

**Appendix A**  
**2000 Military Exit Survey**

# 2000 Military Exit Survey



## OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

FORCE MANAGEMENT POLICY

3 March 2000

**MEMORANDUM FOR ALL SERVICE PERSONNEL SEPARATING  
BETWEEN 1 APRIL 00 AND 30 SEPTEMBER 00  
SUBJECT: Exit Survey**

The highest level of service a Nation may ask of any citizen is duty with its Armed Forces. The very nature of military service requires you place individual freedoms second, in order to support and defend your fellow citizens. There is no greater test of character or citizenship. At times this service may have seemed thankless, but rest assured a grateful nation recognizes your selfless contribution.

As you prepare to separate from active duty, we ask that you take the time to complete the attached survey. We are interested in your responses concerning your decision to leave active duty, your experiences while on active duty, and plans for civilian life. Your answers will enable the Department of Defense and Congress to better understand the factors that influenced your decision to leave and provide the background to initiate changes that would enhance job satisfaction and quality of life within the Armed Forces.

Please complete the survey and seal it in the envelope provided. Then return it as part of out-processing activities, or place it in any post office box. We would ask that you return the survey as soon as possible, but no later than 3 October 2000. If you have questions about the survey, please call 1-800-994-0040 or send e-mail to [mes@datarecognitioncorp.com](mailto:mes@datarecognitioncorp.com).

Your responses are important as we continually work to enhance the conditions of military service. Thank you for your participation. Best wishes as you depart the Armed Forces and join the alumni of military veterans whose patriotic service and sacrifices have shaped our Nation.

**P. A. TRACEY**  
Vice Admiral, USN  
Deputy Assistant Secretary  
(Military Personnel Policy)

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: The "National Defense Authorization Act for Fiscal Year 2000" (Public Law 106-65, Section 581); Executive Order 9397; 10 USC 136 and 2358.

PRINCIPAL PURPOSE: The purpose of this survey is to provide timely information on the reasons military personnel leave active duty. The retention of qualified personnel is of concern to the U.S. Congress and the Departments of Defense and Transportation. The information collected will be analyzed to examine the effect of existing initiatives to increase service members' job satisfaction, quality of life, and retention in the Armed Forces, and suggest additional actions or policies intended to achieve these goals. This survey asks about your attitudes toward your military experience, possible reasons for leaving, and plans and expectations for civilian life.

ROUTINE USES: Reports will be provided to the Secretaries of Defense, Transportation, and each Military Service, and Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

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## INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

Right

Wrong

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

Correct answer    Incorrect answer

- Do not make any marks outside of the response and write-in boxes.

## BACKGROUND INFORMATION

### 1. From which Service are you separating?

- Army
- Navy
- Marine Corps
- Air Force
- Coast Guard

### 2. What is your current paygrade?

- |                              |                              |                                       |
|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O1E      |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O2E      |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O3E      |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-6 |                              | <input type="checkbox"/> O-6          |
| <input type="checkbox"/> E-7 |                              | <input type="checkbox"/> O-7 or above |
| <input type="checkbox"/> E-8 |                              |                                       |
| <input type="checkbox"/> E-9 |                              |                                       |

### 3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?

- No
- Yes

### 4. What is your source of commission?

- Does not apply; I am not an officer
- OCS/PLC
- ROTC/NROTC
- Service Academy
- Direct Appointment
- Appointed (Warrant Officer only)
- Enlisted to Officer Commissioning Program (not Warrant Officer)
- Other

### 5. What is your current separation situation? Please read the entire list, then mark one.

- Voluntary separation at end of enlistment
- Retirement
- Voluntary separation before end of enlistment
- Voluntary separation before retirement with remaining obligation (officers)
- Voluntary separation before retirement without remaining obligation (officers)
- Involuntary separation
- Other

### 6. Are you eligible for reenlistment?

- Does not apply; I am an officer
- Yes
- No
- Unsure

7. Which of the following describes your separation from active duty?

- Honorable  Other

8. What is the actual date of your separation/retirement?

Y	Y	Y	Y	M	M	D	D
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9. What is the highest degree or level of school that you currently have completed? *Mark the one answer that describes the highest grade or degree you have completed.*

- 11th grade or less  
 12 years of school, no diploma  
 High school graduate – high school diploma or the equivalent (e.g., GED)  
 Some college credit, but less than 1 year  
 1 or more years of college, but no degree  
 Associate degree (e.g., AA, AS)  
 Bachelor’s degree (e.g., BA, AB, BS)  
 Master’s, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

10. What is the highest degree or level of school that you will complete? *Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.*

- 11th grade or less  
 12 years of school, no diploma  
 High school graduate – high school diploma or the equivalent (e.g., GED)  
 Some college credit, but less than 1 year  
 1 or more years of college, but no degree  
 Associate degree (e.g., AA, AS)  
 Bachelor’s degree (e.g., BA, AB, BS)  
 Master’s, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

11. Are you...?

- Male  Female

12. Are you Spanish/Hispanic/Latino? *Mark “No” if not Spanish/Hispanic/Latino.*

- 1  No, not Spanish/Hispanic/Latino  
 2  Yes, Mexican, Mexican American, Chicano  
 3  Yes, Puerto Rican  
 4  Yes, Cuban  
 5  Yes, other Spanish/Hispanic/Latino

13. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- a  White  
 b  Black or African-American  
 c  American Indian or Alaska Native  
 d  Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)  
 e  Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

14. Where did you live at your permanent duty station?

- Aboard ship  
 Barracks/dorm (including BEQ or BOQ)  
 Geographic bachelor’s barracks  
 Military family housing, on base  
 Military family housing, off base

- Civilian housing that you own or pay mortgage on  
 Military or civilian housing that you rent, off base  
 Other

15. Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?

- Yes  
 No → Go to Question 18

16. When you talk with your children about their future, do you encourage them to consider the military?

- No  
 Yes

17. When you talk with your children about their future, how positive or negative are you about the following?

	Very positive				
	Positive				
	Neither positive nor negative				
	Negative				
	Very negative				
a. The military, in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Career opportunities in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Serving in the military, but not as a career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Part-time (National Guard/Reserve) opportunities in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Career opportunities as a civilian federal government employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Career opportunities in the civilian sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Seeking a college education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SRMARST

18. What is your current marital status?

- Married  
 Separated  
 Divorced  
 Widowed  
 Never married

19. During your off-duty time, did you hold a second job or work at your own business?

- Yes  
 No → Go to Question 21

20. On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours? *For example, if you worked 9 hours, enter “09” in the boxes.*

		HOURS PER WEEK
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21. Which of the following best describes the financial condition of you (and your spouse)?

- Very comfortable and secure
- Able to make ends meet without much difficulty
- Occasionally have some difficulty making ends meet
- Tough to make ends meet but keeping your head above water
- In over your head

22. During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources? *Mark all that apply.*

- A second job
- Alimony
- Child support
- Supplemental Security Income (SSI)
- Unemployment or Worker's compensation
- State-funded childcare assistance
- Women, Infants, and Children (WIC)
- Food Stamp Program
- Head Start Program
- Aid to Families with Dependent Children (AFDC)
- Medicaid
- None of the above

**ASSIGNMENT INFORMATION**

23. How many total years of active duty service do you have? *For example, if you are leaving after completing 6 years of service, enter "06" in the boxes. To indicate less than 1 year, enter "00."*

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YEARS

24. During the past 12 months, how many hours per week did you usually work at your military job?

- 40 hours or less
- 41-50 hours
- 51-60 hours
- 61-70 hours
- 71-80 hours
- 81 hours or more

25. During your last full workweek, how many hours did you work at your military job?

- 40 hours or less
- 41-50 hours
- 51-60 hours
- 61-70 hours
- 71-80 hours
- 81 hours or more

26. When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons? *Mark all that apply.*

- Not applicable
- Mission critical requirements
- c  Mission preparation/training/maintenance
- Tasked with additional duties (e.g., special projects)
- Unit was getting ready for deployment
- f  Manning not sufficient for workload (i.e., not enough authorizations/billets)
- Unit was under-manned (i.e., authorizations/billets not filled)
- Part of unit was deployed
- Demanding supervisor
- Problems involving subordinates
- High workload
- Poor planning or lack of planning
- Others were not carrying their workload
- Inspections and inspection preparation
- Equipment failure and repairs
- None of the above

27. How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?

- None
- 1-10 days
- 11-20 days
- 21-30 days
- 31-40 days
- 41-50 days
- 51-60 days
- More than 60 days

In this survey, "permanent duty station" is considered your permanent post, base, port, or other duty location, such as a recruiting station.

28. Where was your permanent duty station located?

- In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession
- (Please print the two-letter postal abbreviation – for example, "AK" for Alaska in the boxes.)

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*If you do not know the two letter code print the full name here.*

*Please print*

- South, Central, or North America (outside U.S.)
- Europe
- Middle East
- Australia/New Zealand
- Asia or Other Pacific Islands
- Africa
- Antarctica

29. During your active duty career, how many permanent changes of station (PCSs) have you made? *Include PCS for a remote or unaccompanied tour.*

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NUMBER of PCSs

In this survey, the definition of "military duties" includes deployments, TADs/TDYs, training, military education, time at sea, and field exercises/alerts.

30. In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?

- Yes
- No → Go to Question 34

31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?

- 1-2 times
- 3-4 times
- 5-6 times
- 7-8 times
- 9-10 times
- 11-12 times
- 13 times or more

32. During the past 12 months, how long were you away from your permanent duty station for the following military duties? *Add up all nights away from your permanent duty station; assign each night to only one type of military duty.*

10 months to 12 months									
7 months to less than 10 months									
5 months to less than 7 months									
3 months to less than 5 months									
1 month to less than 3 months									
Less than 1 month									
None									

- a. Peacekeeping or other contingency operation
- b. Foreign humanitarian assistance mission
- c. Unit training at combat training centers
- d. Counter drug operation
- e. Domestic disaster or civil emergency
- f. Time at sea for scheduled deployments (other than for the above)
- g. Other time at sea (other than for the above)
- h. Joint training/field exercises/alerts (other than for the above)
- i. Military education (other than for the above)
- j. Other TADs/TDYs

33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties? *Add up all nights away from your permanent duty station.*

- Less than 1 month
- 1 month to less than 3 months
- 3 months to less than 5 months
- 5 months to less than 7 months
- 7 months to less than 10 months
- 10 months to 12 months

34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?

- I would not expect to be away from my permanent duty station in the next 12 months
- Less than 1 month
- 1 month to less than 3 months
- 3 months to less than 5 months
- 5 months to less than 7 months
- 7 months to less than 10 months
- 10 months to 12 months

**CAREER INFORMATION**

35. What were your career intentions when you first entered active duty?

- I intended to stay on active duty until I was eligible for retirement
- I intended to complete my term/obligation and then leave active duty
- I was not sure if I would stay on active duty or leave after my term/obligation

36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined? *Mark all that apply.*

- A. Trouble in college or break from school
- B. Get away from family, personal situation, or home town
- C. Time to figure out what you wanted to do
- D. Test yourself physically or mentally
- E. Challenging or interesting work
- F. Always wanted to be in the military
- G. Military tradition in your family
- H. Parents' encouragement
- I. Desire to serve your country
- J. Image portrayed by military personnel
- K. Few or no civilian job opportunities
- L. Pay and allowance(s)
- M. Retirement pay and benefits
- N. Security and stability of the job
- O. Opportunity to work in a specific occupation
- P. Training in skills useful for civilian employment
- Q. Family benefits
- R. Travel and new experiences
- S. Money for college, college repayment, education benefits and opportunities
- T. Personal growth and maturity
- U. Other/None of the above

37. Of all your reasons listed in Question 36, which is the most important reason why you joined?

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>
1	2	3	4	5	6	7	8	9	10	11	12
<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>			
13	14	15	16	17	18	19	20	21			

38. ...and which is the next most important reason why you joined?

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>
1	2	3	4	5	6	7	8	9	10	11	12
<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V(None)</b>		
13	14	15	16	17	18	19	20	21	0		

39. In which term of service are/were you? *Do not count extensions as separate terms of enlistment.*

- On indefinite status without an obligation
- Officer serving an initial or other obligation
- 1<sup>st</sup> enlistment
- 2<sup>nd</sup> or later enlistment

40. Since you've been in your current grade, have you been tested for a promotion but not selected?

- Does not apply; I am an officer
- No
- Yes, once
- Yes, twice or more

41. Since you've been in your current grade, have you been passed over for promotion?

- Does not apply; I am enlisted
- No
- Yes, once
- Yes, twice or more

42. How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

43. If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?

- Less than 3 months
- 3 months to less than 7 months
- 7 months to less than 1 year
- 1 year to less than 2 years
- 2 years or more
- Does not apply, I would not expect a promotion
- Does not apply, I would have no opportunities for promotion

44. If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?

- Less than 3 months
- 3 months to less than 7 months
- 7 months to less than 1 year
- 1 year to less than 2 years
- 2 years or more
- Does not apply, I would not expect a promotion
- Does not apply, I would have no opportunities for promotion

45. How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?

- Very likely
- Likely
- Neither likely nor unlikely → Go to Question 50
- Unlikely → Go to Question 50
- Very unlikely → Go to Question 50
- Does not apply, retiring or otherwise ineligible → Go to Question 51

46. Why do you plan to enter the National Guard/Reserve upon leaving active duty? *Mark all that apply.*
- I want to join others I know in the National Guard/Reserve
  - I want/need the extra income
  - To complete my military service obligation
  - To continue to serve my country
  - To learn new job skills
    - For educational benefits
    - For promotion opportunities
    - For retirement benefits
    - For travel/"get away" opportunities
    - For the challenge of military training
    - For the opportunity to use military equipment
    - For the amount of enjoyment from the military job
  - Just enjoy the National Guard/Reserve
  - Other → *Please specify* ↴

*Please print*

- None of the above
47. Do you plan to become a member of a full-time active duty National Guard or Reserve program?
- No
  - Yes
48. Which National Guard/Reserve component do you plan to join?
- Army National Guard (ARNG)
  - Army Reserve (USAR)
  - Naval Reserve (USNR)
  - Marine Corps Reserve (USMCR)
  - Air National Guard (ANG)
  - Air Force Reserve (USAFR)
  - Coast Guard Reserve (USCGR)
  - Don't know/Not sure

49. Why did you choose to enter this particular National Guard/Reserve component? *If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.*
- I know/have known others in this component
  - I don't think I will be able to enter my first choice component
  - I've always wanted to be a part of this component
    - Desirable geographic location of unit
    - Opportunities to use my Military Occupational Specialty/Rating/Designator/Air Force Specialty Code skills
    - Opportunities for training
    - Opportunities for promotion
    - Opportunities for leadership
    - Other → *Please specify* ↴

*Please print*

- None of the above
50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve? *Mark all that apply.*
- Does not apply, I do plan to enter the National Guard/Reserve
  - It would interfere with my civilian job
  - It would interfere with my family responsibilities
  - I applied but was not accepted
  - I have no interest in serving in the National Guard/Reserve
  - I have already completed my service obligation
  - I am not eligible
  - Too many mobilizations/activations/call-ups
  - Other → *Please specify* ↴

*Please print*

- None of the above
51. How satisfied were you with each of the following while on active duty?

	-6	Does not apply			
	5	Very dissatisfied			
	4	Dissatisfied			
	3	Neither satisfied nor dissatisfied			
	2	Satisfied			
	1	Very satisfied			
A. Basic pay		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Special and incentive pay		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Reenlistment bonus or continuation pay program		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Housing allowance		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. SEPRATS/ COMRATS, subsistence allowance		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Military housing		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Medical care for you		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Dental care for you		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I. Retirement pay you would get		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J. Cost of living adjustments (COLA) to retirement pay		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K. Other retirement benefits such as medical care and use of base services		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L. Pace of your promotions		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
M. Chances for future advancement		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
N. Training and professional development		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
O. Type of assignments received		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
P. Deployments		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



-6	Does not apply			
5	Very dissatisfied			
4	Dissatisfied			
3	Neither satisfied nor dissatisfied			
2	Satisfied			
1	Very satisfied			

- Q. Other military duties that take you away from permanent duty station
- R. Availability of equipment, parts, and resources
- S. Level of manning in your unit
- T. Your unit's morale
- U. Your personal workload
- V. Amount of personal/ family time you have
- W. Off-duty educational opportunities
- X. Quality of leadership
- Y. Military values, lifestyle, and tradition
- Z. Amount of enjoyment from your job
- AA. Frequency of PCS moves
- BB. Job security
- CC. Location or station of choice, homeporting
- DD. Co-location with your military spouse
- EE. Medical care for your family
- FF. Dental care for your family
- GG. Youth activities on base
- HH. Schools for your children
- II. Spouse employment and career opportunities
- JJ. Military family support programs
- KK. Acceptable and affordable child care
- LL. Friendships developed while in the military
- MM. Quality of equipment, parts, and resources

52. Which is the most important factor that we could have improved that would have made you stay?

A	B	C	D	E	F	G	H
I	J	K	L	M	N	O	P
Q	R	S	T	U	V	W	X
Y	Z	AA	BB	CC	DD	EE	FF
GG	HH	II	JJ	KK	LL	MM	NN(None)
33	34	35	36	37	38	39	0

53. ...and what else would we have to improve so that you would stay? Mark all that apply.

A	B	C	D	E	F	G	H
I	J	K	L	M	N	O	P
Q	R	S	T	U	V	W	X
Y	Z	AA	BB	CC	DD	EE	FF
GG	HH	II	JJ	KK	LL	MM	NN(None)

**LEADERSHIP/COMMAND CLIMATE**

54. Please indicate whether you agree or disagree with the following statements.

	Disagree				
	Tend to disagree				
	?				
	Tend to agree				
	Agree				
a. My chain of command keeps me informed about important issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. If I make a request through channels in my unit, I know somebody will listen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I find it very difficult to balance my work and my personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Priorities or work objectives are changed so frequently, I have trouble getting my work done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My supervisor encourages people to learn from mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My supervisor has sufficient authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I believe my Service's core values are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Leadership generally understands the problems we face on our jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. What was the paygrade of your immediate supervisor?

<input type="radio"/>	E-4 or below	<input type="radio"/>	W-1	<input type="radio"/>	O-1/O1E
<input type="radio"/>	E-5	<input type="radio"/>	W-2	<input type="radio"/>	O-2/O2E
<input type="radio"/>	E-6	<input type="radio"/>	W-3	<input type="radio"/>	O-3/O3E
<input type="radio"/>	E-7	<input type="radio"/>	W-4	<input type="radio"/>	O-4
<input type="radio"/>	E-8	<input type="radio"/>	W-5	<input type="radio"/>	O-5
<input type="radio"/>	E-9			<input type="radio"/>	O-6
				<input type="radio"/>	O-7 or above
<input type="radio"/>	Civilian GS-1 to GS-6 (or equivalent)				
<input type="radio"/>	Civilian GS-7 to GS-11 (or equivalent)				
<input type="radio"/>	Civilian GS-12 or above (or equivalent)				

56. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "work group" refers to the people with whom you work on a day-to-day basis.*

	Don't know				
	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. <b>Handling the technical-skills parts of the job</b> (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. <b>Handling the people-skills parts of the job</b> (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. <b>Handling the conceptual-skills parts of the job</b> (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. <b>Communicating</b> (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. <b>Decision Making</b> (makes sound decisions in a timely manner, includes all relevant information in decisions, and can generate innovative solutions to unique problems).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. <b>Motivating</b> (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. <b>Developing</b> (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

						Don't know
						Strongly disagree
						Disagree
						Neither agree nor disagree
						Agree
						Strongly agree

- h. **Building** (builds cohesive teams, gains the cooperation of all teammembers, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment). O O O O O O
- i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). O O O O O O
- j. **Planning and Organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change). O O O O O O
- k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities). O O O O O O
- l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing). O O O O O O

**MILITARY LIFE**

57. In general, has your life been better or worse than you expected when you first entered the military?
- Much better
  - Somewhat better
  - About what you expected
  - Somewhat worse
  - Much worse
  - Don't remember

58. In general, has your work been better or worse than you expected when you first entered the military?
- Much better
  - Somewhat better
  - About what you expected
  - Somewhat worse
  - Much worse
  - Don't remember

59. If someone asked your advice about joining the military, what would you recommend?
- I would recommend they join any Service
  - I would recommend they join my Service
  - I would recommend they join the military, but not my Service
  - I would not recommend joining any Service

60. How much do you agree or disagree with the following statements?

						Strongly disagree
						Disagree
						Neither agree nor disagree
						Agree
						Strongly agree

- a. During the past 12 months, the missions I was involved with were important to the national interest O O O O O
- b. During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness O O O O O
- c. I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia) O O O O O
- d. I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua) O O O O O
- e. Very little of my experience and training can be directly transferred to a civilian job O O O O O
- f. It will be easy for me to get a good civilian job now as I leave the military O O O O O
- g. I have a pretty good idea of the kinds of jobs I could get as a civilian O O O O O
- h. I have a pretty good idea of what pay I could get as a civilian O O O O O
- i. The benefits available to military personnel and their families have eroded over the past few years O O O O O
- j. Continuing a military career would have allowed me to attain the standard of living I want for myself/my family O O O O O
- k. I have been taught valuable skills in the military that I can use later in civilian jobs O O O O O

61. If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?

- Definitely yes
- Probably yes
- Unsure
- Probably no
- Definitely no

62. How would your opportunities in the military compare to opportunities you will have in the civilian world?

**Don't know**

	Much better in the military				
	Somewhat better in the military			No difference	
	Somewhat better as a civilian				
	Much better as a civilian				
a. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Amount of personal/family time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Hours worked per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Education and training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Total compensation (pay, bonuses, allowances)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Health care benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Sense of accomplishment/pride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. General quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Workload/amount of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Opportunity for travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Freedom from discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Fair performance evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Freedom from harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Racial/ethnic relations overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Gender relations overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

63. How much do you agree or disagree with the following statements?

	Strongly disagree				
	Disagree			Neither agree nor disagree	
	Agree				
	Strongly agree				
a. Most of my friends belong to the military community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The military community is there for me when I need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have a lot in common with the civilian community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree				
	Disagree			Neither agree nor disagree	
	Agree				
	Strongly agree				

- d. Members of the military community sometimes turn to me for help or support
- e. Living on base helps active duty members and their families make ends meet
- f. There is not much to be gained for me by sticking with a military career
- g. I am proud to be a member of my Service
- h. I find that my values and the values of my Service are very similar
- i. Being a member of my Service inspires me to do the best job I can
- j. My Service's evaluation/ selection system is effective in promoting its best members
- k. If I stayed in the Service, I would be promoted as high as my ability and effort would warrant
- l. The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel
- m. Leaders in the unit treated members with respect

64. Now, taking all things together, how satisfied are you with the military way of life?

- 1  Very satisfied
- 2  Satisfied
- 3  Neither satisfied nor dissatisfied
- 4  Dissatisfied
- 5  Very dissatisfied

**YOUR SEPARATION/RETIREMENT**

65. During the past 6 months, what have you done to prepare for leaving the military? *Mark all that apply.*

- Wondered what life might be like as a civilian
- Discussed leaving and/or civilian opportunities with family members or friends
- Talked about leaving with my immediate supervisor
- Gathered information on education programs or colleges
- Gathered information about civilian job options (e.g., read newspaper ads, attended a job fair)
- Attended a program that helps people prepare for civilian employment
- Prepared a resume
- Applied for a job
- Interviewed for a job
- Other → *Please specify* ↴

Please print

None of the above

66. How long before your separation/retirement did you actually make your decision to leave?

- Does not apply
- Less than 6 months
- 6 months to less than 12 months
- 12 months to less than 18 months
- 18 months to less than 24 months
- 24 or more months

67. What will your primary activities be after you leave active duty? *Mark all that apply.*

- Attend school (vocational, college, or university)
- Work for civilian company or organization
- Work in a civilian government job (local, state, or federal)
- Manage or work in family business
- Self-employed in your own business or profession
- A homemaker/housewife/househusband
- Go into full-time retirement
- Become a full-time active duty member of the National Guard or Reserves
- None of the above

68. Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?

- Yes
- No → Go to Question 72

69. Do you plan to use MGIB educational benefits?

- Definitely yes
- Probably yes
- Unsure
- Probably no → Go to Question 72
- Definitely no → Go to Question 72

70. How do you plan to use MGIB educational benefits? *Mark all that apply.*

- Will enroll in vocational or occupational training
- Will begin or complete education for a 2-year college degree (Associate's degree or equivalent)
- Will begin or complete education for a 4-year college degree (Bachelor's degree or equivalent)
- Will begin/complete education for an advanced degree (Master's/PhD/JD/MD, etc.)
- None of the above

71. When do you plan to use MGIB educational benefits?

- In less than 6 months
- In 6 months to less than 2 years
- In 2 years to less than 5 years
- In 5 years or more
- Unsure

72. Do you plan to do any civilian work for pay right after leaving active duty? Answer "Yes" even if you will be taking a short break before working. Answer "Yes" even if you will only be working an average of an hour a week

as a civilian, or helping without pay in a family business or farm.

- No → Go to Question 77
- Yes

Questions 73-76 ask about your plans for a civilian job. If you do not currently have a civilian job, please answer about the job you plan to have.

73. How many weeks have you looked for civilian employment? (e.g., researching job opportunities, submitting job applications, etc.)

- Not applicable, I did not have to look for work
- Less than 1 week
- 1 week to less than 4 weeks
- 4 weeks to less than 8 weeks
- 8 weeks to less than 12 weeks
- 12 weeks to less than 16 weeks
- 16 weeks or more

74. Which of the following describes your employment situation right after separation/retirement? *Mark all that apply.*

- Have already obtained a full-time civilian job
- Have already obtained a part-time civilian job
- Looking for a full-time civilian job
- Looking for a part-time civilian job
- Managing or working in a family business
- Will be self-employed in own business/profession
- Will be an unpaid worker (volunteer)
- None of the above

75. Which of the following best describes what you think your civilian employment will be right after separation/retirement? *Mark one.*

- Federal Government
- State Government
- Local Government (including public schools)
- Self-employed in own business
- Private firm with more than 500 employees
- Private firm with 100-499 employees
- Private firm with less than 100 employees
- Managing or working in a family business

76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty(MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?

- Don't know
- Very large extent
- Large extent
- Moderate extent
- Small extent
- Not at all

77. What effect, if any, have your military experiences had on the development of personal characteristics and attitudes that would/will help you obtain a civilian job?

*Please answer regardless of what you will do right after separation.*

- Strong positive effect
- Positive effect
- No effect
- Negative effect

Strong negative effect

**78. How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?**

- Not applicable, do not plan to have a civilian job
- Very interested
- Interested
- Neither interested or uninterested
- Uninterested
- Very uninterested

**79. What influence did the following people have on your decision to leave?**

	Not applicable				
	Strongly encouraged me to leave				
	Encouraged me to leave				
	Neither encouraged nor discouraged me to stay				
	Encouraged me to stay				
	Strongly encouraged me to stay				
a. Your spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your fiancé or girl/boy friend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your father/mother	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other relatives or close friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**80. Would a reenlistment/retention bonus influence you to remain in the military?**

- My career field does not have such a bonus and receiving a bonus would influence my decision
- My career field does not have such a bonus and receiving a bonus would not influence my decision
- My career field does have such a bonus and increasing the bonus would influence my decision
- My career field does have such a bonus and increasing the bonus would not influence my decision

**81. To what extent was each of the following a reason for your leaving the Service? If an item does not apply, mark "Not at all."**

	Very great extent				
	Great extent				
	Moderate extent				
	Slight extent				
	Not at all				
A. Involuntarily retired or separated/not accepted for reenlistment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Near maximum age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Near maximum total time in grade	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Overall job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. Pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Failed to be promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Promotion/advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Level of fairness in performance evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I. Not getting desirable or appropriate assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J. Not assigned to jobs offering technical/professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K. Lack of training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L. Continue my education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
M. Desire to get out while jobs are easy to get	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
N. Desire to start second career before becoming too old	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
O. Desire to start second career before having to pay for childrens' education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
P. Desire to settle in a particular location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q. Family problems at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
R. Family wanted me to separate/retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
S. Number of PCS moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
T. Too many deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U. Too few deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. One or more serious (UCMJ) offenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
W. Minor offenses or disciplinary problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
X. Homesickness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Y. Lack of motivation, boredom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Z. Problems with superior(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very great extent	Great extent	Moderate extent	Slight extent	Not at all
AA. Medical problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BB. Difficulty meeting physical fitness requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CC. Maintaining weight/body fat standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DD. Inadequate access to the Internet/World Wide Web	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EE. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered at least "Slight extent" for Other," then please specify in the box below

*Please print*

82. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. *Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4<sup>th</sup> and 5<sup>th</sup> reasons.*

Importance	Exempl	Your Reason
Most important reason	A A	<input type="text"/> <input type="text"/>
2 <sup>nd</sup> most important reason	<input type="text"/> B	<input type="text"/> <input type="text"/>
3 <sup>rd</sup> most important reason	C C	<input type="text"/> <input type="text"/>
4 <sup>th</sup> most important reason	N A	<input type="text"/> <input type="text"/>
5 <sup>th</sup> most important reason	N A	<input type="text"/> <input type="text"/>

83. My current Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)/Specialty or Experience Indicator is... *Print your job code in the appropriate row of the last column in the table.*  
 O I don't know my current Primary MOS/Rating/Designator/AFSC/Specialty or Experience Indicator → Go to Question 84

**ENLISTED**

	INSTRUCTION	EXAMPLES	YOUR JOB
<b>Army</b>	Record the first four entries of your current Primary MOS.	1 1 B 2	
<b>Navy</b>	Undesignated Strikers: Record the two letters of your Rating (apprenticeship group).	S N	
	Other Navy enlisted: Record the characters of your current Primary Rating so that the last character is entered in Box 5.	C T R 3 M S 2 S T G S N	
<b>Marine Corps</b>	Record all four numbers of your current Primary MOS.	0 3 1 1	
<b>Air Force</b>	Record the five letters and numbers of your current primary AFSC.	1 A 0 5 1	
<b>Coast Guard</b>	See separate instructions for how to record your Enlisted Rating.		

**OFFICERS**

	INSTRUCTION	EXAMPLES	YOUR JOB
<b>Army</b>	Commissioned Officers: Record your Primary Area of Concentration (AOC) in the <u>upper</u> 3 boxes and your Secondary Area of Concentration (if applicable) in the <u>lower</u> 3 boxes.	<b>Primary AOC</b>	<b>Primary AOC</b>
		1 1 A	
		<b>Second AOC</b>	<b>Second AOC</b>
		4 9 A	
	Warrants: Record the first four entries of your current Primary MOS.	4 2 0 A	
<b>Navy</b>	Record all four numbers of your current Primary Designator.	1 1 1 0	
<b>Marine Corps</b>	Record all four numbers of your current Primary MOS.	0 3 0 2	
<b>Air Force</b>	Record the four letters and numbers of your current Primary AFSC.	1 1 A 3	
<b>Coast Guard</b>	See separate instructions for how to record your Specialty or Experience Indicator.		





**Appendix B**  
**Communications**



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT  
POLICY

MEMORANDUM FOR COMMANDERS/COMMANDING OFFICERS  
DOD AND DOT SEPARATION/TRANSITION POINTS

SUBJECT: Continuing Administration of the FY2000 Military Exit Survey

Last Fall, Congress passed Public Law 106-65, Section 581 which directed the Secretary of Defense to develop and implement, as part of outprocessing activities, a survey on attitudes towards military service. On April 1, 2000, DoD separation/transition points began distributing the Military Exit Survey to Service members leaving active duty. In July 2000, Coast Guard separation/transition sites will begin distribution of the survey to Coast Guard members leaving active duty. Each DoD and Coast Guard separation point will continue distributing the survey through September 30, 2000.

**Personnel to be surveyed.** Through September 30, 2000, the following personnel will receive a copy of the questionnaire and a pre-addressed, postage paid, Business Reply Envelope (BRE):

- Active duty Service members voluntarily separating or discharged.
- Active duty Service members retiring.
- Active duty Service members transferring from an active component to a Reserve component.

Please inspect box 24, "Character of Service" on the DD214. Members whose character of service is "Honorable" should receive a questionnaire. If you are unsure of a member's character of service, please provide them a survey to complete.

**Administration of questionnaires.** Personnel receiving questionnaires should be:

- Encouraged to fill out the questionnaire at the transition/separation center and return it there sealed in the BRE provided.
- Told they may complete the questionnaire at home and mail it in the BRE.
- Told all survey answers will be confidential. Under no circumstance will data identifying individuals be released. Only group statistics will be reported.

**Return of questionnaires.** Questionnaires should be returned using the Business Reply Envelope (BRE) and mailed from any post office or post box. Personnel who are outprocessing from a location outside the United States must use a U.S. government mailroom or post office. Foreign postal systems will not deliver BRE.

**Questions.** To request additional copies of the questionnaire, please call the Survey Processing Center at 1-800-994-0040 or send e-mail to mes@datarecognitioncorp.com. Please remember to reference your 5-digit site code, found on the enclosed packing list. Because we monitor questionnaire distribution and receipt using the serial numbers printed on each survey, we ask that you not share surveys with or borrow surveys from other separation/transition points. If you have questions about the requirement for this survey please call your Service point of contact given below. Your cooperation is greatly appreciated.

Army	Dr. Morris Peterson	(703) 617-7803	DSN 767-7803	Peterson@ari.army.mil
Navy	CDR Dave Caldwell	(703) 695-3431	DSN 225-3431	N136@bupers.navy.mil
Air Force	Capt. Jerry Lautenschlager	(703) 614-4018	DSN 224-4018	Jerry.Lautenschlager@pentagon.af.mil
Marines	CAPT John America	(703) 784-9367	DSN 278-9367	jfameric@manpower.usmc.mil
Coast Guard	LT Mike Saramosing	(202) 267-2239	-----	MSaramosing@comdt.uscg.mil

**P. A. TRACEY**  
Vice Admiral, USN  
Deputy Assistant Secretary  
(Military Personnel Policy)



ASSISTANT COMMANDANT FOR HUMAN RESOURCES  
UNITED STATES COAST GUARD  
WASHINGTON, D.C. 20593-0001

June 23, 2000

Dear Separating Member or Retiree:

On behalf of the Commandant, officers, and enlisted members of the Coast Guard, let me be one of the first to extend our thanks for a job well done. As you prepare to leave the Coast Guard, I would like to ask, as one of your final acts of service, that you carefully and thoroughly read and fill out the attached questionnaire.

I cannot express how important your views are to us in addressing both job satisfaction and quality of life in the service. We are interested in your experiences in the service, the reasons you are leaving and what your plans are for the future. Your answers will enable us to assist other members in the future. This is why I am requesting that you complete this survey and return it along with the other discharge processing documents to your servicing PERSRU.

If you have any questions concerning the survey, please feel free to call 1-800-994-0040 or send e-mail to [mes@datarecognitioncorp.com](mailto:mes@datarecognitioncorp.com).

Again, many thanks and my best wishes.

Sincerely,

A handwritten signature in black ink, appearing to read "F.L. Ames", written in a cursive style.

F.L. AMES  
Rear Admiral, U. S. Coast Guard



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT  
POLICY

MEMORANDUM FOR      COMMANDERS/COMMANDING OFFICERS  
DEPARTMENT OF DEFENSE SEPARATION/TRANSITION POINTS

SUBJECT:      Administration of the FY2000 Military Exit Survey

Last Fall, Congress passed Public Law 106-65, Section 581 which directed the Secretary of Defense to develop and implement, as part of outprocessing activities, a survey on attitudes towards military service.

**Personnel to be surveyed.**

Between April 1 and September 30, 2000, the following personnel will receive a copy of the questionnaire and a pre-addressed, postage paid envelope.

- Active duty Service members voluntarily separating or discharged
  - Active duty Service members transferring from an active component to a Reserve component.
- Please inspect box 24, "Character of Service" on the DD214. Members whose character of service is "Honorable" should receive a questionnaire. If you are unsure of a member's character of service, please provide them a survey to complete.

**Administration of questionnaires.**

Personnel receiving questionnaires should be:

- Encouraged to fill out the questionnaire at the transition/separation center and return it there sealed in the Business Reply Envelope (BRE) provided.
- Told they may complete the questionnaire at home and mail it in the BRE.
- Told all survey answers will be confidential. Under no circumstance will data identifying individuals be released. Only group statistics will be reported.

**Return of questionnaires.** Questionnaires should be returned using the BRE and mailed from any post office or post box. Personnel who are outprocessing from a location outside the United States must use a U.S. government mailroom or post office. Foreign postal systems will not deliver BRE.

**Questions.** To request additional copies of the questionnaire, please call the Survey Processing Center at 1-800-994-0040 or send e-mail to mes@datarecognitioncorp.com. Please remember to reference your 5-digit site code, found on the enclosed packing list. Because we must monitor questionnaire distribution and receipt, we ask that you not share surveys with or borrow surveys from other separation/transition points. If you have questions about the requirement for this survey, please call your Service point of contact given below.

Army	Dr. Morris Peterson	(703) 617-7803	DSN 767-7803	Peterson@ari.army.mil
Navy	CDR Dave Caldwell	(703) 695-3431	DSN 225-3431	N136@bupers.navy.mil
Air Force	Capt. Jerry Lautenschlager	(703) 614-4018	DSN 224-4018	Jerry.Lautenschlager@pentagon.af.mil
Marines	Capt. John America	(703) 784-9367	DSN 278-9367	jfameric@manpower.usmc.mil

Your cooperation is greatly appreciated.

P. A. TRACEY  
Vice Admiral, USN  
Deputy Assistant Secretary  
(Military Personnel Policy)



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT  
POLICY

MEMORANDUM FOR COMMANDERS/COMMANDING OFFICERS  
DEPARTMENT OF DEFENSE SEPARATION/TRANSITION  
POINTS

SUBJECT: Notification of the FY2000 Military Exit Survey

Last Fall, Congress passed Public Law 106-65, Section 581 which directed the Secretary of Defense to develop and implement, as part of outprocessing activities, a survey on attitudes towards military service. This survey will be distributed between April 1 and September 30, 2000 to all members of the Armed Forces who are voluntarily discharged or separated from the Armed Forces or who transfer from a regular component to a Reserve component.


In several weeks you will receive questionnaires. I ask that you ensure that every Service member in the following categories receives a copy of the survey: (1) active duty members who are separating or being discharged from the Armed Forces with an honorable discharge, and (2) active duty members who are transferring to a Reserve Component. Your cooperation in distributing and encouraging the completion of this survey is essential.

If the address on this mailing is incorrect, inform the Survey Processing Center as quickly as possible. You may register address changes or request additional questionnaires by calling the Survey Processing Center toll-free at 1-800-994-0040. This toll-free line is provided for recording address changes and requesting additional surveys only. You can also send your changes/requests via electronic mail to [mes@datarecognitioncorp.com](mailto:mes@datarecognitioncorp.com) or facsimile at 1-612-945-7950. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 5345-5967. Please remember to reference your 5-digit site code, found on the reverse side of this letter.

For questions concerning this survey requirement, call or e-mail your Service representative listed below.

Army	Dr. Morris Peterson	(703) 617-7803	DSN 767-7803	<a href="mailto:Peterson@ari.army.mil">Peterson@ari.army.mil</a>
Navy	CDR Dave Caldwell	(703) 695-3431	DSN 225-3431	<a href="mailto:N136@bupers.navy.mil">N136@bupers.navy.mil</a>
Air Force	Capt. Jerry Lautenschlager	(703) 614-4018	DSN 224-4018	<a href="mailto:Jerry.Lautenschlager@pentagon.af.mil">Jerry.Lautenschlager@pentagon.af.mil</a>
Marines	Capt. John America	(703) 784-9367	DSN 278-9367	<a href="mailto:jfameric@manpower.usmc.mil">jfameric@manpower.usmc.mil</a>

Your cooperation is greatly appreciated.

  
P. A. TRACEY  
Vice Admiral, USN  
Deputy Assistant Secretary  
(Military Personnel Policy)

## **Appendix C**

### **Annotated Questionnaire**

The survey reproduced in this appendix has all of the text and layout of the actual survey, but does not have the final formatting of the printed questionnaire. The final printed questionnaire is reproduced in Appendix A.

The survey annotations appear either above the item number or in the boxes used for write-in answers. These annotations provide three kinds of information.

First, the annotations show the variable name(s) used in the dataset. Where more than one variable was required for an item, multiple variables are listed without being enclosed in parentheses. Multiple part items will show a range of variable names. For example, the annotation of “ME0082A-ME0082G” for item 82 indicates that five variables, ME0082A, ME0082B, ME0082C, ME0082D, ME0082E, were generated.

The second annotation on some items is a coding Note. These Notes are the part of the coding scheme (Appendix D) that discusses complex coding rules for the generation of the values for certain variables.

# 2000 Military Exit Survey



## OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

FORCE MANAGEMENT POLICY

3 March 2000

**MEMORANDUM FOR ALL SERVICE PERSONNEL SEPARATING  
BETWEEN 1 APRIL 00 AND 30 SEPTEMBER 00  
SUBJECT: Exit Survey**

The highest level of service a Nation may ask of any citizen is duty with its Armed Forces. The very nature of military service requires you place individual freedoms second, in order to support and defend your fellow citizens. There is no greater test of character or citizenship. At times this service may have seemed thankless, but rest assured a grateful nation recognizes your selfless contribution.

As you prepare to separate from active duty, we ask that you take the time to complete the attached survey. We are interested in your responses concerning your decision to leave active duty, your experiences while on active duty, and plans for civilian life. Your answers will enable the Department of Defense and Congress to better understand the factors that influenced your decision to leave and provide the background to initiate changes that would enhance job satisfaction and quality of life within the Armed Forces.

Please complete the survey and seal it in the envelope provided. Then return it as part of out-processing activities, or place it in any post office box. We would ask that you return the survey as soon as possible, but no later than 3 October 2000. If you have questions about the survey, please call 1-800-994-0040 or send e-mail to [mes@datarecognitioncorp.com](mailto:mes@datarecognitioncorp.com).

Your responses are important as we continually work to enhance the conditions of military service. Thank you for your participation. Best wishes as you depart the Armed Forces and join the alumni of military veterans whose patriotic service and sacrifices have shaped our Nation.

**P. A. TRACEY**  
Vice Admiral, USN  
Deputy Assistant Secretary  
(Military Personnel Policy)



## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: The "National Defense Authorization Act for Fiscal Year 2000" (Public Law 106-65, Section 581); Executive Order 9397; 10 USC 136 and 2358.

PRINCIPAL PURPOSE: The purpose of this survey is to provide timely information on the reasons military personnel leave active duty. The retention of qualified personnel is of concern to the U.S. Congress and the Departments of Defense and Transportation. The information collected will be analyzed to examine the effect of existing initiatives to increase service members' job satisfaction, quality of life, and retention in the Armed Forces, and suggest additional actions or policies intended to achieve these goals. This survey asks about your attitudes toward your military experience, possible reasons for leaving, and plans and expectations for civilian life.

ROUTINE USES: Reports will be provided to the Secretaries of Defense, Transportation, and each Military Service, and Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

COPYRIGHT: Items 54c-54i are used by permission of the copyright holder, International Survey Research LLC, 303 East Ohio Street, Chicago, IL 60611.

## INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

Right

Wrong

- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

Correct answer    Incorrect answer

- Do not make any marks outside of the response and write-in boxes.

## BACKGROUND INFORMATION

### SRSVC

#### 1. From which Service are you separating?

- 1  Army
- 2  Navy
- 3  Marine Corps
- 4  Air Force
- 5  Coast Guard

### SRGRADE2

#### 2. What is your current paygrade?

- |                                 |                                 |  |
|---------------------------------|---------------------------------|--|
| 01 <input type="checkbox"/> E-1 | 11 <input type="checkbox"/> W-1 | 21 <input type="checkbox"/> O-1/O1E      |
| 02 <input type="checkbox"/> E-2 | 12 <input type="checkbox"/> W-2 | 22 <input type="checkbox"/> O-2/O2E      |
| 03 <input type="checkbox"/> E-3 | 13 <input type="checkbox"/> W-3 | 23 <input type="checkbox"/> O-3/O3E      |
| 04 <input type="checkbox"/> E-4 | 14 <input type="checkbox"/> W-4 | 24 <input type="checkbox"/> O-4          |
| 05 <input type="checkbox"/> E-5 | 15 <input type="checkbox"/> W-5 | 25 <input type="checkbox"/> O-5          |
| 06 <input type="checkbox"/> E-6 |                                 | 26 <input type="checkbox"/> O-6          |
| 07 <input type="checkbox"/> E-7 |                                 | 27 <input type="checkbox"/> O-7 or above |
| 08 <input type="checkbox"/> E-8 |                                 |  |
| 09 <input type="checkbox"/> E-9 |                                 |  |

### ME003

#### 3. Are you a member of a full-time active duty National Guard/Reserve program (i.e., a member of the Active Guard/Reserve, Training and Administration of the Reserve, or Active Reserve)?

- 1  No
- 2  Yes

### ME004

#### 4. What is your source of commission?

- 6  Does not apply; I am not an officer
- 1  OCS/PLC
  - 2  ROTC/NROTC
  - 3  Service Academy
  - 4  Direct Appointment
  - 5  Appointed (Warrant Officer only)
  - 6  Enlisted to Officer Commissioning Program (not Warrant Officer)
  - 7  Other

### ME005

#### 5. What is your current separation situation? Please read the entire list, then mark one.

- 1  Voluntary separation at end of enlistment
- 2  Retirement
- 3  Voluntary separation before end of enlistment
- 4  Voluntary separation before retirement with remaining obligation (officers)
- 5  Voluntary separation before retirement without remaining obligation (officers)
- 6  Involuntary separation
- 7  Other

### ME006

#### 6. Are you eligible for reenlistment?

- 6  Does not apply; I am an officer
- 2  Yes
  - 1  No
  - 3  Unsure

ME007

7. Which of the following describes your separation from active duty?

- 1  Honorable
- 2  Other

ME008/ME008MY, Note 1

8. What is the actual date of your separation/retirement?

Y	Y	Y	Y	M	M	D	D
---	---	---	---	---	---	---	---

SRED, Note 2 (AD99-106)

9. What is the highest degree or level of school that you currently have completed? Mark the one answer that describes the highest grade or degree you have completed.

- 1  11th grade or less
- 2  12 years of school, no diploma
- 3  High school graduate – high school diploma or the equivalent (e.g., GED)
- 4  Some college credit, but less than 1 year
- 5  1 or more years of college, but no degree
- 6  Associate degree (e.g., AA, AS)
- 7  Bachelor’s degree (e.g., BA, AB, BS)
- 8  Master’s, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

ME0010, Note 3

10. What is the highest degree or level of school that you will complete? Mark the one answer that describes the highest grade or degree that you expect to complete as a civilian.

- 1  11th grade or less
- 2  12 years of school, no diploma
- 3  High school graduate – high school diploma or the equivalent (e.g., GED)
- 4  Some college credit, but less than 1 year
- 5  1 or more years of college, but no degree
- 6  Associate degree (e.g., AA, AS)
- 7  Bachelor’s degree (e.g., BA, AB, BS)
- 8  Master’s, doctoral degree, or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

SRSEX

11. Are you...?

- 1  Male
- 2  Female

SRHISPA1/SRHISPA2, Note 4 (AD99-103)

12. Are you Spanish/Hispanic/Latino? Mark “No” if not Spanish/Hispanic/Latino.

- 1  No, not Spanish/Hispanic/Latino
- 2  Yes, Mexican, Mexican American, Chicano
- 3  Yes, Puerto Rican
- 4  Yes, Cuban
- 5  Yes, other Spanish/Hispanic/Latino

SRRACEA-SRRACEE/SRRETH2, Note 5

13. What is your race? Mark one or more races to indicate what you consider yourself to be.

- a  White
- b  Black or African-American
- c  American Indian or Alaska Native
- d  Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- e  Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

ME0014 (AD99-08)

14. Where did you live at your permanent duty station?

- 1  Aboard ship
- 2  Barracks/dorm (including BEQ or BOQ)
- 3  Geographic bachelor’s barracks
- 4  Military family housing, on base
- 5  Military family housing, off base
- 6  Civilian housing that you own or pay mortgage on
- 7  Military or civilian housing that you rent, off base
- 8  Other

ME0015, ME0015SK, Note 6

15. Do you have any children aged 10 and older with whom you talk about post-high school options such as jobs and education?

- 2  Yes
- 1  No → Go to Question 18

ME0016

16. When you talk with your children about their future, do you encourage them to consider the military?

- 1  No
- 2  Yes

ME0017A-ME0017G

17. When you talk with your children about their future, how positive or negative are you about the following?

	5		Very positive	
	4		Positive	
	3	Neither positive nor negative		
	2		Negative	
	1		Very negative	
a. The military, in general	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
b. Career opportunities in the military	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
c. Serving in the military, but not as a career	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
d. Part-time (National Guard/Reserve) opportunities in the military	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
e. Career opportunities as a civilian federal government employee	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
f. Career opportunities in the civilian sector	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
g. Seeking a college education	<input type="radio"/>			<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

SRMARST

18. What is your current marital status?

- 1  Married
- 2  Separated
- 3  Divorced
- 4  Widowed
- 5  Never married

ME0019, ME0019SK, Note 7 (AD99-85)

19. During your off-duty time, did you hold a second job or work at your own business?

- 1  Yes
- 2  No → Go to Question 21

ME0020 (AD99-86)

20. On average, how many hours a week did you spend working at a civilian job or working at your own business during your off-duty hours? For example, if you worked 9 hours, enter "09" in the boxes.

		HOURS PER WEEK
--	--	----------------

ME0021 (AD99-95)

21. Which of the following best describes the financial condition of you (and your spouse)?

- 1  Very comfortable and secure
- 2  Able to make ends meet without much difficulty
- 3  Occasionally have some difficulty making ends meet
- 4  Tough to make ends meet but keeping your head above water
- 5  In over your head

ME0022A-L, ME0022CN, Note 8 (AD99-87, adapted)

22. During the past 12 months, did you (and your spouse) receive any income or financial support from the following sources? Mark all that apply.

- a  A second job
- b  Alimony
- c  Child support
- d  Supplemental Security Income (SSI)
- e  Unemployment or Worker's compensation
- f  State-funded childcare assistance
- g  Women, Infants, and Children (WIC)
- h  Food Stamp Program
- i  Head Start Program
- j  Aid to Families with Dependent Children (AFDC)
- k  Medicaid
- l  None of the above

**ASSIGNMENT INFORMATION**

ME0023, Note 9 (AD99-110, adapted)

23. How many total years of active duty service do you have? For example, if you are leaving after completing 6 years of service, enter "06" in the boxes. To indicate less than 1 year, enter "00."

		YEARS
--	--	-------

ME0024 (AD99-01, adapted)

24. During the past 12 months, how many hours per week did you usually work at your military job?

- 1  40 hours or less
- 2  41-50 hours
- 3  51-60 hours
- 4  61-70 hours
- 5  71-80 hours
- 6  81 hours or more

ME0025 (AD99-02, adapted)

25. During your last full workweek, how many hours did you work at your military job?

- 1  40 hours or less
- 2  41-50 hours
- 3  51-60 hours
- 4  61-70 hours
- 5  71-80 hours
- 6  81 hours or more

ME0026A-P, ME0026CN, Note 10 (AD99-03, adapted)

26. When you have had to work more hours than usual at your military job during the past 12 months, what were the primary reasons? Mark all that apply.

- a  Not applicable
- b  Mission critical requirements
- c  Mission preparation/training/maintenance
- d  Tasked with additional duties (e.g., special projects)
- e  Unit was getting ready for deployment
- f  Manning not sufficient for workload (i.e., not enough authorizations/billets)
- g  Unit was under-manned (i.e., authorizations/billets not filled)
- h  Part of unit was deployed
- i  Demanding supervisor
- j  Problems involving subordinates
- k  High workload
- l  Poor planning or lack of planning
- m  Others were not carrying their workload
- n  Inspections and inspection preparation
- o  Equipment failure and repairs
- p  None of the above

ME0027 (AD99-19, adapted)

27. How many days over the past 12 months have you been detailed/assigned for work outside the scope of your primary duties (e.g., "augmentee" assignments, maintenance tasks unrelated to your primary duty, ceremonies, installation support, etc.)?

- 0  None
- 1  1-10 days
- 2  11-20 days
- 3  21-30 days
- 4  31-40 days
- 5  41-50 days
- 6  51-60 days
- 7  More than 60 days

In this survey, "permanent duty station" is considered your permanent post, base, port, or other duty location, such as a recruiting station.

ME0028, ME0028CD, ME0028SP, Note 11

28. Where was your permanent duty station located?

- 1  In one of the 50 states, D.C., Puerto Rico, a U.S. Territory or Possession

(Please print the two-letter postal abbreviation – for example, "AK" for Alaska in the boxes.)

	ME0028CD
--	----------

If you do not know the two letter code print the full name here.

ME0028SP  <i>Please print</i>
-------------------------------------

- 2  South, Central, or North America (outside U.S.)  
 3  Europe  
 4  Middle East  
 5  Australia/New Zealand  
 6  Asia or Other Pacific Islands  
 7  Africa  
 8  Antarctica

ME0029, Note 12 (AD99-12, adapted)

29. During your active duty career, how many permanent changes of station (PCSs) have you made? Include PCS for a remote or unaccompanied tour.

		NUMBER of PCSs
--	--	----------------

In this survey, the definition of "military duties" includes deployments, TADs/TDYs, training, military education, time at sea, and field exercises/alerts.

ME0030, ME0030SK, Note 13 (AD99-14)

30. In the past 12 months, have you been away from your permanent duty station overnight because of your military duties?

- 1  Yes  
 2  No → Go to Question 34

ME0031 (AD99-15)

31. In the past 12 months, how many separate times were you away from your permanent duty station for at least one night because of your military duties?

- 1  1-2 times  
 2  3-4 times  
 3  5-6 times  
 4  7-8 times  
 5  9-10 times  
 6  11-12 times  
 7  13 times or more

ME0032A-J (AD99-16)

32. During the past 12 months, how long were you away from your permanent duty station for the following military duties? Add up all nights away from your permanent duty station; assign each night to only one type of military duty.

6	10 months to 12 months				
5	7 months to less than 10 months				
4	5 months to less than 7 months				
3	3 months to less than 5 months				
2	1 month to less than 3 months				
1	Less than 1 month				
0	None				

- a. Peacekeeping or other contingency operation
- b. Foreign humanitarian assistance mission
- c. Unit training at combat training centers
- d. Counter drug operation
- e. Domestic disaster or civil emergency
- f. Time at sea for scheduled deployments (other than for the above)
- g. Other time at sea (other than for the above)
- h. Joint training/field exercises/alerts (other than for the above)
- i. Military education (other than for the above)
- j. Other TADs/TDYs

ME0033 (AD99-17)

33. In the past 12 months, what was the total length of time you were away from your permanent duty station because of your military duties? Add up all nights away from your permanent duty station.

- 1  Less than 1 month  
 2  1 month to less than 3 months  
 3  3 months to less than 5 months  
 4  5 months to less than 7 months  
 5  7 months to less than 10 months  
 6  10 months to 12 months

ME0034 (AD99-21)

34. Suppose you were to be in the military for the next 12 months. What is the total length of time that you would expect to be away from your permanent duty station because of your military duties?

- 6  I would not expect to be away from my permanent duty station in the next 12 months
- 1  Less than 1 month  
 2  1 month to less than 3 months  
 3  3 months to less than 5 months  
 4  5 months to less than 7 months  
 5  7 months to less than 10 months  
 6  10 months to 12 months

**CAREER INFORMATION**

ME0035 (AD99-22, adapted)

**35. What were your career intentions when you first entered active duty?**

- 1  I intended to stay on active duty until I was eligible for retirement
- 2  I intended to complete my term/obligation and then leave active duty
- 3  I was not sure if I would stay on active duty or leave after my term/obligation

ME0036A-U, Note 14 (AD99-23, adapted)

**36. Think back to when you first entered active duty. Which of the following best describe the primary reasons why you joined? *Mark all that apply.***

- a  A. Trouble in college or break from school
- b  B. Get away from family, personal situation, or home town
- c  C. Time to figure out what you wanted to do
- d  D. Test yourself physically or mentally
- e  E. Challenging or interesting work
- f  F. Always wanted to be in the military
- g  G. Military tradition in your family
- h  H. Parents' encouragement
- i  I. Desire to serve your country
- j  J. Image portrayed by military personnel
- k  K. Few or no civilian job opportunities
- l  L. Pay and allowance(s)
- m  M. Retirement pay and benefits
- n  N. Security and stability of the job
- o  O. Opportunity to work in a specific occupation
- p  P. Training in skills useful for civilian employment
- q  Q. Family benefits
- r  R. Travel and new experiences
- s  S. Money for college, college repayment, education benefits and opportunities
- t  T. Personal growth and maturity
- u  U. Other/None of the above

ME0037, ME0037CN, Note 15 (AD99-24)

**37. Of all your reasons listed in Question 36, which is the most important reason why you joined?**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>
1	2	3	4	5	6	7	8	9	10	11	12
<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>			
13	14	15	16	17	18	19	20	21			

ME0038, Note 15 (AD99-25)

**38. ...and which is the next most important reason why you joined?**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>
1	2	3	4	5	6	7	8	9	10	11	12
<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V(None)</b>		
13	14	15	16	17	18	19	20	21	0		

ME0039 (AD99-29, adapted)

**39. In which term of service are/were you? *Do not count extensions as separate terms of enlistment.***

- 1  On indefinite status without an obligation
- 2  Officer serving an initial or other obligation
- 3  1<sup>st</sup> enlistment
- 4  2<sup>nd</sup> or later enlistment

ME0040

**40. Since you've been in your current grade, have you been tested for a promotion but not selected?**

- 6  Does not apply; I am an officer
- 1  No
- 2  Yes, once
- 3  Yes, twice or more

ME0041

**41. Since you've been in your current grade, have you been passed over for promotion?**

- 6  Does not apply; I am enlisted
- 1  No
- 2  Yes, once
- 3  Yes, twice or more

ME0042 (AD99-31)

**42. How likely is it that you would be allowed to stay on active duty service at the end of your current term or service obligation?**

- 1  Very likely
- 2  Likely
- 3  Neither likely nor unlikely
- 4  Unlikely
- 5  Very unlikely

ME0043

**43. If you were to stay on active duty, when would you expect to be selected for your next promotion to a higher grade?**

- 1  Less than 3 months
- 2  3 months to less than 7 months
- 3  7 months to less than 1 year
- 4  1 year to less than 2 years
- 5  2 years or more
- 63  Does not apply, I would not expect a promotion
- 64  Does not apply, I would have no opportunities for promotion

ME0044 (AD99-33, adapted)

**44. If you were to stay on active duty, when would you expect to actually receive your next promotion to a higher grade?**

- 1  Less than 3 months
- 2  3 months to less than 7 months
- 3  7 months to less than 1 year
- 4  1 year to less than 2 years
- 5  2 years or more
- 63  Does not apply, I would not expect a promotion
- 64  Does not apply, I would have no opportunities for promotion

ME0045, ME0045S1-S2, Note 16 (AD99-38, adapted)

**45. How likely is it that you will join the National Guard or Reserve after separation (or continue if you are a Reservist in a full-time active duty program)?**

- 1  Very likely
- 2  Likely
- 3  Neither likely nor unlikely → **Go to Question 50**
- 4  Unlikely → **Go to Question 50**
- 5  Very unlikely → **Go to Question 50**
- 6  Does not apply, retiring or otherwise ineligible → **Go to Question 51**

ME0046A-O, ME0046SP, ME0046CN, Notes 16-17

**46. Why do you plan to enter the National Guard/Reserve upon leaving active duty? Mark all that apply.**

- a  I want to join others I know in the National Guard/Reserve
- b  I want/need the extra income
- c  To complete my military service obligation
- d  To continue to serve my country
- e  To learn new job skills
- f  For educational benefits
- g  For promotion opportunities
- h  For retirement benefits
- i  For travel/"get away" opportunities
- j  For the challenge of military training
- k  For the opportunity to use military equipment
- l  For the amount of enjoyment from the military job
- m  Just enjoy the National Guard/Reserve
- n  Other → **Please specify ↴**

ME0046SP

*Please print*

- o  None of the above

ME0047

**47. Do you plan to become a member of a full-time active duty National Guard or Reserve program?**

- 1  No
- 2  Yes

ME0048

**48. Which National Guard/Reserve component do you plan to join?**

- 1  Army National Guard (ARNG)
- 2  Army Reserve (USAR)
- 3  Naval Reserve (USNR)
- 4  Marine Corps Reserve (USMCR)
- 5  Air National Guard (ANG)
- 6  Air Force Reserve (USAFR)
- 7  Coast Guard Reserve (USCGR)
- 99  Don't know/Not sure

ME0049A-J, ME0049SP, ME0049CN, Notes 16,18

**49. Why did you choose to enter this particular National Guard/Reserve component? If you do not know which component you will join, please indicate your major considerations in deciding. Mark all that apply.**

- a  I know/have known others in this component
- b  I don't think I will be able to enter my first choice component
- c  I've always wanted to be a part of this component
- d  Desirable geographic location of unit
- e  Opportunities to use my Military Occupational Specialty/Rating/Designator/Air Force Specialty Code skills
- f  Opportunities for training
- g  Opportunities for promotion
- h  Opportunities for leadership
- i  Other → **Please specify ↴**

ME0049SP

*Please print*

- j  None of the above

ME0050A-J, ME0050SP, ME0050CN, Notes 16,19

**50. Please indicate which of the following are reasons why you do not plan to join the National Guard or Reserve? Mark all that apply.**

- a  Does not apply, I do plan to enter the National Guard/Reserve
- b  It would interfere with my civilian job
- c  It would interfere with my family responsibilities
- d  I applied but was not accepted
- e  I have no interest in serving in the National Guard/Reserve
- f  I have already completed my service obligation
- g  I am not eligible
- h  Too many mobilizations/activations/call-ups
- i  Other → **Please specify ↴**

ME0050SP

*Please print*

- j  None of the above

**51. How satisfied were you with each of the following while on active duty?**

	-6	Does not apply				
	5	Very dissatisfied				
	4	Dissatisfied				
	3	Neither satisfied nor dissatisfied				
	2	Satisfied				
	1	Very satisfied				
A. Basic pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Special and incentive pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Reenlistment bonus or continuation pay program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Housing allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
E. SEPRATS/ COMRATS, subsistence allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
F. Military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G. Medical care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H. Dental care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I. Retirement pay you would get	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
J. Cost of living adjustments (COLA) to retirement pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K. Other retirement benefits such as medical care and use of base services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L. Pace of your promotions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
M. Chances for future advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
N. Training and professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
O. Type of assignments received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
P. Deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Q. Other military duties that take you away from permanent duty station	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
R. Availability of equipment, parts, and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
S. Level of manning in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
T. Your unit's morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
U. Your personal workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. Amount of personal/ family time you have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
W. Off-duty educational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
X. Quality of leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Y. Military values, lifestyle, and tradition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Z. Amount of enjoyment from your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
AA. Frequency of PCS moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BB. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	-6	Does not apply
	5	Very dissatisfied
	4	Dissatisfied
	3	Neither satisfied nor dissatisfied
	2	Satisfied
	1	Very satisfied

CC. Location or station of choice, homeporting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DD. Co-location with your military spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EE. Medical care for your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FF. Dental care for your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GG. Youth activities on base	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HH. Schools for your children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
II. Spouse employment and career opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
JJ. Military family support programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
KK. Acceptable and affordable child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LL. Friendships developed while in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MM. Quality of equipment, parts, and resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**52. Which is the most important factor that we could have improved that would have made you stay?**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
1	2	3	4	5	6	7	8
<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>
9	10	11	12	13	14	15	16
<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>
17	18	19	20	21	22	23	24
<b>Y</b>	<b>Z</b>	<b>AA</b>	<b>BB</b>	<b>CC</b>	<b>DD</b>	<b>EE</b>	<b>FF</b>
25	26	27	28	29	30	31	32
<b>GG</b>	<b>HH</b>	<b>II</b>	<b>JJ</b>	<b>KK</b>	<b>LL</b>	<b>MM</b>	<b>NN(None)</b>
33	34	35	36	37	38	39	0

**53. ...and what else would we have to improve so that you would stay? Mark all that apply.**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>
<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>
<b>Y</b>	<b>Z</b>	<b>AA</b>	<b>BB</b>	<b>CC</b>	<b>DD</b>	<b>EE</b>	<b>FF</b>
<b>GG</b>	<b>HH</b>	<b>II</b>	<b>JJ</b>	<b>KK</b>	<b>LL</b>	<b>MM</b>	<b>NN(None)</b>

**LEADERSHIP/COMMAND CLIMATE**

ME0054A-I

54. Please indicate whether you agree or disagree with the following statements.

	1	Disagree			
	2	Tend to disagree			
	3	?			
	4	Tend to agree			
	5	Agree			
a. My chain of command keeps me informed about important issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. If I make a request through channels in my unit, I know somebody will listen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I find it very difficult to balance my work and my personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Priorities or work objectives are changed so frequently, I have trouble getting my work done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My supervisor encourages people to learn from mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My supervisor has sufficient authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I believe my Service's core values are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Leadership generally understands the problems we face on our jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ME0055

55. What was the paygrade of your immediate supervisor?

04 <input type="radio"/>	E-4 or below	11 <input type="radio"/>	W-1	21 <input type="radio"/>	O-1/O1E
05 <input type="radio"/>	E-5	12 <input type="radio"/>	W-2	22 <input type="radio"/>	O-2/O2E
06 <input type="radio"/>	E-6	13 <input type="radio"/>	W-3	23 <input type="radio"/>	O-3/O3E
07 <input type="radio"/>	E-7	14 <input type="radio"/>	W-4	24 <input type="radio"/>	O-4
08 <input type="radio"/>	E-8	15 <input type="radio"/>	W-5	25 <input type="radio"/>	O-5
09 <input type="radio"/>	E-9			26 <input type="radio"/>	O-6
				27 <input type="radio"/>	O-7 or above
31 <input type="radio"/>	Civilian GS-1 to GS-6 (or equivalent)				
32 <input type="radio"/>	Civilian GS-7 to GS-11 (or equivalent)				
33 <input type="radio"/>	Civilian GS-12 or above (or equivalent)				

ME0056A-L

56. How much do you agree or disagree with each of the following statements about your immediate supervisor? The term "work group" refers to the people with whom you work on a day-to-day basis.

	99	Don't know			
	1	Strongly disagree			
	2	Disagree			
	3	Neither agree nor disagree			
	4	Agree			
	5	Strongly agree			
a. <b>Handling the technical-skills parts of the job</b> (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. <b>Handling the people-skills parts of the job</b> (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. <b>Handling the conceptual-skills parts of the job</b> (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. <b>Communicating</b> (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. <b>Decision Making</b> (makes sound decisions in a timely manner, includes all relevant information in decisions, and can generate innovative solutions to unique problems).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. <b>Motivating</b> (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. <b>Developing</b> (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



99	Don't know				
1	Strongly disagree				
2	Disagree				
3	Neither agree nor disagree				
4	Agree				
5	Strongly agree				

- h. **Building** (builds cohesive teams, gains the cooperation of all teammembers, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment). O O O O O O
- i. **Learning** (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). O O O O O O
- j. **Planning and Organizing** (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change). O O O O O O
- k. **Executing** (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities). O O O O O O
- l. **Assessing** (accurately assesses the work group's strengths and weaknesses, conducts effective in progress reviews and after action reviews, takes time to find out what subordinate units are doing). O O O O O O

**MILITARY LIFE**

ME0057 (AD99-46)

**57. In general, has your life been better or worse than you expected when you first entered the military?**

- 1  Much better  
 2  Somewhat better  
 3  About what you expected  
 4  Somewhat worse  
 5  Much worse  
 99  Don't remember

ME0058 (AD99-47)

**58. In general, has your work been better or worse than you expected when you first entered the military?**

- 1  Much better  
 2  Somewhat better  
 3  About what you expected  
 4  Somewhat worse  
 5  Much worse  
 99  Don't remember

ME0059

**59. If someone asked your advice about joining the military, what would you recommend?**

- 4  I would recommend they join any Service  
 3  I would recommend they join my Service  
 2  I would recommend they join the military, but not my Service  
 1  I would not recommend joining any Service

ME0060A-K (A-I from AD99-45)

**60. How much do you agree or disagree with the following statements?**

5	Strongly disagree				
4	Disagree				
3	Neither agree nor disagree				
2	Agree				
1	Strongly agree				

- a. During the past 12 months, the missions I was involved with were important to the national interest O O O O O
- b. During the past 12 months, most or all of the military duties I performed improved or maintained unit or individual readiness O O O O O
- c. I would find it rewarding to deploy on a peacekeeping/peacemaking operation (e.g., Bosnia) O O O O O
- d. I would find it rewarding to deploy on an overseas humanitarian relief effort (e.g., foreign disaster relief such as Nicaragua) O O O O O
- e. Very little of my experience and training can be directly transferred to a civilian job O O O O O
- f. It will be easy for me to get a good civilian job now as I leave the military O O O O O
- g. I have a pretty good idea of the kinds of jobs I could get as a civilian O O O O O
- h. I have a pretty good idea of what pay I could get as a civilian O O O O O
- i. The benefits available to military personnel and their families have eroded over the past few years O O O O O
- j. Continuing a military career would have allowed me to attain the standard of living I want for myself/my family O O O O O
- k. I have been taught valuable skills in the military that I can use later in civilian jobs O O O O O

ME0061

61. If you could do it over again, would you have stayed in the military for more than your first enlistment or initial obligation?

- 5  Definitely yes
- 4  Probably yes
- 3  Unsure
- 2  Probably no
- 1  Definitely no

ME0062A-R (A-J from AD99-49)

62. How would your opportunities in the military compare to opportunities you will have in the civilian world?

	99	Don't know				
	5	Much better in the military				
	4	Somewhat better in the military				
	3	No difference				
	2	Somewhat better as a civilian				
	1	Much better as a civilian				
a. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Amount of personal/family time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Hours worked per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Education and training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Total compensation (pay, bonuses, allowances)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Health care benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Sense of accomplishment/pride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. General quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Workload/amount of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Opportunity for travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Freedom from discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Fair performance evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Freedom from harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Racial/ethnic relations overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Gender relations overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ME0063A-M (A-K from AD99-50)

63. How much do you agree or disagree with the following statements?

	5	Strongly disagree			
	4	Disagree			
	3	Neither agree nor disagree			
	2	Agree			
	1	Strongly agree			
a. Most of my friends belong to the military community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The military community is there for me when I need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have a lot in common with the civilian community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Members of the military community sometimes turn to me for help or support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Living on base helps active duty members and their families make ends meet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is not much to be gained for me by sticking with a military career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am proud to be a member of my Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I find that my values and the values of my Service are very similar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Being a member of my Service inspires me to do the best job I can	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. My Service's evaluation/ selection system is effective in promoting its best members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. If I stayed in the Service, I would be promoted as high as my ability and effort would warrant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The NCOs/Petty Officers in my unit were a good source of support for enlisted personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Leaders in the unit treated members with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ME0064 (AD99-51)

64. Now, taking all things together, how satisfied are you with the military way of life?

- 1  Very satisfied
- 2  Satisfied
- 3  Neither satisfied nor dissatisfied
- 4  Dissatisfied
- 5  Very dissatisfied

## YOUR SEPARATION/RETIREMENT

ME0065A-K, ME0065SP, ME0065CN, Note 21 (AD99-48adapt)

**65. During the past 6 months, what have you done to prepare for leaving the military? Mark all that apply.**

- a  Wondered what life might be like as a civilian
- b  Discussed leaving and/or civilian opportunities with family members or friends
- c  Talked about leaving with my immediate supervisor
- d  Gathered information on education programs or colleges
- e  Gathered information about civilian job options (e.g., read newspaper ads, attended a job fair)
- f  Attended a program that helps people prepare for civilian employment
- g  Prepared a resume
- h  Applied for a job
- i  Interviewed for a job
- j  Other → *Please specify* 7

ME0065SP

*Please print*

- k  None of the above

ME0066

**66. How long before your separation/retirement did you actually make your decision to leave?**

- 6  Does not apply
- 1  Less than 6 months
- 2  6 months to less than 12 months
- 3  12 months to less than 18 months
- 4  18 months to less than 24 months
- 5  24 or more months

ME0067A-I, ME0067CN, Note 22 (AD99-37, adapted)

**67. What will your primary activities be after you leave active duty? Mark all that apply.**

- a  Attend school (vocational, college, or university)
- b  Work for civilian company or organization
- c  Work in a civilian government job (local, state, or federal)
- d  Manage or work in family business
- e  Self-employed in your own business or profession
- f  A homemaker/housewife/househusband
- g  Go into full-time retirement
- h  Become a full-time active duty member of the National Guard or Reserves
- i  None of the above

ME0068, ME0068SK, Note 23

**68. Are you eligible for Montgomery GI Bill (MGIB) educational benefits after leaving active duty service?**

- 2  Yes
- 1  No → **Go to Question 72**

ME0069, ME0069SK, Notes 23-24

**69. Do you plan to use MGIB educational benefits?**

- 5  Definitely yes
- 4  Probably yes
- 3  Unsure
- 2  Probably no → **Go to Question 72**
- 1  Definitely no → **Go to Question 72**

ME0070A-E, ME0070CN, Note 25

**70. How do you plan to use MGIB educational benefits? Mark all that apply.**

- a  Will enroll in vocational or occupational training
- b  Will begin or complete education for a 2-year college degree (Associate's degree or equivalent)
- c  Will begin or complete education for a 4-year college degree (Bachelor's degree or equivalent)
- d  Will begin/complete education for an advanced degree (Master's/PhD/JD/MD, etc.)
- e  None of the above

ME0071

**71. When do you plan to use MGIB educational benefits?**

- 1  In less than 6 months
- 2  In 6 months to less than 2 years
- 3  In 2 years to less than 5 years
- 4  In 5 years or more
- 99  Unsure

ME0072, ME0072SK, Note 26

**72. Do you plan to do any civilian work for pay right after leaving active duty? Answer "Yes" even if you will be taking a short break before working. Answer "Yes" even if you will only be working an average of an hour a week as a civilian, or helping without pay in a family business or farm.**

- 1  No → **Go to Question 77**
- 2  Yes

**Questions 73-76 ask about your plans for a civilian job. If you do not currently have a civilian job, please answer about the job you plan to have.**

ME0073

**73. How many weeks have you looked for civilian employment? (e.g., researching job opportunities, submitting job applications, etc.)**

- 62  Not applicable, I did not have to look for work
- 1  Less than 1 week
- 2  1 week to less than 4 weeks
- 3  4 weeks to less than 8 weeks
- 4  8 weeks to less than 12 weeks
- 5  12 weeks to less than 16 weeks
- 6  16 weeks or more

ME0074A-H, ME0074CN, Note 27

74. Which of the following describes your employment situation right after separation/retirement? *Mark all that apply.*

- a  Have already obtained a full-time civilian job
- b  Have already obtained a part-time civilian job
- c  Looking for a full-time civilian job
- d  Looking for a part-time civilian job
- e  Managing or working in a family business
- f  Will be self-employed in own business/profession
- g  Will be an unpaid worker (volunteer)
- h  None of the above

ME0075

75. Which of the following best describes what you think your civilian employment will be right after separation/retirement? *Mark one.*

- 1  Federal Government
- 2  State Government
- 3  Local Government (including public schools)
- 4  Self-employed in own business
- 5  Private firm with more than 500 employees
- 6  Private firm with 100-499 employees
- 7  Private firm with less than 100 employees
- 8  Managing or working in a family business

ME0076

76. To what extent will your civilian job be similar to your Primary Military Occupational Specialty(MOS)/Rating/Designator/Air Force Specialty Code (AFSC)?

- 99  Don't know
- 5  Very large extent
- 4  Large extent
- 3  Moderate extent
- 2  Small extent
- 1  Not at all

ME0077

77. What effect, if any, have your military experiences had on the development of personal characteristics and attitudes that would/will help you obtain a civilian job? *Please answer regardless of what you will do right after separation.*

- 5  Strong positive effect
- 4  Positive effect
- 3  No effect
- 2  Negative effect
- 1  Strong negative effect

ME0078

78. How interested are you in working in a civilian job that is similar to your military MOS/Rating/Designator/AFSC?

- 6  Not applicable, do not plan to have a civilian job
- 5  Very interested
- 4  Interested
- 3  Neither interested or uninterested
- 2  Uninterested
- 1  Very uninterested

ME0079A-F

79. What influence did the following people have on your decision to leave?

-6		Not applicable				
1		Strongly encouraged me to leave				
2		Encouraged me to leave				
3		Neither encouraged nor discouraged me to stay				
4		Encouraged me to stay				
5		Strongly encouraged me to stay				
	a. Your spouse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	b. Your fiancé or girl/boy friend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	c. Your father/mother	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	d. Other relatives or close friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	e. Your peers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	f. Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ME0080

80. Would a reenlistment/retention bonus influence you to remain in the military?

- 1  My career field does not have such a bonus and receiving a bonus would influence my decision
- 2  My career field does not have such a bonus and receiving a bonus would not influence my decision
- 3  My career field does have such a bonus and increasing the bonus would influence my decision
- 4  My career field does have such a bonus and increasing the bonus would not influence my decision

**81. To what extent was each of the following a reason for your leaving the Service? If an item does not apply, mark "Not at all."**

5	Very great extent				
4	Great extent				
3	Moderate extent				
2	Slight extent				
1	Not at all				

- A. Involuntarily retired or separated/not accepted for reenlistment
- B. Near maximum age
- C. Near maximum total time in grade
- D. Overall job satisfaction
- E. Pay and allowances
- F. Failed to be promoted
- G. Promotion/advancement opportunities
- H. Level of fairness in performance evaluation
- I. Not getting desirable or appropriate assignments
- J. Not assigned to jobs offering technical/professional development
- K. Lack of training opportunities
- L. Continue my education
- M. Desire to get out while jobs are easy to get
- N. Desire to start second career before becoming too old
- O. Desire to start second career before having to pay for childrens' education
- P. Desire to settle in a particular location
- Q. Family problems at home
- R. Family wanted me to separate/retire
- S. Number of PCS moves
- T. Too many deployments
- U. Too few deployments
- V. One or more serious (UCMJ) offenses
- W. Minor offenses or disciplinary problems
- X. Homesickness
- Y. Lack of motivation, boredom

5	Very great extent				
4	Great extent				
3	Moderate extent				
2	Slight extent				
1	Not at all				

- Z. Problems with superior(s)
- AA. Medical problems
- BB. Difficulty meeting physical fitness requirements
- CC. Maintaining weight/body fat standards
- DD. Inadequate access to the Internet/World Wide Web
- EE. Other

**If you answered at least "Slight extent" for Other, then please specify in the box below 7**

ME0081SP

*Please print*

**82. Fill in the boxes below with the letters of the 5 most important reasons for leaving active duty from among the reasons listed in Question 81. Print one letter per box as in the examples. Print "NA" where none of the listed reasons apply. For example, if there are only 3 reasons, print "NA" for the 4<sup>th</sup> and 5<sup>th</sup> reasons.**

Importance	Exempl	Your Reason
a. Most important reason	A A	<input type="text"/>
b. 2 <sup>nd</sup> most important reason	B	<input type="text"/>
c. 3 <sup>rd</sup> most important reason	C C	<input type="text"/>
d. 4 <sup>th</sup> most important reason	N A	<input type="text"/>
e. 5 <sup>th</sup> most important reason	N A	<input type="text"/>

**83. My current Primary Military Occupational Specialty (MOS)/Rating/Designator/Air Force Specialty Code (AFSC)/Specialty or Experience Indicator is...** *Print your job code in the appropriate row of the last column in the table.*

A.  I don't know my current Primary MOS/Rating/Designator/AFSC/Specialty or Experience Indicator → **Go to Question 84**

**ENLISTED**

B.

	INSTRUCTION	EXAMPLES	YOUR JOB
a	<b>Army</b> Record the first four entries of your current Primary MOS.	1 1 B 2	
b	<b>Navy</b> Undesignated Strikers: Record the two letters of your Rating (apprenticeship group).	S N	
c	Other Navy enlisted: Record the characters of your current Primary Rating so that the last character is entered in Box 5.	C T R 3 M S 2 S T G S N	
d	<b>Marine Corps</b> Record all four numbers of your current Primary MOS.	0 3 1 1	
e	<b>Air Force</b> Record the five letters and numbers of your current primary AFSC.	1 A 0 5 1	
f	<b>Coast Guard</b> See separate instructions for how to record your Enlisted Rating.		

**OFFICERS**

	INSTRUCTION	EXAMPLES	YOUR JOB
g	<b>Army</b> Commissioned Officers: Record your Primary Area of Concentration (AOC) in the <u>upper</u> 3 boxes and your Secondary Area of Concentration (if applicable) in the <u>lower</u> 3 boxes.	<b>Primary AOC</b>	<b>Primary AOC</b>
h		<b>Second AOC</b>	<b>Second AOC</b>
i		Warrants: Record the first four entries of your current Primary MOS.	4 2 0 A
j	<b>Navy</b> Record all four numbers of your current Primary Designator.	1 1 1 0	
k	<b>Marine Corps</b> Record all four numbers of your current Primary MOS.	0 3 0 2	
l	<b>Air Force</b> Record the four letters and numbers of your current Primary AFSC.	1 1 A 3	
m	<b>Coast Guard</b> See separate instructions for how to record your Specialty or Experience Indicator.		



## **Appendix D**

### **Coding Scheme for the 2000 Military Exit Survey**



# **Coding Scheme for the 2000 Military Exit Survey**

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data to answer one question or for immediate use only. Different people both at DMDC and other organizations (government, academic, and private-sector) analyze DMDC datasets repeatedly over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how the data are coded and the limitations of the data. This appendix describes (a) variable naming conventions, (b) how data are captured from the survey instrument, and (c) the edit process to create survey response variables for the analysis file.

## ***Variable Naming***

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey on sexual harassment in 1995 and in an equal opportunity survey in 1996. Conventions discussed below are being used as a means for facilitating such analyses.

### ***Non-survey-derived Variables***

Variable names for non-survey-derived variables tend to be character strings that aid in remembering the meaning of the variable. Two important conventions were used in naming variables.

- A variable name from DMDC record files was used only if the data, values, and value-labels were identical to those from an official DMDC data file. When data were added to an analysis file unchanged from record data, the same variable name, values, and value labels were used. For example, "SVC" is a field in the ADMF and RCCPDS indicating the member's Service. Since the variable in the survey data file is identical to the record data from the month the sample was drawn, the same variable name and labels were used. In contrast, the variable SRSVC1 has slightly different values and value label and consequently was given a variable name that is not used in the official records so as not to confuse analysts who work routinely with record data.
- Beginning a variable name with "X" indicates it is a special crossing (marginal) variable for key analyses. "X" variables typically involve using record data to impute values for missing data in survey items. "X" variables may also be used to mask data. In such cases, collapsing or re-coding to missing is performed to preserve confidentiality of respondents. (See Appendix I for the programming that was used to compute "X" variables.)

### ***Survey-derived Variables***

Identical demographic items are used across many DMDC surveys. Each time these items are used, identical variable names and values are used. The variable names for this group of demographic items start with SR(mnemonic for survey reported). The following items in this survey fall into this category: SRSEX (for gender), SRED (for education), SRHISPA1 (for

Hispanic ethnicity), SRSVC (for Armed Service), SRGRADE2 (for military paygrade), SRRACE (for race), and SRMARST (for marital status). COMMENT (for a flag indicating if a comment has been entered) and SRDATE1 (for the date the survey was completed) are other standard variables across DMDC surveys (see page 16 of the survey instrument).

Variable names for items not standardized across DMDC surveys start with 1 or 2 letters to represent the survey. These letters are followed by 2 digits to represent the year the data are gathered, and end with 3 to 5 numbers/letters corresponding to the survey questionnaire item. Because of how sorting is done, leading zeros are used so items are ordered from “001” through “999”. Typically, the last one or two of the 5 item-number digits are blank or contain letter(s) representing one of the sub-items within the question. The basic naming conventions are implemented as follows for MES:

- The first and second positions are “ME” for the basic variables<sup>1</sup> for items appearing in the Military Exit Survey, using two letters to represent the survey.
- The third and fourth characters after the ME are “00” to indicate these data came from a survey administered in 2000.
- The fifth and sixth characters are item numbers in the survey.
- The seventh and eighth characters represent the letters assigned to each sub-item in multi-part questions. The exceptions are:
  - Specify flags (ending in a ‘SP’) represent whether information has been written in a write-in box. For example, when respondents to this survey indicate on Question 50 that their reason for not planning to join the National Guard or Reserve is other than those listed, they are directed to write their reason in the write-in area. ME0050SP is a flag variable indicating whether text was entered in the write-in area, and whether the presence of text in this area is consistent with how the basic question was answered. For initial and interim files, specify flag variables are based on scanning the area of the survey for marks. For the final data set, these variables are verified by visual inspection whenever the scan-editing program detects something in the write-in area. Variables are further verified by separately keying the long comment section at the end of the survey. Some entries are ignored: (1) unintelligible entries of lines, scribbles, or multiple XXXs; and (2) negative replies of *NA/A*, *none*, *nothing*, *no*, *no comment* and *not applicable*.
  - For certain write-in responses numeric codes are available. These variables are named for the basic survey item by appending ‘CD’ to the usual variable name of items that accept write-in answers. This survey also employs a DMDC standard naming convention for coded variables. For example, Question 28 has the coding variable ME0028CD to represent the FIPS code equivalent of the state postal abbreviation, in addition to the regular variable ME0028 and the specify variable ME0028SP. Since coding variables contain unique content-based codes, every coding variable along with a special coding note is shown in the Coding Annotation of the survey in Appendix A.

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<sup>1</sup> Though the most frequently used variables for the survey items start with ME, variables may also start with a “U” indicating they are not edited for skip pattern consistency, or an “R” indicating they have been recoded from the basic variable.

- Skip pattern flags (ending in 'SK')<sup>2</sup> represent data quality for questions directing respondents to skip later questions if they respond to a question in a certain way. For example, if respondents to this survey indicate on Question 19 they did not hold a second job or work at their own business, they are directed to skip Question 20. ME0019SK is a flag variable indicating if the response to the following item is answered consistently with the skip directions in Question 19.

### ***Value Coding and Formats***

Datasets were prepared as SAS<sup>3</sup> system files. An OS or flat file version of the public release file was then prepared from the SAS system file. This section describes how values were treated in creating the SAS system files and notes any differences in the flat file.

In the SAS system files, variables were declared as numeric unless they contained true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can be done only with variables declared numeric. Values for alphabetic variables (i.e., ME0052, ME0083BA) were input with \$CHARww.formats to preserve leading, embedded, and trailing blanks.

### ***Raw-Data Encoding Process***

The mailed survey forms were processed with image scanning and intelligent character recognition (ICR) technology. After an optical image was made of each page of the survey, a computer program compared each optical image to a template.

- The software assigned codes to fields created for the survey items.
- The software flagged any item resulting in an error code (for missing or multiple response or beneath confidence levels for legibility) rather than a valid response code.
- Intelligent character recognition software was used with the template to resolve entries in boxes such as those used in Question 1 if the entry reaches the confidence level. The software flagged for onscreen determination any entries in boxes not resolvable with a high degree of certainty.

The surveys were then edited by a person who would see an image of the survey pages on a computer monitor. Each problem item flagged by the computer was highlighted on the screen. If the editor could not determine the correct response to problem-flagged items, then the paper form was pulled and the editor checked the paper form. The editor also typed the entire text of the short write-in items during this pass.<sup>4</sup> Through this stage, each item was evaluated separately and codes were assigned according to what was marked in a single item. These codes are based on the position of mark(s) in only one item and are found on the annotated forms in Appendix A. The resulting file was then transferred to DRC project

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<sup>2</sup> Some questions require multiple skip flags denoted by the letter "S", and a number (e.g., the two flags for ME0045).

<sup>3</sup> SAS is a trademark of the SAS Institute, Inc.

<sup>4</sup> The long comment item at the end of the questionnaire was keyed in a separate process. The comments data are confidential to preserve anonymity and are not merged into the returns dataset.

management team for validation. The programmer/analyst and project management team are then engaged in the creation of the returns dataset.

Responses on the surveys are edited for the main analysis files in five coding steps. In practice these steps are not strictly linear, however, the steps provide a convenient framework to understand the process.

1. Each response is coded with one of three types of standard codes: valid response option value (see Coding Annotation on the survey form in Appendix A), no response (.), or multiple-response error (.A).
2. Specify flag variables are created, and codes are assigned to indicate if respondents wrote in responses correctly where write-in boxes were used.
3. Skip flag variables are created, and codes are assigned to indicate if respondents completed the skip pattern correctly.
4. Special codes for valid skips are assigned to variables within skip patterns using a “forward coding” process.
5. Text code variables are created, and codes are assigned based on the content coding of the test entries.

In the coding sequence, coding in the second and later steps builds on prior steps and usually involves values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, and the editing of skip patterns.

### ***Missing Data Codes***

The instructions used to assign missing data codes and other special codes are shown in six tables. In these tables, the value labels associated with each assigned code are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table D-1 contains basic SAS and flat file missing data codes.
- Table D-2 contains SAS and flat file missing data codes for dates.
- Table D-3 contains standard coding notes for flag variables.
- Table D-4 contains SAS and flat file special not applicable codes.
- Table D-5 provides special coding notes for items involving skip patterns or other non-obvious coding.

The codes presented in Table D-1 are general missing data codes that have been adopted for use on DMDC surveys. (Standards for date variables are in Table D-2). This table has separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file codes differ from the SAS codes because SAS implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS<sup>5</sup>. SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alphas representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a “-8”, which

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<sup>5</sup> SPSS is a trademark of SPSS Inc.

can be declared as a missing value when the data are input in SPSS—in the SAS file, the value “.A” is used to represent a multiple response error.

Many types of missing data are common to scannable surveys and are self-explanatory. In general, missing data are coded as “-9” (SAS: .) when respondents skip the item invalidly, and multiple response errors are coded as “-8” (SAS: .A). Incomplete responses in grids that could not be resolved by visual inspection are coded as “-4” (SAS: .I). Out-of-range responses in grids (e.g., a current age less than minimum entry age for the military) are coded as “-7” (SAS: .O).

For a single item that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, other specific codes are used. This type of coding is discussed later in the section entitled “Special Codes for Skip Patterns.” That later section also explains using the code “-2” (SAS: .M) to denote implied continuations.

Multiple survey forms or survey modes (e.g., paper and web) are sometimes used in a single effort, and the data from all the related forms may be combined into a single dataset for analysis. Questions may appear on one form or mode and not in the other form or mode. In a combined dataset a code of “-5” (SAS: .F) indicates missing data for variables not on the form completed by a respondent.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

In very rare cases, a match might not be able to be made to official records. For example, some records might not have been found in the DEERS system for members sampled from the ADMF.

**Table D-1**  
**Basic SAS and Flat File Missing Data Codes**

SAS File		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response (invalid skip)</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range error</i>
.N	.N	-6	.N	<i>Not applicable (valid skip)</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is reserved for multiple form surveys.
.I	.I	-4	.I	<i>Incomplete grid error or illegible.</i> Used when the meaning or content of the respondent's answer could not be determined.
.G	.G	-3	.G	<i>No match on official records.</i> Only used for master file, sampling, and weighting variables for surveys that cannot be matched back to the sample file. Typically used in files of duplicate returns; these returns are not stored in the main or public use data files.
.M	.M	-2	.M	<i>Implied continuation.</i> Respondent's answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	<i>Blank/no survey.</i> Filler values for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.
99	DK	99	DK	<i>Don't know*</i>

\* Note. Use of 'Don't know' as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is sometimes excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, it should be re-coded as missing; in SAS datasets the value .D is suggested for use. Also, it is often useful to sum (across items) the number of times 'Don't know' is used as a response by a respondent.

Exact dates are formatted YYYYMMDD<sup>6</sup> (SAS input format YYMMDD8.). Because SAS stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data (see Table D-2). The column headed YYYYMMDD shows how special missing data values for SRDATE1 are formatted in the flat file for this survey. When SAS reads a date value from a flat file, it stores the date as the value in the column headed "Value read from input." SAS "if-then" statements are used to recode the "Value read from input" values to the special missing value codes in the first column of Table D-2.

**Table D- 2**  
**SAS and Flat File Missing Data Codes for Dates**

SAS File		Flat File		
Recoded value	Value read from input	YYYYMMDD	MMYYYYY	Description
.	-54908	18090901	SEP1809	<i>No response (invalid skip)</i>
.A	-55304	18080801	AUG1808	<i>Multiple response error</i>
.O	-55701	18070701	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060601	JUN1806	<i>Not applicable (valid skip)</i>
.I	-56887	18040401	APR1804	<i>Incomplete grid error</i>
.B	-58073	18010101	JAN1801	<i>Blank/no survey.</i> Filler value for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.

Note. This conversion has already been done in the DMDC SAS files for this survey and SRDATE1 has the values shown under the "Recoded value" column.

<sup>6</sup> Similarly, dates given as months and years would be formatted as MONYYYY (e.g., AUG1993). When input by SAS format MONYY7., month/year/dates are stored as if they specified the first day of the month.

## Standard Flag Variables

As noted above, this survey employs two standard flag variables; specify flags and skip pattern flags. In the second edit step, specify flags are set in accordance with Table D-3. In the third edit step, skip flags are set in the manner discussed in Table D-3; however, the specifics for each skip flag are detailed in the next section. Note two values ('-2/.M' and '-9/.') are used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

**Table D-3**  
**Standard Coding Notes for Flag Variables**

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1. **SPECIFY FLAGS.** A flag variable (with the variable name ending in 'SP') is generated for each write-in box. For example, Question 81 includes the flag variable ME0081SP. All specify flags are shown in the annotated survey in Appendix A. Specify flags are also discussed in Table D-5 if there are multiple responses indicating the write-in box should have text entered.

ME00xxSP variables show the result of checking the specify (write-in) box for marks and checking the parent variable to see if the specify-below response option was selected.

The specify flag variables are coded with one of six values.

- 1 *Valid skip*  
Assigned to the flag variable (e.g., ME0081SP EQ 1) if the respondent did not select the specify-below response option (e.g., ME0081EE EQ 1) and no text is entered in the specify-below box. Some entries are ignored: (1) unintelligible entries of multiple XXXs, lines, or scribbles; and (2) negative entries of *N/A*, *none*, *nothing*, *no*, *no comment* and *not applicable*.
- 2 *Valid continuation*  
Assigned to the flag variable (e.g., ME0081SP EQ 2) if the respondent selected the specify-below response option (e.g., ME0081EE EQ 2 - 5) and the specify-below box contains text.
- 3 *Implied continuation*  
Assigned to the flag variable (e.g., ME0081SP EQ 3) if the respondent did not select the specify-below response option (e.g., ME0081EE EQ 1) but the specify-below box contains text.
- 4 *Invalid skip*  
Assigned to the flag variable (e.g., ME0081SP EQ 4) if the respondent selected the specify-below response option (e.g., ME0081EE EQ 2 - 5) but no text is entered in the specify-below box.
- 2 *Missing continuation*  
Assigned to the flag variable (e.g., ME0081SP EQ -2) if the parent variable is missing (e.g., ME0081EE EQ -8 or -9) and the specify-below box contains text.
- 9 *Missing skip*  
Assigned to the flag variable (e.g., ME0081SP EQ -9) if the parent variable is missing (e.g., ME0081EE EQ -8 or -9) and no text is entered in the specify-below box.



The following contingency table shows the value of a specify variable (e.g., ME0028SP), based on examining the values of the parent variable (e.g., ME0028) and whether the respondent entered anything in either of the two specify-below boxes (the box for the full name of the location or the box for the postal abbreviation.)

ME0028 value after first edit step	text in at least one box	
	yes	no
1	2 (Valid continuation)	4 (Invalid skip)
values in range 2- 8	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

2. **CODED VARIABLES:** A coded variable (with the variable name ending in 'CD') is generated for certain write-in responses. For example, Question 28 has the coded variable ME0028CD. All coded variables are shown in the annotated survey in Appendix A. In the first edit step, variables may have to be assigned the special values of *./-9 No response (invalid skip)*, *./F-5 Variable not on survey form*, or *./B/-1 Blank/no survey*. No other special values are assigned in editing for Specify Flags or Skip Flags because values assigned in these edit steps would often match legitimate codes used for standard codes such as the Census Bureau coding of race/ethnicity. The specify flag for the question should be used to evaluate the legitimate cases for which the coded variable is appropriately analyzed.
  
3. **SKIP FLAGS.** A flag variable (with the variable name ending in SK, S1, S2, etc.) is generated for each skip pattern. For example, Question 30 has the flag variable ME0030SK and the regular variable ME0030. Question 45 has the flag variables ME0045S1 and ME0045S2 and the regular variable ME0045. Skip variables are useful for evaluating the effectiveness of the skip pattern, and as a flag for cases where ambiguous responses have been replaced by missing value indicators. Skip flags are shown in the annotated survey in Appendix A and are discussed below in Table D-4.

The skip flag variables are coded with one of six values.

- 1 *Valid skip*  
Assigned to the flag variable (e.g., ME0030SK EQ 1) if the parent variable shows a skip (e.g., ME0030 EQ 2) and the responses are missing for all items in the skip pattern (e.g., all of ME0031- ME0033 = -9).
- 2 *Valid continuation*  
Assigned to the flag variable (e.g., ME0030SK EQ 2) if the parent variable indicates a continuation (e.g., ME0030 EQ 1) and the respondent answered any item in the skip pattern (e.g., at least one of ME0031 - ME0033 NE -9).
- 3 *Implied continuation*  
Assigned to the flag variable (e.g., ME0030SK EQ 3) if the parent variable indicates a skip (e.g., ME0030 EQ 2) and the respondent answered any item in the skip pattern (e.g., at least one of ME0031 – ME0033 NE -9).

- 4 *Invalid skip*  
Assigned to the flag variable (e.g., ME0030SK EQ 4) if the parent variable indicates a continuation (e.g., ME0030 EQ 1) and the responses are missing for all items in the skip pattern (e.g., all of ME0031 – ME0033 = -9).
- 2 *Missing continuation*  
Assigned to the flag variable (e.g., ME0030SK EQ -2) if the parent variable is missing (e.g., ME0030 EQ -8 or -9) and the respondent answered any item in the skip pattern (e.g., at least one of ME0031 - ME0033 NE -9).
- 9 *Missing skip*  
Assigned to the flag variable (e.g., ME0030SK EQ -9) if the parent variable is missing (e.g., ME0030 EQ -8 or -9) and the responses are missing for all items in the skip pattern (e.g., all of ME0031 – ME0033 = -9).

This contingency table shows the value of a skip variable (e.g., ME0030SK) based on examining the values of the parent variable (e.g., ME0030) and the variables in the skip pattern (e.g., ME0031 – ME0033) after the first edit step.

ME0030 value after first edit step	ME0031 — ME0033 values after first edit step	
	at least one NE -9	all EQ -9
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

**CONSISTENCY FLAGS.** A flag variable (with the variable name ending in CN) is generated to check the logical consistency of responses to two or more related items. For example, Question 37 has the regular variable ME0037 and the flag variable ME0037CN. The flag is a consistency check between responses to ME0037 and ME0038. It is inconsistent to select the same item from a list as both the most important reason (in ME0037) and the next most important reason (in ME0038). Question 26 has the regular variables ME0026A-ME0026P and the flag variable ME0026CN. ME0026CN is a flag indicating internal consistency among response choices to the Question 26; if ME0026P “None of the above” is marked, then it is inconsistent to also mark any of the ME0026A-O response choices.

The consistency flag variables are coded with the following values.

- 1 *Consistent*  
Assigned to the flag variable (e.g., ME0037CN EQ 1) if the responses to the related items are logically consistent.
- 2 *Inconsistent*  
Assigned to the flag variable (e.g., ME0037CN EQ 2) if the responses to the related items are logically inconsistent.
- 9 *Missing*  
Assigned to the flag variable (e.g., ME0037= -9) if any of the responses to the related items are missing (.) or are multiple response errors (.A).

## ***Special Codes for Skip Patterns***

Coding steps 3 and 4 involve editing data to resolve discrepancies in skip patterns. Skip flags are created in step 3. Table D-3 introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table D-5<sup>7</sup>. After the creation of all the skip and specify flags in step 3, variables within the skip patterns are forward coded in step 4 to make them consistent with the variables that start the skip patterns.<sup>8</sup> Table D-5 specifies how to assign the special values, listed in Table D-4, to variables within the skip patterns. While Table D-5 is organized to show all the edits for a skip pattern together, all step 3 edits are made prior to making any step 4 edits. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent's answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed *backward* and *forward* coding. Backward<sup>9</sup> coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have *not applicable* values assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate items with data missing because the item is not applicable from items where data are missing because the respondent failed to answer items s/he should have answered.

Table D-4 lists specific special values that are assigned when the reason for an item not being applicable can be defined and used across multiple items. A single item might have multiple codes for not applicable—each uniquely identified with a separate reason identified in nested skip patterns. These special codes require an analyst to produce frequencies and examine the not applicable values to make situation-by-situation decisions on which not applicable codes to use in the calculation of percentages.

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<sup>7</sup> Table D-5 also provides special coding notes for other non-obvious coding. The coding note numbers are keyed to the Notes annotated on the survey instrument contained in Appendix A.

<sup>8</sup> To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The naming convention for these variables is to start the name with “U” for Unedited.

<sup>9</sup> Backward coding has been used in other recent DMDC surveys, such as the 1995 Sexual Harassment Surveys (Status of the Armed Forces Surveys Forms A-C) and the 1996 Equal Opportunity Survey.

**Table D-4**  
**SAS and Flat File Special Not Applicable Codes**

<u>SAS File</u>	<u>Flat File</u>	<u>Description</u>
.N	-6	<i>Not applicable.</i> Used when NAs are typically <i>not</i> counted as valid responses. Also used to indicate not applicable for items that can take large positive responses where responses could be confused with the other not applicable codes that are large positive numbers.
60	60	<i>Not applicable.</i> Used when NAs might be counted as valid responses.
62	62	<i>Not applicable, (Q73), I did not have to look for work.</i>
63	63	<i>Does not apply, (Q43-Q44), I would not expect a promotion.</i>
64	64	<i>Does not apply, (Q43-Q44), I would have no opportunities for promotion.</i>

**Table D-5**  
**Special Coding Notes**

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<u>Note</u>	<u>Coding instructions and codebook specifications</u>
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1      **ME008, ME008MY.** See Table D-2 for coding. For ME008, the dates are formatted YYYYMMDD. For ME008MY, the dates are formatted MONYYYY, and these month/year dates are stored by SAS as if they specified the first day of the month. The codebook page for ME008 should note: “Responses are coded as out-of-range errors if the value for month is not between 1 and 12, or the value for day does not conform to the number of days in a given month, or the year value falls outside 1960 to 2015. Otherwise, values are not checked for valid range.” The codebook page for ME008MY should note: “Responses are coded as out-of-range errors if the value for month is not between 1 and 12 or the year value falls outside 1960 to 2015. Day is automatically coded as the first day of the month. Otherwise, values are not checked for valid range.”

2      **SRED.** SRED is coded as a standard “mark one response” item. The codebook page for SRED should note: “This variable is identical to SRED in the 1999 Active Duty Survey but may not be identical to SRED in other DMDC surveys.”

3      **ME0010.** ME0010 is coded as a standard “mark one response” item.

4      **SRHISPA1, SRHISPA2.** SRHISPA1 is the standard variable for Hispanic descent, also appearing in the 1999 Active Duty Survey. Its values are: 1 (No, not Spanish/Hispanic/Latino), 2 (Yes, Mexican, Mexican American, Chicano), 3 (Yes, Puerto Rican), 4 (Yes, Cuban), and 5 (Yes, other Spanish/Hispanic/Latino).

SRHISPA2 is a newly constructed variable indicating simply whether a respondent did/did not indicate Hispanic descent, and is inclusive of cases where more than one Hispanic type may have been marked. The codebook page for SRHISPA2 should note: “This item differs from DMDC standard items SRHISP and SRHISPA1 in that it permits multiple responses when all the responses marked are for different Hispanic types.” SRHISPA2 is coded as follows:

1= respondent marks “No, not Spanish/Hispanic/Latino”

2= respondent marks one or more of the “Yes” responses, but not the “No” response

.= respondent does not mark any response

.A= respondent marks the “No” response, but also one or more of the “Yes” responses (unlike SRHISPA1 where .A is also assigned for multiple “Yes” responses even if “No” is not marked)

5 **SRRACEA-SRRACEE, SRRETH2.** The codebook page for SRRACEA- SRRACEE should note: “These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.” SRRACEA-SRRACEE are coded as “Mark all that apply” items, where 1= Not marked and 2= Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaska Native” was marked, SRRACED indicates whether “Asian” was marked, and SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked. If none are marked then all of SRRACEA-SRRACEE are assigned –9 (missing.)

SRRETH2 implements the October 1997 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH2 should note: “These racial/ethnic categories are consistent with the ‘1997 standards for maintaining, collecting, and presenting federal data on race and ethnicity.’”

SRRETH2 groups the responses to SRRACEA-SRRACEE into racial/ethnic categories which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2, described in Coding Note 5). Each verbal description in the “RACIAL CATEGORY” column of the chart below is preceded by an H for “Hispanic” if the respondent has a value of 2 for SRHISPA2, and by a NH for “Non-Hispanic” if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description.

The coding for SRRETH2 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEE are assigned the corresponding code (1 to 5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The category of “Some other race” for the race/ethnicity of Hispanics (coded as 6) is not populated in this survey, but is used with the 1999 Active Duty Survey which includes an additional response option of “Other” race/ethnicity. The categories for Non-Hispanics are similar to Hispanics, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19.

CODE	SRRETH2 RACIAL CATEGORY	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE
1	H American Indian or Alaska Native	2	1	1	2	1	1
2	H Asian	2	1	1	1	2	1
3	H Black or African American	2	1	2	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2
5	H White	2	2	1	1	1	1
6	H Some other race	This category is not populated in the Military Exit Survey					
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-E)				
8	H Unknown race	2	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1
10	NH Asian	1	1	1	1	2	1
11	NH Black or African American	1	1	2	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2
13	NH White	1	2	1	1	1	1
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1
16	NH Asian & White	1	2	1	1	2	1
17	NH Black or African American & White	1	2	2	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-E)				

\*Note. SRRETH2 does not include a code value of 14.

- 6 **ME0015SK, U0016-U0017G, ME0016-ME0017G.** ME0015SK is a skip flag indicating whether ME0015 is answered consistently with Questions ME0016-ME0017G which are included in the skip pattern.

ME0015 value after first edit step	ME0016 to ME0017G values after first edit step	
	at least one NE -9	all EQ -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0016-U0017G are equal to ME0016-ME0017G, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0015=1 then ME0016-ME0017G= -6.

- 7 **ME0019SK, ME0020, U0020.** ME0019SK is a skip flag indicating whether ME0019 is answered consistently with Question ME0020 which is part of the skip pattern. The codebook page for ME0020 should note: “This field is not checked for unlikely values. The values for number of hours may range as high as 99.”

ME0019 value after first edit step	ME0020 value after first edit step	
	NE -9	EQ -9
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0020 is equal to ME0020, but is Unedited for forward coding of nonapplicable response values. After creating the unedited variable:

If ME0019=2 then ME0020= -6.

- 8 **ME0022A-L, U0022A-K, ME0022CN.** ME0022A-L are coded in edit step 1 as a “Mark-all-that-apply” question: 1 (Not marked) or 2 (Marked). If all of ME0022A-L are 1, then they are recoded to -9 (missing). ME0022CN is a consistency flag indicating whether ME0022A-K were answered consistently with ME0022L (ME0022CN=1) or inconsistently with ME0022L (ME0022CN=2).

**ME0022CN**

ME0022L value after first edit step	ME0022A-K values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0022A-L cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0022A-L are -9 (missing) then ME0022CN= -9 (missing).

U0022A-K are equal to ME0022A-K, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0022L is 2, then ME0022A-K = 1.



9 **ME0023.** The codebook page for ME0023 should note: “This field is checked for unlikely values; entries up to 35 years are accepted as valid. Values over 35 years and less than or equal to 40 years are recoded to 35 years while values over 40 years are recoded to .O/-7. Responses were not checked against record data for validity.”

10 **ME0026A-P, U0026A-O, ME0026CN.** ME0026A-P are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0026A-P are 1, then they are recoded to –9 (missing). ME0026CN is a consistency flag indicating whether ME0026A-O are answered consistently with ME0026P (ME0026CN=1) or inconsistently with ME0026P (ME0026CN=2).

**ME0026CN**

ME0026P value after first edit step	ME0022A-O values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0026A-P cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0026A-P are –9 (missing), then ME0026CN= -9 (missing).

U0026A-O are equal to ME0026A-O, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0026P is 2, then ME0026A-O = 1.

11 **ME0028CD, ME0028SP.** The ME0028CD variable contains content codes generated from text in the postal abbreviation specify box. The content coding is performed in accordance with FIPS standards.

The codebook page for ME0028CD should note: “Coding represents Federal Information Processing Standard (FIPS) codes for the states, DC, PR, the Territories and Possessions. These codes were not edited for valid values.”

See Table D-3 for coding of ME0028SP, the specify flag variable.

12 **ME0029.** The codebook page for ME0029 should note: “This field is not checked for unlikely values. The values for number of PCSs may range as high as 99.”

- 13 **ME0030SK, U0031-U0033, ME0031-ME0033.** ME0030SK is a skip flag indicating if ME0030 is answered consistently with items ME0031-ME0033 which are within the skip pattern.

ME0030 value after first edit step	ME0031-ME0033 values after first edit step	
	at least one NE -9	all EQ -9
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0031-U0033 are equal to ME0031-ME0033, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0030 = 2 then ME0031-ME0033 = -6.

- 14 **ME0036A-ME0036U.** ME0036A-ME0036U are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0036A-U are 1 (not marked), then all are recoded to -9 (missing).

- 15 **ME0037, ME0038, ME0037CN.** ME0037CN is a flag variable developed to indicate inconsistency between responses to Questions ME0037 and ME0038. ME0037 asks for the most important reason for joining the military, and ME0038 asks for the next most important reason for joining from the same set of reasons. Selection of the same reason as both the most important and the next most important is an inconsistent response. Both ME0037 and ME0038 are assigned numeric values corresponding to the alphabetic order of the response options, except for response option V (None) in ME0038 which is assigned the value of 0. The non-zero numeric values start at 1 for response option A and end at 21 for response option U. If the value of ME0037 is between 1 and 21 and the value of ME0038 is between 0 and 21, then: 1) ME0037CN is coded as 2 for inconsistency if ME0038 has the same value as ME0037, unless both ME0037 and ME0038 equal 21 (“Other/None of the above”), and 2) if they do not share the same value or both ME0037 and ME0038 equal 21, then ME0037CN is coded 1 (consistent.)

If either one of ME0037-ME0038 is missing (-9) or is a multiple response (-8) then ME0037CN is missing (-9).

**ME0045S1, ME0045S2, U0046-U0050J, ME0046-ME0050J.** ME0045S1 is a skip flag indicating if ME0046-ME0049J, which are included in the skip pattern, are answered consistently with corresponding values of the parent skip variable ME0045.

### ME0045S1

ME0045 value after first edit step	ME0046-ME0049J values after first edit step (excluding SP flag variables)	
	At least one of ME0046A-O or ME0049A-J EQ 2 or at least one of ME0047-ME0048 NE -9	All of ME0046A-O and ME0049A-J EQ 1 and both ME0047-ME0048 EQ -9
1, 2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
3,4,5 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-6	-6 (Not applicable)	-6 (Not applicable)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

ME0045S2 is a skip flag indicating if ME0046-ME0050J, which are included in the skip pattern, are answered consistently with corresponding values of the parent skip variable ME0045.

### ME0045S2

ME0045 value after first edit step	ME0046-ME0050J values after first edit step (excluding SP flag variables)	
	At least one of ME0046A-O or ME0049A-J or ME0050A-J EQ 2 or at least one of ME0047-ME0048 NE -9	All of ME0046A-O and ME0049A-J and ME0050A-J EQ 1 and both ME0047-ME0048 EQ -9
1, 2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
3,4,5	-6 (Not applicable)	-6 (Not applicable)
-6 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0046A-U0049J are equal to ME0046-ME0049J, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0045= 3 – 5, then ME0046-ME0049J = -6.

U0050A-U0050J are equal to ME0050A-ME0050J, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0045= -6, then ME0046-ME0050J = -6.

**ME0046A-O, U0046A-N, ME0046SP, U0046SP, ME0046CN, U0046CN.** ME0046A-O are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0046A-O are 1, then they are recoded to –9 (missing). ME0046CN is a consistency flag indicating whether ME0046A-N are answered consistently with ME0046O (ME0046CN=1) or inconsistently with ME0046O (ME0046CN=2).

ME0046SP is a specify flag, indicating whether the specify box contains text consistent with the value of ME0046N.

### ME0046SP

ME0046N value after first edit step	text in box	
	yes	No
1 (Not Marked)	3 (Implied continuation)	1 (Valid skip)
2 (Marked)	2 (Valid continuation)	4 (Invalid skip)

### ME0046CN

ME0046O value after first edit step	ME0046A-N values after first edit step (excluding SP flag variables)	
	At least one of ME0046A-N EQ 2	All of ME0046A-N EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0046A-O cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0046A-O are –9 (missing) then ME0046CN= -9 (missing).

U0046A-N are equal to ME0046A-N, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0046O is 2, then ME0046A-N = 1.

U0046SP is equal to ME0046SP, and U0046CN is equal to ME0046CN, but both are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0046A-O= -6 then ME0046SP= -6 and ME0046CN= -6.

**ME0049A-J, U0049A-I, ME0049SP, U0049SP, ME0049CN, U0049CN.** ME0049A-J are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0049A-J are 1, then they are recoded to –9 (missing). ME0049CN is a consistency flag indicating whether ME0049A-I are answered consistently with ME0049J (ME0049CN=1) or inconsistently with ME0049J (ME0049CN=2).

ME0049SP is a specify flag, indicating whether the specify box contains text consistent with the value of ME0046I.

#### ME0049SP

ME0049I value after first edit step	text in box	
	yes	No
1 (Not Marked)	3 (Implied continuation)	1 (Valid skip)
2 (Marked)	2 (Valid continuation)	4 (Invalid skip)

#### ME0049CN

ME0049J value after first edit step	ME0049A-I values after first edit step (excluding SP flag variables)	
	At least one of ME0049A-I EQ 2	All of ME0049A-I EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0049A-J cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0049A-J are -9 (missing) then ME0049CN= –9 (missing.)

U0049A-I are equal to ME0049A-I, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0049J is 2, then ME0049A-I= 1.

U0049SP is equal to ME0049SP, and U0049CN is equal to ME0049CN, but both are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0049A-J= -6 then ME0049SP= -6 and ME0049CN= -6.

19

**ME0050A-J, U0050A-I, ME0050SP, U0050SP, ME0050CN, U0050CN.** ME0050A-J are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0050A-J are 1, then they are recoded to -9 (missing). ME0050CN is a consistency flag indicating whether ME0050A-I are answered consistently with ME0050J (ME0050CN=1) or inconsistently with ME0050J (ME0050CN=2).

ME0050SP is a specify flag, indicating whether the specify box contains text consistent with the value of ME0050I.

**ME0050SP**

ME0050I value after first edit step	text in box	
	yes	No
1 (Not Marked)	3 (Implied continuation)	1 (Valid skip)
2 (Marked)	2 (Valid continuation)	4 (Invalid skip)

**ME0050CN**

ME0050J value after first edit step	ME0050A-I values after first edit step (excluding SP flag variables)	
	At least one of ME0050A-I EQ 2	All of ME0050A-I EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0050A-J cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0050A-J are -9 (missing) then ME0050CN= -9 (missing.)

U0050A-I are equal to ME0050A-I, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0050J is 2, then ME0050A-I= 1.

U0050SP is equal to ME0050SP, and U0050CN is equal to ME0050CN, but both are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0050A-J= -6 then ME0050SP= -6 and ME0050CN= -6.

**ME0052, ME0053A-NN, U0053A-MM, ME0052CN, ME0053CN.** ME0053A-NN are coded as “Mark all that apply,” where 1= Not Marked and 2= Marked. If all of ME0053A-NN are 1, then they are recoded to –9 (missing).

ME0053CN is a consistency flag indicating whether ME0053A-MM are answered consistently with ME0053NN.

### ME0053CN

ME0053NN value after first edit step	ME0053A-MM values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0053A-NN cannot all equal 1. If all are unmarked, they are recoded as missing (–9 )

If ME0053A-NN are -9 (missing) then ME0053CN= -9 (missing).

U0053A-MM are equal to ME0053A-MM, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0053NN is 2, then ME0053A-MM= 1.

ME0052CN, created after the forward coding of ME0053NN, is a flag variable indicating response inconsistency between different questions, as described in Coding Note 16. In this case, if the factor selected as the most important in Question 52 is also selected in Question 53 as another factor that is also important, then the responses are inconsistent with each other. The factors are represented by the same letter choices in both questions, but the coding differs. Question 52 (variable ME0052) is a “Mark one response” item, with letter choices from A to MM, plus NN for “None.” For Question 52, the letter choices are assigned numeric values from 1 to 39 corresponding to the order in which they are listed, except for NN (None) which is assigned the value of 0. For example, letter A is coded 1, letter Z is 26, letter AA is 27, letter MM is 39 and letter NN is 0. For Question 53, the letter choices form the separate variables ME0053A through MM, plus NN for “None.” When the same letter choice is selected for both Questions 52 and 53, and the letter choice falls between A and MM, then ME0052CN is coded 2 to flag the inconsistency. When the letter choices selected for ME0052 and ME0053 are different, but both choices fall between A and NN, then ME0052CN is coded 1 for consistent.

However, if the response option of “None” was selected for both items 52 and 53 (ME0052=0 and ME0053NN=2), then ME0052CN is consistent and coded 1.

If ME0052 is missing (-9) or is a multiple response error (-8), or if none are marked in ME0053A-NN (all= -9), then ME0052CN is missing (-9).

21 **ME0065A-K, U0065A-J, ME0065SP, and ME0065CN.** ME0065A-K are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0065A-K are 1, then they are recoded to –9 (missing). ME0065CN is a consistency flag indicating whether ME0065A-J are answered consistently with ME0065K (ME0065CN=1) or inconsistently with ME0065K (ME0065CN=2).

ME0065SP is a specify flag, indicating whether the specify box contains text consistent with the value of ME0065J.

**ME0065SP**

ME0065J value after first edit step	text in box	
	yes	no
1 (Not Marked)	3 (Implied continuation)	1 (Valid skip)
2 (Marked)	2 (Valid continuation)	4 (Invalid skip)

**ME0065CN**

ME0065K value after first edit step	ME0065A-J values after first edit step (excluding SP flag variables)	
	At least one of ME0065A-J EQ 2	All of ME0065A-J EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0065A-K cannot all equal 1. If all are unmarked, they are recoded as missing (–9).

If ME0065A-K are –9 (missing) then ME0065CN= -9 (missing).

U0065A-J are equal to ME0065A-J, but are Unedited for forward coding of the nonapplicable response values. After creating the unedited variables:

If ME0065K is 2, then ME0065A-J= 1.

22 **ME0067A-I, U0067A-H, and ME0067CN.** ME0067A-I are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0067A-I are 1, then they are recoded to –9 (missing). ME0067CN is a consistency flag indicating whether ME0067A-H are answered consistently with ME0067I (ME0067CN=1) or inconsistently with ME0067I (ME0067CN=2).

**ME0067CN**

ME0067I value after first edit step	ME0067A-H values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0067A-I cannot all equal 1. If all are unmarked, they are recoded as missing (–9).



If ME0067A-I are -9 (missing) then ME0067CN= -9 (missing).

U0067A-H are equal to ME0067A-H, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0067I is 2, then ME0067A-H= 1.

- 23 **ME0068SK, U0069-U0071, ME0069-ME0071.** ME0068SK is a skip flag indicating whether ME0069-ME0071, which are in the skip pattern, are answered consistently with ME0068.

ME0068 value after first edit step	ME0069 – ME0071 values after first edit step	
	At least one of ME0070A-E EQ 2 or at least one of ME0069 or ME0071 NE -9	All of ME70A-E EQ 1 and all of ME0069 and ME0071 EQ -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0069-U0071 are equal to ME0069-ME0071, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0068= 1, then ME0069-ME0071 = -6. Note: this forward coding takes place after prior coding for “Mark all that apply” items such as ME0070A-E (assignment of values of 1 or 2, including forward coding to assign 1 value where applicable), and after Step 3 creation of skip flags.

- 24 **ME0069SK, U0069SK, ME0070-ME0071.** ME0069SK is a skip flag indicating whether ME0070-ME0071 are answered consistently with ME0069 as part of the skip pattern.

ME0069 value after first edit step	ME0070 – ME0071 values after first edit step	
	At least one of ME0070A-E EQ 2 or ME0071 NE -9	All of ME0070A-E EQ 1 and ME0071 EQ -9
1,2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
3,4,5	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0069SK is equal to ME0069SK, but is Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0069= -6 then ME0069SK= -6.

If ME0069= 1 or 2, then ME0070-ME0071 = -6. Note: this forward coding takes place after prior coding for “Mark all that apply” items such as ME0070A-E (assignment of values of 1 or 2, including forward coding to assign 1 value where applicable), and after Step 3 creation of skip flags.

- 25 **ME0070A-E, U0070A-D, ME0070CN, and U0070CN.** ME0070A-E are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0070A-E are 1, then they are recoded to –9 (missing). ME0070CN is a consistency flag indicating whether ME0070A-D are answered consistently with ME0070E (ME0070CN=1) or inconsistently with ME0070E (ME0070CN=2).

**ME0070CN**

ME0070E value after first edit step	ME0070A-D values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

\*Note. ME0070A-E cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0070A-E are -9 (missing) then ME0070CN= -9 (missing).

U0070A-D are equal to ME0070A-D, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0070E is 2, then ME0070A-D= 1.

U0070CN is equal to ME0070CN, but is Unedited for forward coding of nonapplicable response values. After creating the unedited variable:

If ME0070A-E= -6, then ME0070CN = -6.

- 26 **ME0072SK, U0073-U0076, ME0073-ME0076.** ME0072SK is a skip flag indicating whether ME0073-ME0076 are answered consistently with ME0072 as part of the skip pattern.

ME0072 value after first edit step	ME0073 – ME0076 values after first edit step	
	At least one of ME0074A-H EQ 2 or at least one of ME0073, ME0075, or ME0076 NE -9	All of ME0074A-H EQ 1 and all of ME0073, ME0075, and ME0076 EQ -9
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

U0073-U0076 are equal to ME0073-ME0076, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0072= 1, then ME0073-ME0076 = -6. Note: this forward coding takes place after prior coding for “Mark all that apply” items such as ME0074A-H (assignment of values of 1 or 2, including forward coding to assign 1 value where applicable), and after Step 3 creation of skip flags.

27 **ME0074A-H, U0074A-G, ME0074CN, and U0074CN.** ME0074A-H are coded as “Mark all that apply,” where 1= Not marked and 2= Marked. If all of ME0074A-H are 1, then they are recoded to -9 (missing). ME0074CN is a consistency flag indicating whether ME0074A-G are answered consistently with ME0074H (ME0074CN=1) or inconsistently with ME0074H (ME0074CN=2).

**ME0074CN**

ME0074H value after first edit step	ME0074A-G values after first edit step	
	At least one EQ 2	ALL EQ 1
1 (Not Marked)	1 (Consistent)	*
2 (Marked)	2 (Inconsistent)	1 (Consistent)

Note. ME0074A-H cannot all equal 1. If all are unmarked, they are recoded as missing (-9).

If ME0074A-H are -9 (missing) then ME0074CN= -9 (missing.)

U0074A-G are equal to ME0074A-G, but are Unedited for forward coding of nonapplicable response values. After creating the unedited variables:

If ME0074H is 2, then ME0074A-G= 1.

U0074CN is equal to ME0074CN, but is Unedited for forward coding of nonapplicable response values. After creating the unedited variable:

If ME0074A-H= -6 then ME0074CN= -6.

28 **ME0081SP.** ME0081SP is a specify flag.

ME0081EE value after first edit step	text in box	
	yes	no
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
2,3,4,5	2 (Valid continuation)	4 (Invalid skip)
-8,-9	-2 (Missing continuation)	-9 (Missing skip)

29 **ME0082A-E.** The response choices for ME0082A-ME0082E, which range from A through EE and also include NA, are listed in Question 81. They are assigned numeric values according to the order in which they are listed. Response choices A through Z start with numeric value 1 and end with numeric value 26, while response choices AA through EE start with numeric value 27 and end with numeric value 31. The response choice NA (None apply), which is not listed in Question 81, is assigned the numeric value 0.

- 30 **ME0083A, ME0083BA-ME0083BM, U0083BA-U0083BM, and ME0083AS.** ME0083A is coded as follows: 1= Not marked and 2= Marked. ME0083BA-BM are alphanumeric. ME0083AS is a skip flag which indicates whether ME0083BA-BM are answered consistently with Question ME0083A.

**ME0083AS**

ME0083A value after first edit step	ME0083BA-BM values after first edit step	
	At least one of ME0083BA-BM NE .	All of ME0083BA-BM EQ .
1 (Not marked)	2 (Valid continuation)	4 (Invalid skip)
2 (Marked)	3 (Implied continuation)	1 (Valid skip)

If more than one of ME0083BA-BM are filled in (not missing), then all ME0083BA-BM are coded as multiple response error (.A), unless both ME0083BG and ME0083BH are filled in and none of the rest of ME0083BA-BM are also filled in. More than one response among variables ME0083BA-BM is valid only in the case where both ME0083BG and ME0083BH are filled in, since Army officers have both primary (ME0083BG) and secondary (ME0083BH) military occupational specialties. It is also a valid response for only one of ME0083BG and ME0083BH to be filled in.

U0083BA-BM are equal to ME0083BA-BM, but are Unedited for forward coding of nonapplicable response values, and are Unedited for assignment of the multiple response error code. After creating the unedited variables:

If ME0083A= 2, then ME0083BA-BM = .N.

- 31 **REQUEST.** Request has two codes.
- 2 Assigned if an e-mail address is provided.
  - 1 Assigned if an e-mail address is not provided.
- 32 **SRDATE1, SRDATEMY.** See Table D-2 for coding. Note that 2000 is inserted with respondent specified month and day. For SRDATE1, the dates are formatted YYYYMMDD. For SRDATEMY, the dates are formatted MONYYYY, and these month/year dates are stored by SAS as if they specified the first day of the month. The codebook pages for SRDATE1 should note: "Responses are coded as out-of-range errors if the value for month is not between 1 and 12, or the value for day does not conform to the number of days in a given month. The year value of 2000 is automatically inserted. Otherwise, values are not checked for valid range." The codebook page for SRDATEMY should note: "Responses are coded as out-of-range errors if the value for month is not between 1 and 12. The value of day as the first day of the month and the year value of 2000 are automatically inserted. Otherwise, values are not checked for valid range."
- 33 **COMMENT.** Comment has two codes.
- 2 Text entered. Assigned if something is written in the space provided for comments.
  - 1 No text entered. Assigned if nothing is written in the space provided for comments.

## **Appendix E**

### **Alphabetical Variable List for the Survey Analysis Files**

**Military Exit Survey  
Alphabetic VARIABLE LIST**

**NOTE: variables RSVC and WPAY are dropped from the Final MES dataset**

**PUBLIC FILE**

<b>Variable Name</b>	<b>Label</b>
CAREER	Career Plans/Separate-Retire Status
COMMENT	Please print comments/concerns
DMDCID	DMDC Identification Number
ELIGFLGW	Eligibility Flag
FBRRPSU	Fay-BRR Primary Sampling Unit
FBRRSTRT	Fay-BRR Variance Estimation Strata
FINALWGT	MES2000 Analysis Weight
INRECNO	Master SCS ID number
ME006	Are you eligible for reenlistment
ME0010	Highest degree/level schl will complete
ME0015	Chldrn 10 > talk w/pst-high schl optn
ME0016	Encourage chldrn to consider military
ME0019	Off-dty, second job/wrk at own bsns
ME0021	Bst dscrbr fiancl cndtn of you (& spouse)
ME0024	Past 12 mos, hrs per wk work at mil job
ME0025	Last full workweek, hrs wrkd at mil job
ME0027	Past 12 mos, days assgnd wrk outside dty
ME0030	Pst 12 mo, away dty station overnight
ME0031	Pst 12 mo, times away perm dty station
ME0034	In mil next 12 mo, time expect away
ME0035	Career intentions when enter active duty
ME0037	Of rsn listed, which most important
ME0038	Of rsn listed, which next most important
ME0040	Crnt grade, tstd for promo but not slctd
ME0041	Crnt grade, been passed over for promo
ME0042	How lkly allwd to stay at end Svc oblgtn
ME0043	If stay, when expct slctd for next promo
ME0044	If stay, when expct receive next promo
ME0045	Likely to join Nat'l grd after sprtn
ME0047	Plan, become FT active duty Nat'l grd
ME0048	Which Nat'l grd component plan to join
ME0052	Most imprtnt fctr imprv to make you sty
ME0057	In gnrl, life better/worse than expect
ME0058	In gnrl, work better/worse than expect
ME0059	Advice about mil, what would you rcmmnd
ME0061	Do over, styd more than 1st enlistment

ME0064	Taking all tgthr, how stsfed w/mil life
ME0066	How long before sprtn/rtrmnt plan to lv
ME0068	Eligible for MGIB edu bnfts after lv
ME0069	Plan to use MGIB edu benefits
ME0071	When do you plan to use MGIB edu bnfts
ME0072	Plan civ work for pay right after lv
ME0073	Weeks looked for civ employment
ME0075	Best dscrbs civ emply after separation
ME0076	Extent civ job similar to MOS/AFSC
ME0077	Effect mil exprnc on prsnl chrctrstcs
ME0078	Interest civ job similar to mil MOS/AFSC
ME0080	Rnlstmnt/rtntn bonus influence remain
ME0015SK	Chldrn 10 > talk w/pst-high schl optn-SK
ME0017A	Pstv/ngtv: the military, in general
ME0017B	Pstv/ngtv: career opps in the military
ME0017C	Pstv/ngtv: serving in mil, not career
ME0017D	Pstv/ngtv: PT opps in the military
ME0017E	Pstv/ngtv: career opp, civ fed emply
ME0017F	Pstv/ngtv: career opp in civ sector
ME0017G	Pstv/ngtv: seeking a college education
ME0019SK	Off-dty, second job/wrk at own bsnss-SK
ME0022A	Past 12 mos, income: a second job
ME0022CN	Past 12 mos, income-CN
ME0022L	Past 12 mos, income: none of the above
ME0026A	Rsn wrk more hrs: not applicable
ME0026B	Rsn wrk more hrs: mission crtcl rqrmnt
ME0026C	Rsn wrk more hrs: mission prp/trng/mnt
ME0026CN	Rsn wrk more hrs-CN
ME0026D	Rsn wrk more hrs: tasked w/addtnl duty
ME0026E	Rsn wrk more hrs: unit ready for dply
ME0026F	Rsn wrk more hrs: manning not suffcnt
ME0026G	Rsn wrk more hrs: unit under-manned
ME0026H	Rsn wrk more hrs: part of unit dplyd
ME0026I	Rsn wrk more hrs: demanding supervisor
ME0026J	Rsn wrk more hrs: prob w/subordinates
ME0026K	Rsn wrk more hrs: high workload
ME0026L	Rsn wrk more hrs: poor planning/lack
ME0026M	Rsn wrk more hrs: other not carry wrk
ME0026N	Rsn wrk more hrs: inspctns/prep
ME0026O	Rsn wrk more hrs: eqpmnt failure/rprs
ME0026P	Rsn wrk more hrs: none of the above
ME0028SP	Where is your perm duty station loc-SP
ME0030SK	Pst 12 mo, away dty station overnight-SK

ME0036A	Prmry rsn joined: trouble college/schl
ME0036B	Prmry rsn joined: get away from family
ME0036C	Prmry rsn joined: time figure what want
ME0036D	Prmry rsn joined: test self physcl/mntl
ME0036E	Prmry rsn joined: chllngng/intrsting wrk
ME0036F	Prmry rsn joined: always wntd be in mil
ME0036G	Prmry rsn joined: mil tradition in fam
ME0036H	Prmry rsn joined: parents' encouragement
ME0036I	Prmry rsn joined: desire to srv country
ME0036J	Prmry rsn joined: image portrayed by mil
ME0036K	Prmry rsn joined: few or no civ jobs
ME0036L	Prmry rsn joined: pay & allowance(s)
ME0036M	Prmry rsn joined: rtrmnt pay & benefits
ME0036N	Prmry rsn joined: scrty/stability of job
ME0036O	Prmry rsn joined: Opp work in spcfc occ
ME0036P	Prmry rsn joined: Train useful civ emply
ME0036Q	Prmry rsn joined: family benefits
ME0036R	Prmry rsn joined: travel & new exprncs
ME0036S	Prmry rsn joined: money for college
ME0036T	Prmry rsn joined: prsnl growth/maturity
ME0036U	Prmry rsn joined: other/none of above
ME0037CN	Consistency check for question 37
ME0045S1	Likely to join Nat'l grd after sprtn-S1
ME0045S2	Likely to join Nat'l grd after sprtn-S2
ME0046A	Why plan Nat'l grd: join others I know
ME0046B	Why plan Nat'l grd: want extra incme
ME0046C	Why plan Nat'l grd: cmplt Svc oblgtn
ME0046CN	Why plan Nat'l grd-CN
ME0046D	Why plan Nat'l grd: continue srv cntry
ME0046E	Why plan Nat'l grd: learn job skills
ME0046F	Why plan Nat'l grd: edu benefits
ME0046G	Why plan Nat'l grd: promotion opps
ME0046H	Why plan Nat'l grd: retirement benefit
ME0046I	Why plan Nat'l grd: travel opps
ME0046J	Why plan Nat'l grd: challenge of trn
ME0046K	Why plan Nat'l grd: opp use mil eqpmnt
ME0046L	Why plan Nat'l grd: amount of ejymnt
ME0046M	Why plan Nat'l grd: enjoy Nat'l grd
ME0046N	Why plan Nat'l grd: other (specify)
ME0046O	Why plan Nat'l grd: none of the above
ME0046SP	Why plan Nat'l grd-SP
ME0049A	Why Nat'l grd cmpnt: known othrs
ME0049B	Why Nat'l grd cmpnt: won't, 1st choice



ME0049C	Why Nat'l grd cmpnt: always wanted
ME0049CN	Why Nat'l grd cmpnt-CN
ME0049D	Why Nat'l grd cmpnt: geographic loc
ME0049E	Why Nat'l grd cmpnt: opps, my mil occ
ME0049F	Why Nat'l grd cmpnt: opps for training
ME0049G	Why Nat'l grd cmpnt: opps for promo
ME0049H	Why Nat'l grd cmpnt: opps for ldrshp
ME0049I	Why Nat'l grd cmpnt: other (specify)
ME0049J	Why Nat'l grd cmpnt: none of above
ME0049SP	Why Nat'l grd cmpnt-SP
ME0050A	Rsn not jn Nat'l grd: N/A, plan enter
ME0050B	Rsn not jn Nat'l grd: intrfr civ job
ME0050C	Rsn not jn Nat'l grd: interfere w/fam
ME0050CN	Rsn not jn Nat'l grd-CN
ME0050D	Rsn not jn Nat'l grd: not accepted
ME0050E	Rsn not jn Nat'l grd: no interest
ME0050F	Rsn not jn Nat'l grd: already cmpltd
ME0050G	Rsn not jn Nat'l grd: not eligible
ME0050H	Rsn not jn Nat'l grd: too many mblztns
ME0050I	Rsn not jn Nat'l grd: other (specify)
ME0050J	Rsn not jn Nat'l grd: none of above
ME0050SP	Rsn not jn Nat'l grd-SP
ME0051A	Stsfd w/fllwng: basic pay
ME0051AA	Stsfd w/fllwng: freq of PCS moves
ME0051B	Stsfd w/fllwng: special/incentive pay
ME0051BB	Stsfd w/fllwng: job security
ME0051C	Stsfd w/fllwng: reenlistment bonus
ME0051CC	Stsfd w/fllwng: loc/station of choice
ME0051D	Stsfd w/fllwng: housing allowance
ME0051DD	Stsfd w/fllwng: co-loc w/mil spouse
ME0051E	Stsfd w/fllwng: SEPRATS/COMRATS
ME0051EE	Stsfd w/fllwng: medical care for fam
ME0051F	Stsfd w/fllwng: military housing
ME0051FF	Stsfd w/fllwng: dental care for fam
ME0051G	Stsfd w/fllwng: medical care for you
ME0051GG	Stsfd w/fllwng: youth actvts on base
ME0051H	Stsfd w/fllwng: dental care for you
ME0051HH	Stsfd w/fllwng: schools for children
ME0051I	Stsfd w/fllwng: rtrmnt pay you'd get
ME0051II	Stsfd w/fllwng: spouse emplymnt/opps
ME0051J	Stsfd w/fllwng: COLA to rtrmnt pay
ME0051JJ	Stsfd w/fllwng: mil fam support prgrms
ME0051K	Stsfd w/fllwng: other rtrmnt benefits

ME0051KK	Stsfd w/fllwng: accptbl/affrdbl chldcr
ME0051L	Stsfd w/fllwng: pace of your promotions
ME0051LL	Stsfd w/fllwng: friendships dvlpd in mil
ME0051M	Stsfd w/fllwng: chance for future advnc
ME0051MM	Stsfd w/fllwng: quality of eqpmnt
ME0051N	Stsfd w/fllwng: training/prof dvlpmnt
ME0051O	Stsfd w/fllwng: type assignments rcv'd
ME0051P	Stsfd w/fllwng: deployments
ME0051Q	Stsfd w/fllwng: other mil duties
ME0051R	Stsfd w/fllwng: availability of eqpmnt
ME0051S	Stsfd w/fllwng: lvl of manning in unit
ME0051T	Stsfd w/fllwng: your unit's morale
ME0051U	Stsfd w/fllwng: your personal workload
ME0051V	Stsfd w/fllwng: amnt of prsnl/fam time
ME0051W	Stsfd w/fllwng: off-duty edu opps
ME0051X	Stsfd w/fllwng: quality of leadership
ME0051Y	Stsfd w/fllwng: mil values, lifestyle
ME0051Z	Stsfd w/fllwng: amnt enjymnt from job
ME0052CN	Consistency check for question 52
ME0053A	What else improve to sty: basic pay
ME0053AA	What else improve to sty: freq of PCS
ME0053B	What else improve to sty: special pay
ME0053BB	What else improve to sty: job scrty
ME0053C	What else improve to sty: reenlist bns
ME0053CC	What else improve to sty: loc choice
ME0053CN	What else improve to sty: none-CN
ME0053D	What else improve to sty: hsing allwnc
ME0053DD	What else improve to sty: co-loc w/sp
ME0053E	What else improve to sty: SEPRATS/COM
ME0053EE	What else improve to sty: medical, fam
ME0053F	What else improve to sty: mil housing
ME0053FF	What else improve to sty: dental, fam
ME0053G	What else improve to sty: medical, you
ME0053GG	What else improve to sty: youth actvty
ME0053H	What else improve to sty: dental, you
ME0053HH	What else improve to sty: schools
ME0053I	What else improve to sty: retire pay
ME0053II	What else improve to sty: sp employ
ME0053J	What else improve to sty: COLA
ME0053JJ	What else improve to sty: fam progs
ME0053K	What else improve to sty: other retire
ME0053KK	What else improve to sty: child care
ME0053L	What else improve to sty: promo pace

ME0053LL	What else improve to sty: friendships
ME0053M	What else improve to sty: advancement
ME0053MM	What else improve to sty: qual, equip
ME0053N	What else improve to sty: prof dvlpmnt
ME0053NN	What else improve to sty: None
ME0053O	What else improve to sty: assign rcvd
ME0053P	What else improve to sty: deployments
ME0053Q	What else improve to sty: other duties
ME0053R	What else improve to sty: avail equip
ME0053S	What else improve to sty: manning
ME0053T	What else improve to sty: unit morale
ME0053U	What else improve to sty: prsnl workld
ME0053V	What else improve to sty: fam time
ME0053W	What else improve to sty: edu opps
ME0053X	What else improve to sty: leadership
ME0053Y	What else improve to sty: mil values
ME0053Z	What else improve to sty: enjoyment
ME0054A	Agr/Dsagr: chain of cmmnd keeps informed
ME0054B	Agr/Dsagr: make rqst, smbdy will listen
ME0054C	Agr/Dsagr: my Svc estblshd trthfl clmte
ME0054D	Agr/Dsagr: difficult balance wrk/prsnl
ME0054E	Agr/Dsagr: trouble getting work done
ME0054F	Agr/Dsagr: sprvsr, people lrn from mstk
ME0054G	Agr/Dsagr: sprvsr has sufficient athrty
ME0054H	Agr/Dsagr: my Svc's core values clear
ME0054I	Agr/Dsagr: ldrshp undrstnds prblms faced
ME0056A	Agr/Dsagr, sprvsr: hndle tech skills
ME0056B	Agr/Dsagr, sprvsr: hndle people skills
ME0056C	Agr/Dsagr, sprvsr: hndle cncptl-skills
ME0056D	Agr/Dsagr, sprvsr: communicating
ME0056E	Agr/Dsagr, sprvsr: decision making
ME0056F	Agr/Dsagr, sprvsr: motivating
ME0056G	Agr/Dsagr, sprvsr: developing
ME0056H	Agr/Dsagr, sprvsr: building
ME0056I	Agr/Dsagr, sprvsr: learning
ME0056J	Agr/Dsagr, sprvsr: planning/organizing
ME0056K	Agr/Dsagr, sprvsr: executing
ME0056L	Agr/Dsagr, sprvsr: assessing
ME0060A	Agr/Dsagr: missions imprtnt to Nat'l
ME0060B	Agr/Dsagr: imprvd/maintained readiness
ME0060C	Agr/Dsagr: peacekeeping/making mission
ME0060D	Agr/Dsagr: humanitarian relief effort
ME0060E	Agr/Dsagr: lttrl exprnc trnsfrd civ job

ME0060F	Agr/Dsagr: easy to get good civ job now
ME0060G	Agr/Dsagr: good idea of job I could get
ME0060H	Agr/Dsagr: good idea of pay I could get
ME0060I	Agr/Dsagr: benefits have eroded
ME0060J	Agr/Dsagr: attain standard of living
ME0060K	Agr/Dsagr: skills use later in civ job
ME0062A	Opps mil/civ: promotion opportunities
ME0062B	Opps mil/civ: amount of prsnl/fam time
ME0062C	Opps mil/civ: hours worked per week
ME0062D	Opps mil/civ: vacation time
ME0062E	Opps mil/civ: edu and training opps
ME0062F	Opps mil/civ: total compensation
ME0062G	Opps mil/civ: health care benefits
ME0062H	Opps mil/civ: retirement benefits
ME0062I	Opps mil/civ: sense of accmplshmnt/pride
ME0062J	Opps mil/civ: general quality of life
ME0062K	Opps mil/civ: workload/amount of work
ME0062L	Opps mil/civ: job security
ME0062M	Opps mil/civ: opportunity for travel
ME0062N	Opps mil/civ: freedom from dscrmntn
ME0062O	Opps mil/civ: fair prfrmnc evaluations
ME0062P	Opps mil/civ: freedom from harassment
ME0062Q	Opps mil/civ: racial/ethnic relations
ME0062R	Opps mil/civ: gender relations overall
ME0063A	Agr/Dsagr: friends belong to mil cmmnty
ME0063B	Agr/Dsagr: mil cmmnty is there for me
ME0063C	Agr/Dsagr: a lot in common w/civ cmmnty
ME0063D	Agr/Dsagr: mil cmmnty asks me for help
ME0063E	Agr/Dsagr: on base helps make ends meet
ME0063F	Agr/Dsagr: not much gain by styng w/mil
ME0063G	Agr/Dsagr: proud to be member of my Svc
ME0063H	Agr/Dsagr: my values/Svc values similar
ME0063I	Agr/Dsagr: Svc insprs me to do best job
ME0063J	Agr/Dsagr: Svc evaluation systm effctv
ME0063K	Agr/Dsagr: stay in Svc, would be promo
ME0063L	Agr/Dsagr: NCOs/PO's good srce of spprt
ME0063M	Agr/Dsagr: leaders treat member w/rspct
ME0065A	Past 6 mos, leave: life like as a civ
ME0065B	Past 6 mos, leave: discussed w/fam
ME0065C	Past 6 mos, leave: talked w/supervisor
ME0065CN	Past 6 mos, leave-CN
ME0065D	Past 6 mos, leave: gthrd info, edu
ME0065E	Past 6 mos, leave: gthrd info, civ job

ME0065F	Past 6 mos, leave: prgrm, civ emply
ME0065G	Past 6 mos, leave: prepared a resume
ME0065H	Past 6 mos, leave: applied for a job
ME0065I	Past 6 mos, leave: interview for job
ME0065J	Past 6 mos, leave: other (specify)
ME0065K	Past 6 mos, leave: none of the above
ME0065SP	Past 6 mos, leave-SP
ME0067A	Activity after leave: attend school
ME0067B	Activity after leave: wrk, civ co/org
ME0067C	Activity after leave: wrk, civ gov job
ME0067CN	Activity after leave-CN
ME0067D	Activity after leave: wrk, fam bsns
ME0067E	Activity after leave: self-employed
ME0067F	Activity after leave: homemaker
ME0067G	Activity after leave: FT retirement
ME0067H	Activity after leave: FT active duty
ME0067I	Activity after leave: none of above
ME0068SK	Eligible for MGIB edu bnfts after lv-SK
ME0069SK	Plan to use MGIB edu benefits-SK
ME0070A	Use MGIB: enroll vctnl/occpnl train
ME0070B	Use MGIB: begin/complete 2 yr degree
ME0070C	Use MGIB: begin/complete 4 yr degree
ME0070CN	Use MGIB-CN
ME0070D	Use MGIB: begin/complete advncd degree
ME0070E	Use MGIB: none of the above
ME0072SK	Plan civ work for pay right after lv-SK
ME0074A	Emplmnt after sprtn: obtnd FT civ job
ME0074B	Emplmnt after sprtn: obtnd PT civ job
ME0074C	Emplmnt after sprtn: lkng FT civ job
ME0074CN	Emplmnt after sprtn-CN
ME0074D	Emplmnt after sprtn: lkng PT civ job
ME0074E	Emplmnt after sprtn: work fam business
ME0074F	Emplmnt after sprtn: self-employed
ME0074G	Emplmnt after sprtn: unpaid worker
ME0074H	Emplmnt after sprtn: none of above
ME0079A	Influence on leaving: your spouse
ME0079B	Influence on leaving: fiance, g/b friend
ME0079C	Influence on leaving: father/mother
ME0079D	Influence on leaving: other rltvs/frnds
ME0079E	Influence on leaving: your peers
ME0079F	Influence on leaving: immediate sprvsr
ME0081A	Extnt, rsn leaving: involuntary
ME0081AA	Extnt, rsn leaving: medical problems

ME0081B	Extnt, rsn leaving: near max age
ME0081BB	Extnt, rsn leaving: physcl ftncs rqrmnt
ME0081C	Extnt, rsn leaving: near max in grade
ME0081CC	Extnt, rsn leaving: wght/bdy fat stndrd
ME0081D	Extnt, rsn leaving: job satisfaction
ME0081DD	Extnt, rsn leaving: inadqt access, WWW
ME0081E	Extnt, rsn leaving: pay & allowances
ME0081EE	Extnt, rsn leaving: other
ME0081F	Extnt, rsn leaving: failed to be prmtd
ME0081G	Extnt, rsn leaving: promo/advncmnt opps
ME0081H	Extnt, rsn leaving: fair prfrmnc evltn
ME0081I	Extnt, rsn leaving: desirable assgnmnts
ME0081J	Extnt, rsn leaving: tech/prof dvlpmnt
ME0081K	Extnt, rsn leaving: lack, training opps
ME0081L	Extnt, rsn leaving: continue my edu
ME0081M	Extnt, rsn leaving: out, jobs easy get
ME0081N	Extnt, rsn leaving: 2nd career, too old
ME0081O	Extnt, rsn leaving: 2nd career, chld edu
ME0081P	Extnt, rsn leaving: settle in location
ME0081Q	Extnt, rsn leaving: fam prblms at home
ME0081R	Extnt, rsn leaving: fam wanted separate
ME0081S	Extnt, rsn leaving: number of PCS moves
ME0081SP	Extnt, rsn leaving-SP
ME0081T	Extnt, rsn leaving: too many dplymnts
ME0081U	Extnt, rsn leaving: too few dplymnts
ME0081V	Extnt, rsn leaving: 1 or > offenses
ME0081W	Extnt, rsn leaving: minor offenses
ME0081X	Extnt, rsn leaving: homesickness
ME0081Y	Extnt, rsn leaving: lack of motivation
ME0081Z	Extnt, rsn leaving: prblms w/superiors
ME0082A	Most imprtnt rsn lv: most imprtnt
ME0082B	Most imprtnt rsn lv: 2nd most imprtnt
ME0082C	Most imprtnt rsn lv: 3rd most imprtnt
ME0082D	Most imprtnt rsn lv: 4th most imprtnt
ME0082E	Most imprtnt rsn lv: 5th most imprtnt
ME0083A	Curnt enlstd/offrs MOS/AFSC code Dont Kn
ME0083AS	MOS/AFSC code-SK
QCOMPN	Questionnaire complete count
QCOMP	Questionnaire Complete Proportion
R1ME0023	Rec Total yrs active duty srvc - 7 level
R2ME0023	Rec Total yrs active duty srvc - 9 level
REQUEST	Please print your e-mail address
RME003	Rec Member FT Act Duty Natl Grd prgrm

RME004	Rec Source of commission
RME005	Rec Current separation situation
RME007	Rec Following dscrbs separation from AD
RME0014	Rec Where you lived at perm duty station
RME0020	Rec Avg hrs a wk spent at job/business
RME0028	Rec Perm duty station location
RME0029	Rec Number of active duty career PCS's
RME0033	Rec Pst 12 mos, total time away
RME0039	Rec Term of service
RME0055	Rec Paygrade of immediate suprvsr
RME0032A	Rec Pst yr rsn away: peacekeeping
RME0032B	Rec Pst yr rsn away: foreign hmtnrn
RME0032C	Rec Pst yr rsn away: unit training
RME0032D	Rec Pst yr rsn away: counter drug oprtn
RME0032E	Rec Pst yr rsn away: domestic disaster
RME0032F	Rec Pst yr rsn away: sea - sched dplymnt
RME0032G	Rec Pst yr rsn away: other time at sea
RME0032H	Rec Pst yr rsn away: joint training
RME0032I	Rec Pst yr rsn away: military education
RME0032J	Rec Pst yr rsn away: other TADs/TDYs
RME008MY	Rec Actual date separate/retire-M/Y
RME22BC	Rec Alimony/Child support
RME22DEK	Rec SSI/Unemp or Wk Comp/Mdcaid
RME22FAM	Rec Govt Family Assistance
RPL001	RPL001
RPL002	RPL002
RPL003	RPL003
RPL004	RPL004
RPL005	RPL005
RPL006	RPL006
RPL007	RPL007
RPL008	RPL008
RPL009	RPL009
RPL010	RPL010
RPL011	RPL011
RPL012	RPL012
RPL013	RPL013
RPL014	RPL014
RPL015	RPL015
RPL016	RPL016
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RPL018	RPL018
RPL019	RPL019

RPL020	RPL020
RPL021	RPL021
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RPL137	RPL137
RPL138	RPL138
RPL139	RPL139
RPL140	RPL140
RPL141	RPL141
RPL142	RPL142
RPL143	RPL143
RPL144	RPL144
RSRED	Rec Highest degree/level schl cmpltd
RSRMARST	Rec Current marital status
RSRRETH5	Rec 5 Category Race/Ethnicity
RXSEX	Rec Constructed Gender

SROCAREA	DoD Occupation Area
VSTRAT	Constructed Variance Strata For Weightin
XCPAY2	Constructed 2-category Paygrade
XCPAY3	Constructed 3-category Paygrade
XCPAY4	Constructed 4-category Paygrade
XCPAY6	Constructed 6-category Paygrade
XCPAY7	Constructed 7-category Paygrade
XSVC	Constructed Service
_TOTAL_	Variance Stratum Population Count

## **Appendix F**

### **Positional Variable List for the Survey Analysis Files**

**Military Exit Survey  
POSITIONAL VARIABLE LIST**

**NOTE: variables RSVC and WPAY are dropped from the Final MES dataset**

**PUBLIC FILE**

**INFORMATION GATHERED ON THE SURVEY**

XSVC  
XCPAY2  
XCPAY3  
XCPAY4  
XCPAY6  
XCPAY7  
RME003  
RME004  
RME005  
CAREER  
ME006  
RME007  
RME008MY  
RSRED  
ME0010  
RXSEX  
RSRRETH5  
RME0014  
ME0015  
ME0015SK  
ME0016  
ME0017A  
ME0017B  
ME0017C  
ME0017D  
ME0017E  
ME0017F  
ME0017G  
RSRMARST  
ME0019  
ME0019SK  
RME0020  
ME0021  
ME0022A  
RME22BC  
RME22DEK  
RME22FAM  
ME0022L  
ME0022CN  
R1ME0023  
R2ME0023

ME0024  
ME0025  
ME0026A  
ME0026B  
ME0026C  
ME0026D  
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ME0026I  
ME0026J  
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ME0026O  
ME0026P  
ME0026CN  
ME0027  
RME0028  
ME0028SP  
RME0029  
ME0030  
ME0030SK  
ME0031  
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ME0037  
ME0037CN  
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ME0040  
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ME0043  
ME0044  
ME0045  
ME0045S1  
ME0045S2  
ME0046A  
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ME0049SP  
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ME0051LL  
ME0051MM  
ME0052  
ME0052CN



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ME0054F  
ME0054G  
ME0054H  
ME0054I  
RME0055  
ME0056A

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ME0056I  
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ME0063L  
ME0063M  
ME0064  
ME0065A  
ME0065B  
ME0065C  
ME0065D  
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ME0080  
ME0081A  
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ME0081X  
ME0081Y  
ME0081Z  
ME0081AA  
ME0081BB  
ME0081CC  
ME0081DD  
ME0081EE  
ME0081SP  
ME0082A  
ME0082B  
ME0082C  
ME0082D  
ME0082E  
ME0083A  
ME0083AS  
SROCAREA

REQUEST  
COMMENT

**INFORMATION ON OPERATIONS/WEIGHTING**

DMDCID  
ELIGFLGW  
FBRRPSU  
FBRRSTRT  
FINALWGT  
INRECNO  
QCOMPN  
QCOMP  
RPL001-RPL144  
\_TOTAL\_  
VSTRAT

**CONFIDENTIAL FILE**

**CONFIDENTIAL VARIABLES - SURVEY**

SRSVC  
SRGRADE2  
XCPAY  
ME003  
ME004  
ME005  
ME007  
ME008  
ME008MY  
SRED  
SRSEX  
XSEX  
SRHISPA1  
SRHISPA2  
SRRACEA  
SRRACEB  
SRRACEC  
SRRACED  
SRRACEE  
SRRETH2  
SRRETH5  
SRRETH6  
ME0014  
U0016  
U0017A  
U0017B  
U0017C  
U0017D  
U0017E

U0017F  
U0017G  
SRMARST  
ME0020  
U0020  
ME0022B  
ME0022C  
ME0022D  
ME0022E  
ME0022F  
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ME0022H  
ME0022I  
ME0022J  
ME0022K  
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U0026K  
U0026L  
U0026M  
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U0026O  
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ME0029  
U0031  
ME0032A  
ME0032B  
ME0032C  
ME0032D  
ME0032E  
ME0032F

ME0032G  
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ME0039  
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ME0083BG  
ME0083BH  
ME0083BI  
ME0083BJ  
ME0083BK  
ME0083BL  
ME0083BM  
SROCC  
U0083BA  
U0083BB  
U0083BC

U0083BD  
U0083BE  
U0083BF  
U0083BG  
U0083BH  
U0083BI  
U0083BJ  
U0083BK  
U0083BL  
U0083BM  
SRSSN  
SRDATE1  
SRDATEMY

**CONFIDENTIAL VARIABLES – OPERATIONS/WEIGHTING/ADMINISTRATIVE  
RECORD DATA**

AFMSYRQY  
ALLRESP  
ARVDATE  
BATCH  
FINELIG  
FINELIGN  
LITHO  
MAILING  
SAMP\_DC  
SCANDATE  
SEP\_G3C  
SERIAL  
SEXCD  
SITE  
SITELOC  
SITESVC  
SRELIG  
SRSEPG  
SRSSNFLG  
SVC  
SVCPGCD  
TXNEFCDT  
WPAY3  
WRETH2A  
WSEX  
WSVC  
WYOS

**Appendix G**  
**Frequency and Percentage Distributions for Variables in the Survey  
Analysis Files**

\*Appendix G, because of size, is in separate file

## **Appendix H**

### **Flat File (OS) Layout for the Public-Release File**

Variable	Type	Start	Stop	Length	Label
X SVC	NUM	0001	0008	008	Constructed Service
XCPAY2	NUM	0009	0016	008	Constructed 2-category Paygrade
XCPAY3	NUM	0017	0024	008	Constructed 3-category Paygrade
XCPAY4	NUM	0025	0032	008	Constructed 4-category Paygrade
XCPAY6	NUM	0033	0034	002	Constructed 6-category Paygrade
XCPAY7	NUM	0035	0036	002	Constructed 7-category Paygrade
RME003	NUM	0037	0038	002	Rec Member FT Act Duty Natl Grd prgrm
RME004	NUM	0039	0040	002	Rec Source of commission
RME005	NUM	0041	0042	002	Rec Current separation situation
CAREER	NUM	0043	0050	008	Career Plans/Separate-Retire Status
ME006	NUM	0051	0052	002	Are you eligible for reenlistment
RME007	NUM	0053	0054	002	Rec Following dscrbs separation from AD
RME008MY	NUM	0055	0056	002	Rec Actual date separate/retire-M/Y
RSRED	NUM	0057	0058	002	Rec Highest degree/level schl cmplttd
ME0010	NUM	0059	0060	002	Highest degree/level schl will complete
RXSEX	NUM	0061	0062	002	Rec Constructed Gender
RSRRETH5	NUM	0063	0064	002	Rec 5 Category Race/Ethnicity
RME0014	NUM	0065	0066	002	Rec Where you lived at perm duty station
ME0015	NUM	0067	0068	002	Chldrn 10 > talk w/pst-high schl optn
ME0015SK	NUM	0069	0070	002	Chldrn 10 > talk w/pst-high schl optn-SK
ME0016	NUM	0071	0072	002	Encourage chldrn to consider military
ME0017A	NUM	0073	0074	002	Pstv/ngtv: the military, in general
ME0017B	NUM	0075	0076	002	Pstv/ngtv: career opps in the military
ME0017C	NUM	0077	0078	002	Pstv/ngtv: serving in mil, not career
ME0017D	NUM	0079	0080	002	Pstv/ngtv: PT opps in the military
ME0017E	NUM	0081	0082	002	Pstv/ngtv: career opp, civ fed emply
ME0017F	NUM	0083	0084	002	Pstv/ngtv: career opp in civ sector
ME0017G	NUM	0085	0086	002	Pstv/ngtv: seeking a college education
RSRMARST	NUM	0087	0088	002	Rec Current marital status
ME0019	NUM	0089	0090	002	Off-dty, second job/wrk at own bsns
ME0019SK	NUM	0091	0092	002	Off-dty, second job/wrk at own bsns-SK
RME0020	NUM	0093	0094	002	Rec Avg hrs a wk spent at job/business
ME0021	NUM	0095	0096	002	Bst dscrbr fnancl cndtn of you (& spouse)
ME0022A	NUM	0097	0098	002	Past 12 mos, income: a second job
RME22BC	NUM	0099	0100	002	Rec Alimony/Child support
RME22DEK	NUM	0101	0102	002	Rec SSI/Unemp or Wk Comp/Mdcaid
RME22FAM	NUM	0103	0104	002	Rec Govt Family Assistance
ME0022L	NUM	0105	0106	002	Past 12 mos, income: none of the above
ME0022CN	NUM	0107	0108	002	Past 12 mos, income-CN
R1ME0023	NUM	0109	0110	002	Rec Total yrs active duty srvc - 7 level
R2ME0023	NUM	0111	0112	002	Rec Total yrs active duty srvc - 9 level
ME0024	NUM	0113	0114	002	Past 12 mos, hrs per wk work at mil job
ME0025	NUM	0115	0116	002	Last full workweek, hrs wrkd at mil job
ME0026A	NUM	0117	0118	002	Rsn wrk more hrs: not applicable
ME0026B	NUM	0119	0120	002	Rsn wrk more hrs: mission crtcl rqrmt

ME0026C	NUM	0121	0122	002	Rsn wrk more hrs: mission prp/trng/mnt
ME0026D	NUM	0123	0124	002	Rsn wrk more hrs: tasked w/addtnl duty
ME0026E	NUM	0125	0126	002	Rsn wrk more hrs: unit ready for dply
ME0026F	NUM	0127	0128	002	Rsn wrk more hrs: manning not suffcnt
ME0026G	NUM	0129	0130	002	Rsn wrk more hrs: unit under-manned
ME0026H	NUM	0131	0132	002	Rsn wrk more hrs: part of unit dplyd
ME0026I	NUM	0133	0134	002	Rsn wrk more hrs: demanding supervisor
ME0026J	NUM	0135	0136	002	Rsn wrk more hrs: prob w/subordinates
ME0026K	NUM	0137	0138	002	Rsn wrk more hrs: high workload
ME0026L	NUM	0139	0140	002	Rsn wrk more hrs: poor planning/lack
ME0026M	NUM	0141	0142	002	Rsn wrk more hrs: other not carry wrk
ME0026N	NUM	0143	0144	002	Rsn wrk more hrs: inspctns/prep
ME0026O	NUM	0145	0146	002	Rsn wrk more hrs: eqpmnt failure/rprs
ME0026P	NUM	0147	0148	002	Rsn wrk more hrs: none of the above
ME0026CN	NUM	0149	0150	002	Rsn wrk more hrs-CN
ME0027	NUM	0151	0152	002	Past 12 mos, days assgnd wrk outside dty
RME0028	NUM	0153	0154	002	Rec Perm duty station location
ME0028SP	NUM	0155	0156	002	Where is your perm duty station loc-SP
RME0029	NUM	0157	0158	002	Rec Number of active duty career PCS's
ME0030	NUM	0159	0160	002	Pst 12 mo, away dty station overnight
ME0030SK	NUM	0161	0162	002	Pst 12 mo, away dty station overnight-SK
ME0031	NUM	0163	0164	002	Pst 12 mo, times away perm dty station
RME0032A	NUM	0165	0166	002	Rec Pst yr rsn away: peacekeeping
RME0032B	NUM	0167	0168	002	Rec Pst yr rsn away: foreign hmnrn
RME0032C	NUM	0169	0170	002	Rec Pst yr rsn away: unit training
RME0032D	NUM	0171	0172	002	Rec Pst yr rsn away: counter drug oprtn
RME0032E	NUM	0173	0174	002	Rec Pst yr rsn away: domestic disaster
RME0032F	NUM	0175	0176	002	Rec Pst yr rsn away: sea - sched dplymnt
RME0032G	NUM	0177	0178	002	Rec Pst yr rsn away: other time at sea
RME0032H	NUM	0179	0180	002	Rec Pst yr rsn away: joint training
RME0032I	NUM	0181	0182	002	Rec Pst yr rsn away: military education
RME0032J	NUM	0183	0184	002	Rec Pst yr rsn away: other TADs/TDYs
RME0033	NUM	0185	0186	002	Rec Pst 12 mos, total time away
ME0034	NUM	0187	0188	002	In mil next 12 mo, time expect away
ME0035	NUM	0189	0190	002	Career intentions when enter active duty
ME0036A	NUM	0191	0192	002	Prmry rsn joined: trouble college/schl
ME0036B	NUM	0193	0194	002	Prmry rsn joined: get away from family
ME0036C	NUM	0195	0196	002	Prmry rsn joined: time figure what want
ME0036D	NUM	0197	0198	002	Prmry rsn joined: test self physcl/mntl
ME0036E	NUM	0199	0200	002	Prmry rsn joined: chllngng/intrsting wrk
ME0036F	NUM	0201	0202	002	Prmry rsn joined: always wntd be in mil
ME0036G	NUM	0203	0204	002	Prmry rsn joined: mil tradition in fam
ME0036H	NUM	0205	0206	002	Prmry rsn joined: parents' encouragement
ME0036I	NUM	0207	0208	002	Prmry rsn joined: desire to srv country
ME0036J	NUM	0209	0210	002	Prmry rsn joined: image portrayed by mil
ME0036K	NUM	0211	0212	002	Prmry rsn joined: few or no civ jobs
ME0036L	NUM	0213	0214	002	Prmry rsn joined: pay & allowance(s)

ME0036M	NUM	0215	0216	002	Prmry rsn joined: rtrmnt pay & benefits
ME0036N	NUM	0217	0218	002	Prmry rsn joined: scrty/stability of job
ME0036O	NUM	0219	0220	002	Prmry rsn joined: Opp work in spcfc occ
ME0036P	NUM	0221	0222	002	Prmry rsn joined: Train useful civ emply
ME0036Q	NUM	0223	0224	002	Prmry rsn joined: family benefits
ME0036R	NUM	0225	0226	002	Prmry rsn joined: travel & new exprncs
ME0036S	NUM	0227	0228	002	Prmry rsn joined: money for college
ME0036T	NUM	0229	0230	002	Prmry rsn joined: prsnl growth/maturity
ME0036U	NUM	0231	0232	002	Prmry rsn joined: other/none of above
ME0037	NUM	0233	0234	002	Of rsn listed, which most important
ME0037CN	NUM	0235	0236	002	Consistency check for question 37
ME0038	NUM	0237	0238	002	Of rsn listed, which next most important
RME0039	NUM	0239	0240	002	Rec Term of service
ME0040	NUM	0241	0242	002	Crnt grade, tstd for promo but not slctd
ME0041	NUM	0243	0244	002	Crnt grade, been passed over for promo
ME0042	NUM	0245	0246	002	How lkly allwd to stay at end Svc oblgtm
ME0043	NUM	0247	0248	002	If stay, when expt slctd for next promo
ME0044	NUM	0249	0250	002	If stay, when expt receive next promo
ME0045	NUM	0251	0252	002	Likely to join Nat'l grd after sprtn
ME0045S1	NUM	0253	0254	002	Likely to join Nat'l grd after sprtn-S1
ME0045S2	NUM	0255	0256	002	Likely to join Nat'l grd after sprtn-S2
ME0046A	NUM	0257	0258	002	Why plan Nat'l grd: join others I know
ME0046B	NUM	0259	0260	002	Why plan Nat'l grd: want extra incme
ME0046C	NUM	0261	0262	002	Why plan Nat'l grd: cmplt Svc oblgtm
ME0046D	NUM	0263	0264	002	Why plan Nat'l grd: continue srv cntry
ME0046E	NUM	0265	0266	002	Why plan Nat'l grd: learn job skills
ME0046F	NUM	0267	0268	002	Why plan Nat'l grd: edu benefits
ME0046G	NUM	0269	0270	002	Why plan Nat'l grd: promotion opps
ME0046H	NUM	0271	0272	002	Why plan Nat'l grd: retirement benefit
ME0046I	NUM	0273	0274	002	Why plan Nat'l grd: travel opps
ME0046J	NUM	0275	0276	002	Why plan Nat'l grd: challenge of trn
ME0046K	NUM	0277	0278	002	Why plan Nat'l grd: opp use mil eqpmnt
ME0046L	NUM	0279	0280	002	Why plan Nat'l grd: amount of ejymnt
ME0046M	NUM	0281	0282	002	Why plan Nat'l grd: enjoy Nat'l grd
ME0046N	NUM	0283	0284	002	Why plan Nat'l grd: other (specify)
ME0046O	NUM	0285	0286	002	Why plan Nat'l grd: none of the above
ME0046SP	NUM	0287	0288	002	Why plan Nat'l grd-SP
ME0046CN	NUM	0289	0290	002	Why plan Nat'l grd-CN
ME0047	NUM	0291	0292	002	Plan, become FT active duty Nat'l grd
ME0048	NUM	0293	0294	002	Which Nat'l grd component plan to join
ME0049A	NUM	0295	0296	002	Why Nat'l grd cmpnt: known othrs
ME0049B	NUM	0297	0298	002	Why Nat'l grd cmpnt: won't, 1st choice
ME0049C	NUM	0299	0300	002	Why Nat'l grd cmpnt: always wanted
ME0049D	NUM	0301	0302	002	Why Nat'l grd cmpnt: geographic loc
ME0049E	NUM	0303	0304	002	Why Nat'l grd cmpnt: opps, my mil occ
ME0049F	NUM	0305	0306	002	Why Nat'l grd cmpnt: opps for training
ME0049G	NUM	0307	0308	002	Why Nat'l grd cmpnt: opps for promo

ME0049H	NUM	0309	0310	002	Why Nat'l grd cmpnt: opps for ldrshp
ME0049I	NUM	0311	0312	002	Why Nat'l grd cmpnt: other (specify)
ME0049J	NUM	0313	0314	002	Why Nat'l grd cmpnt: none of above
ME0049SP	NUM	0315	0316	002	Why Nat'l grd cmpnt-SP
ME0049CN	NUM	0317	0318	002	Why Nat'l grd cmpnt-CN
ME0050A	NUM	0319	0320	002	Rsn not jn Nat'l grd: N/A, plan enter
ME0050B	NUM	0321	0322	002	Rsn not jn Nat'l grd: intrfr civ job
ME0050C	NUM	0323	0324	002	Rsn not jn Nat'l grd: interfere w/fam
ME0050D	NUM	0325	0326	002	Rsn not jn Nat'l grd: not accepted
ME0050E	NUM	0327	0328	002	Rsn not jn Nat'l grd: no interest
ME0050F	NUM	0329	0330	002	Rsn not jn Nat'l grd: already cmplt
ME0050G	NUM	0331	0332	002	Rsn not jn Nat'l grd: not eligible
ME0050H	NUM	0333	0334	002	Rsn not jn Nat'l grd: too many mblztns
ME0050I	NUM	0335	0336	002	Rsn not jn Nat'l grd: other (specify)
ME0050J	NUM	0337	0338	002	Rsn not jn Nat'l grd: none of above
ME0050SP	NUM	0339	0340	002	Rsn not jn Nat'l grd-SP
ME0050CN	NUM	0341	0342	002	Rsn not jn Nat'l grd-CN
ME0051A	NUM	0343	0344	002	Stsfd w/fllwng: basic pay
ME0051B	NUM	0345	0346	002	Stsfd w/fllwng: special/incentive pay
ME0051C	NUM	0347	0348	002	Stsfd w/fllwng: reenlistment bonus
ME0051D	NUM	0349	0350	002	Stsfd w/fllwng: housing allowance
ME0051E	NUM	0351	0352	002	Stsfd w/fllwng: SEPRATS/COMRATS
ME0051F	NUM	0353	0354	002	Stsfd w/fllwng: military housing
ME0051G	NUM	0355	0356	002	Stsfd w/fllwng: medical care for you
ME0051H	NUM	0357	0358	002	Stsfd w/fllwng: dental care for you
ME0051I	NUM	0359	0360	002	Stsfd w/fllwng: rtrmnt pay you'd get
ME0051J	NUM	0361	0362	002	Stsfd w/fllwng: COLA to rtrmnt pay
ME0051K	NUM	0363	0364	002	Stsfd w/fllwng: other rtrmnt benefits
ME0051L	NUM	0365	0366	002	Stsfd w/fllwng: pace of your promotions
ME0051M	NUM	0367	0368	002	Stsfd w/fllwng: chance for future advnc
ME0051N	NUM	0369	0370	002	Stsfd w/fllwng: training/prof dvlpmnt
ME0051O	NUM	0371	0372	002	Stsfd w/fllwng: type assignments rcv'd
ME0051P	NUM	0373	0374	002	Stsfd w/fllwng: deployments
ME0051Q	NUM	0375	0376	002	Stsfd w/fllwng: other mil duties
ME0051R	NUM	0377	0378	002	Stsfd w/fllwng: availability of eqpmnt
ME0051S	NUM	0379	0380	002	Stsfd w/fllwng: lvl of manning in unit
ME0051T	NUM	0381	0382	002	Stsfd w/fllwng: your unit's morale
ME0051U	NUM	0383	0384	002	Stsfd w/fllwng: your personal workload
ME0051V	NUM	0385	0386	002	Stsfd w/fllwng: amnt of prsnl/fam time
ME0051W	NUM	0387	0388	002	Stsfd w/fllwng: off-duty edu opps
ME0051X	NUM	0389	0390	002	Stsfd w/fllwng: quality of leadership
ME0051Y	NUM	0391	0392	002	Stsfd w/fllwng: mil values, lifestyle
ME0051Z	NUM	0393	0394	002	Stsfd w/fllwng: amnt enjymnt from job
ME0051AA	NUM	0395	0396	002	Stsfd w/fllwng: freq of PCS moves
ME0051BB	NUM	0397	0398	002	Stsfd w/fllwng: job security
ME0051CC	NUM	0399	0400	002	Stsfd w/fllwng: loc/station of choice
ME0051DD	NUM	0401	0402	002	Stsfd w/fllwng: co-loc w/mil spouse



ME0051EE	NUM	0403	0404	002	Stsfd w/fllwng: medical care for fam
ME0051FF	NUM	0405	0406	002	Stsfd w/fllwng: dental care for fam
ME0051GG	NUM	0407	0408	002	Stsfd w/fllwng: youth actvts on base
ME0051HH	NUM	0409	0410	002	Stsfd w/fllwng: schools for children
ME0051II	NUM	0411	0412	002	Stsfd w/fllwng: spouse emplmnt/opps
ME0051JJ	NUM	0413	0414	002	Stsfd w/fllwng: mil fam support prgrms
ME0051KK	NUM	0415	0416	002	Stsfd w/fllwng: accptbl/affrdbl chldcr
ME0051LL	NUM	0417	0418	002	Stsfd w/fllwng: friendships dvlpd in mil
ME0051MM	NUM	0419	0420	002	Stsfd w/fllwng: quality of eqpmnt
ME0052	NUM	0421	0422	002	Most imprtnt fctr imprv to make you sty
ME0052CN	NUM	0423	0424	002	Consistency check for question 52
ME0053A	NUM	0425	0426	002	What else improve to sty: basic pay
ME0053B	NUM	0427	0428	002	What else improve to sty: special pay
ME0053C	NUM	0429	0430	002	What else improve to sty: reenlist bns
ME0053D	NUM	0431	0432	002	What else improve to sty: hsing allwnc
ME0053E	NUM	0433	0434	002	What else improve to sty: SEPRATS/COM
ME0053F	NUM	0435	0436	002	What else improve to sty: mil housing
ME0053G	NUM	0437	0438	002	What else improve to sty: medical, you
ME0053H	NUM	0439	0440	002	What else improve to sty: dental, you
ME0053I	NUM	0441	0442	002	What else improve to sty: retire pay
ME0053J	NUM	0443	0444	002	What else improve to sty: COLA
ME0053K	NUM	0445	0446	002	What else improve to sty: other retire
ME0053L	NUM	0447	0448	002	What else improve to sty: promo pace
ME0053M	NUM	0449	0450	002	What else improve to sty: advancement
ME0053N	NUM	0451	0452	002	What else improve to sty: prof dvlpmnt
ME0053O	NUM	0453	0454	002	What else improve to sty: assign rcvd
ME0053P	NUM	0455	0456	002	What else improve to sty: deployments
ME0053Q	NUM	0457	0458	002	What else improve to sty: other duties
ME0053R	NUM	0459	0460	002	What else improve to sty: avail equip
ME0053S	NUM	0461	0462	002	What else improve to sty: manning
ME0053T	NUM	0463	0464	002	What else improve to sty: unit morale
ME0053U	NUM	0465	0466	002	What else improve to sty: prsnl workld
ME0053V	NUM	0467	0468	002	What else improve to sty: fam time
ME0053W	NUM	0469	0470	002	What else improve to sty: edu opps
ME0053X	NUM	0471	0472	002	What else improve to sty: leadership
ME0053Y	NUM	0473	0474	002	What else improve to sty: mil values
ME0053Z	NUM	0475	0476	002	What else improve to sty: enjoyment
ME0053AA	NUM	0477	0478	002	What else improve to sty: freq of PCS
ME0053BB	NUM	0479	0480	002	What else improve to sty: job scrtly
ME0053CC	NUM	0481	0482	002	What else improve to sty: loc choice
ME0053DD	NUM	0483	0484	002	What else improve to sty: co-loc w/sp
ME0053EE	NUM	0485	0486	002	What else improve to sty: medical, fam
ME0053FF	NUM	0487	0488	002	What else improve to sty: dental, fam
ME0053GG	NUM	0489	0490	002	What else improve to sty: youth actvty
ME0053HH	NUM	0491	0492	002	What else improve to sty: schools
ME0053II	NUM	0493	0494	002	What else improve to sty: sp employ
ME0053JJ	NUM	0495	0496	002	What else improve to sty: fam progs

ME0053KK	NUM	0497	0498	002	What else improve to sty: child care
ME0053LL	NUM	0499	0500	002	What else improve to sty: friendships
ME0053MM	NUM	0501	0502	002	What else improve to sty: qual, equip
ME0053NN	NUM	0503	0504	002	What else improve to sty: None
ME0053CN	NUM	0505	0506	002	What else improve to sty: none-CN
ME0054A	NUM	0507	0508	002	Agr/Dsagr: chain of cmmnd keeps informed
ME0054B	NUM	0509	0510	002	Agr/Dsagr: make rqst, smbdy will listen
ME0054C	NUM	0511	0512	002	Agr/Dsagr: my Svc estblshd trthfl clmte
ME0054D	NUM	0513	0514	002	Agr/Dsagr: difficult balance wrk/prsnl
ME0054E	NUM	0515	0516	002	Agr/Dsagr: trouble getting work done
ME0054F	NUM	0517	0518	002	Agr/Dsagr: sprvsr, people lrn from mstk
ME0054G	NUM	0519	0520	002	Agr/Dsagr: sprvsr has sufficient athrty
ME0054H	NUM	0521	0522	002	Agr/Dsagr: my Svc's core values clear
ME0054I	NUM	0523	0524	002	Agr/Dsagr: ldrshp undrstnds prblms faced
RME0055	NUM	0525	0526	002	Rec Paygrade of immediate suprvsr
ME0056A	NUM	0527	0528	002	Agr/Dsagr, sprvsr: hndle tech skills
ME0056B	NUM	0529	0530	002	Agr/Dsagr, sprvsr: hndle people skills
ME0056C	NUM	0531	0532	002	Agr/Dsagr, sprvsr: hndle cncptl-skills
ME0056D	NUM	0533	0534	002	Agr/Dsagr, sprvsr: communicating
ME0056E	NUM	0535	0536	002	Agr/Dsagr, sprvsr: decision making
ME0056F	NUM	0537	0538	002	Agr/Dsagr, sprvsr: motivating
ME0056G	NUM	0539	0540	002	Agr/Dsagr, sprvsr: developing
ME0056H	NUM	0541	0542	002	Agr/Dsagr, sprvsr: building
ME0056I	NUM	0543	0544	002	Agr/Dsagr, sprvsr: learning
ME0056J	NUM	0545	0546	002	Agr/Dsagr, sprvsr: planning/organizing
ME0056K	NUM	0547	0548	002	Agr/Dsagr, sprvsr: executing
ME0056L	NUM	0549	0550	002	Agr/Dsagr, sprvsr: assessing
ME0057	NUM	0551	0552	002	In gnrl, life better/worse than expect
ME0058	NUM	0553	0554	002	In gnrl, work better/worse than expect
ME0059	NUM	0555	0556	002	Advice about mil, what would you rcmmnd
ME0060A	NUM	0557	0558	002	Agr/Dsagr: missions imprtnt to Nat'l
ME0060B	NUM	0559	0560	002	Agr/Dsagr: imprvd/maintained readiness
ME0060C	NUM	0561	0562	002	Agr/Dsagr: peacekeeping/making mission
ME0060D	NUM	0563	0564	002	Agr/Dsagr: humanitarian relief effort
ME0060E	NUM	0565	0566	002	Agr/Dsagr: lttrl exprnc trnsfrd civ job
ME0060F	NUM	0567	0568	002	Agr/Dsagr: easy to get good civ job now
ME0060G	NUM	0569	0570	002	Agr/Dsagr: good idea of job I could get
ME0060H	NUM	0571	0572	002	Agr/Dsagr: good idea of pay I could get
ME0060I	NUM	0573	0574	002	Agr/Dsagr: benefits have eroded
ME0060J	NUM	0575	0576	002	Agr/Dsagr: attain standard of living
ME0060K	NUM	0577	0578	002	Agr/Dsagr: skills use later in civ job
ME0061	NUM	0579	0580	002	Do over, styd more than 1st enlistment
ME0062A	NUM	0581	0582	002	Opps mil/civ: promotion opportunities
ME0062B	NUM	0583	0584	002	Opps mil/civ: amount of prsnl/fam time
ME0062C	NUM	0585	0586	002	Opps mil/civ: hours worked per week
ME0062D	NUM	0587	0588	002	Opps mil/civ: vacation time
ME0062E	NUM	0589	0590	002	Opps mil/civ: edu and training opps

ME0062F	NUM	0591	0592	002	Opps mil/civ: total compensation
ME0062G	NUM	0593	0594	002	Opps mil/civ: health care benefits
ME0062H	NUM	0595	0596	002	Opps mil/civ: retirement benefits
ME0062I	NUM	0597	0598	002	Opps mil/civ: sense of accmplshmnt/pride
ME0062J	NUM	0599	0600	002	Opps mil/civ: general quality of life
ME0062K	NUM	0601	0602	002	Opps mil/civ: workload/amount of work
ME0062L	NUM	0603	0604	002	Opps mil/civ: job security
ME0062M	NUM	0605	0606	002	Opps mil/civ: opportunity for travel
ME0062N	NUM	0607	0608	002	Opps mil/civ: freedom from dscrmntn
ME0062O	NUM	0609	0610	002	Opps mil/civ: fair prfrmnc evaluations
ME0062P	NUM	0611	0612	002	Opps mil/civ: freedom from harassment
ME0062Q	NUM	0613	0614	002	Opps mil/civ: racial/ethnic relations
ME0062R	NUM	0615	0616	002	Opps mil/civ: gender relations overall
ME0063A	NUM	0617	0618	002	Agr/Dsagr: friends belong to mil cmmnty
ME0063B	NUM	0619	0620	002	Agr/Dsagr: mil cmmnty is there for me
ME0063C	NUM	0621	0622	002	Agr/Dsagr: a lot in common w/civ cmmnty
ME0063D	NUM	0623	0624	002	Agr/Dsagr: mil cmmnty asks me for help
ME0063E	NUM	0625	0626	002	Agr/Dsagr: on base helps make ends meet
ME0063F	NUM	0627	0628	002	Agr/Dsagr: not much gain by styng w/mil
ME0063G	NUM	0629	0630	002	Agr/Dsagr: proud to be member of my Svc
ME0063H	NUM	0631	0632	002	Agr/Dsagr: my values/Svc values similar
ME0063I	NUM	0633	0634	002	Agr/Dsagr: Svc insprs me to do best job
ME0063J	NUM	0635	0636	002	Agr/Dsagr: Svc evaluation systm effctv
ME0063K	NUM	0637	0638	002	Agr/Dsagr: stay in Svc, would be promo
ME0063L	NUM	0639	0640	002	Agr/Dsagr: NCOs/PO's good srce of spprt
ME0063M	NUM	0641	0642	002	Agr/Dsagr: leaders treat member w/rspct
ME0064	NUM	0643	0644	002	Taking all tgthr, how stsfed w/mil life
ME0065A	NUM	0645	0646	002	Past 6 mos, leave: life like as a civ
ME0065B	NUM	0647	0648	002	Past 6 mos, leave: discussed w/fam
ME0065C	NUM	0649	0650	002	Past 6 mos, leave: talked w/supervisor
ME0065D	NUM	0651	0652	002	Past 6 mos, leave: gthrd info, edu
ME0065E	NUM	0653	0654	002	Past 6 mos, leave: gthrd info, civ job
ME0065F	NUM	0655	0656	002	Past 6 mos, leave: prgrm, civ emply
ME0065G	NUM	0657	0658	002	Past 6 mos, leave: prepared a resume
ME0065H	NUM	0659	0660	002	Past 6 mos, leave: applied for a job
ME0065I	NUM	0661	0662	002	Past 6 mos, leave: interview for job
ME0065J	NUM	0663	0664	002	Past 6 mos, leave: other (specify)
ME0065K	NUM	0665	0666	002	Past 6 mos, leave: none of the above
ME0065SP	NUM	0667	0668	002	Past 6 mos, leave-SP
ME0065CN	NUM	0669	0670	002	Past 6 mos, leave-CN
ME0066	NUM	0671	0672	002	How long before sprtn/rtrmnt plan to lv
ME0067A	NUM	0673	0674	002	Activity after leave: attend school
ME0067B	NUM	0675	0676	002	Activity after leave: wrk, civ co/org
ME0067C	NUM	0677	0678	002	Activity after leave: wrk, civ gov job
ME0067D	NUM	0679	0680	002	Activity after leave: wrk, fam bsnss
ME0067E	NUM	0681	0682	002	Activity after leave: self-employed
ME0067F	NUM	0683	0684	002	Activity after leave: homemaker

ME0067G	NUM	0685	0686	002	Activity after leave: FT retirement
ME0067H	NUM	0687	0688	002	Activity after leave: FT active duty
ME0067I	NUM	0689	0690	002	Activity after leave: none of above
ME0067CN	NUM	0691	0692	002	Activity after leave-CN
ME0068	NUM	0693	0694	002	Eligible for MGIB edu bnfts after lv
ME0068SK	NUM	0695	0696	002	Eligible for MGIB edu bnfts after lv-SK
ME0069	NUM	0697	0698	002	Plan to use MGIB edu benefits
ME0069SK	NUM	0699	0700	002	Plan to use MGIB edu benefits-SK
ME0070A	NUM	0701	0702	002	Use MGIB: enroll vctnl/occpnl train
ME0070B	NUM	0703	0704	002	Use MGIB: begin/complete 2 yr degree
ME0070C	NUM	0705	0706	002	Use MGIB: begin/complete 4 yr degree
ME0070D	NUM	0707	0708	002	Use MGIB: begin/complete advncd degree
ME0070E	NUM	0709	0710	002	Use MGIB: none of the above
ME0070CN	NUM	0711	0712	002	Use MGIB-CN
ME0071	NUM	0713	0714	002	When do you plan to use MGIB edu bnfts
ME0072	NUM	0715	0716	002	Plan civ work for pay right after lv
ME0072SK	NUM	0717	0718	002	Plan civ work for pay right after lv-SK
ME0073	NUM	0719	0720	002	Weeks looked for civ employment
ME0074A	NUM	0721	0722	002	Emplymnt after sprtn: obtnd FT civ job
ME0074B	NUM	0723	0724	002	Emplymnt after sprtn: obtnd PT civ job
ME0074C	NUM	0725	0726	002	Emplymnt after sprtn: lkng FT civ job
ME0074D	NUM	0727	0728	002	Emplymnt after sprtn: lkng PT civ job
ME0074E	NUM	0729	0730	002	Emplymnt after sprtn: work fam business
ME0074F	NUM	0731	0732	002	Emplymnt after sprtn: self-employed
ME0074G	NUM	0733	0734	002	Emplymnt after sprtn: unpaid worker
ME0074H	NUM	0735	0736	002	Emplymnt after sprtn: none of above
ME0074CN	NUM	0737	0738	002	Emplymnt after sprtn-CN
ME0075	NUM	0739	0740	002	Best descrbs civ emply after separation
ME0076	NUM	0741	0742	002	Extent civ job similar to MOS/AFSC
ME0077	NUM	0743	0744	002	Effect mil exprnc on prsnl chrctrstcs
ME0078	NUM	0745	0746	002	Interest civ job similar to mil MOS/AFSC
ME0079A	NUM	0747	0748	002	Influence on leaving: your spouse
ME0079B	NUM	0749	0750	002	Influence on leaving: fiance, g/b friend
ME0079C	NUM	0751	0752	002	Influence on leaving: father/mother
ME0079D	NUM	0753	0754	002	Influence on leaving: other rltvs/frnds
ME0079E	NUM	0755	0756	002	Influence on leaving: your peers
ME0079F	NUM	0757	0758	002	Influence on leaving: immediate sprvsr
ME0080	NUM	0759	0760	002	Rnlstmnt/rtntn bonus influence remain
ME0081A	NUM	0761	0762	002	Extnt, rsn leaving: involuntary
ME0081B	NUM	0763	0764	002	Extnt, rsn leaving: near max age
ME0081C	NUM	0765	0766	002	Extnt, rsn leaving: near max in grade
ME0081D	NUM	0767	0768	002	Extnt, rsn leaving: job satisfaction
ME0081E	NUM	0769	0770	002	Extnt, rsn leaving: pay & allowances
ME0081F	NUM	0771	0772	002	Extnt, rsn leaving: failed to be prmtd
ME0081G	NUM	0773	0774	002	Extnt, rsn leaving: promo/advncmnt opps
ME0081H	NUM	0775	0776	002	Extnt, rsn leaving: fair prfrmnc evltn
ME0081I	NUM	0777	0778	002	Extnt, rsn leaving: desirable assgnmnts

ME0081J	NUM	0779	0780	002	Extnt, rsn leaving: tech/prof dvlpmnt
ME0081K	NUM	0781	0782	002	Extnt, rsn leaving: lack, training opps
ME0081L	NUM	0783	0784	002	Extnt, rsn leaving: continue my edu
ME0081M	NUM	0785	0786	002	Extnt, rsn leaving: out, jobs easy get
ME0081N	NUM	0787	0788	002	Extnt, rsn leaving: 2nd career, too old
ME0081O	NUM	0789	0790	002	Extnt, rsn leaving: 2nd career, chld edu
ME0081P	NUM	0791	0792	002	Extnt, rsn leaving: settle in location
ME0081Q	NUM	0793	0794	002	Extnt, rsn leaving: fam prblms at home
ME0081R	NUM	0795	0796	002	Extnt, rsn leaving: fam wanted separate
ME0081S	NUM	0797	0798	002	Extnt, rsn leaving: number of PCS moves
ME0081T	NUM	0799	0800	002	Extnt, rsn leaving: too many dplymnts
ME0081U	NUM	0801	0802	002	Extnt, rsn leaving: too few dplymnts
ME0081V	NUM	0803	0804	002	Extnt, rsn leaving: 1 or > offenses
ME0081W	NUM	0805	0806	002	Extnt, rsn leaving: minor offenses
ME0081X	NUM	0807	0808	002	Extnt, rsn leaving: homesickness
ME0081Y	NUM	0809	0810	002	Extnt, rsn leaving: lack of motivation
ME0081Z	NUM	0811	0812	002	Extnt, rsn leaving: prblms w/superiors
ME0081AA	NUM	0813	0814	002	Extnt, rsn leaving: medical problems
ME0081BB	NUM	0815	0816	002	Extnt, rsn leaving: physcl ftNSS rqrmt
ME0081CC	NUM	0817	0818	002	Extnt, rsn leaving: wght/bdy fat stndrd
ME0081DD	NUM	0819	0820	002	Extnt, rsn leaving: inadqt access, WWW
ME0081EE	NUM	0821	0822	002	Extnt, rsn leaving: other
ME0081SP	NUM	0823	0824	002	Extnt, rsn leaving-SP
ME0082A	NUM	0825	0826	002	Most imprtnt rsn lv: most imprtnt
ME0082B	NUM	0827	0828	002	Most imprtnt rsn lv: 2nd most imprtnt
ME0082C	NUM	0829	0830	002	Most imprtnt rsn lv: 3rd most imprtnt
ME0082D	NUM	0831	0832	002	Most imprtnt rsn lv: 4th most imprtnt
ME0082E	NUM	0833	0834	002	Most imprtnt rsn lv: 5th most imprtnt
ME0083A	NUM	0835	0836	002	Curnt enlstd/offrs MOS/AFSC code Dont Kn
ME0083AS	NUM	0837	0838	002	MOS/AFSC code-SK
SROCAREA	NUM	0839	0846	008	DoD Occupation Area
REQUEST	NUM	0847	0848	002	Please print your e-mail address
COMMENT	NUM	0849	0850	002	Please print comments/concerns
DMDCID	NUM	0851	0856	006	DMDC Identification Number
ELIGFLGW	NUM	0857	0858	002	Eligibility Flag
FBRRPSU	NUM	0859	0866	008	Fay-BRR Primary Sampling Unit
FBRRSTRT	NUM	0867	0874	008	Fay-BRR Variance Estimation Strata
FINALWGT	NUM	0875	0882	008	MES2000 Analysis Weight
INRECNO	NUM	0883	0890	008	Master SCS ID number
QCOMPN	NUM	0891	0894	004	Questionnaire complete count
QCOMP	NUM	0895	0902	008	Questionnaire Complete Proportion
RPL001	NUM	0903	0910	008	RPL001
RPL002	NUM	0911	0918	008	RPL002
RPL003	NUM	0919	0926	008	RPL003
RPL004	NUM	0927	0934	008	RPL004
RPL005	NUM	0935	0942	008	RPL005
RPL006	NUM	0943	0950	008	RPL006

RPL007	NUM	0951	0958	008	RPL007
RPL008	NUM	0959	0966	008	RPL008
RPL009	NUM	0967	0974	008	RPL009
RPL010	NUM	0975	0982	008	RPL010
RPL011	NUM	0983	0990	008	RPL011
RPL012	NUM	0991	0998	008	RPL012
RPL013	NUM	0999	1006	008	RPL013
RPL014	NUM	1007	1014	008	RPL014
RPL015	NUM	1015	1022	008	RPL015
RPL016	NUM	1023	1030	008	RPL016
RPL017	NUM	1031	1038	008	RPL017
RPL018	NUM	1039	1046	008	RPL018
RPL019	NUM	1047	1054	008	RPL019
RPL020	NUM	1055	1062	008	RPL020
RPL021	NUM	1063	1070	008	RPL021
RPL022	NUM	1071	1078	008	RPL022
RPL023	NUM	1079	1086	008	RPL023
RPL024	NUM	1087	1094	008	RPL024
RPL025	NUM	1095	1102	008	RPL025
RPL026	NUM	1103	1110	008	RPL026
RPL027	NUM	1111	1118	008	RPL027
RPL028	NUM	1119	1126	008	RPL028
RPL029	NUM	1127	1134	008	RPL029
RPL030	NUM	1135	1142	008	RPL030
RPL031	NUM	1143	1150	008	RPL031
RPL032	NUM	1151	1158	008	RPL032
RPL033	NUM	1159	1166	008	RPL033
RPL034	NUM	1167	1174	008	RPL034
RPL035	NUM	1175	1182	008	RPL035
RPL036	NUM	1183	1190	008	RPL036
RPL037	NUM	1191	1198	008	RPL037
RPL038	NUM	1199	1206	008	RPL038
RPL039	NUM	1207	1214	008	RPL039
RPL040	NUM	1215	1222	008	RPL040
RPL041	NUM	1223	1230	008	RPL041
RPL042	NUM	1231	1238	008	RPL042
RPL043	NUM	1239	1246	008	RPL043
RPL044	NUM	1247	1254	008	RPL044
RPL045	NUM	1255	1262	008	RPL045
RPL046	NUM	1263	1270	008	RPL046
RPL047	NUM	1271	1278	008	RPL047
RPL048	NUM	1279	1286	008	RPL048
RPL049	NUM	1287	1294	008	RPL049
RPL050	NUM	1295	1302	008	RPL050
RPL051	NUM	1303	1310	008	RPL051
RPL052	NUM	1311	1318	008	RPL052
RPL053	NUM	1319	1326	008	RPL053

RPL054	NUM	1327	1334	008	RPL054
RPL055	NUM	1335	1342	008	RPL055
RPL056	NUM	1343	1350	008	RPL056
RPL057	NUM	1351	1358	008	RPL057
RPL058	NUM	1359	1366	008	RPL058
RPL059	NUM	1367	1374	008	RPL059
RPL060	NUM	1375	1382	008	RPL060
RPL061	NUM	1383	1390	008	RPL061
RPL062	NUM	1391	1398	008	RPL062
RPL063	NUM	1399	1406	008	RPL063
RPL064	NUM	1407	1414	008	RPL064
RPL065	NUM	1415	1422	008	RPL065
RPL066	NUM	1423	1430	008	RPL066
RPL067	NUM	1431	1438	008	RPL067
RPL068	NUM	1439	1446	008	RPL068
RPL069	NUM	1447	1454	008	RPL069
RPL070	NUM	1455	1462	008	RPL070
RPL071	NUM	1463	1470	008	RPL071
RPL072	NUM	1471	1478	008	RPL072
RPL073	NUM	1479	1486	008	RPL073
RPL074	NUM	1487	1494	008	RPL074
RPL075	NUM	1495	1502	008	RPL075
RPL076	NUM	1503	1510	008	RPL076
RPL077	NUM	1511	1518	008	RPL077
RPL078	NUM	1519	1526	008	RPL078
RPL079	NUM	1527	1534	008	RPL079
RPL080	NUM	1535	1542	008	RPL080
RPL081	NUM	1543	1550	008	RPL081
RPL082	NUM	1551	1558	008	RPL082
RPL083	NUM	1559	1566	008	RPL083
RPL084	NUM	1567	1574	008	RPL084
RPL085	NUM	1575	1582	008	RPL085
RPL086	NUM	1583	1590	008	RPL086
RPL087	NUM	1591	1598	008	RPL087
RPL088	NUM	1599	1606	008	RPL088
RPL089	NUM	1607	1614	008	RPL089
RPL090	NUM	1615	1622	008	RPL090
RPL091	NUM	1623	1630	008	RPL091
RPL092	NUM	1631	1638	008	RPL092
RPL093	NUM	1639	1646	008	RPL093
RPL094	NUM	1647	1654	008	RPL094
RPL095	NUM	1655	1662	008	RPL095
RPL096	NUM	1663	1670	008	RPL096
RPL097	NUM	1671	1678	008	RPL097
RPL098	NUM	1679	1686	008	RPL098
RPL099	NUM	1687	1694	008	RPL099
RPL100	NUM	1695	1702	008	RPL100

RPL101	NUM	1703	1710	008	RPL101
RPL102	NUM	1711	1718	008	RPL102
RPL103	NUM	1719	1726	008	RPL103
RPL104	NUM	1727	1734	008	RPL104
RPL105	NUM	1735	1742	008	RPL105
RPL106	NUM	1743	1750	008	RPL106
RPL107	NUM	1751	1758	008	RPL107
RPL108	NUM	1759	1766	008	RPL108
RPL109	NUM	1767	1774	008	RPL109
RPL110	NUM	1775	1782	008	RPL110
RPL111	NUM	1783	1790	008	RPL111
RPL112	NUM	1791	1798	008	RPL112
RPL113	NUM	1799	1806	008	RPL113
RPL114	NUM	1807	1814	008	RPL114
RPL115	NUM	1815	1822	008	RPL115
RPL116	NUM	1823	1830	008	RPL116
RPL117	NUM	1831	1838	008	RPL117
RPL118	NUM	1839	1846	008	RPL118
RPL119	NUM	1847	1854	008	RPL119
RPL120	NUM	1855	1862	008	RPL120
RPL121	NUM	1863	1870	008	RPL121
RPL122	NUM	1871	1878	008	RPL122
RPL123	NUM	1879	1886	008	RPL123
RPL124	NUM	1887	1894	008	RPL124
RPL125	NUM	1895	1902	008	RPL125
RPL126	NUM	1903	1910	008	RPL126
RPL127	NUM	1911	1918	008	RPL127
RPL128	NUM	1919	1926	008	RPL128
RPL129	NUM	1927	1934	008	RPL129
RPL130	NUM	1935	1942	008	RPL130
RPL131	NUM	1943	1950	008	RPL131
RPL132	NUM	1951	1958	008	RPL132
RPL133	NUM	1959	1966	008	RPL133
RPL134	NUM	1967	1974	008	RPL134
RPL135	NUM	1975	1982	008	RPL135
RPL136	NUM	1983	1990	008	RPL136
RPL137	NUM	1991	1998	008	RPL137
RPL138	NUM	1999	2006	008	RPL138
RPL139	NUM	2007	2014	008	RPL139
RPL140	NUM	2015	2022	008	RPL140
RPL141	NUM	2023	2030	008	RPL141
RPL142	NUM	2031	2038	008	RPL142
RPL143	NUM	2039	2046	008	RPL143
RPL144	NUM	2047	2054	008	RPL144
_TOTAL_	NUM	2055	2058	004	Variance Stratum Population Count
VSTRAT	NUM	2059	2062	004	Constructed Variance Strata For Weightin



## **Appendix I**

### **Notes on Analysis of the 2000 Military Exit Survey Dataset**

## Notes on Analysis of the 2000 Military Exit Survey Dataset

This section is focused on analytic variables contained on the survey analysis files which were specially constructed for reporting findings of the survey. Detailed descriptions are provided of demographic variables containing imputed data, race/ethnicity variables developed in accordance with OMB guidelines, a composite CAREER variable combining original career intent with current separation situation, and two military occupation measures.

### ***Analytic Variables***

The most important variables constructed for analyses have been preserved on the survey analysis files. Where possible, these variables are also on the public-release file. In every instance where a crossing of demographic variables would allow the isolation of one to three respondents, however, either a variable was collapsed into broader categories or some cases were set to missing in the public-release variables in order to preserve respondents' confidentiality.

### ***Key Demographic Variables***

Data for Service, paygrade, and gender analytic variables were obtained from both respondents' self-reports on the questionnaire and administrative record data extracted from the FY00 April-September Active Duty Master Loss Edit File. Self-reported Service, paygrade, and gender were used when available. Where self-reported information was missing, values were imputed from administrative record data for those respondents who could be matched to the administrative file. Variables containing imputed data are designated by an "X" in the first letter of the variable's name in this survey, e.g., paygrade is XCPAY and the collapsed four-category paygrade is XCPAY4. Service, gender, and four-category paygrade are crossing variables in the tabulations of MES data reported by Deak et al. (2001), along with the variable CAREER, described below. Figures 1.1 – 1.3 contain SAS code for constructing the Service, paygrade, and gender analytic variables with imputed data. Coding is also provided in Figure 1.2 for the four-category (XCPAY4), six-category (XCPAY6), and seven-category (XCPAY7) analytic paygrade variables with imputed data.

***Service component (XSVC).*** This variable denotes the separatee's Service component. It was created from self-reported information from Question 1 (SRSVC). When SRSVC was missing, the values for this constructed variable were filled in when possible from variable SVC in the administrative record data. The SAS code for constructing XSVC appears in Figure 1.1.

**Figure 1.1.**  
*SAS Code for Service Component*

```
* Creation of XSVC;

if srsvc= 1 then xsvc=1;
else if srsvc=2 then xsvc= 2;
else if srsvc= 3 then xsvc= 3;
else if srsvc= 4 then xsvc= 4;
else if srsvc= 5 then xsvc= 5;
else xsvc= .;

if xsvc= . then do;
  if svc= 'A' then xsvc= 1;      *Army;
  else if svc= 'N' then xsvc= 2; *Navy;
  else if svc= 'M' then xsvc= 3; *Marine Corps;
  else if svc= 'F' then xsvc= 4; *Air Force;
  else if svc= 'C' then xsvc= 5; *Coast Guard;
  end;

Label XSVC = 'Constructed Analytic: Service variable';
```

***Paygrade (XCPAY).*** The variable XCPAY denotes the separatee's paygrade. It was created from self-reported information from Question 2 (SRGRADE2). When SRGRADE2 was missing, the values for this constructed variable were filled in when possible from variable SVCPGCD in the administrative record data. Collapsed versions of XCPAY include the 4-category XCPAY4, the 6-category XCPAY6, and the 7-Category XCPAY7. SAS code for constructing XCPAY, XCPAY4, XCPAY6, and XCPAY7 appears in Figure 1.2.

**Figure 1.2.**  
**SAS Code for Constructed Paygrade Variables**

```

* Creation of XCPAY;

if srgrade2= 1 then xcpay= 1;          *Enlisted E1;
else if srgrade2= 2 then xcpay= 2;    *Enlisted E2;
else if srgrade2= 3 then xcpay= 3;    *Enlisted E3;
else if srgrade2= 4 then xcpay= 4;    *Enlisted E4;
else if srgrade2= 5 then xcpay= 5;    *Enlisted E5;
else if srgrade2= 6 then xcpay= 6;    *Enlisted E6;
else if srgrade2= 7 then xcpay= 7;    *Enlisted E7;
else if srgrade2= 8 then xcpay= 8;    *Enlisted E8;
else if srgrade2= 9 then xcpay= 9;    *Enlisted E9;
else if srgrade2= 11 then xcpay= 11;   *Warrant W1;
else if srgrade2= 12 then xcpay= 12;  *Warrant W2;
else if srgrade2= 13 then xcpay= 13;  *Warrant W3;
else if srgrade2= 14 then xcpay= 14;  *Warrant W4;
else if srgrade2= 15 then xcpay= 15;  *Warrant W5;
else if srgrade2= 21 then xcpay= 21;   *Officer O1;
else if srgrade2= 22 then xcpay= 22;  *Officer O2;
else if srgrade2= 23 then xcpay= 23;  *Officer O3;
else if srgrade2= 24 then xcpay= 24;  *Officer O4;
else if srgrade2= 25 then xcpay= 25;  *Officer O5;
else if srgrade2= 26 then xcpay= 26;  *Officer O6;
else if srgrade2= 27 then xcpay= 27;  *Officer O7 & above;
else xcpay= .;

If xcpay= . and svcpgcd ne '!' then do;
  if svcpgcd= 'ME01' then xcpay= 1;
  else if svcpgcd= 'ME01' then xcpay= 1;
  else if svcpgcd= 'ME02' then xcpay= 2;
  else if svcpgcd= 'ME03' then xcpay= 3;
  else if svcpgcd= 'ME04' then xcpay= 4;
  else if svcpgcd= 'ME05' then xcpay= 5;
  else if svcpgcd= 'ME06' then xcpay= 6;
  else if svcpgcd= 'ME07' then xcpay= 7;
  else if svcpgcd= 'ME08' then xcpay= 8;
  else if svcpgcd= 'ME09' then xcpay= 9;
  else if svcpgcd= 'MW01' then xcpay= 11;
  else if svcpgcd= 'MW02' then xcpay= 12;
  else if svcpgcd= 'MW03' then xcpay= 13;
  else if svcpgcd= 'MW04' then xcpay= 14;
  else if svcpgcd= 'MW05' then xcpay= 15;
  else if svcpgcd= 'MO01' then xcpay= 21;
  else if svcpgcd= 'MO02' then xcpay= 22;
  else if svcpgcd= 'MO03' then xcpay= 23;
  else if svcpgcd= 'MO04' then xcpay= 24;
  else if svcpgcd= 'MO05' then xcpay= 25;
  else if svcpgcd= 'MO06' then xcpay= 26;
  else if svcpgcd >= 'MO07' and svcpgcd <= 'MO11' then xcpay= 27;
end;

```

**Figure 1.2. (continued)**  
**SAS Code for Constructed Paygrade Variables**

```

*4-Category Paygrade;

If xcpay >= 1 and xcpay <= 4 then xcpay4= 1;                *E1 to E4;
else if xcpay >= 5 and xcpay <= 9 then xcpay4= 2;          *E5 to E9;
else if xcpay in (11,12,21,22,23) then xcpay4= 3;           *W1 to W2; O1 to O3;
else if xcpay in (13,14,15,24,25,26,27) then xcpay4= 4;    *W3 to W5, O4 and above;

*6-Category Paygrade;

If xcpay >= 1 and xcpay <= 3 then xcpay6= 1;                *E1 to E3;
else if xcpay= 4 then xcpay6= 2;                             *E4;
else if xcpay >= 5 and xcpay <= 6 then xcpay6= 3;           *E5 to E6;
else if xcpay >= 7 and xcpay <= 9 then xcpay6= 4;           *E7 to E9;
else if xcpay in (11,12,21,22,23) then xcpay6= 5;           *W1 to W2; O1 to O3;
else if xcpay in (13,14,15,24,25,26,27) then xcpay6= 6;    *W3 to W5, O4 and above;

*7-Category Paygrade;

If xcpay >= 1 and xcpay <= 3 then xcpay7= 1;                *E1 to E3;
else if xcpay= 4 then xcpay7= 2;                             *E4;
else if xcpay >= 5 and xcpay <= 6 then xcpay7= 3;           *E5 to E6;
else if xcpay >= 7 and xcpay <= 9 then xcpay7= 4;           *E7 to E9;
else if xcpay >= 11 and xcpay <= 15 then xcpay7= 5;         *W1 to W5;
else if xcpay >= 21 and xcpay <= 23 then xcpay7= 6;         *O1 to O3;
else if xcpay >= 24 and xcpay <= 27 then xcpay7= 7;         *O4 and above;

Label
  XCPAY = 'Constructed Analytic: Paygrade';
  XCPAY4 = 'Constructed Analytic: 4-Category Paygrade';
  XCPAY6 = 'Constructed Analytic: 6-Category Paygrade';
  XCPAY7 = 'Constructed Analytic: 7-Category Paygrade';

```

**Gender (XSEX).** This variable denotes the separatee's gender. It was created from self-reported information from Question 11 (SRSEX). When SRSEX was missing, the values for this constructed variable were filled in when possible from variable SEXCD in the administrative record data. The SAS code for constructing XSEX appears in Figure 1.3.

**Figure 1.3.**  
**SAS Code for Gender**

```
* Creation of XSEX;

if sexcd= 'M' then sexcd= 1;
else if sexcd= 'F' then sexcd= 2;

if srsex=1 then xsex= 1;           * Male;
else if srsex= 2 then xsex= 2;     * Female;
else xsex= .;

if xsex= . and (sexcd=1 or sexcd= 2) then do;
  xsex= sexcd;
end;

Label
  XSEX = 'Constructed Analytic: Gender variable';
```

### **Construction of Additional Variables**

Additional variables include 1) CAREER, a composite variable derived from ME005 and ME0035, 2) SRRETH5 and SRRETH6, which are collapsed versions of the race/ethnicity variable SRRETH2, and 3) SROCC and SROCAREA, military occupation variables developed by translating Service occupation (ME0083BA-ME0083BM) into DoD occupational code equivalents.

**Career Intent/Separation Situation.** CAREER was developed as a crossing variable for the *MES* tabulation volume (Deak et al.). This variable separately groups respondents who left before retirement and respondents who stayed to retirement with their career intentions when they first entered active duty. CAREER is a composite of ME0035 (career intentions when first entered active duty) and ME005 (description of separation situation). CAREER was coded from the three categories of ME0035 and five of the seven categories of ME005. CAREER was set to missing when ME005= 6 (Involuntary separation) or 7 (Other), since respondents selecting these responses were ineligible for the survey and were not included in the tabulation. The SAS code for CAREER appears in Figure 1.4.

**Figure 1.4.**  
**SAS Code for CAREER (Career Intent Combined with Actual Separation Situation)**

```

* Creation of CAREER;

Career = .;
If ME0035 = 1 and ME005 = 2 then career = 1;          *Planned to retire and actually retired;
Else if ME0035 = 1 and ME005 in (1,3,4,5 ) then career = 2;  *Planned to retire and separated prior
                                                             to retirement;
Else if ME0035 = 2 and ME005 = 2 then career = 3;          *Planned to stay for term/obligation
                                                             and actually retired;
Else if ME0035 = 2 and ME005 in (1,3,4,5 ) then career = 4 ; *Planned to stay for term/obligation
                                                             and separated prior to retirement;
Else if ME0035 = 3 and ME005= 2 then career = 5;          *Unsure and actually retired;
Else if ME0035 = 3 and ME005 in (1,3,4,5 ) then career = 6; *Unsure and separated prior to
                                                             retirement;

Label CAREER = 'Composite of ME0035 & ME005 w/6 categories';

```

**Race and Ethnicity.** SRRETH2, self-reported race/ethnicity, implements the U.S. Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. SRRETH2 groups the responses to SRRACEA-SRRACEE into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2). Each description in the “RACIAL CATEGORY” column of the chart below is preceded by an H for “Hispanic” if the respondent has a value greater than or equal to 2 for SRHISPA2, and by an NH for “Non-Hispanic” if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description. The coding for SRRETH2 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEE are assigned the corresponding code (1 to 5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. The variables SRRETH5 and SRRETH6 collapse SRRETH2 into five and six categories, respectively. Figure 1.5 contains the SAS code for SRRETH5 and SRRETH6.

CODE	SRRETH2 RACIAL CATEGORY	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE
1	H American Indian or Alaska Native	2	1	1	2	1	1
2	H Asian	2	1	1	1	2	1
3	H Black or African American	2	1	2	1	1	1
4	H Native Hawaiian or Other Pacific Islander	2	1	1	1	1	2
5	H White	2	2	1	1	1	1
6	H Some other race	This category is not populated in the Military Exit Survey					
7	Hispanic/Latino reporting more than one race	2	(Any combination of more than one 2 in SRRACEA-E)				
8	H Unknown race	2	-9	-9	-9	-9	-9
9	NH American Indian or Alaska Native	1	1	1	2	1	1
10	NH Asian	1	1	1	1	2	1
11	NH Black or African American	1	1	2	1	1	1
12	NH Native Hawaiian or Other Pacific Islander	1	1	1	1	1	2
13	NH White	1	2	1	1	1	1
15	NH American Indian or Alaska Native & White	1	2	1	2	1	1
16	NH Asian & White	1	2	1	1	2	1
17	NH Black or African American & White	1	2	2	1	1	1
18	NH American Indian or Alaska Native & Black or African American	1	1	2	2	1	1
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 2 in SRRACEA-E)				

\*Note. SRRETH2 does not include a code value of 14.



**Figure 1.5.**  
***SAS Code for Race/Ethnicity***

```
* SRRETH5: 5-category self-reported race/ethnicity;

srreth5= srreth2;
if srreth2 >= 1 and srreth2 <= 8 then srreth5= 1;
else if srreth2= 13 then srreth5= 2;
else if srreth2 = 11 then srreth5= 3;
else if srreth2 in (9 10 12) then srreth5= 4;
else if srreth2 >= 15 and srreth2 <= 19 then srreth5= 5;

* SRRETH6: 6-category self-reported race/ethnicity;

srreth6= srreth2;
if srreth2= 13 then srreth6= 1;
else if srreth2= 11 then srreth6= 2;
else if srreth2 >= 1 and srreth2 <= 8 then srreth6= 3;
else if srreth2= 9 then srreth6= 4;
else if srreth2 in (10 12) then srreth6= 5;
else if srreth2 >= 15 and srreth2 <= 19 then srreth6= 7;

Label
  SRRETH5 = 'Collapsed SRRETH2 with 5 categories';
  SRRETH6 = 'Collapsed SRRETH2 with 6 categories';
```

***Military Occupation.*** To facilitate analysis, the DoD Service and Coast Guard occupation data from variables ME0083BA-BM were translated into their DoD occupational code equivalents. While each Service has its own code for military occupation, the DoD code for military occupation is uniform across the Services. The Service data underwent cleaning only to the extent that the intent of the respondent was clear. SROCC contains the 6-digit DoD occupational codes derived from the Service data. SROCAREA was constructed by rolling up the SROCC occupational codes into the broader occupational areas defined by DoD. The ten enlisted and nine officer occupational areas are each represented by a two-digit code. SROCAREA codes 10 through 19 are enlisted occupational areas and codes 21 through 29 are officer occupational areas. Greater detail on the DoD occupational areas is provided in the *Occupational Conversion Index* (Department of Defense, 2001). Some cases of SROCAREA were set to missing to preserve confidentiality. The SAS code for constructing SROCAREA from SROCC appears in Figure 1.6.

**Figure 1.6.**  
**SAS Code for DoD Occupational Area**

```

*Creation of DoD Occupational Area;

  ** Enlisted Occupational Areas **;

if srocc >= 100000 and srocc < 110000 then sroccarea= 10;
else if srocc >= 110000 and srocc < 120000 then sroccarea= 11;
else if srocc >= 120000 and srocc < 130000 then sroccarea= 12;
else if srocc >= 130000 and srocc < 140000 then sroccarea= 13;
else if srocc >= 140000 and srocc < 150000 then sroccarea= 14;
else if srocc >= 150000 and srocc < 160000 then sroccarea= 15;
else if srocc >= 160000 and srocc < 170000 then sroccarea= 16;
else if srocc >= 170000 and srocc < 180000 then sroccarea= 17;
else if srocc >= 180000 and srocc < 190000 then sroccarea= 18;
else if srocc >= 190000 and srocc < 200000 then sroccarea= 19;

  ** Officer Occupational Areas **;

else if srocc >= 210000 and srocc < 220000 then sroccarea= 21;
else if srocc >= 220000 and srocc < 230000 then sroccarea= 22;
else if srocc >= 230000 and srocc < 240000 then sroccarea= 23;
else if srocc >= 240000 and srocc < 250000 then sroccarea= 24;
else if srocc >= 250000 and srocc < 260000 then sroccarea= 25;
else if srocc >= 260000 and srocc < 270000 then sroccarea= 26;
else if srocc >= 270000 and srocc < 280000 then sroccarea= 27;
else if srocc >= 280000 and srocc < 290000 then sroccarea= 28;
else if srocc >= 290000 and srocc < 300000 then sroccarea= 29;

Label
  SROCC = 'DoD Occupation';
  SROCCAREA = 'DoD Occupational Area';

```

- \*Infantry, Gun Crews, and Seamanship Specialists;
- \*Electronic Equipment Repairers;
- \*Communications and Intelligence Specialists;
- \*Health Care Specialists;
- \*Other Technical and Allied Specialists;
- \*Functional Support and Administration;
- \*Electrical/Mechanical Equipment Repairers;
- \*Craftworkers;
- \* Service and Supply Handlers;
- \*Non-Occupational

- \*General Officers and Executives, N.E.C.;
- \*Tactical Operations Officers;
- \*Intelligence Officers;
- \*Engineering and Maintenance Officers;
- \*Scientists and Professionals;
- \*Health Care Officers;
- \*Administrators;
- \*Supply, Procurement and Allied Officers;
- \*Non-Occupational;