



Texas Army National Guard

INSTRUCTION

NUMBER 1332.01

6 June 2018

NGTX-AZ

SUBJECT: Expiration-Term of Service (ETS) Management

References. See enclosure 1.

1. PURPOSE. This instruction sets requirements to ensure TXARNG retains quality and qualified Soldiers. If retention of the Soldier is not possible, recover equipment to ensure property accountability, and ensure discharge process is completed in a timely manner to eliminate expired ETS.

2. APPLICABILITY AND SCOPE. This issuance applies to all TXARNG units and enlisted personnel assigned to the TXARNG who are within 365 days of their current ETS date.

3. DEFINITIONS. NA

4. POLICY. Timeline, reporting, process and waivers. See enclosure 2.

5. RESPONSIBILITIES. All Commanders (CDRs), Command Sergeants Major (CSM), and First Sergeants (1SG's) will ensure their units have a Unit Retention NCO (UNRNCO) and alternate identified on additional duty memorandum. Soldiers of their units will be properly identified, interviewed, and out-processed prior to their ETS date.

a. Key Tasks:

(1) Maintain 100% NGB retention mission rate.

(2) Maximize retention by placing command emphasis on reducing the amount of MOSQ and deployable Soldiers leaving the TXARNG upon their ETS.

(3) Foster and maintain a positive relationship within the retention team, which consists of the Brigade Strength Manager (BSM), Recruiting & Retention NCO (RRNCO), Battalion/Unit Retention NCO (BNRNCO/URNCO), and unit, Battalion (BN), and Brigade (BDE) leadership.

(4) Maintain and standardize a CO, BN, and BDE retention program with a trained and dedicated retention team.

(5) Maintain an accurate tracking and reporting system of interviews and extensions using the Retention Management Software (RMS) and give feedback to the CO and BN CDRs on what can be improved.

(6) Reward the top retention rates annually at the BN and CO level in coordination with Recruiting Command Brigade Strength Management Team for the reward.

b. BNRNCO/URNCO will ensure the following:

(1) Each CO has a functioning sponsorship program.

(2) Distribute the State ETS Roster (Enclosure 3) and ETS Interview Record, TXARNG Form 42-E template (Enclosure 4) to the appropriate interviewers of all enlisted personnel within their 365 day ETS window.

(3) Make every effort to retain MOSQ and deployable Soldiers and ensure they are both aware of and maximizing the benefits earned by their service using the TXARNG Benefits Checklist (Enclosure 5).

(4) Prepare DA Form 4836/Reenlistment Bonus Addendum for extension (Enclosure 6) in RMS or DA Form 4187 for discharge (Enclosure 7) with assistance from the RNCO or RRNCO.

(5) Ensure Soldiers are properly recognized for their continued service or for their service performed in the event of a discharge through reenlisting information or awarding in formation.

(6) Annotate all retention interviews and extension results in the RMS and report results to the 1SG/CDR, CSM/BN CDR and BSM. At this time, include any systematic issues present in the CO/BN that could result in a poor retention rate. Ensure that you include: number of Soldiers interviewed, number of Soldiers to ETS with an explanation as to why, and the number of Soldiers extended.

c. Recruiting & Retention NCO will ensure the following:

(1) Quality retention interviews are being conducted and proper extensions are being executed.

(2) Make every effort to retain MOSQ and deployable Soldiers and ensure they are aware of and maximizing the benefits earned by their service using TXARNG Benefits Checklist (Enclosure 5).

(3) Prepare DA Form 4836/Reenlistment Bonus Addendum for extension in RMS or DA Form 4187 for discharge.

(4) Ensure Soldiers are properly recognized for their continued service or for service performed in the event of discharge through reenlisting in formation, or awarding in formation.

(5) Identify and assist with additional training requirements for URNCOs.

(6) Report any positive or negative retention trends to BSM.

d. The BSM will ensure the following:

(1) URNCOs and RRNCOs receive the State ETS Roster NLT the first (1st) and fifteenth (15th) of each month.

(2) All DA Form 4836s and 4187s are processed into SIDPERS through proper channels.

(3) Provide a retention analysis to the BDE leadership at the end of each calendar month which will include the number of Soldiers interviewed, the number of Soldiers to ETS with an explanation as to why, the number of Soldiers extended, the current and prior month's retention rate (NGB Retention Mission), and any positive or negative trends.

(4) Ensure the CO/BN with the highest retention rate for the quarter is recognized in coordination with Recruiting Command Brigade Strength Management Team for the reward.

6. RELEASABILITY. Unlimited.

7. EFFECTIVE DATE. This instruction will expire two years from the effective date of publication unless sooner rescinded or superseded.

8. POINT OF CONTACT. TXARNG Recruiting and Retention Command Operations at 512-782-6796.

8 Encls



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J5 - Issuance



Enclosure 1

References

1. References.

(a) Army Regulation 600-8-2, Suspension of Favorable Personnel Actions (FLAGS), 11 May 2016.

(b) Army Regulation 601-280, Army Retention Program, 01 April 2016.

(c) National Guard Regulation 601-1, Army National Guard Strength Maintenance Program, 28 April 2006.

(d) Texas Army National Guard Regulation 601-280, Texas Army National Guard Retention Program, 15 August 2004.

(e) NGB-ARH PM 09-026, Interim Policy for Extension, Immediate Reenlistment, and Bar to Reenlistment/Immediate Reenlistment/Extension.

(f) NGB Memorandum, Army National Guard (ARNG) Extension of ARNG Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2017, Effective 19 April 2017.

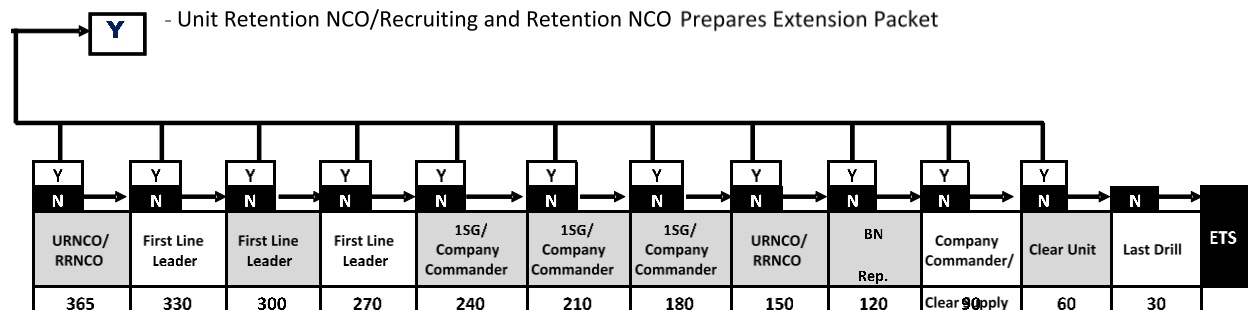
(g) PPOM 14-022, Implementation of Retention Management System (RMS) for All Extensions/Immediate Extensions associated with an Incentive, 09 October 2014.

(h) PPOM 16-002, Modification of the Army National Guard Extension/Reenlistment Policy, 11 February 2016.

Enclosure 2

Timeline, reporting, process and waivers

1. Timeline



a. 365 days until ETS. Once within 365 days of their ETS, the Soldier enters the ETS management cycle. Extension interview and counseling will be conducted by the URNCO or RRNCO, using TXARNG Benefits Checklist (Enclosure 5), to review benefits and determine the initial intentions of the Soldier. The Soldier will be advised of their ETS window and will be notified of any bonus incentives available to them (IAW the current Incentives Policy) and the timeline, to include interview and counseling milestones. Counseling will be recorded on the ETS Interview Record, TXARNG Form 42-E (Enclosure 4) and annotated in RMS. Ensure Soldier has a valid Army Physical Fitness Test (APFT) loaded into SIDPERS.

b. 330-270 days until ETS. This is the most critical period for incentives. The First Line Leader (FLL) will begin retention counseling and inform the Soldier of the current incentives available to them, if any. The FLL will also ensure the Soldier is eligible to extend and determine whether they need performance counseling. Counseling will be recorded on an ETS Interview Record, TXARNG Form 42-E and annotated in RMS. The URNCO will report the status to the 1SG and CDR.

c. 240-180 days until ETS. The 1SG or CDR will determine if the Soldier should be retained, check with their Force Readiness NCO (FRNCO) or URNCO and recruiter to see if the Soldier has already been interviewed, and, if they have not, perform a retention interview and counseling. The 1SG or CDR will inform the Soldier of the current incentives available as they have most likely changed since the previous counseling. If the Soldier has shown a pattern of disciplinary and or performance issues and has not made progress based on the plans of action detailed in the ETS Interview Record, TXARNG Form 42-E, the CDR may initiate a bar to reenlistment under provisions of NGB-ARH-PM 09-026 (Interim Policy for Extension, Immediate Reenlistment, and Bar to Reenlistment/Immediate Reenlistment/Extension). Counseling will be recorded on an ETS Interview Record, TXARNG Form 42-E and annotated in RMS.

d. 150 days until ETS. The URNCO or RRNCO will conduct extension interview and counseling in RMS and inform the Soldier of their current bonus incentives that might

have changed since the previous counseling. The URNCO or RRNCO will validate current status of pending administrative actions and determine eligibility and options for continued service. If Soldier is not willing to extend, below is a sequence of steps that should be offered to any Soldier who is contemplating separation from a unit in the Texas Army National Guard.

(1) The key to success is providing the least restrictive alternative that satisfies the needs, wants, and desires of the Soldier. Please note the following alternatives.

(a) Same duty Military Occupational Specialty (MOS) but in another section (1st PLT to 2nd PLT transfer).

(b) Same duty MOS but in another unit (Co A to Co C transfer).

(c) Different MOS but in the same unit (11B to 11C, 63S, 92Y).

(d) Same MOS, but in a different unit (would not require schooling).

(e) Different MOS in a different unit (would require schooling).

(f) A brief period of excused absence (take a little “time off”, Excusal from AT if attendance creates a hardship on family).

(g) A specified period of time in the Inactive National Guard (ING) (6 mos /1 yr, but should not be a 6 year extension with concurrent transfer into the ING for instance).

(h) If we have nothing of interest to offer, consider another Reserve Component: 1st Choice – TX Air Guard, 2nd Choice – USAR

(i) If income stability is a concern, consider the Active Component. If eligible, transfer into the Retired Reserve; if ineligible, transfer to the Individual Ready Reserve.

(2) If the Soldier agrees to one of the alternatives then the URNCO/RRNCO must contact the unit commander, 1SG, FRNCO and BSM immediately. Counseling will be recorded on a DA Form 4856 in RMS. 1SG and CDR will report status to the BN CDR and CSM.

e. 120 days until ETS. The BN CDR/CSM or designated representative will counsel the Soldier. The Soldier will be informed that they are required to clear supply by the end of the following Inactive Duty Training (IDT) by turning in all their Organizational Clothing and Individual Equipment (OCIE) if they choose not to extend. If the Soldier has made the decision not to extend, an ETS award is submitted as appropriate. Counseling will be recorded on an ETS Interview Record, TXARNG Form 42-E and annotated in RMS. BN CSsM and CDR will report status to the BDE CSsM and CDR.

f. 90 days until ETS. The unit CDR will conduct a retention interview with the Soldier. If the Soldier chooses not to extend, they will be offered an alternative to separation. If agreed upon, a DA Form 4187 will be processed along with the DA Form 4836. Soldiers will not be allowed to transfer out of any unit that is pending mobilization. If Soldier declines to extend they will be informed that they are required to clear supply by the end of the current IDT and the unit will initiate DA Form 4187 for discharge. Counseling will be recorded on the ETS Interview Record, TXARNG Form 42-E and annotated in RMS. BDE CSsM and CDR are subject to conduct interview with Soldiers inside the 90 day ETS window by request.

g. 60 days until ETS. The Soldier will be counseled by the FLL in coordination with the Supply Sergeant on his/her pending ETS. The unit will begin the process to discharge the Soldier for their ETS. Extensions in this timeframe can still be considered and incentives are still available. Upon completion of the counseling, if the Soldier does not want to extend, the unit will submit the discharge packet and begin out-processing the Soldier. Counseling will be recorded on an ETS Interview Record, TXARNG Form 42-E, annotated in RMS, and the Soldier will complete an Exit Survey (Enclosure 5). Out-processing includes:

(1) Confirming the Soldier cleared supply and/or signed a statement of charges.

(2) The ETS award is processed as appropriate.

(3) The discharge documentation is processed and the discharge packet is complete NLT 45 days prior to ETS.

h. 30 days until ETS. Out-processing and the discharge packet is complete. The URNCO will conduct the exit interview and record in RMS. The unit will present an ETS award for honorable service (if appropriate).

2. Reporting. Retention Interviews conducted will be reported using ETS Roster (Enclosure 3).

a. Battalion Commander and CSM will provide the "365 Day ETS Interview Report" (hereafter "BDE Interview Report") to the BDE CDR and CSM with 48 hours after IDT weekend.

b. Battalion Retention NCO will consolidate and submit the BDE Interview Report to the BSM, BN CDR, and CSM within 24 hours after IDT weekend.

c. Company Commander and 1SG will report the BDE Interview Report to the BN CDR and CSM by COB of IDT weekend. URNCO will submit the BDE Interview Report to the BN RNCO, Company Commander, and 1SG by COB IDT weekend.

3. Process. All retention documentation (DA Form 4836-Extension) will be processed in SIPDERS, iPERMS and validated within 72 hours through the following channels by utilizing RMS.

a. URNCO with assistance from FRNCO of RRNCO will prepare documentation using RMS and will submit to unit leadership for review. Upon approval URNCO will submit to BN S-1 through RMS within 24 hours of signature date for further review.

b. BN S-1 will conduct Quality Control, review, and submit upon approval of BN leadership within 24 hours to BDE S-1/BSM for final Quality Control and processing. BN S-1 will conduct Post ETS audit to verify that all required counseling was conducted and recorded in RMS.

c. BDE S-1/BSM will review all retention documents and process in SIDPERS/iPERMS/validation within 24 hours of receiving from BN S-1.

4. Extension Waiver. All extension waivers will be submitted no later than 150 days from Soldiers ETS date.

a. Unit will submit extension waiver packet to BN S-1 within 150 days of Soldiers ETS date.

b. BN S-1 will submit extension waiver packet to BDE S-1 within 120 days of Soldiers ETS date.

c. BDE S-1 will submit extension waiver packet to G-1 within 90 days of Soldiers ETS date.

d. If Soldier is over 18 years of service, they cannot be rejected at any level. They are authorized to continue their service until 20 years.

Enclosure 3

ETS Roster

Need APFT or PHA	Flagged	BDE Total							
94	60	241							
Unit Name	UPC	Soldier Name	Eligibility	RCC	Current ETS Date	Days to ETS	Years of Service At ETS	Interviewer	Comments
			FLAGGED	TPU	20180801	397	5	PREP FOR EXTENSION	
			Y	TPU	20180101	185	17	1SG/CO COMMANDER	
			APFT	TPU	20171021	113	4	1SG/BN REP	
			APFT	TPU	20180630	365	7	PREP FOR EXTENSION	
			APFT	TPU	20180210	225	23	1SG/CO COMMANDER	
			Y	TPU	20171105	128	8	URNCO/RRNCO	
			Y	TPU	20180819	415	13	PREP FOR EXTENSION	
			FLAGGED	TPU	20170720	20	6	LAST DRILL	
			Y	TPU	20180302	245	12	FIRST LINE LEADER	
			Y	TPU	20180830	426	25	PREP FOR EXTENSION	
			APFT	TPU	20180730	395	10	PREP FOR EXTENSION	
			Y	AGR	20180904	431	10	PREP FOR EXTENSION	

Enclosure 4

ETS Interview Record

ETS INTERVIEW RECORD

1. **The Extension Interview** per NGB-ARH Policy Memorandum #09-026; to discuss qualifications for extension, options, goals, decisions, and available incentives; to determine Soldier's extension eligibility and incentives for which he/she may be eligible.
2. Inform the Soldier that his/her eligibility for re-enlistment and/or incentives must be validated by the Readiness NCO (RNCO).
3. A single Texas 42E may be used for all six phases of counseling (365-day through 30-day)

Name:

Rank: ETS Date: PEBD:

Height/ Weight: Time in Service (TIS) at current ETS: Years- Months-

DMOSQ: Duty Posn Holder:

Date Last APFT: APFT: APFT within 14 months of extension date:

Required ETS Interview Items to be covered

Discuss current Select Reserve Incentive Program (SRIP) benefits (1-3 below). Must meet eligibility requirements. Must have valid APFT within 14 Months (M-Day) or 8 months (AGR/MILTEC) of document posting date. If extending for REB now, can re-enlist (for 6 years) for SLRP or MGIB Kicker. Cannot receive SLRP and REB together.

1. **Student Loan Repayment Program (SLRP).** 6 year extension for up to \$50,000 for qualifying Federal loans.
2. **Montgomery GI Bill (MGIB) Kicker.** 6 year extension pays \$200/mo during periods of enrollment.
3. **Re-enlistment/Extension Bonus (REB).** 2 or 6 year extension within one year of ETS.
 - E7 or below Must not exceed 13 years TIS (TIS is based on contract start date, not the date of signature).
 - 6 years (\$12,000) Pays 50% on first day after new contract start date, 50% at 4th year anniversary.
 - 2 years (\$4,000) Pays 100% on first day after new contract start date.
 - 1 period of AWOL will terminate bonus with RECOUPMENT.
 - 2 consecutive APFT or HT/WT failures will result in termination

Note any incentives received from enlistment or previous extensions. (Check)

☐ Montgomery GI Bill ☐ Reenlistment Bonus ☐ Non-Prior Service Enlistment Bonus
☐ Prior Service Enlistment ☐ Bonus Student Loan Repayment ☐ Affiliation Bonus

ETS INTERVIEW RECORD

Discuss Features of membership in the Army National Guard.

*Low cost life, health, and dental insurance	*100% tuition reimbursement	*VA home loans	*Free health insurance at age 60 for Retirees (Tricare for Life)
*Student Loan Repayment Program	*MGIB Kicker	*Retirement income at age 60 (or earlier)	*Federal Tuition Assistance
*Transferability of GI Bill benefits to family members	*Monthly/annual income	*Free 24-hr tutoring for Soldier and family	*Thrift Savings Plan

Discuss Factors affecting decision to ETS vs. Extend. Address concerns.

- Family - Employment - Education - Leadership - Camaraderie - Esprit de corps - Training – Travel

Discuss the following regarding individual's career development.

*Assessment of leadership skills	*NCO Professional Development courses	*APFT score
*Leadership potential	*Weapons qualifications	*Correspondence courses
*MOS qualification/proficiency	*Additional Duty Appointments	*Significance of NCO/E4 Evaluation Reports
*Promotion points	*Potential for promotion	*Weight control

ETS INTERVIEW RECORD

Suggested Interview Questions:

1. Are you aware of the current bonuses available thru the Retention Incentives Policy?
2. What are your short term and long term personal goals for the next few years?
3. How does your family feel about your service in the Texas Army National Guard?
4. Why did you originally join the Military / Texas Army National Guard?
5. How do you feel your military career is going?
6. How do you like your current MOS?
7. How do you like your current position?
8. Do you feel supported by your current chain of command?
9. Have you achieved all of your objectives and goals while a member of the military? If not, why?
10. Have you considered becoming an Officer or Warrant Officer thru the OCS or WOCS Program?
11. Are you planning on continuing your education or professional development thru certifications or professional licensing? If yes, how do you plan to pay for it?
12. How do you plan on covering your medical expenses as you age?
13. Have you considered a fulltime job with the Texas Army National Guard?
14. What can the Texas Army National Guard offer to assist you and your family to achieve your goals?
15. If you met criteria, would you extend your enlistment at this time? If not, Why?

ETS INTERVIEW RECORD

ETS INTERVIEW DATE INTERVIEWER: (HAVE SM SIGN TEXAS 42E)

-Soldier Will Extend current enlistment for years (1, 2, 3, 4, 5, or 6) for the following SRIP incentive:
 (REB, SLPR, MGIB)

-Soldier would like to Extend however: ☐ is not eligible to extend without approved waiver due to flag or medical issue that precludes him/her from taking or passing an APFT; ☐ APFT flag; ☐ Weight flag; ☐ Adverse Action flag;
☐ Medical issue
☐ APFT will not be valid within 14 months of proposed date of extension; date of next APFT:

-Soldier will ETS for the following reason(s):

SOLDIER WILL EXTEND?

Other than Yes, Provide Reason:

SIGNATURE OF SOLDIER:

SIGNATURE OF INTERVIEWER

ETS INTERVIEW DATE INTERVIEWER: **COMPANY COMMANDER** (90 DAYS FROM ETS)SOLDIER WILL EXTEND? (*Circle one*)

Other than Yes, Provide Reason:

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Other than Yes, **BATTALION RETENTION NCO INITIATES SEPARATION PACKET AND FORWARDS TO UNIT PRIOR TO NEXT DRILL**

SIGNATURE OF SOLDIER:

SIGNATURE OF INTERVIEWER

CLEAR UNIT DATE (60 DAYS FROM ETS)SOLDIER WILL EXTEND?

Other than Yes:

SOLDIER CLEARS UNIT SUPPLY.

SOLDIER AND COMMANDER SIGN SEPARATION PACKET.

UNIT FORWARDS PACKET TO BN RETENTION NCO.

SIGNATURE OF SOLDIER:

SIGNATURE OF COMMANDER

SOLDIER'S LAST DRILL WITH UNIT DATE (30 DAYS FROM ETS)SOLDIER WILL EXTEND?

If YES, CONTACT BN RETENTION NCO AND COMPLETE EXTENSION PACKET PRIOR TO COMPLETION OF DRILL UNIT FORWARDS PACKET TO BN RETENTION NCO.

Other than Yes:

Thank the Soldier for their service and notify your local recruiter.

Enclosure 5**TXARNG Benefits Checklist****Army National Guard Retention Benefits Checklist****Extension & Reenlistment Bonus Criteria:**

- Execute an extension within 365 to 1 days prior to current Expiration Term of Service (ETS).
- Soldiers **NOT** eligible for the Reenlistment or Extension bonus (REB) if APFT is older than 14 months from the signature date. Soldiers reenlisting/extending cannot receive more than one SRIP incentive during a contractual period.
- Must re-enlist/extend for 2 or 6 years
- E7 or below not to exceed 13 years TIS at current ETS
- Transferred because of Unit Re-Org, Unit Transition must be DMOSQ within 24 Months
- Soldiers "Grandfathered" with MGIB kicker can receive a REB
- Current SLRP are eligible for REB, w/the understanding they will not receive DUAL payment for new 6 Year Extension
- Must hold a primary position on the UMR.

NGB REB Payment Rates

REB Contract Type	Extend 365-1 Days before ETS
6 Year Reenlistment/Extension	\$12,000
2 Year Reenlistment/Extension	\$4,000

Student Loan Repayment Program (SLRP): (*M-Day Soldiers only*)

- Soldiers with **existing loans** may **reenlist or extend for 6 years** for the SLRP agreement. The amount of SLRP will not exceed **\$50,000.00** with a maximum payment of 15% or \$500 whichever is greater (\$7,500 cap per Soldier per year). Payment is based on the original principal and does not include interest.
- Soldiers must be DMOS qualified for the position that they are enlisting, reenlisting, or extending.
- Soldiers may not have received the SLRP as an enlistment, re-enlistment, or extension option in the past. A Soldier reenlisting or extending will not be authorized payment on loans established after the contract has been signed.
- Must extend within 365-1 days of current ETS for a minimum six-year term of service.
- Must re-enlist or extend in the grade of E-7 or below.
- Must have less than 13 years' TIS at time of current ETS.

MGIB-R (1-888-GIBILL-1 or www.gibill.va.gov)

- **Chapter 1606 Reserve GI Bill:** Soldiers that have current eligibility for the GI Bill for Reservists and are mobilized have had their 14 year time period suspended during the mobilization. All time served during the mobilization will not count against their 14 years to use or lose current benefits and they will have an additional 4 months of eligibility added to their time. Soldiers must remain in an active drilling status.
 1. \$369.00 / month (Full time)
 2. \$276.00 / month (3/4 time)
 3. \$184.00 / month (1/2 time)

MGIB-Kicker (*M-Day Soldiers only-Skill Level 1-2 Under 14 total years of Service*) Additional \$200.00/month in GI Bill benefits

- MOS Qualified / Served last 3 consecutive years in NG / Requires 6 year contract
- MTOE units only

Post 9/11 GIBILL (1-888-GIBILL-1 or www.gibill.va.gov)

- Payout is based on percentage of entitlement.
- Tuition Assistance
- Housing allowance based off BAH (E5 w/ dependent rate)
- Books and Supplies
- Stipend

Post 9/11 GI Bill transferability to benefits

- Soldier must have completed a minimum of 6 years in the Armed Forces.
- Soldier must commit to **four years** of service on the date of election for transferability. Must do 4 years after the transfer or they take it all back.

Federal Tuition Assistance Program (FTA) (*M-Day Soldiers only*)

- The Federal Tuition Assistance Program is now being offered to all M-Day Soldiers in the Army National Guard. This is a 100% tuition cost and authorized fees with a maximum of \$250 per semester hour or \$167 per quarter hour, not to exceed 16 semester hours per fiscal year and will stop after you hit \$4,500
- Apply at <https://www.goarmyed.com/>
- Eligible one year after graduation of IADT.
- 10 years of service required for graduate classes.

State Tuition Reimbursement Program (STRP)Public School Rate:

- Undergrad & Graduate flat rate up to \$2,250 per semester
- Covers up to 100% tuition and fees at the in-state rate
- NTE 6 credit hours per semester, Spring & Fall ONLY

Private School Rate:

- Undergraduate up to \$173 per credit hour, NTE 12h/sem.
- Graduate up to \$200 per credit hour NTE 12h/sem.
- An additional \$100/credit hour for mandatory fees NTE 12h/sem.
- Only institutions with headquarters located in the State of Texas are eligible. Go to www.txarng.com to print out application. Scan and email completed application to ngtx.strp@tx.ngb.army.mil

Dental Program:

- All National Guard Soldiers are eligible to purchase the Dental Plan.
- **Sponsor only: \$11.10 per month; Single: \$27.76 per month; Family: \$72.18 per month; Sponsor and family: \$83.28**
- 1-855-638-8371 or <http://www.tricare.mil/Dental.aspx>

TRICARE Health Coverage:

- All National Guard Soldiers are eligible to enroll their family members in the TRICARE Standard program
- **Monthly premium required; Individual \$47.82/monthly. Family \$217.51/monthly.**
- 1-800-444-5445 or <http://www.tricare.mil/Welcome/Plans>

Free Academic Testing

- The CLEP/DSST/ECP Testing Programs provide Guard members **and their Spouses**, and Civilian employees (federal and state) of the Army National Guard with the opportunity to take college-level credit-by-exam tests free-of-charge.
- College-Level Examination Program (CLEP)
- DANTES Subject Standardized Testing Program (DSST)
- Excelsior College Examination Program (ECP)

Retirement Benefits

- If you complete 20 years of service in the TXARNG, at age 60 you could be eligible to begin receiving over \$1,900 every month (example of a current member who is 29 years old, scheduled to retire as an E-7 with 17 years of traditional service and 3 years of active service to include IET/mobilizations, etc.). Refer to retirement calculator for your specific situation: <https://www.hrc.army.mil/site/Reserve/soldierservices/retirement/retirementcalc.asp>
- Thrift Savings Plan- tax free contributions to a retirement fund similar to a 401K
- You'll still receive those and any other retirement funds you may have coming

Tax-free Discount Shopping on Military Bases

- Guard and Families can enjoy privileges at military installations around the world, including tax-free discount shopping at any Military Exchange (department store) and commissary (grocery store). Other retail and lodging discounts are also available.

For more information contact

SFC Chaz R. Patterson @ 254-424-1039 or chaz.r.patterson.mil@mail.mil

Enclosure 6

Prepare Extension and Bonus

UNCLASSIFIED//FOUO

Prepare Extension & Bonus



TEXAS ARMY NATIONAL GUARD

UNCLASSIFIED//FOUO

RETENTION MANAGEMENT SOFTWARE

<https://smms.army.pentagon.mil>

Command Center

Management Center

Retention Management

Refresh

Search

Reports

Resource Center

Document Center

Assume Command

Notifications

Date	Posted By	Message
09/23/2015		<p>RMS V3.8.0 (Released 2015/09/23)</p> <p>Resolved Issues</p> <ol style="list-style-type: none"> 1. (Vulcan) The In Training Phase has been added to the Soldier Training Phases for RSP Routine Monitoring cases. 2. (Vulcan) Historic disposition reasons not in use can no longer be selected as the reason for a Soldier Disposition. 3. (Vulcan) When an LNO ticket is deleted, the Virtual Share Drive subfolder for the ticket is also deleted. 4. (Vulcan) Roster Builder reports now include RSP Site Names. 5. (Vulcan) A Weight Results column has been added to the Height Weight Assessment to display Pass, Overweight, or Underweight based on body fat percentage, while the Results column displays Pass or Fail. 6. (Vulcan) The Uniform Distribution section of the RSP Sponsorship checklist now allows users to set the quantity of RSP PT Uniforms issued to the Recruit at zero. <p>Clarifications</p> <ol style="list-style-type: none"> 1. (Extension) The Create Extensions Counseling tool in the first-panel Administration tab allows Admin users to print prepopulated DA Form 4855 extension counseling forms for multiple Soldiers.
08/11/2015		<p>RMS V3.7.0 (Released 2015/08/10)</p> <p>Enhancements</p> <ol style="list-style-type: none"> 1. (Framework) LMT permissions are now grouped into separate folders for each RMS module. 2. (Framework) Various performance enhancements have been made for loading



TEXAS ARMY NATIONAL GUARD

UNCLASSIFIED//FOUO

1. Click
"Search" Bar



2. Input Search
Criteria for
Soldier to be
extended



3. Click "Search"
Button



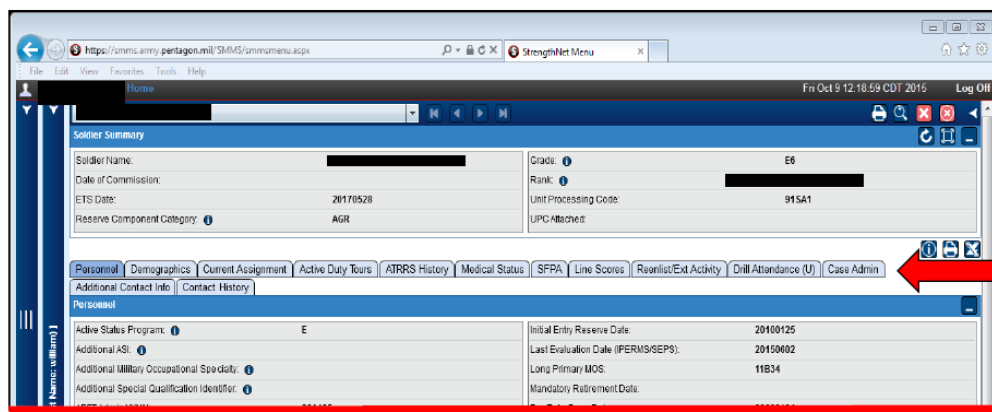
4. Choose
Soldier from list

The screenshot displays the TXARNG SHMS Command Center interface. On the left, the 'Management Center' sidebar includes sections for 'Search' (with options for Search Type, Saved Searches, and Recent Searches), 'SSN List 4', and 'Last Name'. Below these are input fields for 'First Name' and 'UPC Code', followed by 'Search', 'First Result', 'Reset', 'Save', and 'Delete' buttons. The main area shows a 'Landing Page' with a 'Notifications' table. The table has columns for 'Date', 'Posted By', and 'Message'. Three notifications are visible, all dated 09/23/2015, 08/11/2015, and 07/06/2015, each with a 'Resolved Issues' section. The interface also includes a 'Command Center' header, a 'Home' button, and a 'Log Off' link in the top right corner.



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Soldier Summary

Soldier Name: [REDACTED] Grade: E6
 Date of Commission: [REDACTED] Rank: [REDACTED]
 ETS Date: 20170528 Unit Processing Code: 91SA1
 Reserve Component Category: AGR UPC Attached: [REDACTED]

Personal | Demographics | Current Assignment | Active Duty Tours | ATRRS History | Medical Status | SPFA | Line Scores | Reenlist/Ext.Activity | Drill Attendance (U) | **Case Admin**

Case Admin

Active Status Program: E Initial Entry Reserve Date: 20100125
 Additional ASI: [REDACTED] Last Evaluation Date (IPERMS/SEPS): 20150602
 Additional Military Occupational Specialty: [REDACTED] Long Primary MOS: 11B14
 Additional Special Qualification Identifier: [REDACTED] Mandatory Retirement Date: [REDACTED]

Create Case

Extension | Create Case

Case No.	Case Status	Case Code	Case Description	Created By	Start Date	End Date
2110050	Extension	2 years until ETS date	91SA1		2014-03-31	

5. Choose
"Case Admin"
Tab

6. Choose "Extension" from
Drop down

7. Click "Create Case" and
confirm Warning Message

8. Double click case in list to
bring up case window



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StrengthNet Menu

Case Summary

Case ID: [Redacted] Status: 1 - 30 days until ETS date
Case Code: Extension Start Date: 20140528

Case | Counseling | Documents | Incentive Contracts | Case History | Intent History

Case

Displays detailed information on the case and allows permission based actions to be taken.

Soldier Intent

☒ Extend

Reason: Fully Qualified

☐ ETS
☐ Retirement
☐ Undecided

Counseling Comments

Items 9 to 0 of 9. Page 6 of 0. Records Per Page: 100

Date	User	Comment

☐ Unable to Counsel

Add Counseling Comment Prepare New ASB Counseling Alert Chain of Command Record Intent

1 2 3 4 5 6

9. Choose "Extend"

10. Reason "Fully Qualified"

11. Click "Record Intent"



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StrengthNet Menu

Fri Oct 9 12:18:59 CDT 2015 Log Off

Case Summary

Case ID: [REDACTED] Status: 1 - 30 days until ETS date
 Case Code: Extension Start Date: 20140528

Case Counseling Documents Incentive Contracts Case History Intent History

Displays detailed information on the case and allows permission based actions to be taken.

Extension Eligibility

Eligibility Rules	Rule ID	Eligible	Update
Soldier must have a current periodic health assessment and must meet medical retention standards per AR40-501 P8-20 Delta(4)	1	✓	
Security Clearance is expired	2	✓	
Soldier has taken and passed the APFT within 18 months of their ETS date	3	✓	
Soldier is a U.S. Citizen or Legal Resident Alien	4	✓	
If Soldier is beyond 60 years of age, they will qualify for retirement by age 64	5	✓	
Soldier must not be beyond 60 years of age (Mandatory Retirement Age)	6	✓	
Soldier must not have any Active SFPA (Suspension of Favorable Personnel Action) Flags	7	✓	
Soldier must not have BAR to reenlist	8	✓	

Continue

NOTE:
 If Rules not met (RED X),
 Refer to Annex A of this
 presentation

**All Eligibility Rules
 are met!**

12. Click "Continue"



TEXAS ARMY NATIONAL GUARD

Case Summary

Case ID: [Redacted] Status: 1-30 days until ETS date
Case Code: Extension Start Date: 20140528

Case

Displays detailed information on the case and allows permission based actions to be taken.

Period of Extension Questions

- ☐ Rule A: Soldier is fully eligible, including those with approved waivers of disqualification.
- ☒ Rule B: Soldier is eligible for a retention or other bonus per current bonus policies as published by NGB-EDU and/or NGR 880-7.
- ☐ Rule C: Soldiers with less than one year remaining before age 60.
- ☐ Rule D: Soldier entitled as non-prior service (NPS) under one of the enlistment options for completing their Selected Reserve obligations per paragraph 4 with a remaining obligation and who desires to continue in an active status.
- ☐ Rule E: Soldier enlisted under "Try One" in the guard and does not have a remaining obligation.
- ☐ Rule F: Soldier must or desires to extend in order to: 1. Attend training that requires a period of remaining service.
- ☐ Rule F: Soldier must or desires to extend in order to: 2. Enroll in the Simultaneous Membership Program (SMP).
- ☐ Rule F: Soldier must or desires to extend in order to: 3. Enter on or extend a tour of active duty or full-time National Guard duty including AGR.

Record Period of Extension

1 2 3 4 5 6

13. Choose appropriate
"Period of Extension Question"

14. Click "Record Period of
Extension" Button



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WIS/immenu.aspx StrengthNet Menu Google Wod Oct 14 13:50:44 CDT 2015 Log Out

Case Summary

Grade: E4	Case ID: [REDACTED]	Status: 61 - 90 days until ETS date
Rank: SPC	Case Code: Extension	Start Date: 20140307
Unit Processing Code: PEBC0		
UPOC Attached:		

Case Counseling Documents Incentive Contracts Case History Intent History

Displays detailed information on the case and allows permission based actions to be taken.

Bonus Eligibility

☒ SRIP ☐ Kicker

Select SRIP Type:

Continue

1 2 3 4 5 6

15. Select incentive type

16. Click "Continue" button



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Case Summary

Case ID: [REDACTED] Status: 61 - 90 days until ETS date
Case Code: Extension Start Date: 20140307

Case | Counseling | Documents | Incentive Contracts | Case History | Intent History

Displays detailed information on the case and allows permission based actions to be taken.

Extension Information

Date Extension will be Executed: 20150915
Length of Extension: 6 years
Name, Grade, and Branch of Commissioned Officer: [REDACTED]
Number of Extensions Previously Granted to Current DD Form: 0

Record Extension Information

1 2 3 4 5 6

17. Choose
a. Length
b. Officer to Sign
c. # of prior EXT on
DD form 4
Note: Date locked to
Bonus addendum

18. Click "Record
Extension
Information" button



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Case Summary

Case ID: [Redacted] Status: 61- 90 days until ETS date
Case Code: Extension Start Date: 20140307

Case | Counseling | Documents | Incentive Contracts | Case History | Infant History

Issue Documents

DA4836
Print DA4836 Upload Document View Uploaded DA4836 File

Bonus Addendum
Print and Upload Bonus * Print and upload DA4836 before printing and uploading bonus.

Transfer Case
Transfer

NOTE:
Sample DA 4836 – Annex B
Sample Addendum – Annex C

19. Print DA4836
a. Soldier SIGN
b. Officer SIGN
20. Upload DA4836

21. Print Addendum
a. Soldier SIGN
b. Witness SIGN

22. Select appropriate level and
click "Transfer Case" button.



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Annex B

Sample DA 4836

OATH OF EXTENSION OF ENLISTMENT OR REENLISTMENT			
For use of this form, see AR 140-11, (USAR), and USAR 400-200, (ARNG). The information is required by 32 USC, 505 and 506, National Guard Service.			
DATA REQUIRED BY THE PRIVACY ACT 5024 (5 USC 552a)			
AUTHORITY: Title 32 USC, Sec 505, Title 32 USC, Sec 506, and Executive Order 12957			
PRINCIPLE PURPOSE(S): To be used when a member of the ARNG or USAR enters a current enlistment/reenlistment agreement. (Chapter 5 ARNG 400-200, Sec 5, AR 140-11).			
ROUTINE USES: Confirmation of enlistment and participation requirements, and as a basis for non-participation action if the individual fails to meet participation requirements.			
DISCLOSURE: If member refuses to provide the requested information and sign the form, the member will be released upon normal ETS date. A copy of this form will be retained by the individual.			
EXTENSION PROCESSING DATA			
1. THIS IS AN EXTENSION OF ENLISTMENT/REENLISTMENT OF A CURRENT MEMBER OF:			
<input checked="" type="checkbox"/> ARMY NATIONAL GUARD (ANG)		<input type="checkbox"/> USAR PROGRAM UNIT OF THE US ARMY RESERVE	
<input type="checkbox"/> USAR ACTIVE GUARD/RESERVE		<input type="checkbox"/> USAR ACTIVE GUARD/RESERVE	
2. NAME (Last, First, MI)		3. GRADE	
[REDACTED]		E4	
4. DATE (YYYYMMDD)		20150916	
5. UNIT OF ASSIGNMENT (include and designate address, DTC and ZIP Code)			
PERC 6 CO 3-4TH INF BN (M)			
6. UNIT OF ASSIGNMENT (include and designate address, DTC and ZIP Code)			
7. UNIT OF ASSIGNMENT (include and designate address, DTC and ZIP Code)			
8. CURRENT STATUS (Do Form 4-68)			
a. DATE (YYYYMMDD)		b. TERM OF SERVICE (Years)	
20121226		3	
c. NUMBER OF EXTENSIONS PREVIOUSLY GRANTED TO CURRENT DO FORM 4		d. BASIC PAY (ARNG 400-200)	
20151127		2000.128	
9. PREVIOUS AND COMPUTATION OF THIS EXTENSION			
a. CURRENT ETS (Extracted from last date above)		b. NEW ETS (Date of a and b above)	
27		12	
11		0	
27		12	
21		21	
10. AUTHORITY AND REASON FOR THIS EXTENSION			
TABLE 1		RULE B	
<input type="checkbox"/> (AR 140-11)		<input checked="" type="checkbox"/> (USAR 400-200)	
OATH OF EXTENSION			
I do hereby acknowledge this 16th day of September, 2015, that I have voluntarily entered my current enlistment/reenlistment agreement of 36 months, day of December, 2012, for the period indicated in item 7b above. I agree to remain a member of the Army National Guard of Texas, during the entire period of this extension.			
I understand this extension will establish my Expiration Date of Service (EDS) date as shown in item 7c.			
SIGNATURE		DATE (YYYYMMDD)	
[REDACTED]		20150916	
OFFICER CERTIFICATION			
I certify that the above Oath of Extension was subscribed and duly sworn before me on this 16th day of September, 2015.			
OFFICER NAME, GRADE, AND BRANCH OF COMMISSIONED OFFICER		SIGNATURE OF COMMISSIONED OFFICER	
[REDACTED]		[REDACTED]	
1. Do not serve officer, or any other person so designated to administer oaths under State law, for member of the Army National Guard			
NOTES:			
ARNG: Original to soldier, 1 copy to State AG. (Title 10 ARNG Soldiers are responsible for sending a copy to State AG for PERMS).			
USAR: (Unit member) Original to appropriate Regional Readiness Command (PRC) to HRC-IL, Louisiana, ARNG CDR, 1 Reserve Way, IL, Louisiana, ARNG 400-200, 1 copy attached to current ID form to maintain and file in USAR, 1 copy to Defense and Military Services (DMS), 1 copy for unit member.			
(ARNG or USAR member) Original to HRC-IL, Louisiana, ARNG CDR, 1 Reserve Way, IL, Louisiana, ARNG 400-200, 1 copy for ARNG or USAR member.			
(ARNG or USAR member) Original to HRC-IL, Louisiana, ARNG CDR, 1 Reserve Way, IL, Louisiana, ARNG 400-200, 1 copy for ARNG or USAR member.			

Soldier SIGN

Officer SIGN



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Annex C

Sample Bonus Addendum PG 8

Soldier Name: [REDACTED] SSN: [REDACTED] DCN: [REDACTED]

NOTE: This REB addendum only becomes valid once my State IM reviews, approves and validates my complete eligibility for this REB. If I am found not to have been eligible to participate for any reason outside of the eligibility rules listed within this REB addendum, this REB contract becomes invalid. My signature below confirms my understanding of this.

[REDACTED] 09/18/2015

Typed Name of Soldier Signature of Soldier and Date

SECTION IX - CERTIFICATION BY SERVICE REPRESENTATIVE/WITNESSING OFFICIAL


I certify that I have witnessed the reading and signing of this REB addendum and the signature appearing above is that of the Soldier. I have verified that the Soldier meets the eligibility requirements of the current FY GRP Policy and the Soldier's MOS is currently eligible for the REB. No other incentives, promises, representations, or commitments have been made in connection with this REB. I also certify that I have verified the approved REB GMS-CN that is annotated on this REB addendum is for the Soldier reentering/entering in the ARNG.

[REDACTED] 09/18/2015


Typed Name/Rank of Service Representative / Witnessing Official Signature of Service Representative / Witnessing Official and Date

NGB Form 600-7-3-R-E 6-Year DPMO/NG Only Previous Editions OBSOLETE Page 8 of 8 10 February 2015

Soldier SIGN



Witness SIGN




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Enclosure 7

DA Form 4187 for Discharge

PERSONNEL ACTION <small>For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.</small>		
DATA REQUIRED BY THE PRIVACY ACT OF 1974 AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8. ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system. DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.		
1. THRU <small>(Include ZIP Code)</small> Battalion Brigade	2. TO <small>(Include ZIP Code)</small> Texas Military Forces ATTN: NGTX-AHE P.O. Box 5218 Austin, TX 78763-5218	3. FROM <small>(Include ZIP Code)</small> Unit / UIC / SUC Address City, ST Zip
SECTION I - PERSONAL IDENTIFICATION		
4. NAME <small>(Last, First, MI)</small>	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
SECTION II - DUTY STATUS CHANGE (AR 600-8-6)		
7. The above Soldier's duty status is changed from _____ to _____ _____ effective _____ hours, _____		
SECTION III - REQUEST FOR PERSONNEL ACTION		
8. I request the following action: <small>(Check as appropriate)</small>		
<input type="checkbox"/> Service School <small>(Enl only)</small>	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training <small>(Enl only)</small>	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Oversea Service	<input type="checkbox"/> Retesting In Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment <small>(Enl only)</small>	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other <small>(Specify)</small>
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	<input type="checkbox"/> Discharge
9. SIGNATURE OF SOLDIER <small>(When required)</small>		10. DATE <small>(YYYYMMDD)</small>
SECTION IV - REMARKS <small>(Applies to Sections II, III, and V) (Continue on separate sheet)</small>		
a. Reason: Discharge due to Expiration Term of Service (ETS) b. Authority: NGR 600-200 Chapter 6-35a (if no obligation time left) or 6-36n (if obligation time remaining) c. PEBD: d. ETS: e. ERRO Date: f. ESMO Date: g. Last IDT Date: <small>(Make sure you DO NOT PAY SOLDIER after the ETS Date)</small> h. Effective Date: i. Soldiers Last HOR: j. Soldier has / has not cleared supply _____		
SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL		
11. I certify that the duty status change <small>(Section II)</small> or that the request for personnel action <small>(Section III)</small> contained herein - <input type="checkbox"/> HAS BEEN VERIFIED <input checked="" type="checkbox"/> RECOMMEND APPROVAL <input type="checkbox"/> RECOMMEND DISAPPROVAL <input type="checkbox"/> IS APPROVED <input type="checkbox"/> IS DISAPPROVED		
12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE <small>(YYYYMMDD)</small>

DA FORM 4187, MAY 2014

 SUPERSEDES DA FORM 4187, JAN 2000
 AND REPLACES DA FORM 4187-1-R, APR 1995

 Page 1 of 2
 APD LC v1.0385

Enclosure 8**Exit Survey**

Name and Rank: _____ Date: _____

HOR Address: _____

City _____ State _____ Zip Code _____

Phone (Home): _____ Phone (Cell): _____ Phone (Next of Kin): _____

Put a number (prioritize) by reasons why you joined the guard:

- ☐ Education Benefits
☐ Wanted to serve my country
☐ Wanted to learn a skill for my civilian career
☐ Wanted to gain leadership skills
☐ Retirement
☐ Other (explain) _____

Put a number (prioritize) by the reasons why you left the National Guard:

- ☐ Completed my education
☐ Family Conflicts
☐ Job Conflicts
☐ It wasn't FUN anymore
☐ Pay Issues in the Unit
☐ Not enough time training
☐ Poor leadership
☐ Not getting necessary schools to advance
☐ No Bonus was given

What are the top 3 good qualities do you think your unit had?

1. _____
 2. _____
 3. _____

What are the top 3 issues you think your unit could have improved?

1. _____
 2. _____
 3. _____

Did your family support your career in the guard? _____

ADVANCEMENT AND RECOGNITION

a. Training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your chance of being promoted or receiving a reassignment which includes a pay increase	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Military Awards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Public image of TXARNG	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMPENSATION AND BENEFITS

a. Your pay (excluding benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Health benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Thrift Savings, 401k, and the like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

RESOURCES AND LOCATION

a. Administrative Staff at the Unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commuting time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

OTHER

a. Being discharged for a reason other than expired term of service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/> YES
---	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	------------------------------

At this time would you consider coming back in the National Guard? ☐ NO ☐ YES

List 3 top reasons why or why not?

1. _____
2. _____
3. _____

Were you MOS qualified for your duty position? ☐ NO ☐ YES

Were you on Active Duty prior to entering the National Guard? ☐ NO ☐ YES

Do you believe your unit leaders did a good job taking care of Soldiers?

First Line Leader	<input type="checkbox"/> NO	<input type="checkbox"/> YES	First Sergeant	<input type="checkbox"/> NO	<input type="checkbox"/> YES
Platoon Sergeant	<input type="checkbox"/> NO	<input type="checkbox"/> YES	Company Commander	<input type="checkbox"/> NO	<input type="checkbox"/> YES

Did your leaders thank you for a job well done?

First Line Leader	<input type="checkbox"/> NO	<input type="checkbox"/> YES	First Sergeant	<input type="checkbox"/> NO	<input type="checkbox"/> YES
Platoon Sergeant	<input type="checkbox"/> NO	<input type="checkbox"/> YES	Company Commander	<input type="checkbox"/> NO	<input type="checkbox"/> YES

The following list covers many items that influence people's decisions to leave. Please rate the extent to which you agree or disagree with each of the following as reasons for you to leave Army service.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
<u>YOUR WORK</u>						
a. Current Job Duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Opportunities to work on challenging assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Opportunities to apply your abilities on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Level of job stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Opportunities to have an impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Organizational policies and rules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<u>PEOPLE YOU DEAL WITH</u>						
a. Soldiers in your unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Soldiers in other units	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Company Commander and 1SG	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

