

# USMC OFFICER ENTRY SURVEY (EMLS) [SCN USMC-MRA-17041]

There are 17 questions in this survey.

## Welcome

### EMLS OFFICER ENTRY SURVEY

#### PRIVACY ACT STATEMENT

Authority to request this information is granted under 5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 5041 and 5042; and Executive Order 9397

**PURPOSE:** The purpose of this survey is to collect information that will be used to report attitudes and perceptions about Marine Corps programs and policies. This information will assist in the formulation of policies that may be needed to improve the Marine Corps working environment. Reports will be provided to the Deputy Commandant for Manpower and Reserve Affairs. Findings may be used in reports to Congress, OSD, and the JCS. Findings may be published in journals or presented at conferences.

**PARTICIPATION:** Your participation in this survey is entirely voluntary. No tangible compensation will be given for participation in the survey. If you agree to participate, you are free to withdraw at any time without prejudice.

**CONFIDENTIALITY:** Please note that all survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will not be disclosed outside of the research team. Survey results will only be reported in the aggregate so that individual responses cannot be determined. We cannot provide confidentiality to a participant regarding comments involving criminal activity, or statements that pose a threat to yourself or others.

**ROUTINE USES:** The information provided in this survey will be analyzed by the Manpower Studies and Analysis Branch (MPA), Manpower & Reserve Affairs, HQMC. The data files will be maintained by MI & MPA where they may be used for determining trends across years.

### INFORMED CONSENT

You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey.

This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC.

All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI.

Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty.

You will not be compensated for participating in this survey and there are no costs to you for participating in this survey.

There are no foreseeable risks for participating in this survey.

While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate.

Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible.

For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil.

For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil

By checking the "I agree" check box; you agree and consent to the above. \*

● Choose one of the following answers

Please choose **only one** of the following:

I Agree

I Do Not Agree

## Reasons for Joining

**Please select your top three reasons for joining the Marine Corps:**

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please number each box in order of preference from 1 to 12

Please choose no more than 3 items.

- Financial security
- Travel
- Pride
- Develop discipline
- Benefits (examples: education, medical, retirement)
- Learn job skill
- Service to country
- Personal development (leadership skills)
- Unable to find job
- Accession bonus
- Family tradition of service
- Other

**Thinking back to why you joined the Marine Corps, indicate your level of agreement with the following statements: \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose the appropriate response for each item:

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
<b>So far my expectations have been met.</b>	○	○	○	○	○
<b>My preconceived notions about service in the Marine Corps were correct.</b>	○	○	○	○	○

**Projected Length of Service**

### When you signed your accession contract, how long did you plan on serving in the Marine Corps? \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Initial contract length
- More than initial contract length
- Retirement
- Unsure

### Now that you have completed Officer Candidate School, how long do you plan on serving in the Marine Corps? \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Initial contract length
- More than initial contract length
- Retirement
- Unsure

## Preparation and Training

### My OSO, ROTC Unit, Service Academy or prior Marine Corps experience adequately prepared me physically for Officer Candidate School. \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- N/A
- Yes
- No

**My OSO, ROTC Unit, Service Academy or prior Marine Corps experience adequately prepared me mentally (psychologically) for Officer Candidate School. \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Yes  
 No

**My OSO, ROTC Unit, Service Academy or prior Marine Corps experience adequately prepared me academically for Officer Candidate School. \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Yes  
 No

**I found the physical training at Officer Candidate School: \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Easy  
 Neither easy nor difficult  
 Difficult

### I found the mental (psychological) rigors of Officer Candidate School: \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Not stressful
- Moderately stressful
- Stressful
- Very Stressful

### I found the academic training in Officer Candidate School: \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Easy
- Neither easy nor difficult
- Difficult

### Do you feel that Officer Candidate School has transformed you enough to earn the title "Marine?" \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Yes
- No

## Job Market Perceptions

**In your opinion, do you think the following are better or worse in the civilian sector (compared to the Marine Corps)? \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose the appropriate response for each item:

	Better in the Marine Corps	Neither Worse Nor Better	Better in the Civilian Sector
Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of family/personal time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours worked per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education and training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay and compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health care benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair performance evaluations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom from discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom from harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial/ethnic relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Service Satisfaction**

**So far, how satisfied are you with each of the following: \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose the appropriate response for each item:

	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
Pay and compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical/Dental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marine Corps culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training/preparation by OSO, ROTC Unit, Service Academy or prior Marine Corps experience for Officer Candidate School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Training (Officer Candidate School)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic Training (Officer Candidate School)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**So far, my experience in the Marine Corps has been: \***

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box; you agree and consent to the above. )

Please choose **only one** of the following:

- Very Negative
- Negative
- Neither Negative nor Positive
- Positive
- Very Positive

Please determine the degree to which the following list of bonuses and incentives will affect your future decision to stay or leave the Marine Corps \*

Only answer this question if the following conditions are met:

Answer was 'I Agree' at question '2 [w2]' (INFORMED CONSENT You are invited to participate in the EMLS Survey. MP Division, Headquarters Marine Corps wants Marines' input concerning which factors most influence retention and separation decisions. This survey will take about 5 minutes to complete and the results will have a direct impact on HQMC policy initiatives. You will not receive any direct benefit or reward for participating in this survey. This online survey is being administered across the Marine Corps and is funded by MP Division M&RA HQMC. All survey records and data will be kept strictly confidential. Your participation in the survey and your responses to the survey will be handled in accordance with the Privacy Act Statement above. In order to keep the survey as short as possible, some basic demographic data is read from a Manpower server based on your EDIPI. Your decision whether or not to participate will not prejudice your future relations with the Marine Corps in any way. If you decide to participate you are free to withdraw your consent and discontinue at any time without penalty. You will not be compensated for participating in this survey and there are no costs to you for participating in this survey. There are no foreseeable risks for participating in this survey. While it is not possible to determine how many people will participate in this survey, the Marine Corps is hoping for maximum participation. The alternative to participating in the survey is to not participate. Research studies, to include this survey, are occasionally evaluated by Institutional Review Boards and other oversight agencies (i.e. Department of the Navy Human Research Protection Program) to determine that the study was conducted properly. If such an evaluation is requested for this survey, information will remain confidential to the greatest extent possible. For questions about the survey, contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil. For questions about your rights as a research participant, contact the USMC IRB chair, Leah Watson at 703-432-2566, leah.watson@usmc.mil By checking the "I agree" check box, you agree and consent to the above. )

Please choose the appropriate response for each item:

	Strong Reason to Leave	Reason to Leave	N/A	Reason to Stay	Strong Reason to Stay
MOS-specific bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blended retirement program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Input in duty location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Input in tour length	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marine Corps funded civilian education programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MOS career progression training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skill training outside of MOS (example: electrical certification program)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave and liberty benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical/Dental benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Submit your survey.

Thank you for completing this survey.