

## 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 (\$20,000) 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 next few years?
3. How does your family feel about your service in 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: URNCO/ RRNCO (365 DAYS FROM ETS) **(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**

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ETS INTERVIEW DATE \_\_\_\_\_

INTERVIEWER: **COMPANY COMMANDER** (90 DAYS FROM ETS)

SOLDIER WILL EXTEND? (*Circle one*)

Other than Yes, Provide Reason:

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

\_\_\_\_\_  
**SIGNATURE OF SOLDIER:**

\_\_\_\_\_  
**SIGNATURE OF INTERVIEWER**

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**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**

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**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.