2018 Military Exit Survey

Q1 This official Air Force survey is your opportunity to talk directly to Senior Leadership about what influenced your decision to separate or retire from the Air Force. Please take the time to thoughtfully respond to each item. The information you provide will be kept confidential. Your responses will be grouped with other responses prior to providing survey findings to Senior Leadership. Identifying information will be used only by government and contractor staff engaged in survey research and analysis supporting military talent management.

The term 'Air Force' is used throughout this survey. Respondents should interpret 'Air Force' as a Total Force term of reference for their specific component (Active Duty, Air National Guard, or Air Force Reserve).

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Privacy Act Statement
Authority: 10 U.S.C.; 8013, SECAF
Purpose: To provide senior leadership insight on what influences Airmen to separate/retire from the Air Force.
Routine Uses: Feedback will be used to re-assess personnel policies and programs.
Disclosure: Providing information in this survey is voluntary. Individual responses will be kept confidential.

Q2 You have been asked to participate in this survey because our records indicate that you have an established date of separation. Please indicate your status below.

- I am retiring voluntarily.
- I am retiring involuntarily.
- I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).
- I am separating voluntarily.
- I am separating involuntarily.
- I am not separating or retiring.
Q3 When you leave the Regular Air Force, do you plan to join the Air National Guard (ANG) or Air Force Reserve (AFR)?

- Yes, I plan to join the ANG
- Yes, I plan to join the AFR
- No
- Undecided
- N/A - I am not eligible to join the ANG/AFR
Q4 Please indicate how the following factors influenced your decision regarding the Air National Guard (ANG) or Air Force Reserve (AFR).

<table>
<thead>
<tr>
<th>Factor</th>
<th>N/A</th>
<th>Not considering this</th>
<th>Strong influence to NOT join</th>
<th>Influence to NOT join</th>
<th>Neither an influence to join/not join</th>
<th>Influence to join</th>
<th>Strong influence to join</th>
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</thead>
<tbody>
<tr>
<td>Desire to continue serving</td>
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<td>Continue progression towards military retirement benefits</td>
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<tr>
<td>Current deployment/operations schedule for ANG/AFR</td>
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<tr>
<td>Location of ANG/AFR unit(s)</td>
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<td>Ability to be hired by an ANG/AFR unit</td>
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<td>Availability of a desired position at an ANG/AFR unit</td>
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<tr>
<td>Family situation</td>
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<tr>
<td>Medical insurance available via TRICARE Reserve</td>
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<td>‘Safety net’ while transitioning to a civilian career</td>
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</table>

Q5 Please explain why you will or will not join the Air National Guard or Air Force Reserve or why you are undecided.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q6 Is retraining into another career field a reason you are leaving the active duty Air Force? Please select the response that best describes your answer.

- No, I am leaving for reasons other than retraining issues
- Yes, one of the reasons I am leaving is because I could not retrain to the specialty I wanted
- Yes, one of the reasons I am leaving is because I have been asked to retrain to a specialty in which I do not want to work

Q7 Are you separating or retiring because you declined an assignment or deployment?

- Yes, an upcoming assignment
- Yes, an upcoming deployment
- No

Skip To: Q10 If Are you separating or retiring because you declined an assignment or deployment? = No

Q8 Please indicate what factors influenced you to decline an assignment or deployment.

Select all that apply.

- Geographic Location
- Family Separation
- Mission demands at assignment/deployment location
- **On-Base** Services at the new location
- **Off-Base** Services at the new location
- Other ________________________________
- None of the above
Q9 Where was the location of your projected assignment or deployment?

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________________________________________________________________

Q10 How long before you submitted your application for separation/retirement did you actually make your decision to separate/retire?

- 0-6 months
- 7-12 months
- 13-24 months
- 25-36 months
- More than 36 months

Q11 Overall, how satisfied are you with your...

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>Very dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>experiences throughout your Air Force career?</td>
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<td>current job?</td>
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<td>current assignment location?</td>
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</tbody>
</table>
Q12 How satisfied is your spouse with the military way of life?
   o N/A, I do not have a spouse
   o Very dissatisfied
   o Dissatisfied
   o Neither satisfied nor dissatisfied
   o Satisfied
   o Very satisfied
   o Don't know

Q13 Please indicate your level of agreement with the following statement.
I feel my military service allowed me adequate personal time and/or time to focus on my family throughout my career.
   o Strongly disagree
   o Disagree
   o Neither agree nor disagree
   o Agree
   o Strongly agree
Q14 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

*Select all that apply.*

- Air Force
- Army
- Coast Guard
- Marine Corps
- Navy
- ☐ Would recommend joining the military, but not a specific service
- ☐ Would not recommend joining the military

Q15 What component(s) of the Air Force would you recommend?

*Select all that apply.*

- Air National Guard
- Air Force Reserve
- Regular Air Force
Q16 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morale in my unit is good.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I'm a valuable member of the Air Force.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I'm a valuable member of my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I'm a respected member of my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My Air Force Specialty is valued by the Air Force.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My roles, responsibilities, and duties are clearly defined.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My well-being is important to others in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q17 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Air Force views Airmen with diverse backgrounds as a source of strength.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Leadership in my current organization values diversity.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The Air Force climate concerning diversity/inclusion has been a significant driver concerning my decision to leave the Air Force.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q18 What type of informal recognition did you most prefer during your career?

- A personal ‘Thank You’
- Acknowledgment of your skills and abilities from your unit commander
- Acknowledgment of your skills and abilities from your immediate supervisor
- Write-up/article published in base paper or unit/base website
- Time off
- Prefer no informal recognition
- Other ________________________________

Q19 What type of formal recognition did you most prefer during your career?

- Airman/NCO/CGO of the Quarter/Year
- Letters of Appreciation
- Recognition at Commander’s Call
- Section recognition programs
- Awards and Decorations
- Prefer no formal recognition
- Other ________________________________

Q20 Please select the statement that best describes your nuclear experience within the Air Force.

**Nuclear Experience** is defined as performing duties that directly contribute to the success of nuclear deterrence operations.
PRP stands for Personnel Reliability Program.

- I do not know if I have nuclear experience.
- I have no nuclear experience.
- I am not currently working in a position associated with a nuclear mission, but I have in the past.
- I currently work in a PRP position, and I am not designated as a PRP administrator.
- I currently work in a PRP position, and I am designated as a PRP administrator.
- I currently work in a position that directly supports a nuclear mission, but is not designated as PRP.
- I currently work in a position requiring arming and the use of force, and I am not designated as an arming and the use of force supervisor.
- I currently work in a position that directly supports a nuclear mission, but is not designated as an arming and use of force position.

Skip To: Q22 If Please select the statement that best describes your nuclear experience within the Air Force. Nucl... = I do not know if I have nuclear experience.
Skip To: Q22 If Please select the statement that best describes your nuclear experience within the Air Force. Nucl... = I have no nuclear experience.

Q21 How many years of nuclear experience do you have?

- Less than 1 year
- 1-2 years
- 3-4 years
- 5-6 years
- 7 years or more
Q22 How did each of the following assignment system processes influence your decision to separate/retire?

*Please select N/A if an item is not applicable to you.*

<table>
<thead>
<tr>
<th>Process</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Choice of past job assignments/locations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Choice of future job assignments/locations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Too many PCS moves</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Not enough PCS opportunities</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Join spouse considerations</td>
<td>○</td>
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<tr>
<td>Option to remain in one location for a longer period of time (homestead)</td>
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<tr>
<td>Option to move more frequently than the standard tour length</td>
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<td>○</td>
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<tr>
<td>Job stagnancy</td>
<td>○</td>
<td>○</td>
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</tbody>
</table>
Q23 How did the following issues concerning deployments influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Issue</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
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</thead>
<tbody>
<tr>
<td>Deploy to dwell ratio (proportion of time deployed vs. at home)</td>
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<tr>
<td>Deployment locations</td>
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<tr>
<td>Length of deployments</td>
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<td>Too many deployments</td>
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<td>Too few deployments</td>
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<tr>
<td>Post-deployment rest and recuperation programs</td>
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<td>Potential family separation during deployments</td>
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<td>My experiences deployed with the Air Force</td>
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<td>My experiences deployed with other Service/Joint unit</td>
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</tbody>
</table>
Q24 How did the following levels of Air Force leadership influence your decision to separate/retire?

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
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</thead>
<tbody>
<tr>
<td>Immediate supervisor</td>
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<td>○</td>
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<tr>
<td>Leadership at squadron level</td>
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<td>○</td>
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<tr>
<td>Leadership at group level</td>
<td>○</td>
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<tr>
<td>Leadership at wing or equivalent level</td>
<td>○</td>
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<tr>
<td>Leadership at MAJCOM level</td>
<td>○</td>
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<td>Leadership while deployed</td>
<td>○</td>
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<td>Career field leadership</td>
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<tr>
<td>Senior Air Force leadership</td>
<td>○</td>
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</tbody>
</table>
Q25 How did the following aspects of your job influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
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<tbody>
<tr>
<td>Overall job satisfaction</td>
<td></td>
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<td>Amount of additional duties</td>
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<td>Job security</td>
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<td>High home station TEMPO (length of duty day/work schedule)</td>
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<tr>
<td>Low home station TEMPO (length of duty day/work schedule)</td>
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<tr>
<td>TEMPO away (number/duration of TDYs)</td>
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<tr>
<td>Satisfaction with my current career field</td>
<td></td>
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<tr>
<td>Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.)</td>
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<tr>
<td>Job stress</td>
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</tbody>
</table>
Q26 How did the following aspects of your job influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to contribute to the mission</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Utilization of my skills within my unit</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Unit resources (e.g., equipment, supplies, parts, etc.)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Adequate number of personnel currently working in my unit</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Unit readiness (i.e., mission capable status)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Recognition of my efforts</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Training/experience of personnel in my unit</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Relationship with personnel currently working in my unit</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Cohesion (working together as a team) of my unit</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Hostile work environment (e.g., harassment, hazing, etc.)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
Q27 How did the following compensation programs/policies influence your decision to separate/retire?

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>GI Bill benefits</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>A GI Bill which transfers benefits to dependents</td>
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<tr>
<td>Tuition Assistance</td>
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<tr>
<td><strong>OEC = ENL</strong></td>
<td></td>
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<tr>
<td>My opportunity (or lack of opportunity) to receive an SRB</td>
<td></td>
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<tr>
<td>Bonuses/Special Pay</td>
<td></td>
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<tr>
<td>Basic Pay</td>
<td></td>
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<tr>
<td>Basic Allowance for Housing</td>
<td></td>
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<tr>
<td>Basic Allowance for Subsistence</td>
<td></td>
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<tr>
<td>Cost of Living Allowance</td>
<td></td>
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<tr>
<td>Retirement Program</td>
<td></td>
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<tr>
<td>New Blended Retirement System</td>
<td></td>
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<tr>
<td>Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.)</td>
<td></td>
<td></td>
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<tr>
<td>Expansion of Maternity Leave Policy to 12 Weeks</td>
<td></td>
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<tr>
<td>Active duty service commitments associated with the compensation programs listed above</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA))</td>
<td></td>
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</tr>
</tbody>
</table>
Q28 How did the following factors influence your decision to separate/retire?
<table>
<thead>
<tr>
<th>Availability of civilian jobs</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>role = RS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Or role = NG</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>My civilian employment</td>
<td></td>
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</tr>
<tr>
<td>role = RS</td>
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<td></td>
</tr>
<tr>
<td>Or role = NG</td>
<td></td>
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</tr>
<tr>
<td>Civilian employer's support for my military service</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Opportunity to do something other than military work</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Patriotism and/or desire to serve</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Financial reasons</td>
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<tr>
<td>Personal health issues</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>How satisfied is your spouse with the military way of life? ≠ N/A, I do not have a spouse</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Compatibility with spouse's career/job</td>
<td></td>
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</tr>
<tr>
<td>How satisfied is your spouse with the military way of life? ≠ N/A, I do not have a spouse</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Maintaining career progression for myself and my spouse</td>
<td></td>
<td></td>
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<tr>
<td>Starting a family</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Maintaining work/life balance and meeting family commitments</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>How satisfied is your spouse with the military way of life? ≠ N/A, I do not have a spouse</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
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<tr>
<td>My spouse's attitude toward military service</td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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<tr>
<td>My child(ren)’s needs</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>-----------------------------------------------------------</td>
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</tr>
<tr>
<td>Expansion of Post-Pregnancy Deployment Deferment to 12 Months</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Personal circumstances</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
</tbody>
</table>

Q29 How did access to the following Air Force benefits influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical specialty care for myself</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Medical specialty care for dependents</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Timely access to specialty care/referrals</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Dental care for myself</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Dental care through dependent dental insurance</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Medical services in my current local area</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Tricare benefits upon retirement</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>role = NG</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Or role = RS</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Or role = FT</td>
<td></td>
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<tr>
<td>Tricare Reserve Select</td>
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<td>○</td>
<td>○</td>
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</tr>
</tbody>
</table>
Q30 How did the following Air Force programs/policies/opportunities influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Program/Policy</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Force officer/enlisted evaluation systems</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Fitness standards</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Promotion opportunities</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Career uncertainty due to potential Force Shaping/Force Management programs</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Budgetary uncertainty</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities for career field training</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities for professional development</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities to further my academic education</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities to work with and learn from individuals who come from diverse backgrounds</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Opportunities to command/lead</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Potential for outsourcing and privatization of my career field</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q31 Please indicate how the following experiences influenced your decision to separate/retire.

*If you have not experienced these, please select N/A. Note: These are the only items in this survey that address sexual harassment and sexual assault. To view the definitions, click on “Survey Definitions” in the lower left-hand corner.*

For support with sexual harassment, contact the Air Force Discrimination and Sexual Harassment Hotline at 1-888-231-4058. Air National Guard members can also contact the National Guard EO hotline at 703-607-5462 or 1-800-371-0617.

For support with sexual assault, contact:
- DoD Safe Helpline: 1-877-995-5247 or on the web at [https://www.safehelpline.org](https://www.safehelpline.org)
- RAINN National Sexual Assault Helpline: 1-800-656-HOPE (4673) or on the web at [https://www.rainn.org/index.php](https://www.rainn.org/index.php)

<table>
<thead>
<tr>
<th>Experience</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment that I experienced personally</td>
<td></td>
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</tr>
<tr>
<td>Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Sexual harassment that someone I know experienced</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Sexual assault that I experienced personally</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Sexual assault that someone I know experienced</td>
<td></td>
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</tr>
</tbody>
</table>
Display This Question:
If How did each of the following assignment system processes influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following assignment system processes influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following issues concerning deployments influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following issues concerning deployments influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following levels of Air Force leadership influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following levels of Air Force leadership influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following aspects of your job influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following aspects of your job influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following compensation programs/policies influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following compensation programs/policies influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following factors influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following factors influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did access to the following Air Force benefits influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did access to the following Air Force benefits influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? [ Influence to leave] (Count) > 0
Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0
Or Please indicate how the following experiences influenced your decision to separate/retire. If you... [ Influence to leave] (Count) > 0
Or Please indicate how the following experiences influenced your decision to separate/retire. If you... [ Strong influence to leave] (Count) > 0
Q32 The items you rated as influences to leave are listed below. Please rank your top 5 influences to leave by dragging them to the box on the right, and dragging them up or down within the box to reflect where you would like to rank the influence, with the most influential at the top. To remove an item from your ranked list, please drag the item to return it to the original list.
Five most influential reasons to leave

How did each of the following assignment system processes influence your decision to separate/retire?

- Choice of past job assignments/locations [Strong influence to leave]
- Choice of future job assignments/locations [Strong influence to leave]
- Too many PCS moves [Strong influence to leave]
- Not enough PCS opportunities [Strong influence to leave]
- Join spouse considerations [Strong influence to leave]
- Option to remain in one location for a longer period of time (homestead) [Strong influence to leave]
- Option to move more frequently than the standard tour length [Strong influence to leave]
- Job stagnancy [Strong influence to leave]

---

_____ Choice of past job assignments/locations

_____ Choice of future job assignments/locations

_____ Too many PCS moves

_____ Not enough PCS opportunities

_____ Join spouse considerations

_____ Option to remain in one location for a longer period of time (homestead)

_____ Option to move more frequently than the standard tour length

_____ Job stagnancy
How did the following issues concerning deployments influence your decision to separate/retire? = Deploy to dwell ratio (proportion of time deployed vs. at home) [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Deploy to dwell ratio (proportion of time deployed vs. at home) [ Influence to leave ]

_____ Deploy to dwell ratio (proportion of time deployed vs. at home)

How did the following issues concerning deployments influence your decision to separate/retire? = Deployment locations [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Deployment locations [ Influence to leave ]

_____ Deployment locations

How did the following issues concerning deployments influence your decision to separate/retire? = Length of deployments [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Length of deployments [ Influence to leave ]

_____ Length of deployments

How did the following issues concerning deployments influence your decision to separate/retire? = Too many deployments [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Too many deployments [ Influence to leave ]

_____ Too many deployments

How did the following issues concerning deployments influence your decision to separate/retire? = Too few deployments [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Too few deployments [ Influence to leave ]

_____ Too few deployments

How did the following issues concerning deployments influence your decision to separate/retire? = Post-deployment rest and recuperation programs [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Post-deployment rest and recuperation programs [ Influence to leave ]

_____ Post-deployment rest and recuperation programs

How did the following issues concerning deployments influence your decision to separate/retire? = Potential family separation during deployments [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = Potential family separation during deployments [ Influence to leave ]

_____ Potential family separation during deployments

How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with the Air Force [ Strong influence to leave ]
Or How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with the Air Force [ Influence to leave ]

_____ My experiences deployed with the Air Force
How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with other Service/Joint unit [ Strong influence to leave ]

Or How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with other Service/Joint unit [ Influence to leave ]

_____ My experiences deployed with other Service/Joint unit

How did the following levels of Air Force leadership influence your decision to separate/retire? = Immediate supervisor [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Immediate supervisor [ Influence to leave ]

_____ Immediate supervisor

How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at squadron level [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at squadron level [ Influence to leave ]

_____ Leadership at squadron level

How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at group level [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at group level [ Influence to leave ]

_____ Leadership at group level

How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at wing or equivalent level [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at wing or equivalent level [ Influence to leave ]

_____ Leadership at wing or equivalent level

How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at MAJCOM level [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at MAJCOM level [ Influence to leave ]

_____ Leadership at MAJCOM level

How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership while deployed [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership while deployed [ Influence to leave ]

_____ Leadership while deployed

How did the following levels of Air Force leadership influence your decision to separate/retire? = Career field leadership [ Strong influence to leave ]

Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Career field leadership [ Influence to leave ]

_____ Career field leadership
How did the following levels of Air Force leadership influence your decision to separate/retire?  
- **Senior Air Force leadership**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **Overall job satisfaction**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **Amount of additional duties**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **Job security**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **High home station TEMPO (length of duty day/work schedule)**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **Low home station TEMPO (length of duty day/work schedule)**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **TEMPO away (number/duration of TDYs)**
  - Strong influence to leave

How did the following aspects of your job influence your decision to separate/retire?  
- **Satisfaction with my current career field**
  - Strong influence to leave
<table>
<thead>
<tr>
<th>How did the following aspects of your job influence your decision to separate/retire?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>= Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.)</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.)</td>
</tr>
<tr>
<td>= Job stress</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Job stress</td>
</tr>
<tr>
<td>= Ability to contribute to the mission</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Ability to contribute to the mission</td>
</tr>
<tr>
<td>= Utilization of my skills within my unit</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Utilization of my skills within my unit</td>
</tr>
<tr>
<td>= Unit resources (e.g., equipment, supplies, parts, etc.)</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Unit resources (e.g., equipment, supplies, parts, etc.)</td>
</tr>
<tr>
<td>= Adequate number of personnel currently working in my unit</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Adequate number of personnel currently working in my unit</td>
</tr>
<tr>
<td>= Unit readiness (i.e., mission capable status)</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Unit readiness (i.e., mission capable status)</td>
</tr>
<tr>
<td>= Recognition of my efforts</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>______</td>
<td>Recognition of my efforts</td>
</tr>
</tbody>
</table>
How did the following aspects of your job influence your decision to separate/retire? = Training/experience of personnel in my unit [ Strong influence to leave ]
Or How did the following aspects of your job influence your decision to separate/retire? = Training/experience of personnel in my unit [ Influence to leave ]

______ Training/experience of personnel in my unit

How did the following aspects of your job influence your decision to separate/retire? = Relationship with personnel currently working in my unit [ Strong influence to leave ]
Or How did the following aspects of your job influence your decision to separate/retire? = Relationship with personnel currently working in my unit [ Influence to leave ]

______ Relationship with personnel currently working in my unit

How did the following aspects of your job influence your decision to separate/retire? = Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members [ Strong influence to leave ]
Or How did the following aspects of your job influence your decision to separate/retire? = Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members [ Influence to leave ]

______ Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members

How did the following aspects of your job influence your decision to separate/retire? = Cohesion (working together as a team) of my unit [ Strong influence to leave ]
Or How did the following aspects of your job influence your decision to separate/retire? = Cohesion (working together as a team) of my unit [ Influence to leave ]

______ Cohesion (working together as a team) of my unit

How did the following aspects of your job influence your decision to separate/retire? = Hostile work environment (e.g., harassment, hazing, etc.) [ Strong influence to leave ]
Or How did the following aspects of your job influence your decision to separate/retire? = Hostile work environment (e.g., harassment, hazing, etc.) [ Influence to leave ]

______ Hostile work environment (e.g., harassment, hazing, etc.)

How did the following compensation programs/policies influence your decision to separate/retire? = GI Bill benefits [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = GI Bill benefits [ Influence to leave ]

______ GI Bill benefits

How did the following compensation programs/policies influence your decision to separate/retire? = A GI Bill which transfers benefits to dependents [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = A GI Bill which transfers benefits to dependents [ Influence to leave ]

______ A GI Bill which transfers benefits to dependents

How did the following compensation programs/policies influence your decision to separate/retire? = Tuition Assistance [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Tuition Assistance [ Influence to leave ]

______ Tuition Assistance
How did the following compensation programs/policies influence your decision to separate/retire? = My opportunity (or lack of opportunity) to receive an SRB [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = My opportunity (or lack of opportunity) to receive an SRB [ Influence to leave ]

_____ My opportunity (or lack of opportunity) to receive an SRB

How did the following compensation programs/policies influence your decision to separate/retire? = Bonuses/Special Pay [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Bonuses/Special Pay [ Influence to leave ]

_____ Bonuses/Special Pay

How did the following compensation programs/policies influence your decision to separate/retire? = Basic Pay [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Pay [ Influence to leave ]

_____ Basic Pay

How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Housing [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Housing [ Influence to leave ]

_____ Basic Allowance for Housing

How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Subsistence [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Subsistence [ Influence to leave ]

_____ Basic Allowance for Subsistence

How did the following compensation programs/policies influence your decision to separate/retire? = Cost of Living Allowance [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Cost of Living Allowance [ Influence to leave ]

_____ Cost of Living Allowance

How did the following compensation programs/policies influence your decision to separate/retire? = Retirement Program [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = Retirement Program [ Influence to leave ]

_____ Retirement Program

How did the following compensation programs/policies influence your decision to separate/retire? = New Blended Retirement System [ Strong influence to leave ]
Or How did the following compensation programs/policies influence your decision to separate/retire? = New Blended Retirement System [ Influence to leave ]

_____ New Blended Retirement System
| How did the following compensation programs/policies influence your decision to separate/retire? | = Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.) [Strong influence to leave] |
| How did the following factors influence your decision to separate/retire? | = Availability of civilian jobs [Strong influence to leave] |
| How did the following compensation programs/policies influence your decision to separate/retire? | = Expansion of Maternity Leave Policy to 12 Weeks [Strong influence to leave] |
| How did the following compensation programs/policies influence your decision to separate/retire? | = Active duty service commitments associated with the compensation programs listed above [Strong influence to leave] |
| How did the following factors influence your decision to separate/retire? | = My civilian employment [Strong influence to leave] |
| How did the following factors influence your decision to separate/retire? | = Civilian employer's support for my military service [Strong influence to leave] |

- Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.)
- Expansion of Maternity Leave Policy to 12 Weeks
- Active duty service commitments associated with the compensation programs listed above
- Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA))
- Availability of civilian jobs
- My civilian employment
- Civilian employer's support for my military service
<table>
<thead>
<tr>
<th>Question</th>
<th>Influence</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>How did the following factors influence your decision to separate/retire?</td>
<td>Opportunity to do something other than military work</td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or How did the following factors influence your decision to separate/retire?</td>
<td>Opportunity to do something other than military work</td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Patriotism and/or desire to serve</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Patriotism and/or desire to serve</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Financial reasons</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Financial reasons</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Personal health issues</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Personal health issues</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Compatibility with spouse’s career/job</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Compatibility with spouse’s career/job</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Maintaining career progression for myself and my spouse</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Maintaining career progression for myself and my spouse</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Starting a family</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Starting a family</td>
<td></td>
<td>Influence to leave</td>
</tr>
<tr>
<td>Maintaining work/life balance and meeting family commitments</td>
<td></td>
<td>Strong influence to leave</td>
</tr>
<tr>
<td>Or Maintaining work/life balance and meeting family commitments</td>
<td></td>
<td>Influence to leave</td>
</tr>
</tbody>
</table>
How did the following factors influence your decision to separate/retire? = My spouse’s attitude toward military service [ Strong influence to leave ]
Or How did the following factors influence your decision to separate/retire? = My spouse’s attitude toward military service [ Influence to leave ]

_____ My spouse’s attitude toward military service

How did the following factors influence your decision to separate/retire? = My child(ren)’s needs [ Strong influence to leave ]
Or How did the following factors influence your decision to separate/retire? = My child(ren)’s needs [ Influence to leave ]

_____ My child(ren)’s needs

How did the following factors influence your decision to separate/retire? = Expansion of Post-Pregnancy Deployment Deferment to 12 Months [ Strong influence to leave ]
Or How did the following factors influence your decision to separate/retire? = Expansion of Post-Pregnancy Deployment Deferment to 12 Months [ Influence to leave ]

_____ Expansion of Post-Pregnancy Deployment Deferment to 12 Months

How did the following factors influence your decision to separate/retire? = Personal circumstances [ Strong influence to leave ]
Or How did the following factors influence your decision to separate/retire? = Personal circumstances [ Influence to leave ]

_____ Personal circumstances

How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for myself [ Strong influence to leave ]
Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for myself [ Influence to leave ]

_____ Medical specialty care for myself

How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for dependents [ Strong influence to leave ]
Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for dependents [ Influence to leave ]

_____ Medical specialty care for dependents

How did access to the following Air Force benefits influence your decision to separate/retire? = Timely access to specialty care/referrals [ Strong influence to leave ]
Or How did access to the following Air Force benefits influence your decision to separate/retire? = Timely access to specialty care/referrals [ Influence to leave ]

_____ Timely access to specialty care/referrals

How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care for myself [ Strong influence to leave ]
Or How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care for myself [ Influence to leave ]

_____ Dental care for myself
How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care through dependent dental insurance [ Strong influence to leave ]

Or How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care through dependent dental insurance [ Influence to leave ]

_____ Dental care through dependent dental insurance

How did access to the following Air Force benefits influence your decision to separate/retire? = Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP) [ Strong influence to leave ]

Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP) [ Influence to leave ]

_____ Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP)

How did access to the following Air Force benefits influence your decision to separate/retire? = Medical services in my current local area [ Strong influence to leave ]

Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical services in my current local area [ Influence to leave ]

_____ Medical services in my current local area

How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare benefits upon retirement [ Strong influence to leave ]

Or How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare benefits upon retirement [ Influence to leave ]

_____ Tricare benefits upon retirement

How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare Reserve Select [ Strong influence to leave ]

Or How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare Reserve Select [ Influence to leave ]

_____ Tricare Reserve Select

How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Air Force officer/enlisted evaluation systems [ Strong influence to leave ]

Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Air Force officer/enlisted evaluation systems [ Influence to leave ]

_____ Air Force officer/enlisted evaluation systems

How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Fitness standards [ Strong influence to leave ]

Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Fitness standards [ Influence to leave ]

_____ Fitness standards

How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months [ Strong influence to leave ]

Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months [ Influence to leave ]

_____ Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months
How did the following Air Force programs/policies/opportunities influence your decision to separate...

- **Promotion opportunities** [Strong influence to leave]

- **Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender)** [Strong influence to leave]

- **Career uncertainty due to potential Force Shaping/Force Management programs** [Strong influence to leave]

- **Budgetary uncertainty** [Strong influence to leave]

- **Opportunities for career field training** [Strong influence to leave]

- **Opportunities for professional development** [Strong influence to leave]

- **Opportunities to further my academic education** [Strong influence to leave]
| How did the following Air Force programs/policies/opportunities influence your decision to separate? |  
|---|---|
| Opportunities to work with and learn from individuals who come from diverse backgrounds | Strong influence to leave |
| Opportunities to command/lead | Influence to leave |
| Potential for outsourcing and privatization of my career field | Strong influence to leave |
| Sexual harassment that I experienced personally | Influence to leave |
| Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment | Influence to leave |
| Sexual harassment that someone I know experienced | Influence to leave |
| Sexual assault that I experienced personally | Influence to leave |

Please specify how the following experiences influenced your decision to separate/retire:

- Opportunities to work with and learn from individuals who come from diverse backgrounds
- Opportunities to command/lead
- Potential for outsourcing and privatization of my career field
- Sexual harassment that I experienced personally
- Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment
- Sexual harassment that someone I know experienced
- Sexual assault that I experienced personally
Please indicate how the following experiences influenced your decision to separate/retire. If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault [ Strong influence to leave ]

Or Please indicate how the following experiences influenced your decision to separate/retire. If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault [ Influence to leave ]

______ Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault

Please indicate how the following experiences influenced your decision to separate/retire. If you... = Sexual assault that someone I know experienced [ Strong influence to leave ]

Or Please indicate how the following experiences influenced your decision to separate/retire. If you... = Sexual assault that someone I know experienced [ Influence to leave ]

______ Sexual assault that someone I know experienced

Q33 Before continuing on to the rest of the survey, are there any reasons not previously mentioned that significantly influenced your decision to separate/retire? If so, please describe.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________
Q34 How much did you value the following Air Force quality of life benefits during your career?

<table>
<thead>
<tr>
<th>Benefit</th>
<th>To a great extent</th>
<th>Somewhat</th>
<th>Very little</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base exchange</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Base/Privatized housing</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commissary services</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Airman and Family Readiness Center programs/services</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-base child care, school-age, and/or youth programs</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-base fitness facilities</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recreation programs</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-base dining options</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-base adult education programs</td>
<td>○</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q35 How did Air Force quality of life benefits influence your decision to separate/retire?

Air Force quality of life benefits include:

- Base exchange
- Base/Privatized housing
- Commissary services
- Airman and Family Readiness Center programs/services
- On-base child care, school-age, and/or youth programs
- On-base fitness facilities
- Recreation programs
**On-base dining options**

**On-base adult education programs**

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

---

Q36 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>N/A</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with the variety of possible duty assignments for my AFSC.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the number of duty locations available for my AFSC.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My current assignment, workload, and schedule permitted me sufficient time to pursue off-duty education.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My off-duty education helped me contribute more effectively to the Air Force.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My current assignment, workload, and schedule permitted me sufficient time to complete my professional military education (PME) requirements.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My PME helped me contribute more effectively to the Air Force.</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Q37 Overall, how satisfied were you with your ability to take leave when desired?

If you are ANG/AFR and do not accrue leave, please select N/A.

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied
- N/A

Q38 What circumstances most prevented you from taking leave?

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q39 How likely would you be to take a 3-yr sabbatical from Active Duty through the Career Intermission Program associated with providing Airmen flexibility with humanitarian circumstance, family planning, and/or professional development?

- Extremely unlikely
- Unlikely
- Neutral
- Likely
- Extremely likely

Q40 If you were given the option for permeable service among the Regular Air Force (RegAF) and Air Reserve Component (that is, to transition back and forth between RegAF and the Air National Guard or Air Force Reserve if your needs and the needs of the Air Force allowed), which of the following increases to your initial service obligation would you have accepted?

Select all that apply.

- None, I would not have accepted a longer service obligation or I am not interested in permeable service
- 1 - 6 months additional
- 7 - 12 months additional
- 13 - 18 months additional
- More than 18 months
- I'm not sure
Q41 Are you currently employed by a non-military employer?
   - Yes
   - No

Skip To: Q43 if Are you currently employed by a non-military employer? = No

Q42 What is your employment status?
   - Full-time (32 or more hours per week)
   - Part-time (less than 32 hours per week)

Q43 How has your military service impacted your ability to find civilian employment?
   - Positively
   - Negatively
   - Not impacted
Q44 Please indicate your answers to the following questions related to the hazardous duty pay program (e.g., Dive, Parachute, Demolition pays).

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have you avoided seeking medical care out of concern that you may lose pays under the hazardous duty pay program?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Have you avoided seeking career broadening/developmental opportunities out of concern that you may lose pays under the hazardous duty pay program?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q45 How often did your monthly military income (excluding income from a second job or spouse's income) cover your basic expenses with money left over?

- Always
- Almost always
- Often
- Sometimes
- Seldom
- Almost never
- Never

Display This Question:
If role = AD
Or role = FT

Display This Question:
If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse
Q46 Is your spouse currently employed?

*Please select the response that best describes your answer.*

- N/A, I do not have a spouse
- No, my spouse chooses not to seek outside employment
- No, my spouse is unable to find employment
- Yes, in the Armed Services (i.e., mil-to-mil)
- Yes, as an Air Force Civilian
- Yes, as a DoD Civilian (other than Air Force)
- Yes, as a non-DoD federal employee
- Yes, as a DoD contractor
- Yes, self-employed
- Yes, in the private sector
Q47 How did your spouse's military service influence your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

---

Q48 Which of the mil-to-mil service issues below influenced you to separate/retire?

Select all that apply.

- Join spouse assignment locations
- Job opportunities at join spouse assignment locations
- Deployments
- Promotions
- Family planning/support
- Cross-service join spouse issues
- None of these
Q49 How did your spouse's employment influence your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Q50 What is your spouse's employment status?

- Full-time (32 or more hours per week)
- Part-time (less than 32 hours per week)
Q51 How has your military service impacted your spouse's employment options?

- Positively
- Negatively
- Not impacted

Q52 Has your spouse had difficulty finding employment when you PCS'd?

- Yes
- No
- N/A
Q53 Has your spouse attempted to use spousal preference in looking for employment?

Please select the response that best describes your answer.

- No, my spouse and I were not aware of this program.
- No, my spouse chose not to use this program.
- Yes, but my spouse was not hired through this program.
- Yes, my spouse was hired through this program.

Q54 Do you believe there is fair and equitable opportunity for promotion?

- Yes
- No
- Don't know

Display This Question:

If Do you believe there is fair and equitable opportunity for promotion? = No

Q55 Please explain why you do not believe there is fair and equitable opportunity for promotion.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________________________________

Display This Question:

If OEC = ENL
Q56 In the past 15 months, have you...

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>attended an Informed Decision Briefing?</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>attended a briefing by your Career Assistance Advisor?</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>had a one on one meeting with your Career Assistance Advisor?</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Q57 In the past 12 months, have you...

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>and your immediate supervisor had a performance feedback session using the Airman Comprehensive Assessment?</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>had a meaningful performance feedback session that effectively influenced your performance and/or development?</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>discussed your career intentions with your immediate supervisor?</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>discussed your future career potential with your immediate supervisor?</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Q58 Did you mentor or coach someone within the last 5 years?

- o Yes
- o No

Skip To: Q60 If Did you mentor or coach someone within the last 5 years? = No

Q59 What best describes your relationship with the individuals you mentored?

- o Very successful
- o Successful
- o Not successful
Q60 Have you been mentored by someone within the last 5 years?

- Yes
- No

Skip To: Q63 If Have you been mentored by someone within the last 5 years? = No

Q61 What best describes your relationship with your mentor(s)?

- Very successful
- Successful
- Not successful

Q62 Please explain why your relationship with your mentor was successful or was not successful.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________

Q63 Has anyone in your family served in the Armed Forces?

Select all that apply.

- Yes, Air Force
- Yes, Army
- Yes, Coast Guard
- Yes, Marines
- Yes, Navy
- No

Skip To: Q65 If Has anyone in your family served in the Armed Forces? Select all that apply. = No
Q64 How has your family's military service affected your career decision?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay
Q65 Please indicate if the following individuals encouraged you to remain in or separate/retire from the Air Force.

<table>
<thead>
<tr>
<th>Individual/Role</th>
<th>N/A</th>
<th>Encouraged me to remain in the Air Force</th>
<th>Neither encouraged me to remain nor separate/retire</th>
<th>Encouraged me to separate/retire from the Air Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your immediate supervisor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your First Sergeant</td>
<td></td>
<td></td>
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<tr>
<td>Your unit leadership (Superintendent, Ops Officer, etc.)</td>
<td></td>
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<tr>
<td>Your unit commander</td>
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<td></td>
</tr>
<tr>
<td>Your peers or coworkers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your Air Force mentor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your non-military mentor</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>How satisfied is your spouse with the military way of life?</td>
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<td></td>
</tr>
<tr>
<td>Your spouse</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>role = AD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career Assistance Advisor</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>role = NG</td>
<td></td>
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</tr>
<tr>
<td>Recruiting and Retention Manager</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>role = RS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruiting Flight Chief</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Any other individuals (parents, siblings, children, friends, etc.)</td>
<td></td>
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</tr>
</tbody>
</table>

Note: N/A indicates that the respondent does not have a spouse.
Q66 Did you ever receive a Selective Retention Bonus (SRB)?

- Yes
- No

Q67 If given the choice, how would you have preferred to receive your payments?

- Initial 50% payment, followed by annual until bonus is exhausted (current system)
- Equal annual payments
- A single lump sum payment
Q68 Please select your **Core AFSC** if you are **Active Duty Officer**, **Control AFSC** if you are **Active Duty Enlisted**, and **Duty AFSC** if you are **Guard or Reserve**.

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>□ 2AXXX Aerospace Maintenance</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2M0XX Missile Maintenance</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2P0XX Precision Measurement</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2RXXX Maintenance Management</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2W0XX Munitions Systems</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2W1XX Aircraft Armament Systems</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = ENL</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 2W2XX Nuclear Weapons</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = OFF</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 21A Aircraft Maintenance</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OEC = OFF</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>□ 21M Munitions and Missile Maintenance</td>
<td></td>
</tr>
<tr>
<td>□ None of the above</td>
<td></td>
</tr>
</tbody>
</table>

*Skip To: Q160 If Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... = None of the above*
Q69 How many hours a week do you work on average at home station (excluding exercises)?
  o  Less than 38 hours
  o  38-42 hours
  o  43-50 hours
  o  51-60 hours
  o  Greater than 60 hours

Q70 How often are you held over shift to produce aircraft/equipment to meet the flying schedule?
  o  Not typically held over shift
  o  Once a month
  o  Once a week
  o  More than once a week

Q71 Does your unit have weekend duty?
  o  Yes
  o  No
  o  Don't know
Q72 How often do you perform weekend duty?
   - More than once a month
   - Once a month
   - Once every two months
   - Once every six months or less frequently
   - N/A, although my unit has weekend duty, I do not

Q73 Please indicate the total number of duty hours you typically work during a 2-day weekend (Saturday/Sunday):
   - 0 hours (on call only)
   - 1 - 4 hours
   - 5 - 8 hours
   - 9 - 12 hours
   - 13+ hours
Q74 Please select the appropriate answers for the following questions.

In your opinion...

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>is there enough manning in your work center?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>are there enough tools and supplies in your work center?</td>
<td></td>
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</tr>
<tr>
<td>are the personnel in your work center utilized effectively/efficiently?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>are you being utilized effectively/efficiently?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>do Technical Sergeants in your work center perform touch labor supporting direct mission generation tasks?</td>
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</tr>
<tr>
<td>are the personnel in your work center properly trained/qualified?</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>are you properly trained/qualified?</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>do you feel that your job requires formal cyber certification (e.g. Sec+) to perform the assigned duties?</td>
<td></td>
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</tr>
<tr>
<td>do you receive the appropriate level of cyber training to perform your job?</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
Q75 Please indicate how work center hazards (Fuels, Radiation, etc.) have influenced your career decision.

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Q76 The following are possible reasons for joining the Air Force. Prioritize the list of reasons you joined the Air Force (with most important at the top, least important at the bottom).

- Adventure/travel
- Education (e.g., college, GI Bill, Tuition Assistance)
- Family tradition
- Learn a trade or acquire new skills
- Needed employment
- Patriotism
- State of US Economy
### Q77 When you separate or retire from the Air Force...

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>will you seek employment in the commercial aviation industry?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>will you seek employment with a military defense contractor performing aircraft maintenance?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>will you go to school full time?</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>will you stay in the local area?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Q78 If you were given the opportunity to retrain into another Maintenance AFSC, would you?

- Yes
- No
- Don't know

### Q79 If you were given the opportunity to retrain or cross-flow into an AFSC outside Maintenance, would you?

- Yes
- No
- Don't know
Q80 Would you prefer to retrain into another Maintenance AFSC or into an AFSC outside of Maintenance?

- Another Maintenance AFSC
- An AFSC outside Maintenance
- Don't know

Q81 Have you been cut trained on tasks outside of your AFSC?

- Yes
- No

Skip To: Q84 If Have you been cut trained on tasks outside of your AFSC? = No

Q82 What percentage of time do you spend on a daily basis performing the tasks you are cut trained to rather than your primary tasks?

Allowed range: 0-100
Q83 Please indicate your level of agreement with the following statement.

The cut training I received has been effective.

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Q84 How would you like your career path to be communicated to you?

- ○ Supervisor
- ○ MyVector
- ○ Webpage
- ○ Social Media
- ○ Other ____________________________________________________________________

Q85 Please select your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve.

role != AD

- ○ 17C Cyber Operations Commander
- ○ 17D Network Operations
- ○ 17S Cyber Warfare Operations
- ○ None of the above
Q86 How many years do you have as 17X?
   o Less than 4 years
   o 5-8 years
   o 9-12 years
   o More than 12 years

Q87 Please select the response that best describes your job specialization.
   o Mostly Offensive Cyberspace Operations (OCO) / Defensive Cyberspace Operations (DCO)
   o Mostly DoDIN Ops (e.g., base comm, tactical/combat comm, E&I)
   o Equally balanced between OCO/DCO and DoDIN Ops
   o Other _____________________________________________
Q88 Please indicate which of the following programs you have completed. 

Select all that apply.

- WIC
- CNODP
- EWI
- EWS
- AFIT (with cyber specialty)
- None

Q89 Please indicate which of the following courses you have completed. 

Select all that apply.

- CWO Course
- RIOT
- Intermediate Cyber Core Course
- Joint Advanced Cyber Warfare Course
- Joint Cyberspace Operations Planners Course
- CVA/Hunt Training Course
- None
Q90 Have you completed a tour as a functional instructor (e.g., UCT, Cyber 200/300)?
  o Yes
  o No

Display This Question:
If target_group = NET

Q91 Did an assignment or deployment have an influence on your decision to separate/retire?
  o Yes
  o No

Display This Question:
If target_group = NET
And Did an assignment or deployment have an influence on your decision to separate/retire? = Yes

Q92 Please provide comments on why an assignment or deployment had an influence on your decision to separate/retire.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Display This Question:
If target_group = NET
Q93 Please indicate how the limitation of remaining in a 17S Duty AFSC position influenced your decision to separate/retire.

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Display This Question:
If target_group = NET

Q94 Did you choose to receive the 17D Officer Retention Bonus (target years of services of 4 to less than 12 years)?

- N/A
- Yes
- No

Display This Question:
If target_group = NET
And Did you choose to receive the 17D Officer Retention Bonus (target years of services of 4 to less... = No

Q95 Please provide any comments on why you chose not to receive the 17D Officer Retention Bonus.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________________
Q96 Please select your **control AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

- 1B4XX Cyber Warfare Operations
- 3D0XX Cyberspace Operations
- 3D1XX Cyberspace Systems
- None of the above

Q97 What is your assigned organizational level?

- Squadron/Flight
- Group/Center
- Wing
- NAF/MAJCOM/COCOM
- HAF

Q98 Are you assigned to a joint manpower authorization?

- Yes
- No
- I don’t know
Q99 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>N/A</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I was adequately trained to perform the mission related tasks under my responsibility.</td>
<td></td>
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<tr>
<td>The day to day tasks I am responsible for are appropriate for the training I have received.</td>
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<tr>
<td>Throughout my career, I felt a sense of identity and comradery with my peers in the same AFSC.</td>
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<tr>
<td>Cyber operations are a foundation of modern warfare.</td>
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<tr>
<td>The duties of my AFSC are fundamental to the success of the operational mission of the Air Force.</td>
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</table>

Q100 Please select your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve.

- 41A Health Services
- 42X Biomedical Clinicians
- 43X Biomedical Specialists
- 44X Physician
- 45X Surgery (includes anesthesiologist, orthopedics, ophthalmologist, OB/GYN, ENT, physical medicine physician, surgeon, and urologist)
- 47X Dental
- 48X Aerospace Medicine
- None of the above
Q101 Please check all the special pays you received.

*Select all that apply.*

- [ ] Incentive special pay
- [ ] Additional special pay
- [ ] Multi-year special pay
- [ ] Retention bonus
- [ ] Board certification pay
- [ ] Consolidated Special Pay Incentive Pay
- [ ] Consolidated Special Pay Retention Bonus
- [ ] Consolidated Special Pay Board Certification Pay
- [ ] I did not receive any of the above special pays
Q102 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>N/A</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive special pay is fair and equitable</td>
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<tr>
<td>Additional special pay is fair and equitable</td>
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<tr>
<td>Multi-year special pay is fair and equitable</td>
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<tr>
<td>Retention Bonus is fair and equitable</td>
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<tr>
<td>Board certification pay is fair and equitable</td>
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<tr>
<td>Consolidated Special Pay Incentive Pay is fair and equitable</td>
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<tr>
<td>Consolidated Special Pay Retention Bonus is fair and equitable</td>
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<td></td>
</tr>
<tr>
<td>Consolidated Special Pay Board Certification Pay is fair and equitable</td>
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</tbody>
</table>

Display This Question:
if role != AD
And target_group = PHY
Q103 Please check all the special pays you received.

Select all that apply.

- ☐ Health Professional Loan Repayment Program
- ☐ Health Professional Stipend Program
- ☐ Health Professional Cash Incentive
- ☐ Incentive Special Pay (ISP)
- ☐ I did not receive any of the above special pays

Q104 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>N/A</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Professional Loan Repayment Program is fair and equitable.</td>
<td>○</td>
<td>○</td>
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<td>○</td>
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</tr>
<tr>
<td>Health Professional Stipend Program is fair and equitable</td>
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<td>○</td>
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</tr>
<tr>
<td>Health Professional Cash Incentive is fair and equitable</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Special Pay Incentive (SPI) Bonus Program is fair and equitable.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q105 Special pay should...

*Select all that apply.*

- [ ] be periodically reviewed for adjustment (up or down).
- [ ] have eligibility criteria revised.
- [ ] not decrease for high year tenure personnel.
- [ ] be consistently paid throughout your career.
- [ ] None of the above

---

Display This Question:

If target_group = PHY

Q106 Please indicate your level of agreement with the following statements.

My scope of professional responsibilities within the Air Force Medical Service (AFMS) (to include ANG and AFR medical professionals) is...

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>dynamic.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>professionally rewarding.</td>
<td></td>
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<tr>
<td>challenging.</td>
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<tr>
<td>stimulating.</td>
<td></td>
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</tr>
</tbody>
</table>
Q107 How has your scope of responsibilities in the AFMS influenced your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Q108 Please provide any comments you wish to make about the benefits or challenges practicing medicine in the Air Force presents to you.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q109 Please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve.

Is your AFSC 46X (Nurse)?

- Yes
- No

Skip To: Q160 If Please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve... = No

Q110 Please check all the special pays you received.

Select all that apply.

- Incentive special pay
- Board certification pay
- Consolidated Special Pay Incentive Pay
- Consolidated Special Pay Retention Bonus
- Consolidated Special Pay Board Certification Pay
- I did not receive any of the above special pays
Q111 Please indicate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>N/A</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive special pay is fair and equitable.</td>
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<tr>
<td>Board certification pay is fair and equitable.</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated Special Pay Incentive Pay is fair and equitable</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated Special Pay Retention Bonus is fair and equitable</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated Special Pay Board Certification Pay is fair and equitable</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q112 Special pay should...

Select all that apply.

- be periodically reviewed for adjustment (up or down).
- have eligibility criteria revised.
- not decrease for high year tenure personnel.
- be consistently paid throughout your career.
- None of the above
Q113 Throughout your career, did you feel valued for your nursing input by the nursing leadership at the...

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Squadron level?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Group level?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>MAJCOM level?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>SG Staff?</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Display This Question:
If target_group = NUR

Q114 What incentives do you feel would attract nurses to military nursing?

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Display This Question:
If target_group = NUR

Q115 Throughout your career, did you feel your work environment and conditions were conducive to providing safe patient care?

- Work environment and conditions were very safe
- Work environment and conditions were safe
- Work environment and conditions were not safe
- Work environment and conditions were very unsafe
Q116 Throughout your career, did you feel you were a valued member of the team in which you worked daily?

- Yes
- No

Skip To: Q118 If Throughout your career, did you feel you were a valued member of the team in which you worked daily? = Yes

Q117 Please explain why you did not feel like a valued member of the team.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________

Q118 Do you believe there is fair and equitable promotion opportunity within AFMS?

- Yes
- No

Skip To: Q160 If Do you believe there is fair and equitable promotion opportunity within AFMS? = Yes
Q119 Please explain why you do not believe there is fair and equitable promotion opportunity within AFMS.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Q120 Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty Enlisted, and Duty AFSC if you are Guard or Reserve.

- **OEC = OFF**
  - 11X Pilot

- **OEC = OFF**
  - 12X Combat Systems Officer

- **OEC = OFF**
  - 13B Air Battle Manager

- **OEC = OFF**
  - 13L Air Liaison Officer

- **OEC = OFF**
  - 18X Remotely Piloted Aircraft (RPA) Pilot

- **OEC = ENL**
  - 1U1X1 Remotely Piloted Aircraft (RPA) Pilot
  - None of the above
Q121 *Please indicate your level of agreement with the following statement.*

I am currently seeking or plan to seek employment in the aviation industry as a pilot.

- N/A, I already work for the aviation industry as a pilot
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Q122 *Please indicate your level of agreement with the following statement.*

I am currently seeking or plan to seek employment in the aviation industry in a non-pilot position.

- N/A, I already work for the aviation industry in a non-pilot position
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree
Q123 What major weapon system are you primarily associated with?

<table>
<thead>
<tr>
<th>A-10</th>
<th>C-40</th>
<th>HH-60</th>
</tr>
</thead>
<tbody>
<tr>
<td>AC-130J</td>
<td>C-5</td>
<td>KC-10</td>
</tr>
<tr>
<td>AC-130U</td>
<td>CV-22</td>
<td>KC-135</td>
</tr>
<tr>
<td>AC-130W</td>
<td>E-3</td>
<td>KC-46</td>
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<tr>
<td>B-1</td>
<td>E-4</td>
<td>MC-12</td>
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<td>B-2</td>
<td>E-8</td>
<td>MC-130H</td>
</tr>
<tr>
<td>B-52</td>
<td>EC-130H</td>
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</tr>
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<td>C-12</td>
<td>EC-130J</td>
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<td>F-15</td>
<td>MQ-9</td>
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<td>C-130J</td>
<td>F-15E</td>
<td>RC/OC/WC 135</td>
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<td>C-145</td>
<td>F-16</td>
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<td>C-146</td>
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<td>C-21</td>
<td>HC-130J</td>
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<td>C-37</td>
<td>HC-130P</td>
<td>UH-1N</td>
</tr>
<tr>
<td>Other</td>
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<td></td>
</tr>
</tbody>
</table>

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Display This Question:
If target_group = RAT
And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... | != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot
Q124 Did you receive the aviation bonus (AvB) during your career?
   o Yes
   o No
   
Skipping to Q127 if Did you receive the aviation bonus (AvB) during your career? = Yes

Display This Question:
   If target_group = RAT
   And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q125 Were you eligible to receive 'the bonus'?
   o Yes
   o No
   
Skipping to Q127 if Were you eligible to receive 'the bonus'? = No

Display This Question:
   If target_group = RAT
   And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q126 If you would like to provide any comments on why you chose not to take 'the bonus', please do so below.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q127 How did the following influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Factor</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aviation Bonus (AvB) (aka 'the bonus')</td>
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<tr>
<td>Aviation Incentive Pay (AvIP) (aka 'flight pay')</td>
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<tr>
<td>Pay gap between major airline salaries and military compensation</td>
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<td></td>
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<tr>
<td>(including AvB and AvIP)</td>
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</tbody>
</table>

Q128 Please rank the following factors on how they influenced your decision to leave the Air Force, with the most influential at the top.

- Changes in Unit Manning
- Changes in Flying Hours
- Operational Tempo
- Additional Duties
- Resources
- Bonus/Compensation
- Mission
Q129 Based on airline industry hiring, what annual bonus value would it take for the Air Force to close the pay gap and offset the factors identified in the previous question?

- None, an annual bonus is not needed to close the pay gap
- $25,000
- $30,000
- $40,000
- $50,000
- $60,000
- More than $60,000

Q130 How many years do you believe is an appropriate ADSC for completing your AFSC’s Undergraduate Flying Training (UFT) or Undergraduate RPA Training (URT)?

- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
Q131 Would you have accepted a longer UFT or URT service obligation that included an option to blend both Regular Air Force and Air Reserve Component (ARC) service? For example, a Total Force Service Commitment of 8 years in the Regular Air Force, followed by 7 years in the ARC (Air National Guard or Air Force Reserve).

- Definitely
- Probably
- Unsure
- Probably not
- Definitely not

Q132 If 15 years was the agreed-upon Total Force Service Commitment for Undergraduate Pilot Training, what service blend do you believe would be the most appropriate?

- N/A, I am not a pilot
- 15 years, all RegAF
- 5 years RegAF, 10 years ARC
- 6 years RegAF, 9 years ARC
- 7 years RegAF, 8 years ARC
- 8 years RegAF, 7 years ARC
- 9 years RegAF, 6 years ARC
- 10 years RegAF, 5 years ARC
- 15 years, all ARC
- I do not believe 15 years is an appropriate Total Force Service Commitment
Q133 If 15 years was the agreed-upon Total Force Service Commitment, would you have found it desirable during your career to be able to transition back and forth between RegAF and the Guard or Reserve if your needs and the needs of the Air Force allowed?

- Yes
- No
- Not sure

Q134 How would a non-flying assignment (i.e., staff position) have affected your decision to separate/retire?

- N/A
- Would not consider this
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay
Q135 **Additional duties** include duties other than those related to the performance of your flying duties (mission planning, flying, debriefing, instructing, or studying) or your duties as a rated officer serving on a staff.

How many hours per week do you spend performing additional duties?

- None, I do not perform any additional duties
- Less than 10
- 10 - 15
- 16 - 20
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- More than 40
Q136 To what degree does the time you spend on additional duties, such as office duties or additional taskers, impact your proficiency level and expertise on your MWS?

- No impact
- Slight negative impact
- Moderate negative impact
- Severe negative impact

Q137 How many hours per week do you spend performing educational coursework or studying (such as for higher education or PME)?

- None, I am not currently enrolled in any coursework
- Less than 10
- 10 - 15
- 16 - 20
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- More than 40

Skip To: Q139 If How many hours per week do you spend performing educational coursework or studying (such as for higher education or PME)? = None, I am not currently enrolled in any coursework
Q138 To what degree does the time you spend on educational coursework or studying (such as for higher education or PME) impact your proficiency level and expertise on your MWS?

- No impact
- Slight negative impact
- Moderate negative impact
- Severe negative impact

Display This Question:
If target_group = RAT

Q139 Would you have been willing to serve in a capacity in which your focus was primarily on flying and not career development (and potentially limit your promotion eligibility)?

- Yes
- No

Skip To: Q160 If Would you have been willing to serve in a capacity in which your focus was primarily on flying an... = No

Display This Question:
If target_group = RAT

Q140 Which of the following would be your preferred career path track?

- Current career development track
- 'Fly only' track in the active duty
- 'Fly only' track in the ARC (Traditional role-not full time or AGR)

Skip To: Q160 If Which of the following would be your preferred career path track? = Current career development track
Skip To: Q160 If Which of the following would be your preferred career path track? = 'Fly only' track in the ARC (Traditional role-not full time or AGR)
Q141 How many assignments outside your MWS (i.e. ALO, UPT, etc.) over a typical 20 year career would you find acceptable in a 'fly only' track?

- 1
- 2
- 3
- 4

Q142 Please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve. Is your AFSC 52R (Chaplain)?

- Yes
- No

Skip To: Q160 If please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve... * No
Display This Question:
If target_group = CHA

Q143 What faith group do you represent?
  o Church of Jesus Christ of Latter-Day Saints
  o Eastern Orthodox
  o Jewish
  o Muslim
  o Protestant
  o Roman Catholic
  o Other _____________________

Display This Question:
If target_group = CHA

Q144 Overall, how satisfied are you with...

<table>
<thead>
<tr>
<th>Question</th>
<th>Very dissatisfied</th>
<th>Dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>your quality of life as an Air Force chaplain?</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>serving in a pluralistic and interfaith environment?</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>the number of religious ceremonies you participate in?</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

Display This Question:
If target_group = CHA

Q145 Do you believe the Air Force lifestyle is conducive to serving as a clergyperson of your faith?
  o Yes
  o No
  o Don't know
Skip To: Q147 If Do you believe the Air Force lifestyle is conducive to serving as a clergyperson of your faith? = Yes
Skip To: Q147 If Do you believe the Air Force lifestyle is conducive to serving as a clergyperson of your faith? = Don't know

Display This Question:
If target_group = CHA

Q146 Please briefly discuss why you believe the Air Force lifestyle is not conducive to serving as a clergyperson of your faith.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Display This Question:
If target_group = CHA

Q147 Do you believe discrimination occurs that makes it more difficult for a chaplain of your denomination/faith group to be promoted compared to chaplains of other denominations/faith groups?

- Yes
- No
- Don't know

Skip To: Q149 If Do you believe discrimination occurs that makes it more difficult for a chaplain of your denominator... = No
Skip To: Q149 If Do you believe discrimination occurs that makes it more difficult for a chaplain of your denomination... = Don't know

Display This Question:
If target_group = CHA

Q148 Please briefly discuss why it is more difficult for a chaplain of your denomination/faith group to be promoted compared to chaplains of other denominations/faith groups.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q149 Overall, how satisfied are you with the balance between practicing your chaplain specialty duties and fulfilling your other Air Force-related duties?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

Q150 Please explain why you are dissatisfied with the balance between practicing your chaplain specialty duties and fulfilling your other Air Force-related duties.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Q151 How has your overall health/fitness been impacted by being an Air Force chaplain?

- It has improved
- It has not been impacted
- It has deteriorated
Q152 What aspect of being an Air Force chaplain did you enjoy most?

- Opportunities to travel/deploy
- Pay and benefits
- Working in a structured environment
- Working in a multi-cultural environment
- Working with and attending to the spiritual needs of military personnel
- Other

Q153 What other aspects did you enjoy most about being an Air Force Chaplain?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*
Q154 What aspect of being an Air Force chaplain did you enjoy least?

- Work schedule
- Work environment
- Deployments
- Paperwork/administration/bureaucracy
- Additional duties
- PME
- Fitness standards
- Pay
- Not able to find time to take leave
- Other

Q155 What other aspects did you least enjoy about being an Air Force chaplain?

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.
Q156 How did the following aspects of your job influence your decision to separate/retire?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>N/A</th>
<th>Did not consider</th>
<th>Strong influence to leave</th>
<th>Influence to leave</th>
<th>Neither an influence to stay nor leave</th>
<th>Influence to stay</th>
<th>Strong influence to stay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sharing sanctuary space</td>
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<td></td>
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<tr>
<td>Serving in a pluralistic and interfaith environment.</td>
<td></td>
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<tr>
<td>Opportunity to participate in religious ceremonies.</td>
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</tr>
<tr>
<td>Balance of chaplain specialty duties and other Air Force duties.</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Q157 Please indicate how the following individuals have influenced your decision to separate/retire.

<table>
<thead>
<tr>
<th>Individual</th>
<th>N/A</th>
<th>Encouraged me to remain in the Air Force</th>
<th>No influence either way</th>
<th>Encouraged me to separate/retire from the Air Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your wing chaplain</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your ecclesiastical superior</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Q158 Would you recommend being an Air Force chaplain to other clergypersons of your faith?

- Yes
- No
- Don't know
Q159 Please briefly discuss why you would not recommend being an Air Force chaplain to other clergypersons of your faith.

_Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others._

Q160 What is your perception regarding the availability of jobs in the civilian work force in your current military career field?

- Plentiful
- Available
- Few
- Unavailable
- No direct job counterpart
- Don't know

Q161 If you plan to work after you leave the Air Force, do you already have a job arranged?

- N/A, I do not plan to work immediately after separating/retiring
- Yes
- No

Skip To: Q163 If you plan to work after you leave the Air Force, do you already have a job arranged? = Yes
Q162 How would you rate your chances of being hired in the civilian work force based on your military experience and training...

<table>
<thead>
<tr>
<th>N/A</th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td></td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

in your present (military) career field?

in a career that is unrelated to your military skills?
Q163 Please indicate how you think the following benefits in the private sector compare with Air Force benefits.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Better in the Air Force</th>
<th>About the same</th>
<th>Better in the private sector</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-term pay and compensation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retirement plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health coverage benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hours worked per week</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hours allowed for physical training during work hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount of time expected to be away from your family</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vacation time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job security</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job stability (less geographic movement)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional advancement</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Display This Question:
If role = AD
Or role = FT

Q164 Have you been actively recruited by outside agencies for civilian employment?

- Yes
- No

Q165 Air Force leadership would like to hear any comments or ideas that would answer:

What would keep you from leaving the Air Force?

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

________________________________________________________________

Q166 Please provide any final comments you may have pertaining to what influenced you to separate/retire.

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________________________________________________________________
Q167 Do you plan to join the Air National Guard or Air Force Reserve?

- Yes, I plan to join the ANG
- Yes, I plan to join the AFR
- No
- Undecided
- N/A - I am not eligible to join the ANG/AFR
Q168 Please indicate how the following factors influenced your decision regarding the Air National Guard (ANG) or Air Force Reserve (AFR).

<table>
<thead>
<tr>
<th>Factor</th>
<th>N/A Not considering this</th>
<th>Strong influence to NOT join</th>
<th>Influence to NOT join</th>
<th>Neither an influence to join/not join</th>
<th>Influence to join</th>
<th>Strong influence to join</th>
</tr>
</thead>
<tbody>
<tr>
<td>Desire to continue serving</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Continue progression towards military retirement benefits</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Current deployment/operations schedule for ANG/AFR</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Location of ANG/AFR unit(s)</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Ability to be hired by an ANG/AFR unit</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Availability of a desired position at an ANG/AFR unit</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Family situation</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Medical insurance available via TRICARE Reserve</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>'Safety net' while transitioning to a civilian career</td>
<td>c</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
Q169 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

*Select all that apply.*

- ☐ Air Force
- ☐ Army
- ☐ Coast Guard
- ☐ Marine Corps
- ☐ Navy
- ☐ Would recommend joining the military, but not a specific service
- ☐ Would not recommend joining the military

Q170 Is your recommendation regarding joining the Air Force influenced by your involuntary separation/retirement?

- ☐ Yes
- ☐ No
Q171 What component(s) of the Air Force would you recommend?

Select all that apply:

- Air National Guard
- Air Force Reserve
- Regular Air Force

Q172 Would you have remained in the Air Force longer, if permitted?

- Yes
- No
- Don't know
Q173 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

Select all that apply.

☐ Air Force
☐ Army
☐ Coast Guard
☐ Marine Corps
☐ Navy
☐ ☀ Would recommend joining the military, but not a specific service
☐ ☀ Would not recommend joining the military

Display This Question:
If Based on your overall experience in the Air Force, if someone asked you about joining the militar... = Air Force
And You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).

Q174 What component(s) of the Air Force would you recommend?

Select all that apply.

☐ Air National Guard
☐ Air Force Reserve
☐ Regular Air Force

Display This Question:
If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).
Or You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.
Or You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.

Q175 If you would like to provide any final comments on your Air Force experiences, please do so below.
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Q176

If you wish to review/edit your responses, you may do so by selecting the Previous button (<<).

Select the Next button (>>) to submit your survey.

Display This Question:

If You have been asked to participate in this survey because our records indicate that you have an e... = I am not separating or retiring.

Q177

You indicated that you are not separating or retiring.

If this is incorrect, please select the Back button (<<) to correct your answer.

Otherwise, please select the Next button (>>) to proceed.