

Extension Interview Scenarios

1. My spouse wants me to get out. She's afraid something will happen to me when we get deployed.

Your wife's concerns are certainly valid – however something could just as easily happen to you on your way to work daily or out on a family vacation. Have you and your wife discussed all the additional things that will occur if you get out... loss of money, loss of life insurance for yourself and your family members and health care benefits as well?

2. I love the unit but I need to get out. I think I'll have a better chance of getting promoted in my civilian job if I get out.

What makes you think that your job doesn't appreciate your service? Are you working closely with your employer or HR to insure that things are going as smoothly as possible for them so that you are considered a valuable asset? Are you having issues with your employer and when you have drill weekends we do have ESGR to assist if needed?

3. I just need a break. My kids are going into high school and I'm spending too much time away. It's causing problems.

ING could be a possibility, we can process the paperwork to give you up to 12 months to take a knee, after that time you can come back. Plus, have you transferred any GI Bill benefits you may have already? There are now timeframes and requirements that need to be met to do so and it sounds like you'll be dealing with college-age kids sooner rather than later.

4. To be honest, I'd extend to stay in the guard today if it wasn't for the unit leadership. If you're not part of the in-crowd you don't get opportunities for anything (schools, ADOS, etc.).

Would a change of unit be something you would be interested in? There are many opportunities we can offer outside of what just your current unit has to offer. We can also look at where you are in your career path so far and see what you can do on your own (APFT, civilian ed, weapons qual, etc) to increase your chances of moving up and to get the training you want. We can also look at published opportunities for AD time if that is something you are interested in.

5. My fiancé is moving to another state to attend college and we are leaving in July. I'm going with her and the job I'm getting requires me to work some weekends.

There are opportunities to do an Inter-State Transfer, or IST, to whatever state you may move to. Also, wouldn't it be nice to have a low cost health and life insurance ready to go once your fiancé becomes your spouse? You may also be eligible to transfer your GI Bill benefits to your fiancé after you are married, but you must be an actively serving member to do so.

6. I just can't take another deployment. My brother and I run our own Heating and Air business. That's the job that feeds my family. This OPTEMPO costs me a fortune.

Perhaps some time in the ING will serve to allow you the break you need to grow your business to the point where you do not have to be there all the time. We understand the need to grow and maintain a business with quality and qualified personnel, which is why we would like to retain you.

7. Why won't everyone just leave me alone? I did my time. I came in to pay for college – that's done so I'm out.

Congrats on completing your degree. Have you considered going through OCS to be an Officer? We are always trying to grow our Officer ranks from within to ensure that we have already established leaders stepping into roles of more rank and responsibility. Also, have you considered furthering your education with an advanced degree? The State and Federal TA will go a long way in allowing you to get your Master's degree without having many, if any at all, costs out of pocket.

8. Can I transfer to the reserves? My neighbor is an Army Recruiter and he's been telling me about a reserve unit. He thinks I'll have a better chance of getting promoted there.

A transfer to the Reserves is a possibility, but I would say let's look at what where you are as far your career within the National Guard so far. Where are you on the promotion list and what can you do to get higher on the list? What is your MOS? Will there be a slot for that within the Reserves? Also, what were the reasons you joined the Guard in the first place and has that changed?

9. Can I change my MOS now that my ETS is coming up? When I asked for a transfer they said I'd have to pay my bonus back. I enlisted for the affiliation bonus from active duty and this was the only unit in the state that had a 37F slot. About a year ago my job promoted me and I had to move almost 4 hours away.

Since you have completed the requirements of your affiliation enlistment, you are now able to transfer units and/or change your MOS. We understand the desire to be closer to home and can work with the other units in the State to make that happen. Let's look at where you are now and what may be available in that area.

10. I just don't have time for this anymore. Between college classes, my job and the kids, I just don't have any time. I need my weekends back.

I can completely understand how that can all feel overwhelming and stress you out. Are you using the State TA for college now – I certainly hope so – so if you don't extend then you would no longer be entitled to that – what would be your plan of action to pay for school at the time? Is the additional pay you get from drill not helpful with your personal budget and getting kiddos things? Have you thought about the additional stress that would cost your family if you no longer have the additional income?

11. I did not receive my last bonus, why should I extend?

Is there a reason why you didn't get your bonus? Are you still entitled to some portion of your bonus? It may be a simple resolution that we can look at and get your bonus pushed up to the next level if possible. Otherwise at this time would some extra cash not be helpful with your budget and personal funds management? Are you aware that the State at this time has increased the dollar amount to 20K for a 6 year extension and 4K for 2 years? And if you did not get a MGIB kicker when you first came in you may even be eligible for that too if you have less than 13 years when you hit your ETS.

12. I want to extend today! I failed my PT test last month, I think I am flagged. My ETS date is next month...I want a bonus, airborne school and scuba school. Oh and a Yeti cup. What can you do for me?

Sounds like you are really wanting to make a career of the Guard – that's great. What is it that prevented you from passing your APFT last month? In order to pass any of those schools you need a good passing APFT to attend those types of schools. Unfortunately until you pass your APFT the State is unable to do an extension on you. When will you be ready to retake your APFT?

13. I need to extend, I am pending a Medical evaluation board. I ETS in 3 months...

A. Ok – we can definitely get you extended – but it will need to be for a year since that is the time that MED Board required to get you through the process. It's a different Rule so that you are not bound to the full year if yours get completed prior to that Year being up.

14. I just got a my promotion order for SSG, extend me now so I can get pinned...my ETS is in 14 months and they said I need 3 years left on my contract....

Ok – well we need to see where you are in your window so that if you are eligible for any type of bonus or incentive we can get you that. But we can certainly get you extended to meet the requirements of your promotion.

15. My wife doesn't want me to stay in

What doesn't your wife like about you continuing to serve? Are you guys going to be able to make up the additional income that your drill paycheck bring you in monthly and annually? Have you guys discussed the additional benefits that you would be losing like the TriCare Reserve Select? Have you transferred your educational benefits yet?