9	9	9	10	8	10	10	8	10	
How well prepared is YOUR UNIT to perform its wartime mission?	Well	68	69	67	66	69	64	66	70	67	
	Poorly	11	12	10	12	11	10	12	10	13	
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	66	68	63	63	67	64	63	69	64	
	Poorly	10	10	10	10	10	11	10	9	11	

READINESS

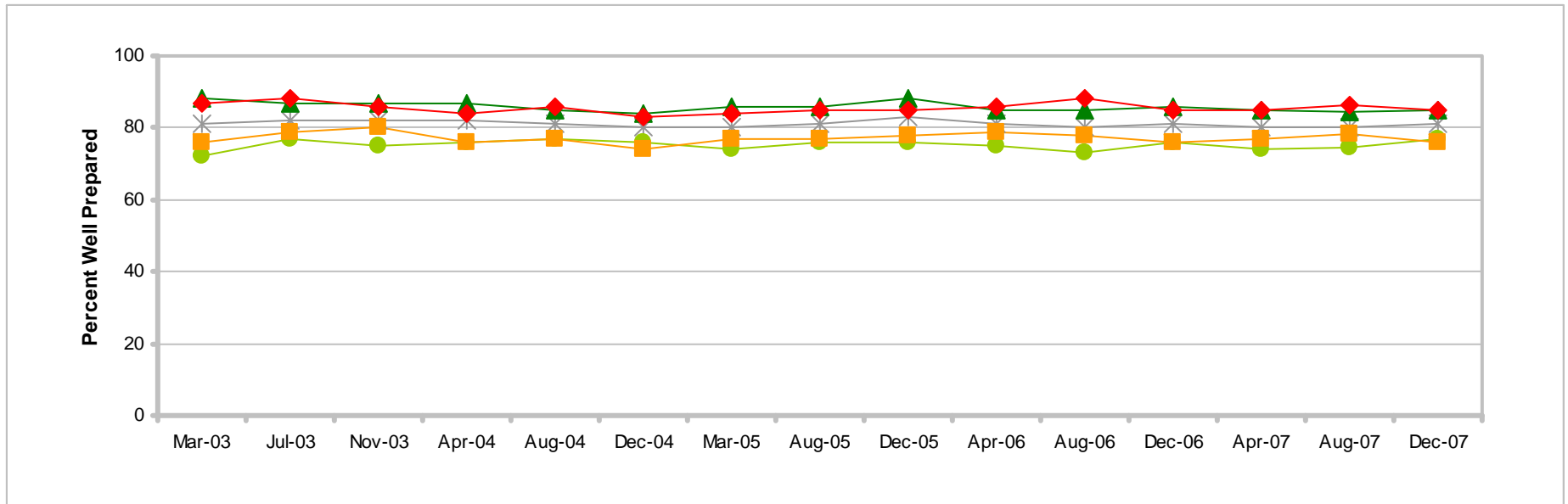
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Service



	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	Dec-07
* Total	81	82	82	82	81	80	80	81	83	81	80	81	80	80	81
● Army	78	80	79	81	78	77	78	80	81	81	79	81	78	80	80
▲ Navy	84	85	84	83	82	82	83	82	85	80	78	82	81	80	80
■ Marine Corps	82	85	85	81	85	83	84	85	84	85	85	82	84	82	88
◆ Air Force	81	82	81	81	82	82	78	81	81	79	81	80	81	82	82

READINESS

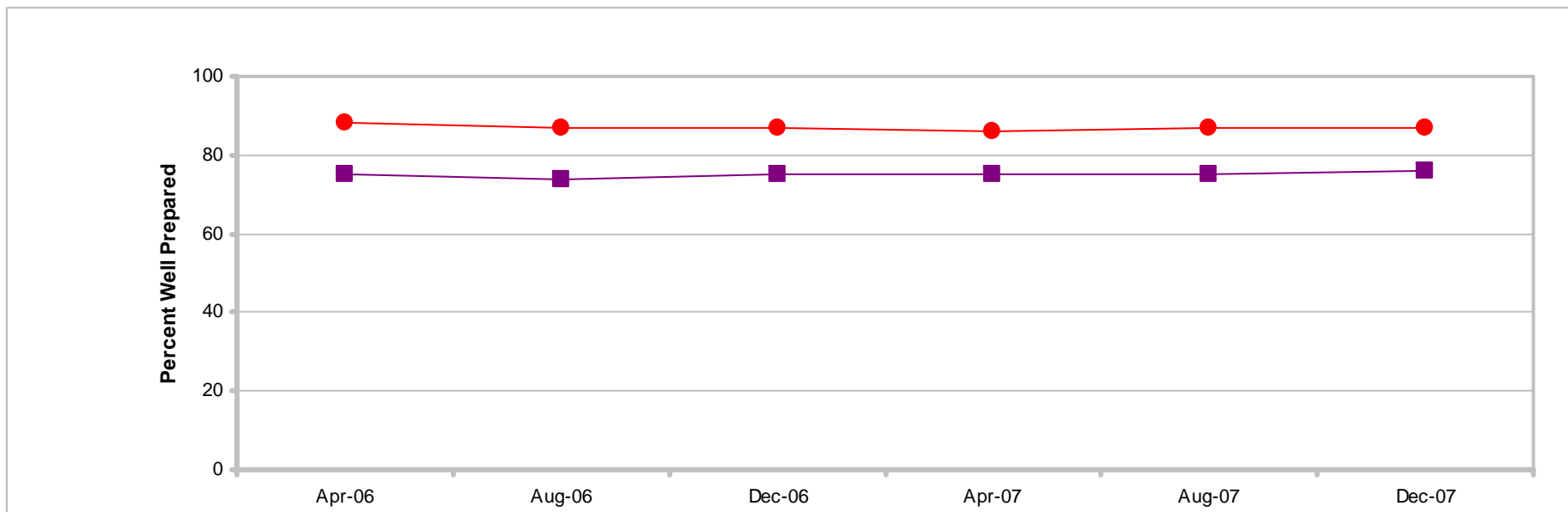
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Paygrade



	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	Dec-07
* Total	81	82	82	82	81	80	80	81	83	81	80	81	80	80	81
● E1-E4	72	77	75	76	77	76	74	76	76	75	73	76	74	75	77
▲ E5-E9	88	87	87	87	85	84	86	86	88	85	85	86	85	85	85
■ O1-O3	76	79	80	76	77	74	77	77	78	79	78	76	77	78	76
◆ O4-O6	87	88	86	84	86	83	84	85	85	86	88	85	85	86	85

READINESS

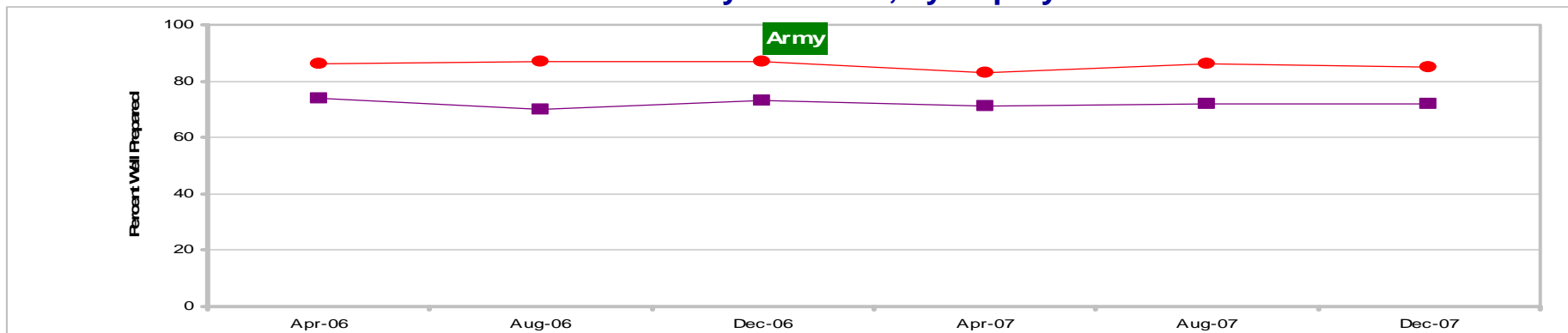
Personal Readiness To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



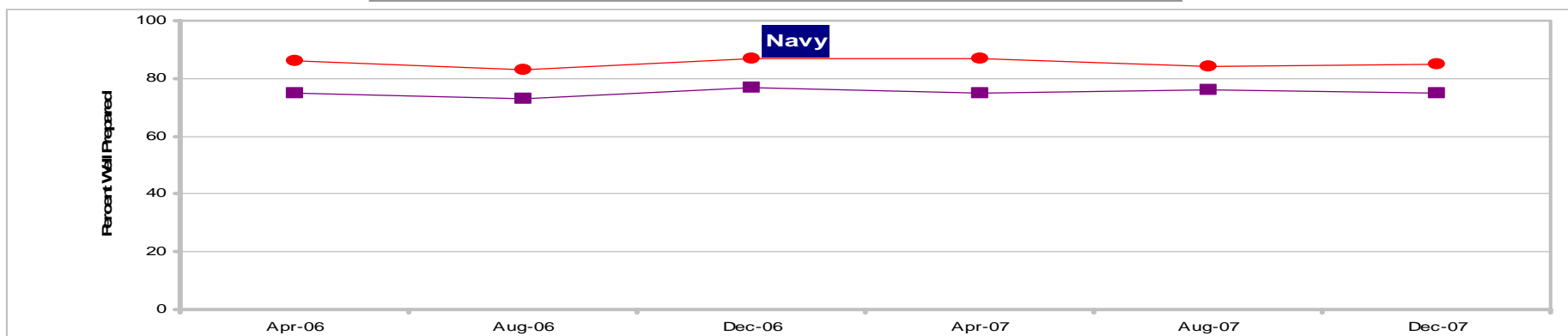
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than ■ Most recent LOWER than ■						
● Deployed	88	87	87	86	87	87
■ Not Deployed	75	74	75	75	75	76

READINESS

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



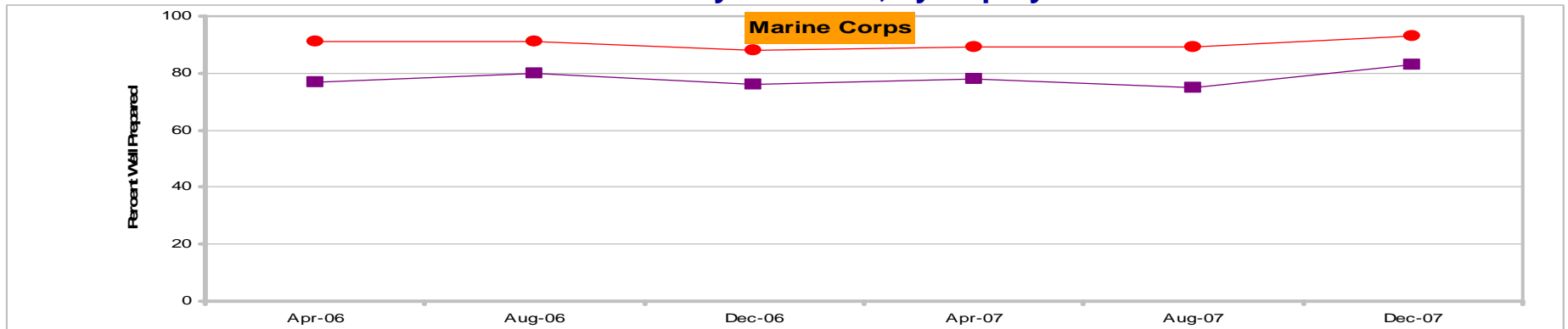
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	86	87	87	83	86	85
■ Not Deployed	74	70	73	71	72	72



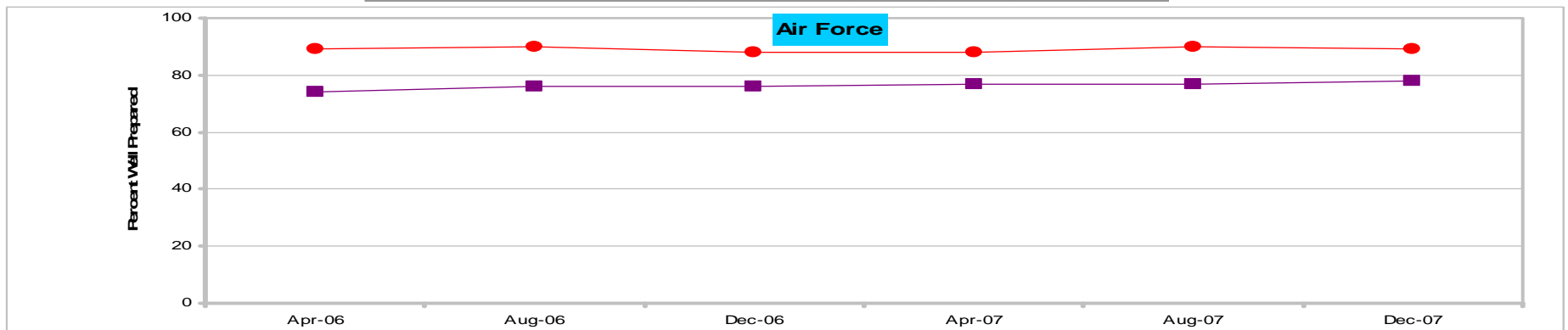
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	86	83	87	87	84	85
■ Not Deployed	75	73	77	75	76	75

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	Dec-07
● Deployed	91	91	88	89	89	93
■ Not Deployed	77	80	76	78	75	83



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	89	90	88	88	90	89
■ Not Deployed	74	76	76	77	77	78

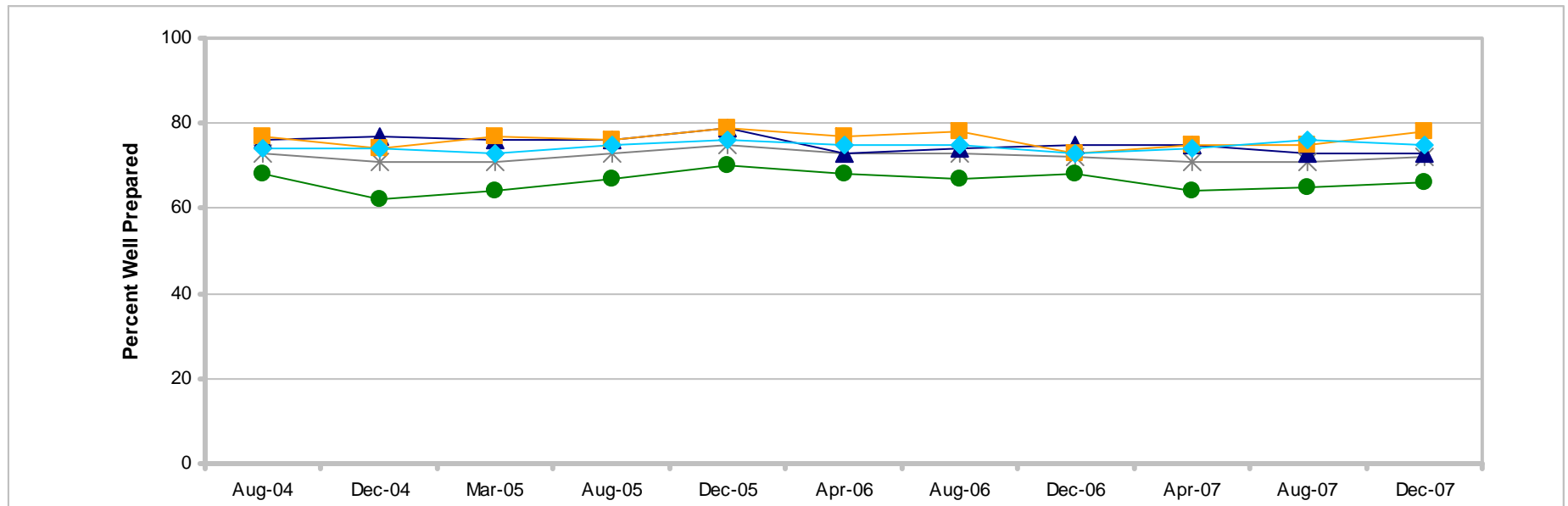
SOFS-A Dec 07 Q37

Margins of error range from ±2% to ±6%

READINESS

Effectiveness of Training To Perform Wartime Mission

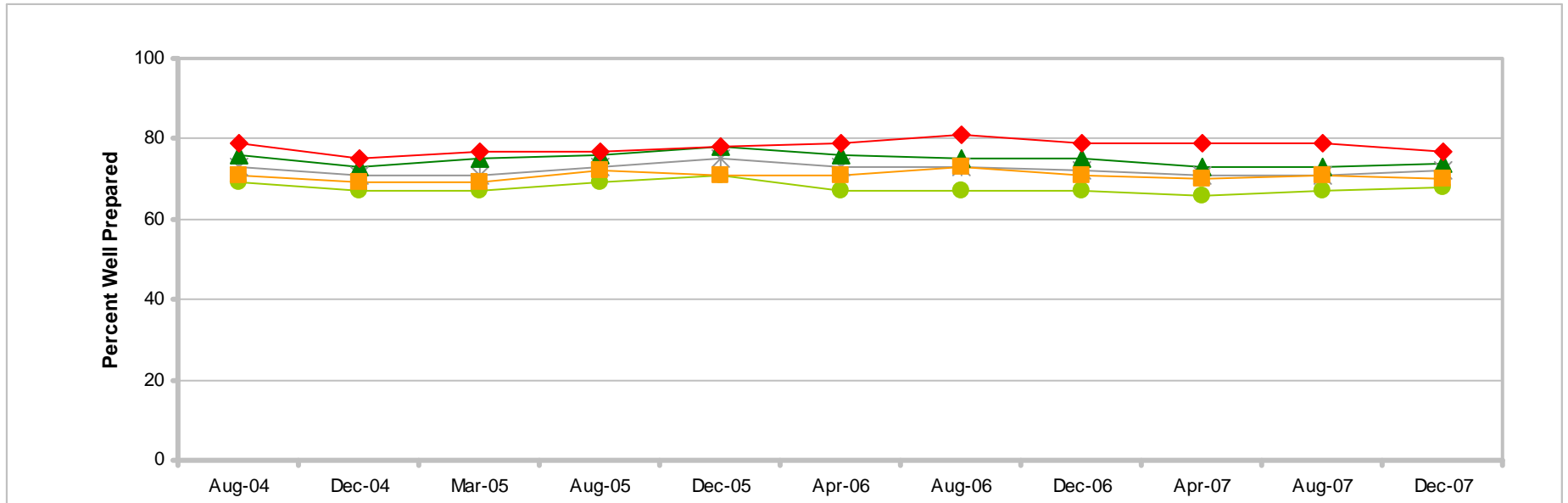
Percent of All Active Duty Members, by Service



	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	73	71	71	73	75	73	73	72	71	71	72
● Army	68	62	64	67	70	68	67	68	64	65	66
▲ Navy	76	77	76	76	79	73	74	75	75	73	73
■ Marine Corps	77	74	77	76	79	77	78	73	75	75	78
◆ Air Force	74	74	73	75	76	75	75	73	74	76	75

READINESS

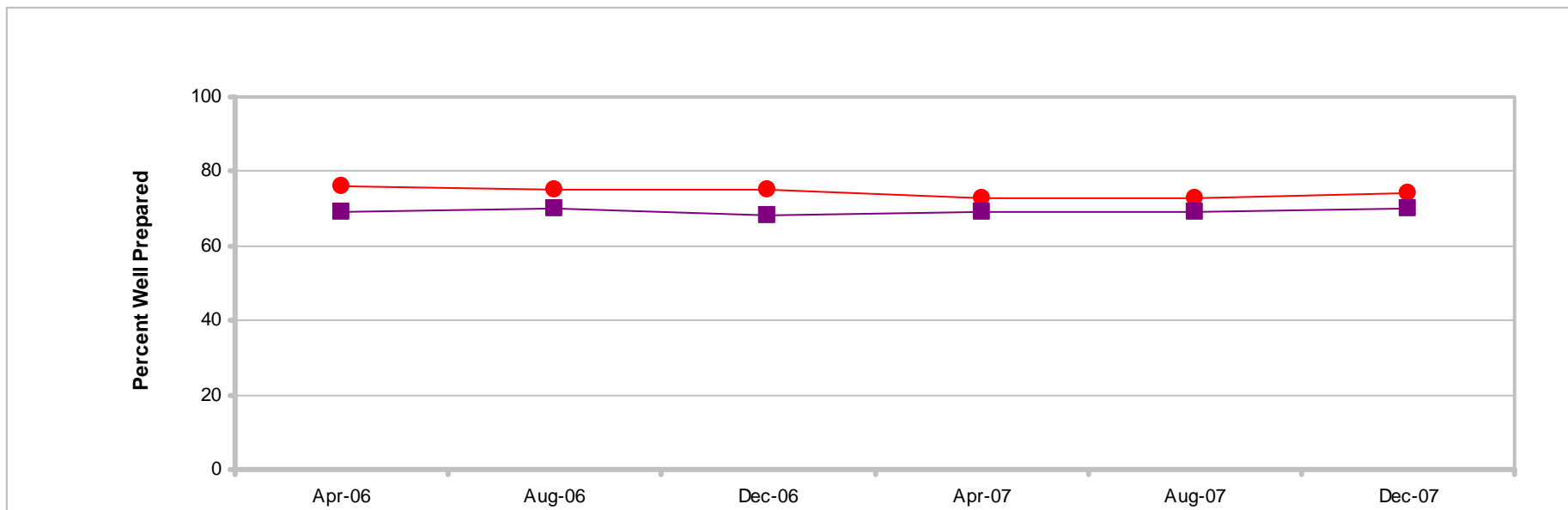
Effectiveness of Training To Perform Wartime Mission Percent of All Active Duty Members, by Paygrade



	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	73	71	71	73	75	73	73	72	71	71	72
● E1-E4	69	67	67	69	71	67	67	67	66	67	68
▲ E5-E9	76	73	75	76	78	76	75	75	73	73	74
■ O1-O3	71	69	69	72	71	71	73	71	70	71	70
◆ O4-O6	79	75	77	77	78	79	81	79	79	79	77

READINESS

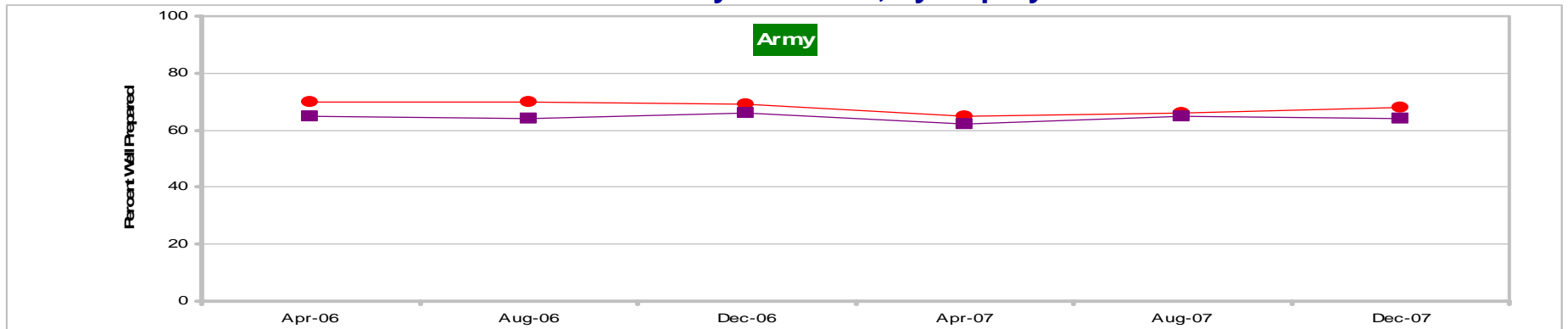
Effectiveness of Training To Perform Wartime Mission Percent of All Active Duty Members, by Deployment Status



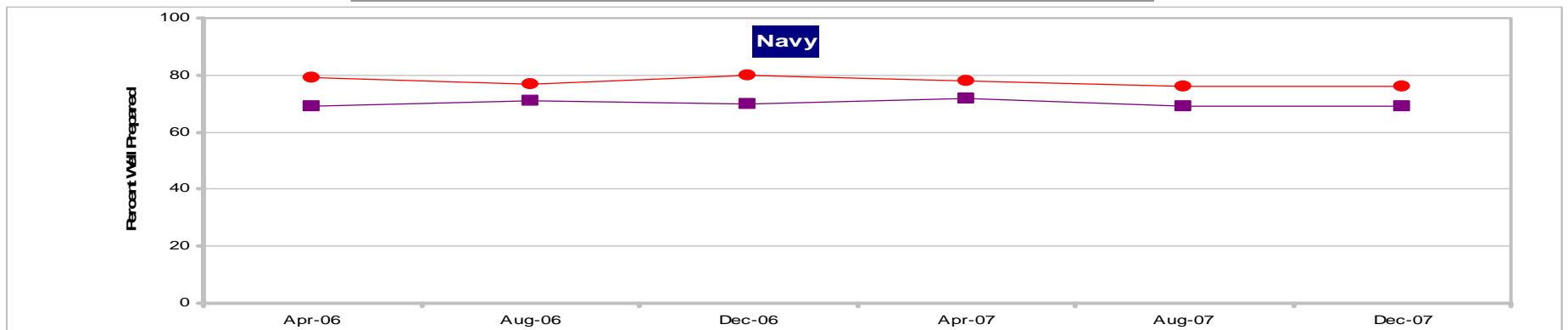
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed ■ Not Deployed	76	75	75	73	73	74

READINESS

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



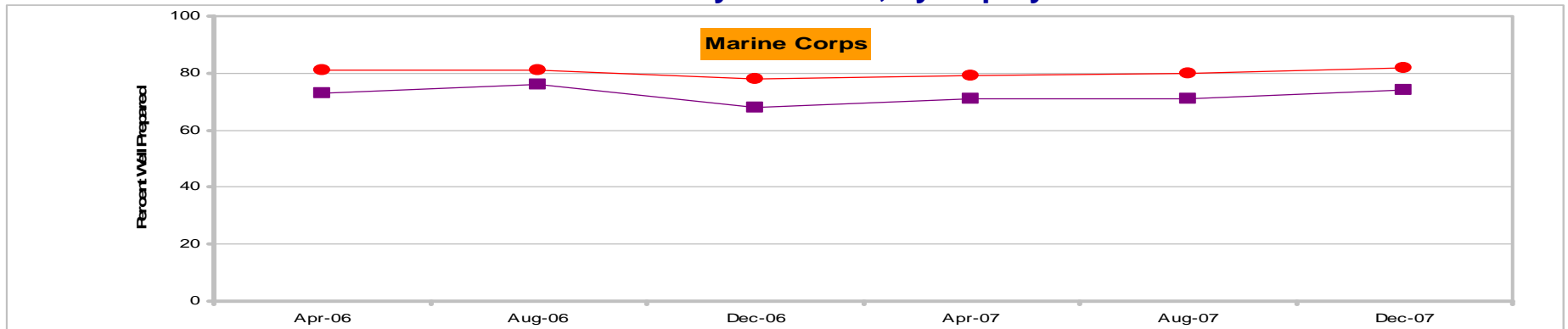
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	70	70	69	65	66	68
■ Not Deployed	65	64	66	62	65	64



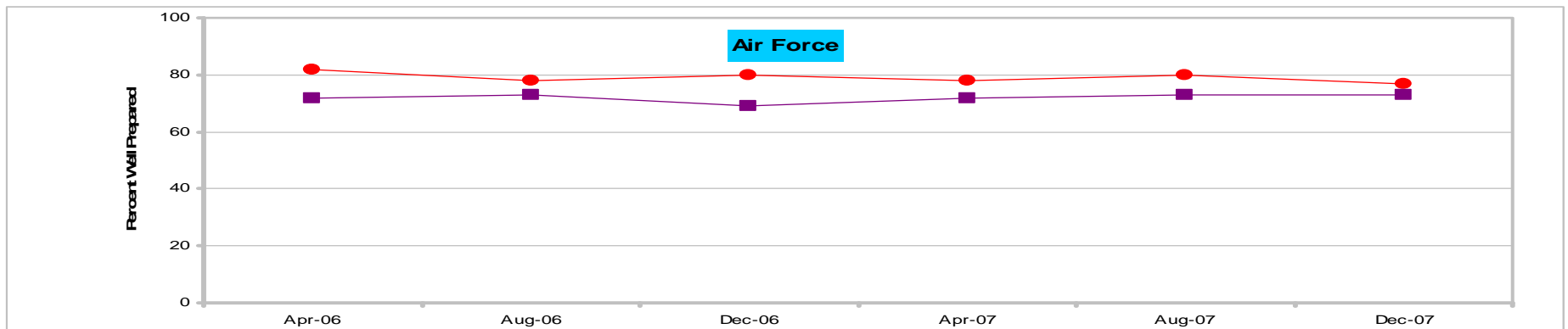
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	79	77	80	78	76	76
■ Not Deployed	69	71	70	72	69	69

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	Dec-07
● Deployed	81	81	78	79	80	82
■ Not Deployed	73	76	68	71	71	74



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	82	78	80	78	80	77
■ Not Deployed	72	73	69	72	73	73

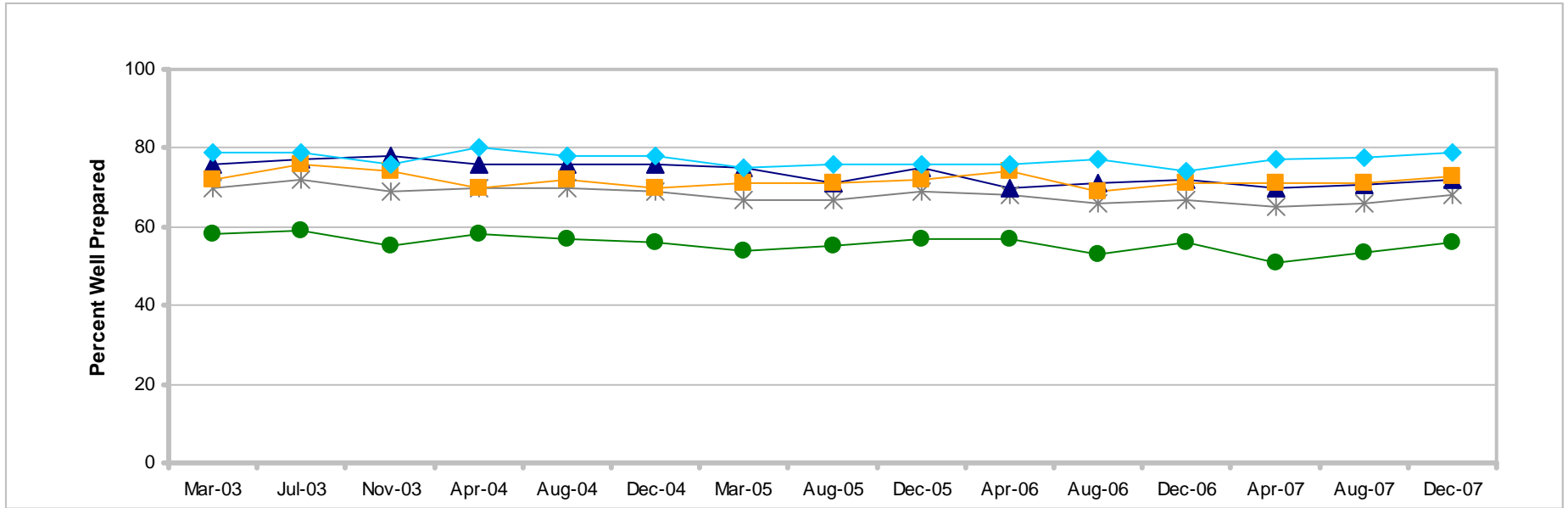
SOFS-A Dec 07 Q39

Margins of error range from ±2% to ±6%

READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Service

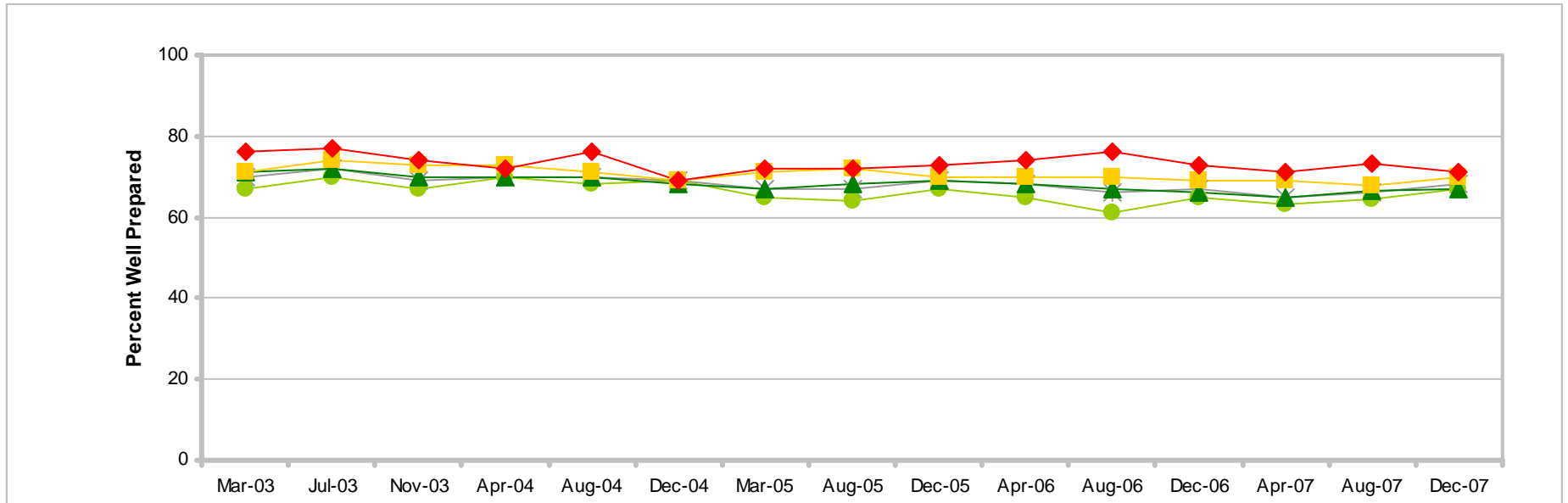


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	70	72	69	70	70	69	67	67	69	68	66	67	65	66	68
● Army	58	59	55	58	57	56	54	55	57	57	53	56	51	54	56
▲ Navy	76	77	78	76	76	76	75	71	75	70	71	72	70	71	72
■ Marine Corps	72	76	74	70	72	70	71	71	72	74	69	71	71	71	73
◆ Air Force	79	79	76	80	78	78	75	76	76	76	77	74	77	77	79

READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Paygrade

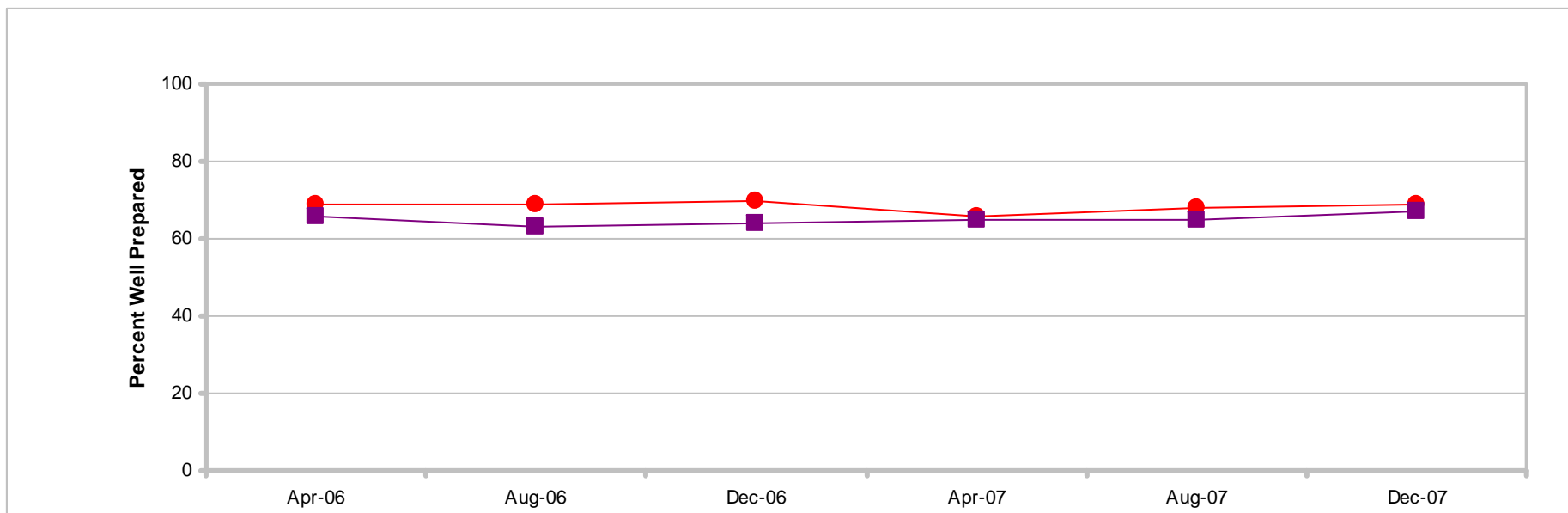


	Mar-03	Jul-03	Nov-03	Apr-04	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	70	72	69	70	70	69	67	67	69	68	66	67	65	66	68
● E1-E4	67	70	67	70	68	69	65	64	67	65	61	65	63	64	67
▲ E5-E9	71	72	70	70	70	68	67	68	69	68	67	66	65	66	67
■ O1-O3	71	74	73	73	71	69	71	72	70	70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

READINESS

Unit Readiness To Perform Wartime Mission

Percent of All Active Duty Members, by Deployment Status

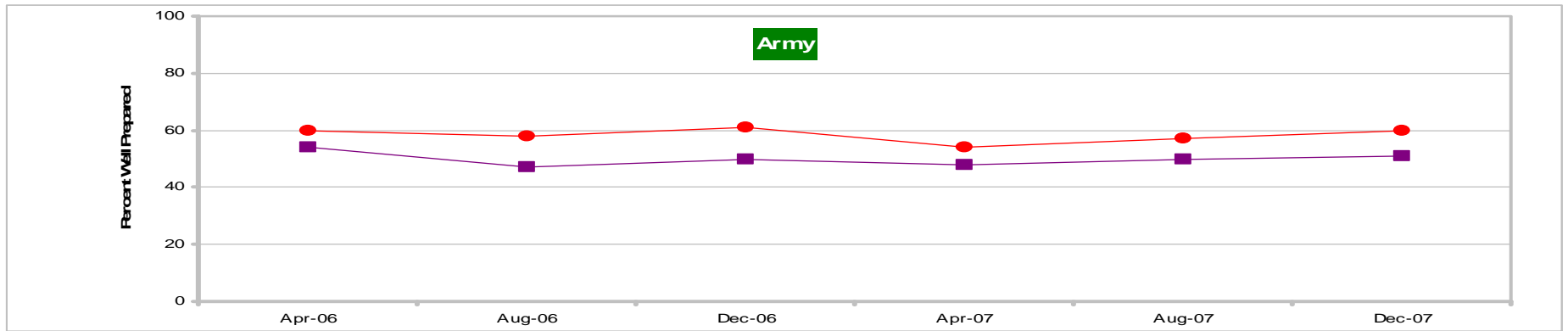


	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	69	69	70	66	68	69
■ Not Deployed	66	63	64	65	65	67

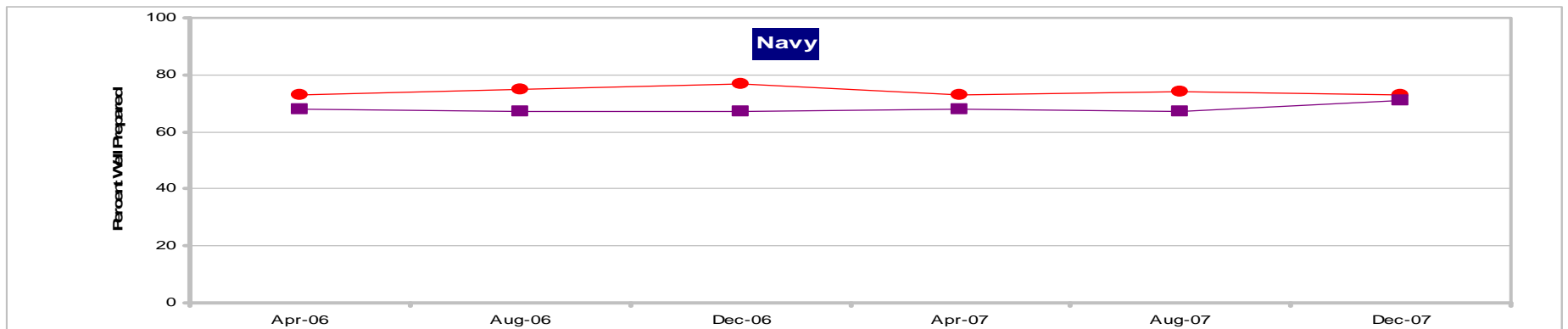
READINESS

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	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	60	58	61	54	57	60
■ Not Deployed	54	47	50	48	50	51



	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than						
● Deployed	73	75	77	73	74	73
■ Not Deployed	68	67	67	68	67	71

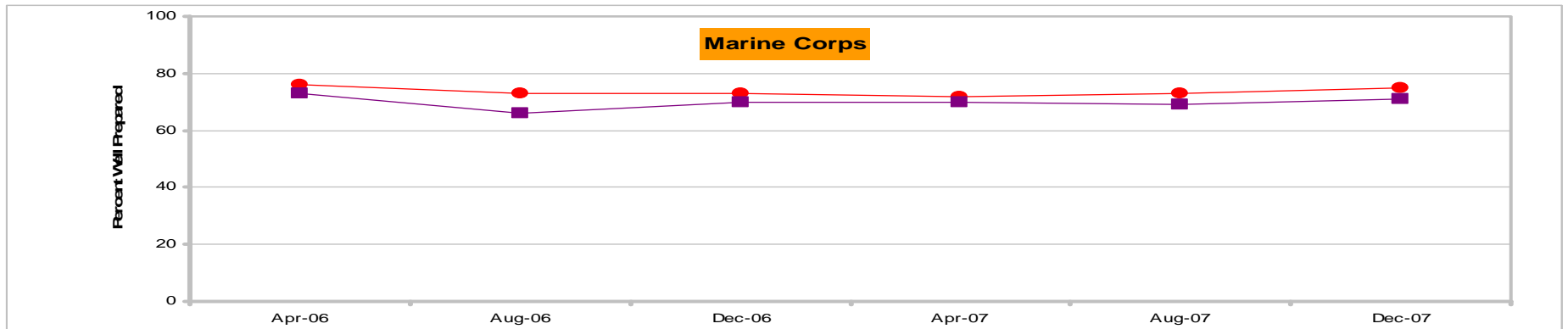
SOFS-A Dec 07 Q38

Margins of error range from ±3% to ±5%

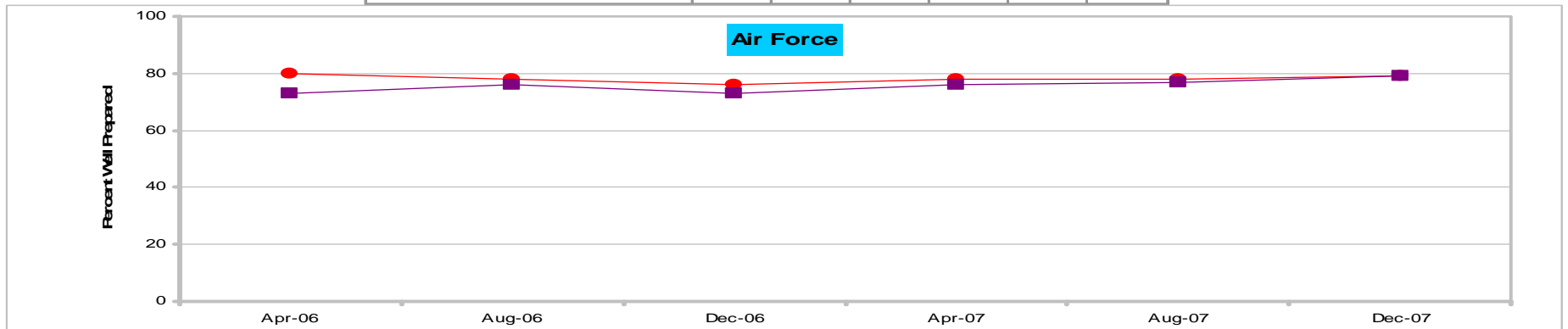
READINESS

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	Dec-07
● Deployed	76	73	73	72	73	75
■ Not Deployed	73	66	70	70	69	71



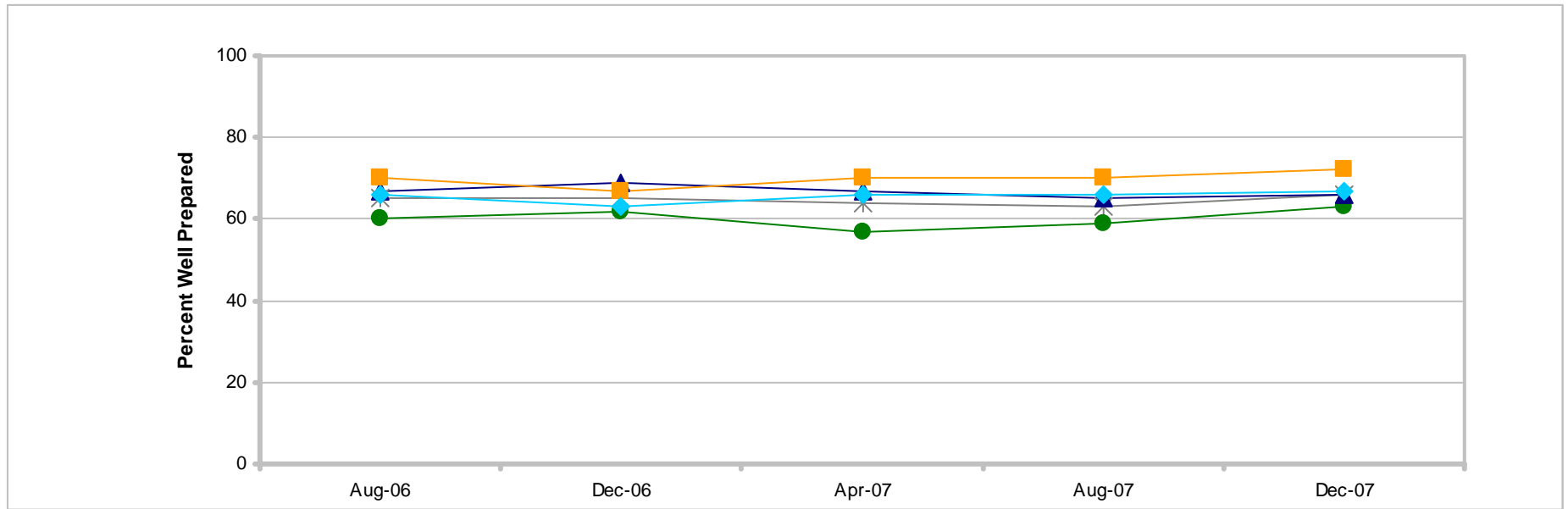
	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● Deployed	80	78	76	78	78	79
■ Not Deployed	73	76	73	76	77	79

SOFS-A Dec 07 Q38

Margins of error range from ±2% to ±6%

READINESS

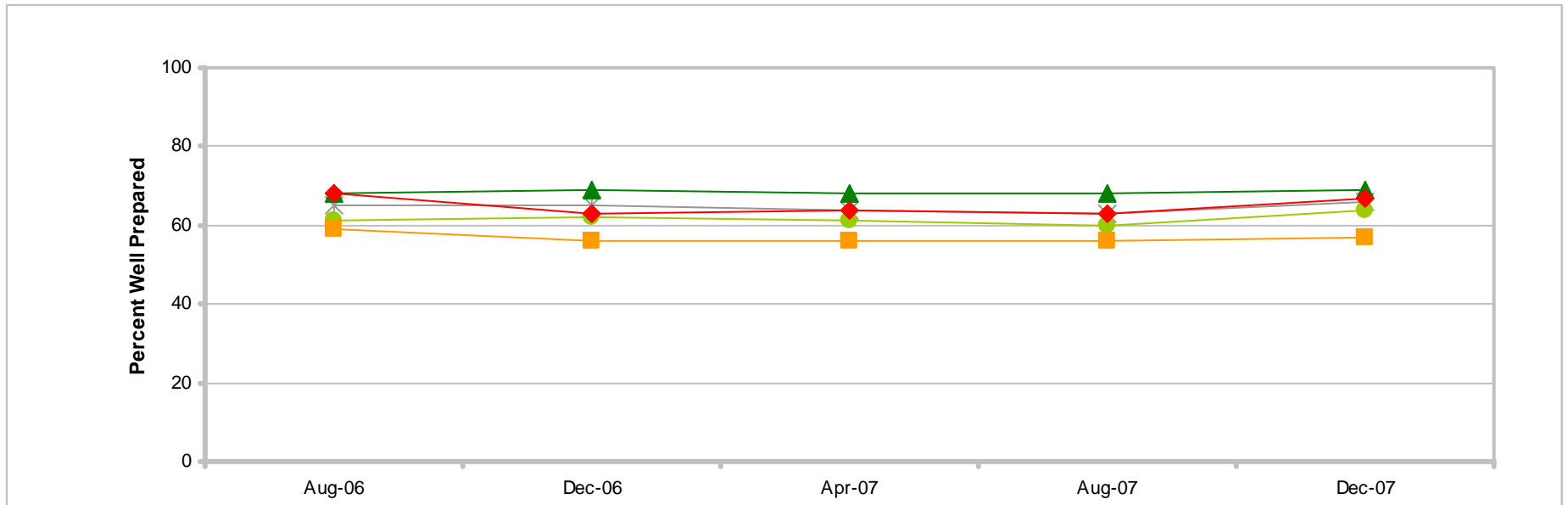
Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Service



	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	65	65	64	63	66
● Army	60	62	57	59	63
▲ Navy	67	69	67	65	66
■ Marine Corps	70	67	70	70	72
◆ Air Force	66	63	66	66	67

READINESS

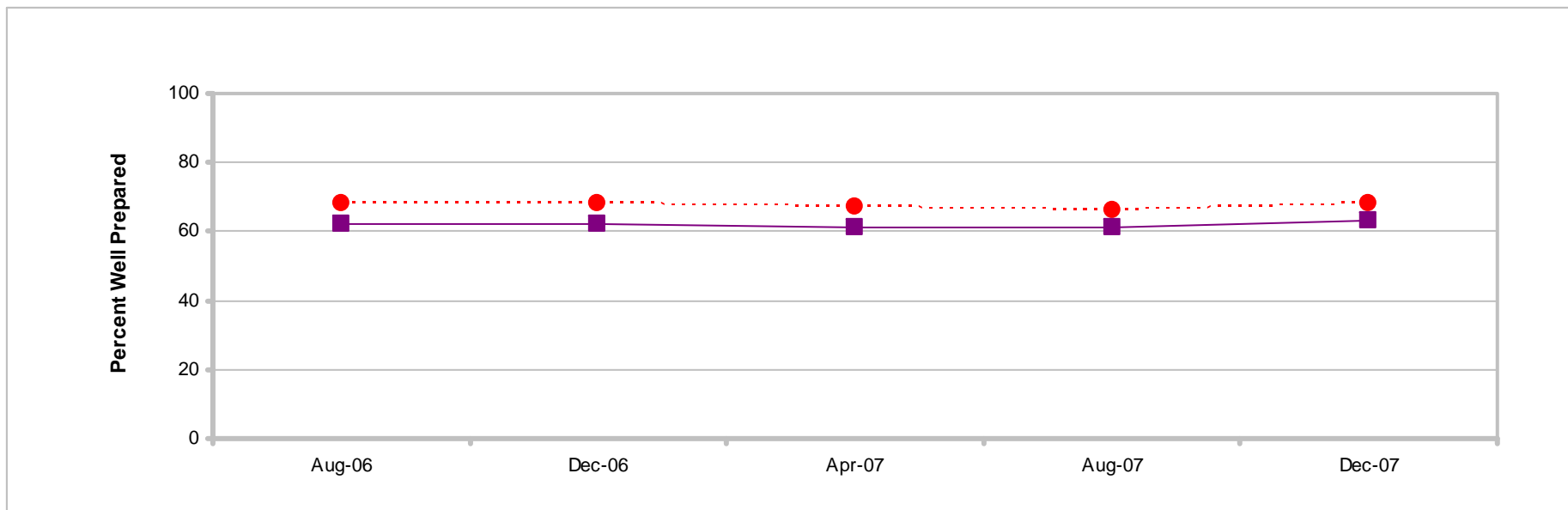
Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Paygrade



	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
* Total	65	65	64	63	66
● E1-E4	61	62	61	60	64
▲ E5-E9	68	69	68	68	69
■ O1-O3	59	56	56	56	57
◆ O4-O6	68	63	64	63	67

READINESS

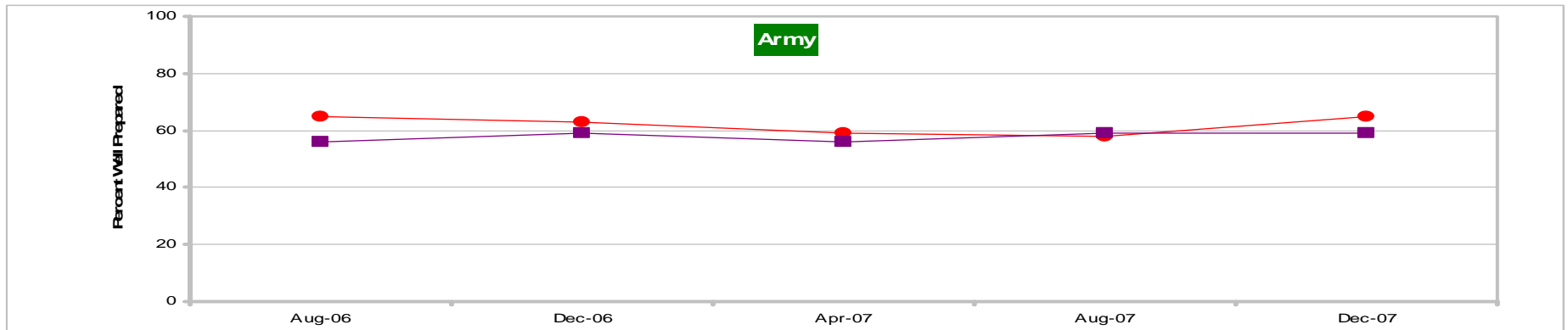
Effectiveness of Training To Support Joint Operations Percent of All Active Duty Members, by Deployment Status



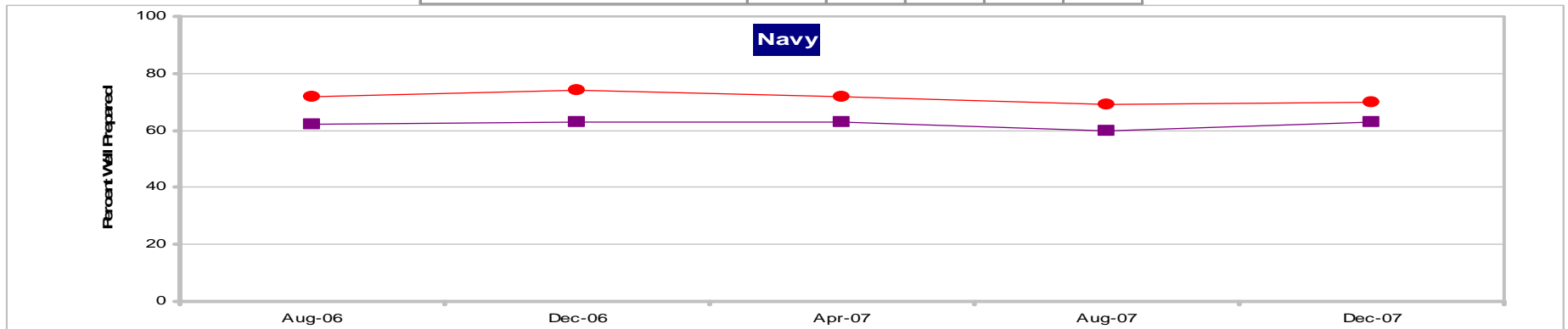
	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than ■ Most recent LOWER than ■					
● Deployed	68	68	67	66	68
■ Not Deployed	62	62	61	61	63

READINESS

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



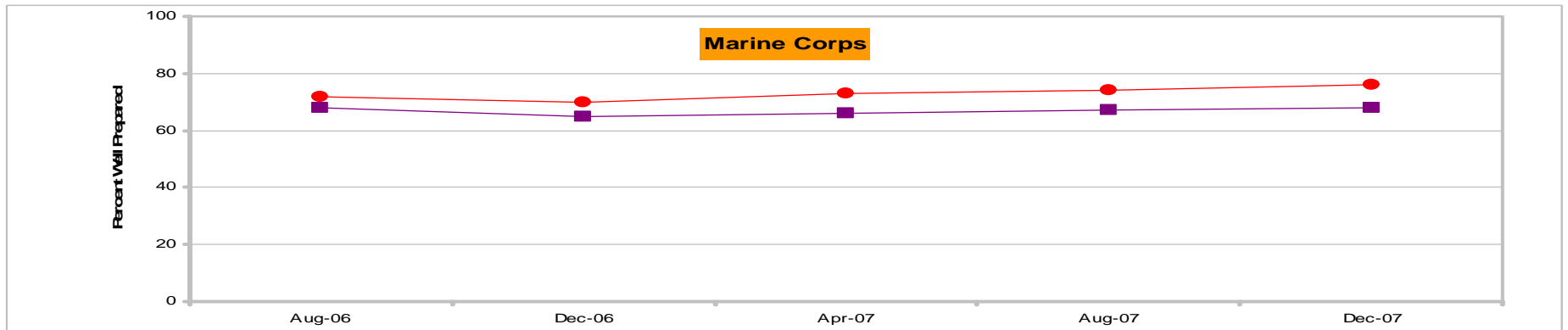
	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	65	63	59	58	65
■ Not Deployed	56	59	56	59	59



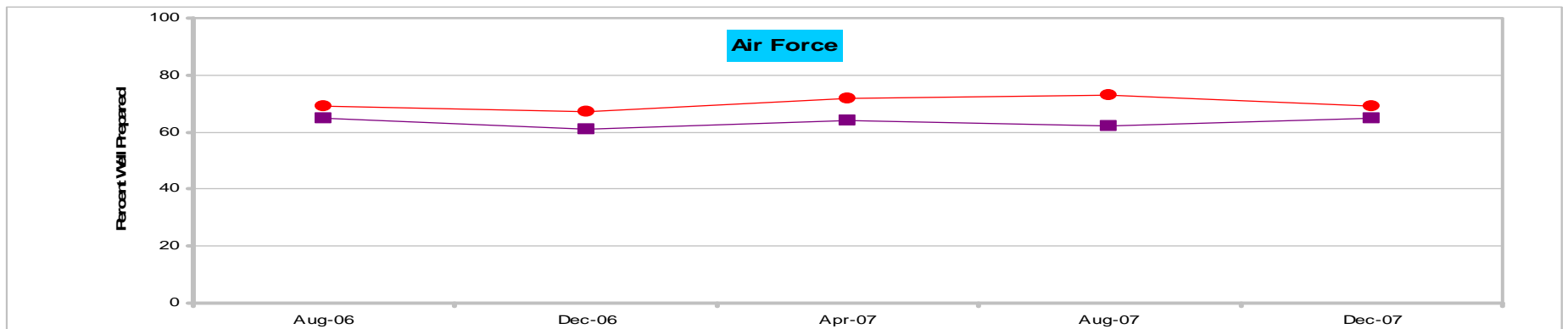
	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
Most recent HIGHER than Most recent LOWER than					
● Deployed	72	74	72	69	70
■ Not Deployed	62	63	63	60	63

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	Dec-07
● Deployed	72	70	73	74	76
■ Not Deployed	68	65	66	67	68



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

READINESS

Summary of Findings

December 2007

- 81% reported they were well prepared for their wartime mission; 6% were poorly prepared
 - Well prepared led by Marine Corps, deployed, O4-O6, E5-E9, married with child(ren), married, male enlisted, and male
 - Poorly prepared led by female enlisted, female, Army enlisted, Army, E1-E4, not deployed, and single
 - No percentage point differences over time for total and deployment status
 - Percentage point differences over time for Service and paygrade are:

	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	Dec-07
* Total															81
● Army															80
▲ Navy									5						80
■ Marine Corps	6			7										6	88
◆ Air Force															82

	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	Dec-07
● E1-E4															77
▲ E5-E9	3								3						85
■ O1-O3															76
◆ O4-O6															85

READINESS

Summary of Findings

December 2007

- 72% reported training prepared them well to perform their wartime mission; 9% reported it prepared them poorly
 - Well prepared led by Marine Corps officer, Marine Corps, Navy officer, O4-O6, Marine Corps enlisted, Air Force enlisted, married with child(ren), male officer, Air Force, E5-E9, married, deployed, living off base, male, and male enlisted
 - Poorly prepared led by Army enlisted, Army, E1-E4, Non-Hispanic White, and enlisted
 - No percentage point differences 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	Dec-07
* Total					3						72
● Army											66
▲ Navy					6						73
■ Marine Corps											78
◆ Air Force											75

	Aug-04	Dec-04	Mar-05	Aug-05	Dec-05	Apr-06	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
● E1-E4											68
▲ E5-E9					4						74
■ O1-O3											70
◆ O4-O6											77

READINESS

Summary of Findings

December 2007

- 68% reported their units were well prepared for their wartime mission; 11% were poorly prepared
 - Well prepared led by Air Force enlisted, Air Force, Marine Corps officer, Air Force officer, Navy officer, Marine Corps, Marine Corps enlisted, Navy, Navy enlisted, O4-O6, male officer, officer, married with child(ren), and married
 - Poorly prepared led by Army enlisted, Army, living overseas, living on base, male enlisted, deployed, Non-Hispanic White, and enlisted
 - No percentage point differences over time for deployment status
 - Percentage point differences over time for total, Service, and paygrade are:

	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	Dec-07
* Total		4											3		68
● Army													5		56
▲ Navy			6												72
■ Marine Corps															73
◆ Air Force												5			79







	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	Dec-07
● E1-E4											6				67
▲ E5-E9		5													67
■ O1-O3															70
◆ O4-O6		6													71

READINESS

Summary of Findings

December 2007

- 66% reported training prepared them well to support joint operations; 10% reported it prepared them poorly
 - Well prepared led by Marine Corps, married with child(ren), Air Force enlisted, E5-E9, deployed, total minority, married, male enlisted, male, and enlisted
 - Poorly prepared led by female officer, Air Force officer, O1-O3, officer, Army officer, Navy officer, male officer, Army, Army enlisted, and Non-Hispanic White
 - No percentage point differences over time for total, paygrade, and deployment status
 - Percentage point differences over time for Service are:

	Most recent HIGHER by 	Aug-06	Dec-06	Apr-07	Aug-07	Dec-07
	Most recent LOWER by 					
* Total						66
 Army				6		63
 Navy						66
 Marine Corps						72
 Air Force						67