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**NATIONAL  
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BUREAU  
MANPOWER  
REPORT.**

**First Term Guardsmen Retention Study.**

11 **NOVEMBER 1976**

12 170p.

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REPORT DIGEST

### BACKGROUND AND PURPOSE

The National Guard Bureau is interested in learning why members of the National Guard who are nearing the termination of their enlistment chose not to continue their service. The purpose of this study is to provide information on the percent of extensions and the reasons for extending or not extending. Specifically the objectives are:

- Determine reasons for extending or leaving
- Determine important changes that would increase retention.
- Determine the effects of career counseling
- Determine the effect of a 3 year extension.

The National Guard will use this information to help them develop ways to increase the current rate of extensions of enlistment among first term National Guardsmen.

### RESEARCH PROCEDURE

A list of 1275 Army Guard members whose Expiration Term of Service (ETS) and expiration of military obligation was in November, 1976 was provided by the National Guard Bureau. From this list, 450 men were randomly selected and contacted by telephone. The sample was spread across forty-eight states. The rate of refusal was less than 1%.

The men were qualified as to being current or recent members of the National Guard and asked a series of questions about their intentions to extend and reasons for extending or not extending.

The interviews were conducted from CRI's central WATS telephone facility in Minneapolis in November, 1976. The exact timing of the project was as follows:

CRI received lists of names: 5 November, 1976  
Interviewing begun: 8 November, 1976  
Interviewing completed: 18 November, 1976  
Final report available: 30 December, 1976

MAJOR FINDINGS

1. The current pay system is looked upon as a major incentive for continuing to serve.

A majority of the men (57%) give pay as a major reason for extending. It would appear from this that the current pay system is adequate.

Almost half (45%) mention training as a reason for extending. Specifically, they like the jobs they are doing in the National Guard. Greater efforts to satisfying jobs for the men may have an effect on extension.

(Reference: Computer Table Printout #013)

2. There is no one factor which is driving men out of the National Guard. However, improved training would be an effective means of encouraging men to extend.

Flexibility and more meaningful work are the keys to improved training. Flexibility in choice of duty time, shorter hours, fewer weekends and overnights, flexibility in choice of location and MOS are some of the improvements which could be made.

Improved pay might also help to encourage some of the men to extend. This should take the form of more pay rather than cash bonuses.

IMPROVED TRAINING	41%
IMPROVED PAY	28%
MORE PAY	(18%)
CASH BONUS	(8%)
BOTH	(2%)

(Reference: Computer Table Printout #011)

3. There is a segment of Guardsmen who cannot be kept because of conflict, interruptions or interference with their civilian life-style.

52% of the men say there is nothing that could be done to keep them in the National Guard.

(Reference: Computer Table Printout #011)

4. Training is the major area for improvement.

41% of the men say the one change which would most improve the National Guard is training. Examples cited are:

More community involvement	12%
Better utilization of time	10%
Flexibility in choice of duty time/annual training/weekends	7%

18% say better discipline or leadership is needed.

Less rigid rules/dress codes/ haircuts	6%
Better relations between officers and enlisted men	6%
Better trained officers	4%

(Reference: Computer Table Printout #016)

5. While a good effort was made to counsel those men who ultimately decided not to extend, there is still an opportunity to improve this means of increasing extension.

77% of those who did not extend said they were asked to extend -- 86% of these in the past three months.

Overall, 75% of the men (both extenders and non extenders) were counseled. This leaves one fourth of the men who were not counseled at all.

(Reference: Computer Table Printout #007 and #008)

6. The extension rate is low.

Overall, 23% of the men have extended their enlistment and 3% plan to extend. A higher percentage (46%) of men in Grade Levels E6 - E9 have or plan to extend.

(Reference: Computer Table Printouts #005 and #006)

7. While a minimum extension of three years should not be "forced" on all men, it can be "sold" to many.

54% of those men who have or plan to extend for less than three years would not extend if the minimum extension were three years. However, the other 46% would accept a three year extension. It would appear that counseling could convince these men to extend for three years.

(Reference: Computer Table Printouts #014 and #015)

DETAILED FINDINGS

I. EVALUATIONS

Only one-fourth of 1st term guardsmen will extend their enlistment in the Army National Guard.

26% of the men say they have or plan to extend their enlistment. The percentage of men with grade levels E6 - E9 who plan to extend is much higher. 46% of these men have or plan to extend.

Continued service is lowest among grade levels E1 - E3. Only 3% have or plan to extend.

EXHIBIT A

EXTENSION OF SERVICE

	<u>TOTAL</u>	<u>NON TECHNICIAN</u>	<u>GRADES</u>		
			<u>E1- E3</u>	<u>E4- E5</u>	<u>E6- E9</u>
Has recently extended	23%	20%	3%	22%	46%
Plans to extended	3	3	-	4	-
Will not extended	69	72	82	68	51
Don't know/refused	5	5	15	6	3
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>(BASE)</b>	<b>(451)</b>	<b>(430)</b>	<b>(33)</b>	<b>(381)</b>	<b>(37)</b>

The majority of men extend for one year.

74% of the men extend for one year.

The West Coast seems to get longer extension with 50% extending for longer than one year compared to 16% in the North-east, 22% in the North Central and 24% in the South.

EXHIBIT B

LENGTH OF EXTENTION

	<u>TOTAL</u>	
1 YEAR	74%	
13 MONTHS - 2 YEARS	18	} 26%
25 MONTHS - 3 YEARS	5	
37 MONTHS - 4 YEARS	2	
49 MONTHS - 5 YEARS	-	
61 MONTHS - 6 YEARS	-	
OVER 6 YEARS	1	
	<hr/>	
TOTAL	100%	
(BASE)	(117)	

A good effort was made to counsel those men who ultimately decided not to extend. However, 23% were never counseled.

While three-fourths of the men were counseled to extend, there is still an opportunity for the National Guard to improve the effort of counseling. Overall, 25% of the men said they had never been counseled to extend.

EXHIBIT C  
BEEN COUNSELED OR ASKED TO EXTEND

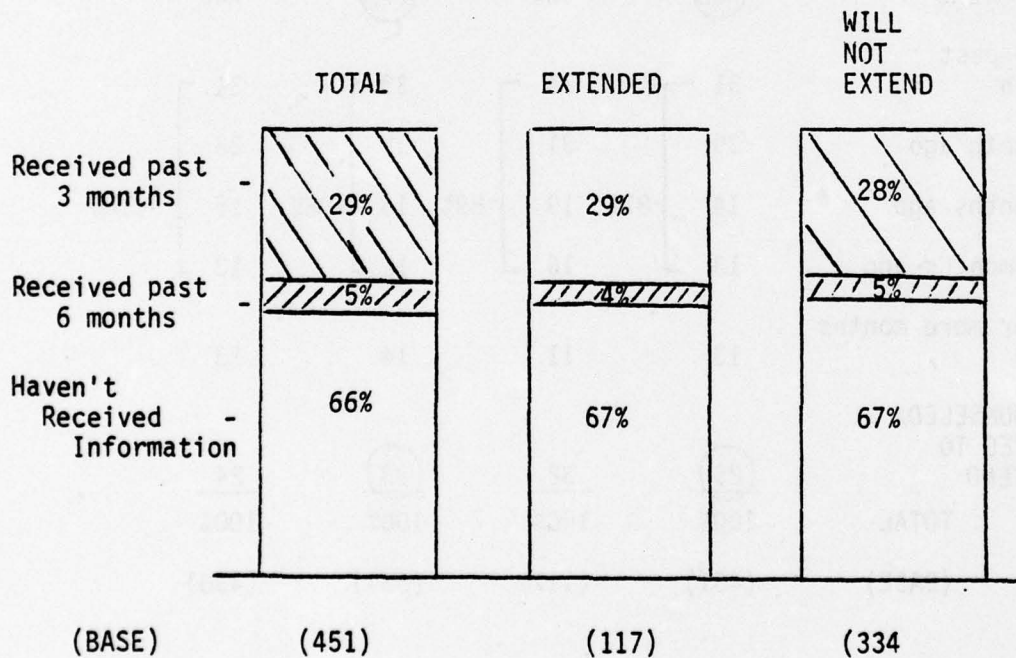
	<u>TOTAL</u>	<u>EXTENDED</u>	<u>WILL NOT EXTEND</u>	<u>NON TECH-NICIAN</u>	
COUNSELED/ASKED TO EXTEND	(75%)	68%	(77%)	76%	
Within past month	31	23	33	31	} 87%
One month ago	29	31	28	28	
Two months ago	14	19	13	15	
Three months ago	13	16	12	13	
Four or more months ago	13	11	14	13	
NOT COUNSELED/ASKED TO EXTEND	(25)	32	(23)	24	
TOTAL	100%	100%	100%	100%	
(BASE)	(451)	(117)	(334)	(430)	

The majority of men received no information in the mail concerning extension.

66% of the men said they never received information in the mail concerning extension of service. It appears an opportunity may also exist here to increase the effectiveness of counseling by mail by trying to reach more men.

EXHIBIT D

RECEIVED INFORMATION IN MAIL CONCERNING EXTENTION

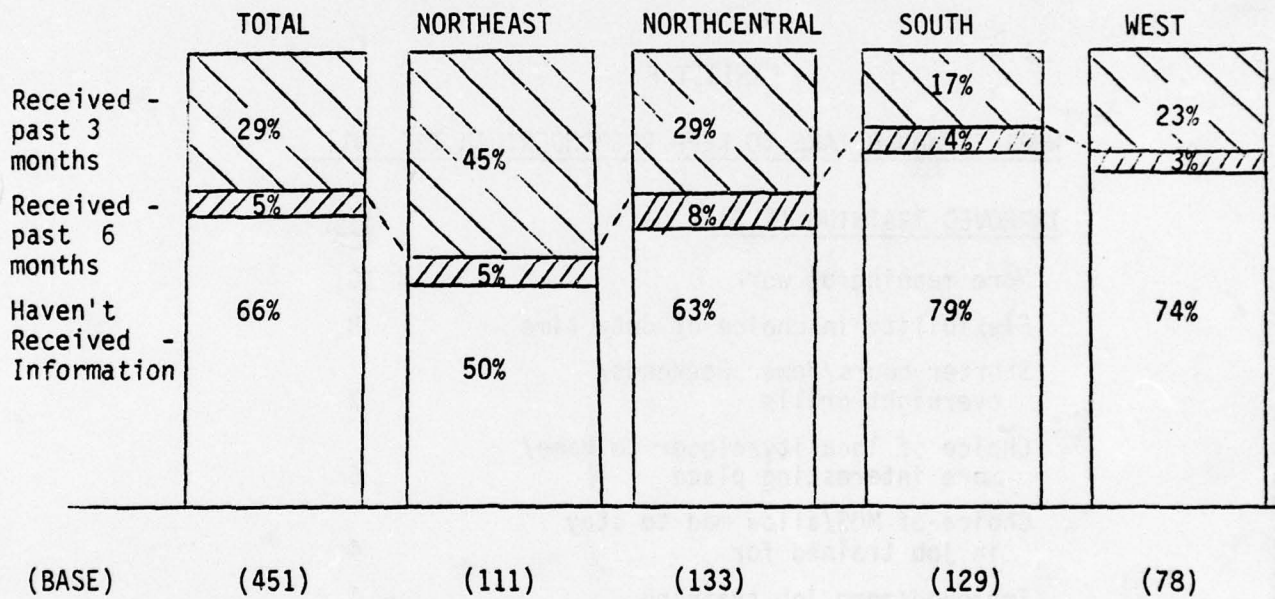


More men in the Northeast received information in the mail than in any other region.

50% of the men in the Northeast received information in the mail concerning extension. This compares to 37% in the Northcentral, 21% in the South and 26% in the West.

EXHIBIT E

RECEIVED INFORMATION IN MAIL CONCERNING EXTENTION



For half of the men, there is nothing that could be done that would keep them in the unit.

52% of the men say the Guard interferes with their job or family life and it takes too much of their time.

Among the 162 men who mention something which might encourage them to extend, training is the most important.

41% mention improved training such as more meaningful work, flexibility in choice of duty time, shorter hours, fewer weekends or overnights, and choice of locality.

More pay or reenlistment bonuses might convince 28% of the men to reenlist. More pay would be more effective than a cash bonus.

EXHIBIT F

WHAT IT WOULD TAKE TO KEEP RESPONDENT IN THE UNIT

<u>IMPROVED TRAINING (NET)</u>	<u>41%</u>
More meaningful work	10
Flexibility in choice of duty time	8
Shorter hours/fewer weekends/ overnight drills	7
Choice of locality/closer to home/ more interesting place	6
Choice of MOS/allow man to stay in job trained for	4
Improved/more job training	4
More community/civic involvement	4
<u>IMPROVED PAY (NET)</u>	<u>28%</u>
More pay only	<u>18</u>
Cash bonus only	8
Both	2
<u>PROMOTION (NET)</u>	<u>20%</u>
Increased opportunities for promotion/fairer, faster advancement	20

EXHIBIT F Continued

<u>IMPROVED BENEFITS (NET)</u>	<u>19%</u>
Better benefit program/earlier retirement/health insurance/education benefits	19
Better benefit program for dependents/health/dental care	1
<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>10%</u>
Less rigid rules and regulations	5
Higher quality officers/better treatment by leaders	5
<u>IMPROVED FACILITIES (NET)</u>	<u>1%</u>
OTHER MISCELLANEOUS	20%
DON'T KNOW	4%

MULTIPLE RESPONSE

(BASE = 162)

Overall, the major reason for extending is pay.

57% of the men mention the good pay or need of money as one of the reasons they extended. 45% mention training (good job, like specific job) and 38% say they like the new people they meet.

EXHIBIT G

REASONS FOR DECIDING TO EXTEND ENLISTMENT

	<u>TOTAL</u>
<u>PAY (NET)</u>	<u>(57%)</u>
Pay is good/need money/ extra money	57
<u>TRAINING (NET)</u>	<u>(45)</u>
Good job/fulltime job/ like it	17
Like specific job	10
Federal govt. requirement to keep my fulltime job	4
Like summer camp	3
Like to be outdoors	3
What learn here will help in civilian life	3
Like being involved in emergencies	3
Worthwhile organization for our defense system	2
Enjoy interesting experience	2
Service to my community	2
<u>LEADERSHIP (NET)</u>	<u>18</u>
Chance to improve myself/be better leader/learn new jobs/sense of responsibility/feeling of accomplishment	<u>(18)</u>
<u>BENEFITS (NET)</u>	<u>12</u>
Retirement benefits	9
Better benefit program/health/ accident insurance	3

EXHIBIT G CONT'D.

	<u>TOTAL</u>
<u>MISCELLANEOUS</u>	
Enjoyed/like/meet new people	38
Like to get away from home/get away from routine of civilian job	3
Help my country	2
Other miscellaneous	14
<u>MULTIPLE RESPONSE</u>	
(BASE)	(117)

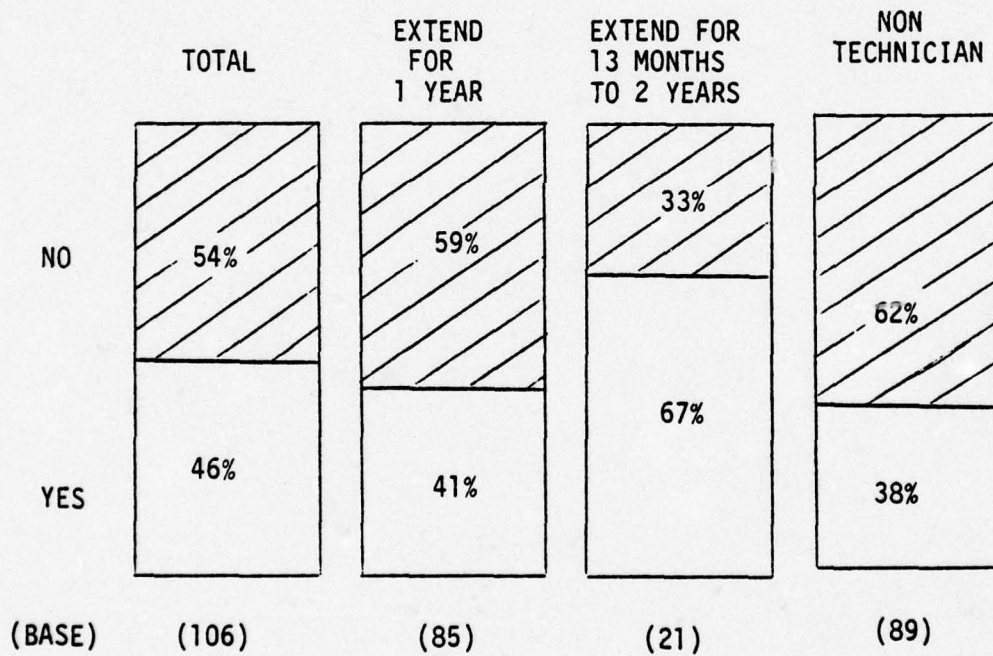


Approximately half of the respondents say they would not extend if the minimum extension were three years.

54% say they would not extend if the minimum extension were three years. This drops to 33% for those who had or were going to extend for thirteen months to two years.

EXHIBIT H

WOULD RESPONDENT EXTEND IF MINIMUM EXTENSION WAS 3 YEARS



The major reason respondents wouldn't extend if the minimum were three years is because they wouldn't want to commit themselves for such a long time.

65% of the men mention not wanting to commit themselves for such a long time as a reason for not extending for a three year minimum. 18% mentioned conflicts with their civilian job.

EXHIBIT I

REASONS WOULDN'T EXTEND IF MINIMUM EXTENSION WERE 3 YEARS

<u>TRAINING (NET)</u>	<u>90%</u>
Wouldn't want to commit myself for that length of time	65
Conflicts with civilian job	18
Interferes with private life	4
Would like Sundays off	4
Used to help community, now do nothing	2
Did it to complete my class/ work another job	2
<u>RECRUITMENT/RETENTION (NET)</u>	<u>5</u>
<u>PROMOTION (NET)</u>	<u>4</u>
<u>LEADERSHIP (NET)</u>	<u>4</u>
<u>IMPROVED BENEFITS (NET)</u>	<u>2</u>

MULTIPLE RESPONSE  
(BASE = 57)

The two major areas for improvement are improved training and better leadership.

41% mention improved training as the most important change. Frequently mentioned changes under training were more community/civic projects (12%), better utilization of time (10%), and flexibility in choice of duty time and training times (7%).

18% mention changes related to discipline and leadership. Frequently mentioned were less rigid rules and haircut/dress codes (6%), and better communications between enlisted men and officers (6%).

8% would like to see better benefits, earlier retirement, better health insurance, or better education benefits.

There were no significant differences between those who had or were going to extend and those who would not.

EXHIBIT J

ONE CHANGE TO IMPROVE NATIONAL GUARD

<u>IMPROVED TRAINING (NET)</u>	(41%)
More community involvement/ participation in civic projects	(12)
Better utilization of time/ less waiting at drills	(10)
Flexibility in choice of duty time/summer camp training/ weekends	(7)
Better organization/coordination among units	4
Give men choice of MOS/allow them to stay in jobs trained for	3
Offer improved/more job training	3
Shorter hours/fewer weekends/ overnight drills	2
Better/more useful training programs	2
More emphasis on combat/overseas training	1
Choice of locality/close to home/ more interesting place	1

EXHIBIT J Continued

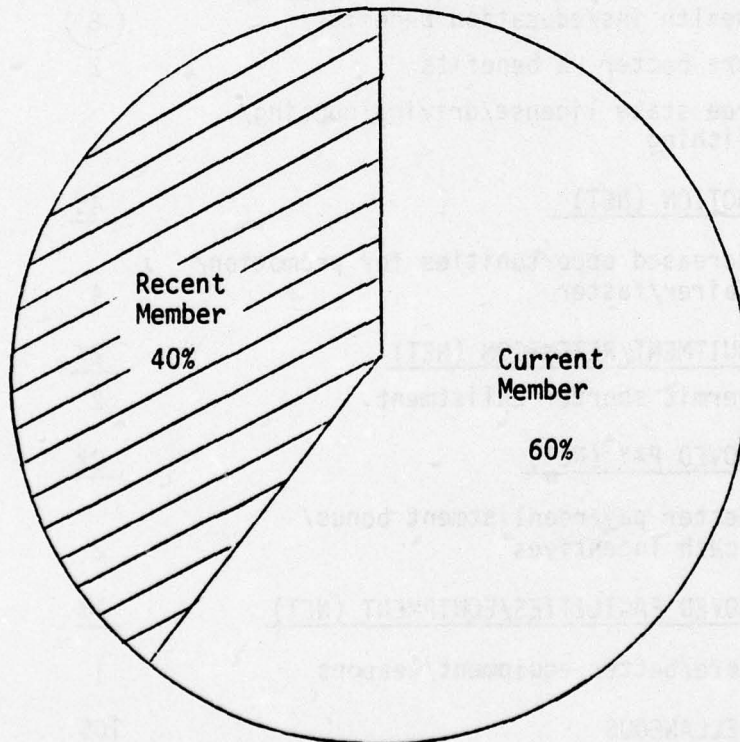
<u>DISCIPLINE/LEADERSHIP (NET)</u>	<u>18%</u>
Less rigid rules/regulations/ haircuts/dress code	6
Improve communications/better relations between enlisted men and officers	6
Better trained officers/leaders	4
More discipline/strictly military/ enforce haircuts/dress codes	1
Better/fairer/equal treatment of men	1
<u>IMPROVED BENEFITS (NET)</u>	<u>10%</u>
Better benefits/earlier retirement/ health ins/education benefits	8
More better PX benefits	2
Free state license/driving/hunting/ fishing	1
<u>PROMOTION (NET)</u>	<u>4%</u>
Increased opportunities for promotion/ fairer/faster	4
<u>RECRUITMENT/RETENTION (NET)</u>	<u>2%</u>
Permit shorter enlistment	2
<u>IMPROVED PAY (NET)</u>	<u>2%</u>
Better pay/reenlistment bonus/ cash incentives	2
<u>IMPROVED FACILITIES/EQUIPMENT (NET)</u>	<u>1%</u>
More/better equipment/weapons	1
MISCELLANEOUS	16%
NONE	10%
DON'T KNOW	7%

MULTIPLE RESPONSE  
(BASE = 451)

II. DEMOGRAPHICS

EXHIBIT K

MEMBERSHIP STATUS



(Base = 451)

EXHIBIT L

EXPIRATION TERM OF SERVICE (ETS)

NOVEMBER, 1976                      99%

OTHER    1

DECEMBER, 1976

FEBRUARY, 1977

NOVEMBER, 1977

NO ANSWER

TOTAL    100%

(BASE - 451)

EXHIBIT M

RANK

	<u>Rank</u>	<u>Pay Grade</u>
Staff sergeant (E6)	7% ]	8%
Specialist 6 (E6)	1 ]	
Sergeant (E5)	19 ]	41
Specialist 5 (E5)	22 ]	
Specialist 4 (E4)	44	44
Private First Class (E3)	5	5
Private (E2)	2	2
	<hr/>	<hr/>
TOTAL	100%	100%

(BASE = 451)

EXHIBIT N

REGIONS \*

Northeast	25%
South	29
North Central	29
West	17
	<hr/>
TOTAL	100%

(BASE = 451)

\* States were grouped by standard census regions.

EXHIBIT 0

TECHNICIAN INDICATOR

Technician	5%
Not a technician	<u>95</u>
TOTAL	100%

(BASE = 451)

Those who plan not to extend are slightly more educated than those who plan to extend.

16% of those who don't plan to extend have a college degree compared to 6% of those who have or plan to extend.

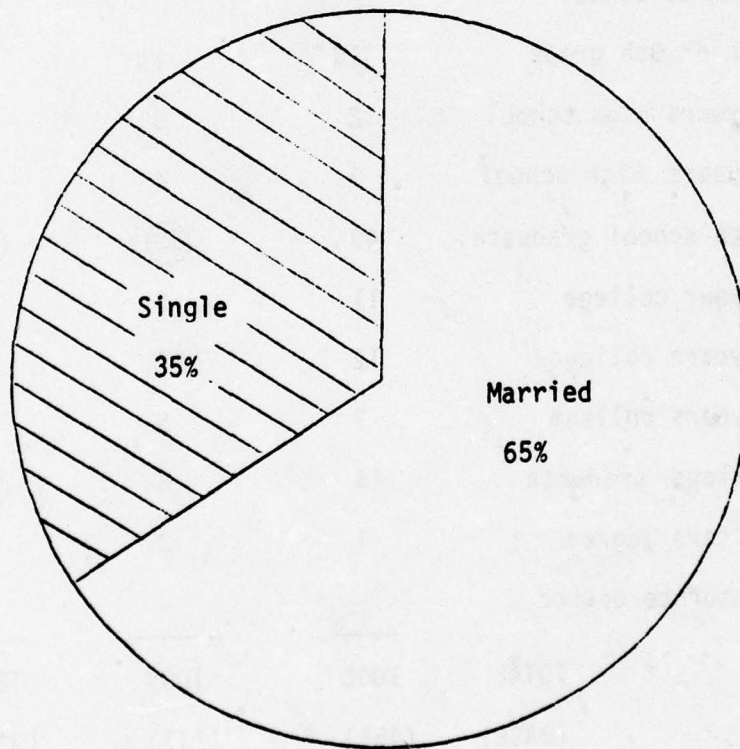
EXHIBIT P

EDUCATION

	<u>TOTAL</u>	<u>WILL/HAVE EXTENDED</u>	<u>WON'T EXTEND</u>
Grammar school	-		
8th or 9th grade	1%	1%	1%
2 years high school	2	3	2
3 years high school	3	4	2
High school graduate	49	(59)	(46)
1 year college	11	8	12
2 years college	12	12	12
3 years college	7	5	8
College graduate	14	6	(16)
Masters degree	1	2	1
Doctorate degree	-	-	-
	<hr/>	<hr/>	<hr/>
TOTAL	100%	100%	100%
(BASE)	(451)	(117)	(334)

EXHIBIT Q

MARITAL STATUS

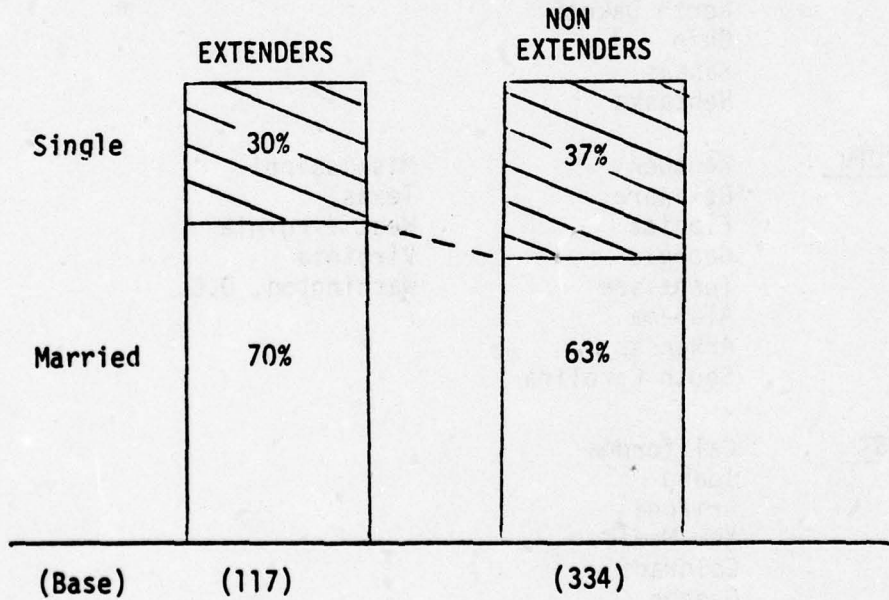


(Base = 451)

There is a slightly higher percentage of married men among those who have or plan to extend.

EXHIBIT R

MARITAL STATUS EXTENDERS VS. NONEXTENDERS



A. CENSUS REGIONS

I. NORTHEAST Connecticut  
Massachusetts  
New Hampshire  
New Jersey  
New York  
Maine  
Rhode Island  
Vermont

II. NORTH CENTRAL  
Illinois  
Indiana  
Michigan  
Minnesota  
South Dakota  
Iowa  
Missouri  
North Dakota  
Ohio  
Kansas  
Nebraska

III. SOUTH Kentucky Mississippi  
Delaware Texas  
Florida West Virginia  
Georgia Virginia  
Tennessee Washington, D.C.  
Alabama  
Arkansas  
South Carolina

IV. WEST California  
Idaho  
Arizona  
New Mexico  
Colorado  
Oregon  
Montana  
Washington  
Nevada

APPENDIX

116-10

**NATIONAL GUARD RETENTION SURVEY  
TELEPHONE STUDY**

**PREPARED FOR  
W.B. DONER & COMPANY ADVERTISING  
DECEMBER 1976**

## I. General Tables

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## II. Demographics

Table 017	Rank
Table 018	State
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Table 020	Education
Table 021	Marital Statue

## III. Appendix Questionnaire

TABLE 001  
CURRENTLY IN NATIONAL GUARD

	*-- WILL/HAVE EXTENDED --*		WILL NOT /HAVE	*-- G R A D E - - *--											
	1 YR OR 12 MOS	13 OR 24 MOS		EX- TEND- DED	NON- TECH		E1- E3		F4- E5		E6- E9		NORTH CENT		SOUTH WEST
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
YES	271	115	83	21	9	156	20	251	12	232	27	69	79	80	43
NO	180	2	2	-	-	178	1	179	21	149	10	42	54	49	35
	39.9	1.7	2.4	-	-	53.3	4.8	41.6	63.6	39.1	27.0	37.8	40.6	38.0	44.9

TABLE 002  
RECENTLY A MEMBER OF NATIONAL GUARD  
(BASE : NOT A CURRENT MEMBER)

	1 YR OR 12 MOS		WILL HAVE EXTENDED 13 MOS TO OVER 24 MOS		WILL NOT EXTEND		GRADE									
	TOTAL	SAMP	TOTAL	SAMP	TOTAL	SAMP	E1- E3	E4- E5	E6- E9	NORTH CENT	NORTH EAST	SOUTH CENT	SOUTH WEST	WEST		
TOTAL	180	100.0	2	100.0	178	100.0	1	179	10	42	54	49	55			
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
YES	180	100.0	2	100.0	178	100.0	1	179	10	42	54	49	55			
NO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

TABLE 003  
ETS, EXPIRATION OF TERM OF SERVICE, IN NOVEMBER 1976

TOTAL SAMP	1 YR OR 12 MOS		WILL HAVE EXTENDED 13 MOS		OR TO 24 MOS		WILL NOT HAVE EX- TEND-		*-- G R A D E - *--							
	MUS	MOS	YRS	DED	TECH	NON- TECH	E1- E3	E4- F5	E6- E9	NORTH CENT	SOUTH WEST	R E G I O N		---		
451	117	85	21	9	334	21	430	33	381	37	111	133	129	78		
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
445	115	83	21	9	330	21	424	33	375	37	111	130	126	76		
98.7	98.3	97.6	100.0	100.0	98.8	100.0	98.6	100.0	98.4	100.0	100.0	97.7	97.7	100.0		
NO	6	2	2	-	4	-	6	-	6	-	-	3	3	-		
	1.3	1.7	2.4	-	1.2	-	1.4	-	1.6	-	-	2.3	2.3	-		

TABLE 004  
 DATE OF ETS  
 (BASE : ETS IS NOT IN NOVEMBER 1976)

	** WILL/HAVE EXTENDED **				WILL NOT /HAVE NOT		----- K E G I O N ----- *							
	1 YR	2 YR	3 YR	4 YR	EX- TEND- YRS	EX- TEND- YRS	TECH	TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	NORTH EAST	SOUTH WEST
TOTAL	6	2	2	2	100.0	4	100.0	6	100.0	6	100.0	3	3	3
SAMP TOTAL	100.0	100.0	100.0	100.0								100.0	100.0	100.0
NO ANSWER	2	-	-	-	2	50.0	2	33.3	-	2	33.3	-	1	1
	33.3											33.3	33.3	33.3
1976:														
DECEMBER	1	-	-	-	1	25.0	1	16.7	-	1	16.7	-	1	-
	16.7											33.3		
1977:														
JANUARY	3	2	2	2	1	25.0	3	50.0	-	3	50.0	-	1	2
	50.0	100.0	100.0	100.0								33.3	66.7	
FEBRUARY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MARCH	1	-	-	-	1	25.0	1	16.7	-	1	16.7	-	-	1
	16.7													33.3
APRIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JUNE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JULY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AUGUST	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SEPTEMBER	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 000 (CONTINUED)  
 DATE OF ETS  
 (BASE : ETS IS NOT IN NOVEMBER 1976)

	WILL/HAVE EXTENDED --		WILL NOT /HAVE NOT EX-TEND-		G R A D E ~ ~ ~ ~ ~ R E G I O N ~ ~ ~ *								
	1 YR OR 12 MOS	2 OR 24 MOS	13 TO 24 MOS	OVER 24 MOS	TECH	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH	CENT	SOUTH	WEST
OCTOBER	-	-	-	-	-	-	-	-	-	-	-	-	-
NOVEMBER	2	2	-	-	-	2	-	-	-	-	1	-	-
	33.3	100.0	100.0			33.3					33.3		33.3
DECEMBER	-	-	-	-	-	-	-	-	-	-	-	-	-
1978	-	-	-	-	-	-	-	-	-	-	-	-	-
PAST 1978	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 005  
RECENTLY RE-ENLISTED OR EXTENDED ENLISTMENT IN NATIONAL GUARD

	WILL / HAVE		EXTENDED		OR		OVER		TEND-		TECH		TECH		NORTH		CENT		SOUTH		WEST									
	1 YR	OR	12 MOS	24 MOS	13	10	12	24	YRS	DED	TECH	TECH	E3	E5	E9	E6	E9	E5	E3	E3	E5	E3								
TOTAL	451	117	85	21	5	334	21	430	33	381	37	111	133	129	78	100.0	100.0	100.0	100.0	100.0	100.0	100.0								
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0								
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-								
YES	103	103	77	18	7	-	19	84	1	85	17	26	24	36	17	22.8	88.0	90.6	85.7	77.8	90.5	19.5	3.0	22.3	45.9	23.4	18.0	27.9	21.8	
NO	348	14	8	3	2	334	2	345	32	296	20	85	109	93	61	77.2	12.0	9.4	14.3	22.2	100.0	9.5	80.5	97.0	77.7	54.1	76.6	82.0	72.1	79.2

TABLE 006  
 PLAN TO EXTEND ENLISTMENT BEFORE OR AT TIME OF ETS  
 (BASE : HAVE NOT RECENTLY RE-ENLISTED)

	WILL HAVE EXTENDED --			WILL NOT HAVE	REG I U N --- *					
	1 YR	2 YR	3 YR		NON-TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST
TOTAL	14	14	14	348	32	296	20	85	109	93
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-
YES	14	14	3	1	13	14	-	5	3	5
	4.0	100.0	100.0	100.0	3.8	4.7	-	5.9	2.8	5.4
NO	311	-	-	311	1	265	19	74	99	79
	89.4	-	-	93.1	50.0	84.4	89.5	87.1	90.8	84.9
DUNT KNOWN/REFUSED	23	-	-	23	-	17	1	5	7	9
	6.6	-	-	6.9	-	5.7	5.0	7.1	6.4	9.7



TABLE 004  
 WHEN COUNSELLED JR ASKED TO EXTEND ENLISTMENT  
 (BASE HAVE BEEN COUNSELLED TO EXTEND ENLISTMENT)

	WILL HAVE EXTENDED --*				WILL NOT HAVE EXTENDED	GRADE - ***** R E G I D N ---- *									
	1 YR OR MORE	12 TO 24 MOS	24 TO 36 MOS	36 TO 48 MOS		NON-TECH	E1-E3	E4-E5	E6-E9	NORTH CENT	SOUTH WEST				
TOTAL	338	80	57	13	258	12	326	23	287	28	88	101	90	59	
SAMP TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WITHIN PAST MONTH	104	18	14	2	1	86	3	101	7	87	10	26	34	18	
	30.6	22.5	24.6	15.4	12.5	33.3	25.0	31.0	30.4	30.3	35.7	29.5	33.7	28.9	
ONE MONTH AGO	96	24	20	3	1	72	4	92	6	84	6	20	31	18	
	26.4	30.0	35.1	23.1	12.5	27.9	33.3	28.2	26.1	29.3	21.4	22.7	30.7	30.5	
TWO MONTHS AGO	48	15	10	3	2	33	1	47	3	42	3	10	15	10	
	14.2	18.8	17.5	23.1	25.0	12.8	8.3	14.4	13.0	14.6	10.7	11.4	14.9	16.4	
THREE MONTHS AGO	45	13	8	2	2	32	2	43	4	39	2	12	13	7	
	13.3	16.2	14.0	15.4	25.0	12.4	16.7	13.2	17.4	13.6	7.1	13.6	12.9	14.4	
FOUR OR MORE MONTHS AGO	45	10	5	3	2	35	2	43	3	35	7	20	8	6	
	13.3	12.5	9.8	23.1	25.0	13.6	16.7	13.2	13.0	12.2	25.0	22.7	7.9	12.2	

TABLE 009  
RECEIVED ANY INFORMATION IN MAIL CONCERNING RE-ENLISTMENT IN PAST 3 MONTHS

	WILL/HAVE EXTENDED --		WILL NOT /HAVE		GRADE - ----- R E G I O N ---- *											
	1 YR	13 MUS	13	NOT /HAVE	OVER		EX-		TECH		E4- E5		E6- E9		NORTH WEST	
TOTAL	12	24	24	TEND-	YRS	YRS	DED	TECH	TECH	NON-	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST	
451	117	85	21	9	334	21	430	33	381	37	111	133	129	78		
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
YES	129	34	28	4	1	95	5	124	6	114	9	50	39	22	18	
	28.6	29.1	32.9	19.0	11.1	28.4	23.8	28.8	18.2	29.9	24.3	45.0	29.3	17.1	23.1	
NO	314	81	56	16	8	233	15	299	26	261	27	60	94	105	55	
	69.6	69.2	65.9	76.2	88.9	69.8	71.4	69.5	78.8	66.5	73.0	54.1	70.7	81.4	70.5	
DUNT KNOWN/REFUSED	8	2	1	1	-	6	1	7	1	6	1	1	-	2	5	
	1.8	1.7	1.2	4.8	-	1.8	4.8	1.6	3.0	1.6	2.7	0.9	-	1.6	6.4	

TABLE 010  
 RECEIVED ANY INFORMATION IN MAIL CONCERNING RE-ENLISTMENT IN PAST 6 MONTHS  
 (BASE : ANSWER NO ON TABLE 9)

	** WILL/HAVE EXTENDED **				WILL NOT		*** GRADE - ***** R E G I O N ***									
	1 YR	2 YR	3 YR	6 MOS	13	NOT /HAVE	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH	EAST	SOUTH	WEST		
TOTAL	61	56	16	8	233	15	299	26	261	27	60	94	105	55		
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
NU ANSWER	5	3	2	1	2	0.9	5	4	1	1	1	3	1	1.8		
	1.6	3.7	3.6	6.3	-	0.9	1.7	1.5	3.7	-	1.1	2.9	1.8			
YES	23	5	5	-	18	7.7	21	18	4	6	10	5	2			
	7.3	6.2	8.9	-	7.7	13.3	7.0	6.9	14.8	10.0	10.6	4.8	3.6			
NO	286	73	49	15	6	213	273	239	22	54	83	97	52			
	91.1	90.1	87.5	93.8	100.0	91.4	91.3	96.2	91.6	81.5	90.0	88.3	92.4	94.5		

TABLE 011  
WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT  
(BASE : HAVE NOT RE-ENLISTED AND DOESNT PLAN TO)

	** WILL/HAVE EXTENDED **				WILL NOT /HAVE NOT				----- R E G I O N -----				
	1 YR OR 12 MOS	13 TO 24 MOS	OVER 24 YRS	TEND-	EX-	DED	TECH	NON-	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST
TOTAL	334	334	334	334	334	334	334	334	32	282	20	80	106
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NU ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED PAY (NET)	45	45	45	45	45	45	45	45	6	37	2	11	19
	13.5	13.5	13.5	13.5	13.5	13.5	13.5	13.5	18.8	13.1	10.0	13.7	17.9
MORE PAY/REENLIST- MENT BONUS/OTHER CASH INCENTIVES	45	45	45	45	45	45	45	45	6	37	2	11	19
	13.5	13.5	13.5	13.5	13.5	13.5	13.5	13.5	18.8	13.1	10.0	13.7	17.9
IMPROVED BENEFITS (NET)	31	31	31	31	31	31	31	31	3	25	3	9	6
	9.3	9.3	9.3	9.3	9.3	9.3	9.3	9.3	9.4	8.9	15.0	11.2	5.7
BETTER BENEFIT PROGRAM/EARLIER RETIREMENT/HEALTH INS/EDUCATION BENEFITS	30	30	30	30	30	30	30	30	3	24	3	9	6
	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.4	8.5	15.0	11.2	5.7
BETTER BENEFIT PROGRAM FOR DEPEN- DENTS/HEALTH CARE/ DENTAL CARE	2	2	2	2	2	2	2	2	-	0.7	-	-	-
	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	-	0.7	-	-	-
IMPROVED FACILITIES/ EQUIPMENT (NET)	2	2	2	2	2	2	2	2	-	0.7	-	-	-
	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	-	0.7	-	-	-
BETTER LIVING FACILITIES/MESS HALL/BETTER OR MORE FOOD	1	1	1	1	1	1	1	1	-	0.4	-	-	-
	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	-	0.4	-	-	-

TABLE 011 (CONTINUED)  
 WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT  
 (BASE :HAVE NOT RE-ENLISTED AND DOESNT PLAN TO)

	** WILL/HAVE EXTENDED **				WILL NOT		***** R E G I O N ****										
	1 YR OR 12 MOS	13 MOS	18 MOS	24 MOS	OVER 18 MOS	EX- TEND- DED	TOTAL SAMP	TECH	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH	EAST	CENT	SOUTH	WEST
MORE OR BETTER EQUIPMENT/MORE MU- DERN AIRCRAFT/WEA- PONS,ETC.	1	-	-	-	-	1	0.3	-	1	-	0.4	-	-	-	-	-	1.7
IMPROVED TRAINING (NET)	67	-	-	-	-	67	20.1	-	67	6	55	6	11	26	19	11	11
MORE MEANINGFUL WORK/LESS USELESS DETAILS/LESS WASTE OF TIME AND MONEY	17	-	-	-	-	17	5.1	-	17	2	12	3	4	3	5	5	8.3
CHOICE OF LOCALITY /CLOSER TO HOME/ MORE INTERESTING PLACE	10	-	-	-	-	10	3.0	-	10	-	8	2	1	6	2	1	1.7
BETTER TRAINING/ MORE TRAINING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHORTER HOURS/ FEWER WEEKENDS/ OVERNIGHT DRILLS	11	-	-	-	-	11	3.3	-	11	1	10	-	1	4	6	-	-
CHOICE OF MUS/ ALLOW A MAN TO STAY IN JUR HE TRAINED FOR	7	-	-	-	-	7	2.1	-	7	1	6	-	1	3	2	1	1.7
OFFER IMPROVED OR MORE JOB TRAINING	7	-	-	-	-	7	2.1	-	7	2	5	-	2	2	-	3	5.0

TABLE 011 (CONTINUED)  
 WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNJI  
 (BASE : HAVE NOT RE-ENLISTED AND DOESNT PLAN TO)

	WILL/HAVE EXTENDED		WILL NOT /HAVE	GRADE															
	1 YR OR 12 MOS	13 TO 24 MOS		OR EX-TEND-DEFD	NON-TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	NORTH EAST	SOUTH WEST	WEST							
HOME COMMUNITY INVOLVEMENT/PARTICIPATION IN CIVIC FUNCTIONS OR PROJECTS	7	-	2.1	7	2.1	1	3.1	5	1.6	1	5.0	1	1.2	1	0.9	2	2.3	3	5.0
FLEXIBILITY IN CHOICE OF DUTY TIME/SUMMER CAMP TRAINING, REFRENDS, ETC.	13	-	3.9	13	3.9	-	13	4.6	-	13	-	1	1.2	8	7.5	3	3.4	1	1.7
PROMOTION (NET)	32	-	9.6	32	9.6	-	32	15.6	5	26	1	5	9	16	2	3.3	3.3	3.3	3.3
INCREASED OPPORTUNITIES FOR PROMOTION/ADVANCEMENT FAIRER, FASTER	32	-	9.6	32	9.6	-	32	15.6	5	26	1	5	9	16	2	3.3	3.3	3.3	3.3
DISCIPLINE/LEADERSHIP (NET)	17	-	5.1	17	5.1	-	17	9.4	3	14	-	1	1.2	7	4	5	4.5	8.3	8.3
LESS RIGID RULES AND REGULATIONS	8	-	2.4	8	2.4	-	8	3.1	1	7	-	-	-	3	2	3	2.3	5.0	5.0
HIGHER QUALITY OFFICERS/BETTER TREATMENT BY THOSE IN POSITIONS OF LEADERSHIP	8	-	2.4	8	2.4	-	8	3.1	1	7	-	-	-	3	2	3	2.3	5.0	5.0
BE MORE STRICTLY MILITARY/MORE DISCIPLINE (ENFORCE MARCH REGULATIONS, DRESS CODE, ETC)	1	-	0.3	1	0.3	-	1	3.1	1	1	-	-	-	-	-	-	-	1	1.7
ALL OTHER COMMENTS	33	-	9.9	33	9.9	-	33	3.1	1	27	5	15	5	7	6	6	6.0	10.0	10.0

TABLE 011 (CONTINUED)  
 WHAT WOULD IT TAKE TO KEEP RESPONDENT IN UNIT  
 (BASE HAVE NOT RE-ENLISTED AND DOESNT PLAN TO)

TOTAL SAMP	WILL/HAVE EXTENDED --		WILL NOT /HAVE	R E G I O N															
	1 YR OR 12 MOS	13 TO 24 MOS		NOT EX- TEND- DED	NON-TECH		E3 E5		E4- E5		E6- E9		NORTH		CENT		SOUTH		WEST
172	-	-	172	1	171	16	148	8	46	55	40	31							
51.5	-	-	51.5	100.0	51.4	50.0	52.5	40.0	57.5	51.9	45.5	51.7							
5	-	-	5	-	5	1	4	-	1.2	1.9	2	-							
1.5	-	-	1.5	-	1.5	3.1	1.4	-	1.2	1.9	2.3	-							

NOTHING. IT INTER-  
 FERES WITH MY JOB  
 OR FAMILY LIFE/JE-  
 MANDS TOO MUCH OF  
 MY TIME

DONT <N>JW

TABLE 012  
 LENGTH OF TIME RE-ENLISTED/PLAN TO RE-ENLIST  
 (BASE : HAVE RE-ENLISTED OR PLANS TO)

	** WILL/HAVE EXTENDED **				WILL NOT /HAVE NOT	***** R E G I O N *****								
	1 YR OR 12 MOS	13 OR 24 MOS	OVER 24 MOS	OVER 24 YRS		TECH	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH	SOUTH	WEST	
TOTAL	117	117	85	21	5	20	97	1	99	17	31	27	41	18
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	2	2	-	-	-	-	2	-	2	-	1	-	1	-
	1.7	1.7	-	-	-	-	2.1	-	2.0	-	3.2	-	2.4	-
1 YEAR	85	85	65	-	-	12	73	-	70	15	25	21	30	9
100.0	72.6	100.0	100.0	-	-	60.0	75.3	-	70.7	88.2	80.6	77.6	73.2	50.0
13 MOS - 2 YRS	21	21	-	21	-	5	16	-	21	-	4	5	6	6
100.0	17.9	100.0	-	100.0	-	25.0	16.5	-	21.2	-	12.9	18.5	14.6	33.3
25 MOS - 3 YRS	6	6	-	6	-	1	5	1	3	2	-	1	3	2
100.0	5.1	5.1	-	66.7	-	5.0	5.2	100.0	3.0	11.8	-	3.7	7.3	11.1
37 MOS - 4 YRS	2	2	-	2	-	1	1	-	2	-	1	-	1	-
100.0	1.7	1.7	-	22.2	-	5.0	1.0	-	2.0	-	3.2	-	2.4	-
61 MOS - 6 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49 MOS - 5 YRS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OVER 6 YEARS	1	1	-	1	-	1	-	-	1	-	-	-	-	1
100.0	0.9	0.9	-	11.1	-	5.0	-	-	1.0	-	-	-	-	5.6

TABLE 013  
REASONS FOR DECIDING TO EXTEND ENLISTMENT  
(CASE : HAVE RE-ENLISTED OR PLANS TO)

	WILL/HAVE EXTENDED		WILL NOT /HAVE NOT EX-TEND-DED	*** G R A D E - **					R E G I O N ***					
	1 YR OR 12 MOS	13 TO 24 MOS		OVER 24 YRS	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH	WEST				
TOTAL	117	117	9	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAY (NET)	67	67	4	57.3	58.8	57.1	44.4	61	54	13	17	17	20	13
PAY IS GOOD/NEED THE MONEY/ EXTRA MONEY/CASH BONUS FOR REENLISTMENT	67	67	4	57.3	58.8	57.1	44.4	62.9	54.5	76.5	54.8	63.0	48.8	72.2
BENEFITS (NET)	14	14	3	12.0	12.9	14.3	-	13	13	1	5	3	4	2
WORKING FOR RETIREMENT/20 YEARS/RETIREMENT BENEFITS	11	11	2	9.4	10.6	9.5	-	10	10	1	4	2	4	1
BETTER BENEFIT PROGRAM/ HEALTH/ACCIDENT INSURANCE	4	4	2	3.4	2.4	9.5	-	4	4	-	1	1	1	1
TRAINING (NET)	53	53	7	45.3	44.7	33.3	77.8	37	41	11	13	10	22	8
GOOD JOB/FULL TIME JOB/LIKE IT (UNSPEC)	20	20	5	17.1	11.8	23.8	44.4	10	16	23.5	16.1	11.1	17.1	27.8
LIKE TO BE OUTDOORS	3	3	2	2.6	2.4	-	11.1	3	3	-	2	-	1	-
WHAT I LEARN HERE WILL HELP ME IN CIVILIAN LIFE	3	3	1	2.6	2.4	4.8	-	3	2	1	1	1	1	-
LIKE SUMMER CAMP	4	4	1	3.4	2.4	4.8	11.1	3	3	1	1	1	3	-

TABLE 013 (CONTINUED)  
 REASONS FOR DECIDING TO EXTEND ENLISTMENT  
 (BASE : HAVE RE-ENLISTED OR PLANS TO)

	WILL/HAVE EXTENDED **				TECH	NON-TECH	GRADE - ***** REGION ***						
	1 YR OR 12 MOS	2 YRS	3 YRS	4 YRS			E1-E3	E4-E5	E6-E9	NORTH CENT	SOUTH WEST		
WORTHWHILE ORGANIZATION FOR OUR DEFENSE SYSTEM	2	2	-	-	-	2	-	2	-	-	-	2	-
	1.7	1.7	2.4	-	-	2.1	-	2.0	-	-	-	4.9	-
LIKE SPECIFIC JOB	12	12	11	1	-	11	-	11	1	2	3	6	1
	10.3	10.3	12.9	4.8	-	5.0	11.3	11.1	5.9	6.5	11.1	14.6	5.6
LIKE BEING INVOLVED IN EMERGENCIES/AVAILABLE FOR FLOODS/FIRES/WAR	3	3	2	-	1	-	3	1	1	1	-	-	1
	2.6	2.6	2.4	-	11.1	-	3.1	100.0	1.0	5.9	-	4.9	5.6
FEDERAL GOVERNMENT REQUIREMENT TO KEEP MY FULL TIME JOB	5	5	4	-	1	-	-	-	2	3	3	-	1
	4.3	4.3	4.7	-	11.1	-	-	-	2.0	17.6	9.7	-	5.6
ENJOY INTERESTING EXPERIENCE FIRING WEAPONS/TANK RIDES/ HELICOPTER RIDES	2	2	1	1	-	-	1	-	2	-	1	-	-
	1.7	1.7	1.2	4.8	-	5.0	1.0	-	2.0	-	3.2	3.7	-
SERVICE TO MY COMMUNITY	2	2	2	-	-	-	2	-	2	-	-	1	-
	1.7	1.7	2.4	-	-	-	2.1	-	2.0	-	3.7	2.4	-
LEADERSHIP (NET)	21	21	15	4	1	-	3	18	19.2	11.8	12.9	25.9	14.6
	17.9	17.9	17.6	19.0	11.1	-	15.0	18.6	-	19.2	11.8	12.9	25.9
CHANCE TO IMPROVE MYSELF/BE A LEADER/LEARN NEW JOBS/ GIVES ME A SENSE OF RESP/ FEELING OF ACCOMPLISHMENT	21	21	15	4	1	-	3	18	19.2	11.8	12.9	25.9	14.6
	17.9	17.9	17.6	19.0	11.1	-	15.0	18.6	-	19.2	11.8	12.9	25.9
MISCELLANEOUS	44	44	33	6	4	-	5	39	36.4	47.1	35.5	48.1	36.6
	37.6	37.6	38.8	28.6	44.4	-	25.0	40.2	-	36.4	47.1	35.5	48.1
ENJOYED/LIKE THE PEOPLE/MEET NEW PEOPLE	2	2	1	1	-	-	1	1	1	1	-	2	-
	1.7	1.7	1.2	4.8	-	5.0	1.0	-	1.0	5.9	-	7.4	-

TABLE 10-3 (CONTINUED)  
 REASONS FOR DECIDING TO EXTEND ENLISTMENT  
 (CASES : HAVE RE-ENLISTED OR PLANS TO)

	** WILL/HAVE EXTENDED **		WILL NOT /HAVE NOT EX- TEND- DED	TECH	NON- TECH	*** G R A D E - *****					R E G I O N ***			
	1 YR OR 12 MOS	13 OR 24 MOS				E1- E3	E4- E5	E6- E9	NORTH CENT	NORTH EAST	SOUTH	WEST		
LINE TO GET AWAY FROM HOME/ GET AWAY FROM ROUTINE OF CIVILIAN JOB	4	4	-	-	4	-	3	1	1	1	2	-	-	-
	3.4	3.4	4.7	-	4.1	-	3.0	5.9	3.2	3.7	4.9	-	-	-
OTHER MISCELLANEOUS	16	16	10	5	13	-	15	1	3	3	9	1	-	-
	13.7	13.7	11.8	23.8	11.1	-	15.2	5.9	9.7	11.1	22.0	5.6	-	-
DONT KNOW	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 01d  
 WOULD RESP EXTENDED ENLISTMENT IF MINIMUM EXTENSION WAS FOR 3 YRS  
 (BASE : ANSWERS TWO YEARS OR LESS (ON TABLE 12))

	*-- WILL/HAVE EXTENDED --*			WILL NOT /HAVE NOT	*--- G R A D E - - - - - R E G I O N ---*									
	1 YR OR 12 MOS	13 TO 24 MOS	14 OR OVER 2 YRS		NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	VORTH SOUTH	WEST			
TOTAL	106	106	45	21	-	17	89	-	91	15	29	26	36	15
SAMP	100.0	100.0	100.0	100.0	-	100.0	100.0	-	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
YES	49	49	35	14	-	15	34	-	41	8	12	13	15	9
	46.2	46.2	41.2	66.7	-	80.2	38.2	-	45.1	53.3	41.4	50.0	41.7	60.0
NO	57	57	50	7	-	2	55	-	50	7	17	13	21	6
	53.8	53.8	45.8	33.3	-	11.8	61.8	-	54.9	46.7	58.6	50.0	58.3	40.0

TABLE 015  
 WHY WOULDN'T EXTEND ENLISTMENT  
 (CASE : WOULD NOT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

	** WILL/HAVE EXTENDED **		WILL NOT /HAVE NOT	*** G R A D E - ***** R E G I O N ***							
	1 YR OR 12 MOS	13 OR 24 MOS		NON-TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST		
TOTAL SAMP	57	57	7	2	55	50	7	17	13	21	6
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-
IMPROVED BENEFITS (NET)	1	1	1	-	1	-	-	-	-	-	-
1.8	1.8	2.0	-	-	1.8	-	-	-	1	5.9	-
MORE BENEFITS/EDUCATION/ HOUSING FINANCE	1	1	1	-	1	-	-	-	-	-	-
1.8	1.8	2.0	-	-	1.8	-	-	-	1	5.9	-
TRAINING (NET)	51	51	44	7	50	45	6	15	12	18	6
89.5	89.5	86.0	100.0	50.0	90.9	90.0	85.7	88.2	92.3	85.7	100.0
CONFLICTS WITH CIVILIAN JOB	10	10	9	1	10	10	-	3	2	5	-
17.5	17.5	18.0	14.3	-	18.2	20.0	-	17.6	15.4	23.8	-
WOULDN'T WANT TO COMMIT MY- SELF FOR THAT LENGTH OF TIME	37	37	34	3	37	-	6	10	9	13	5
64.9	64.9	68.0	42.9	-	67.3	62.0	85.7	58.8	69.2	61.9	83.3
WOULD LIKE SUNDAYS OFF	2	2	-	2	3.6	2	-	-	1	-	1
3.5	3.5	-	28.6	-	3.6	4.0	-	-	7.7	-	16.7
INTERFERS WITH PRIVATE LIFE	2	2	2	-	1	2	-	1	1	-	-
3.5	3.5	4.0	-	50.0	1.8	4.0	-	5.9	7.7	-	-
USED TO HELP COMMUNITY, NOW WE DO NOTHING AT DRILL/WASTE OF TAX DOLLARS	1	1	1	-	1	-	1	-	-	-	-
1.6	1.6	2.0	-	-	1.6	2.0	-	5.9	-	-	-
DID IT TO COMPLETE MY CLASS/ WORK ANOTHER JOB	1	1	1	-	1	-	1	-	-	1	-
1.8	1.8	-	14.3	-	1.8	2.0	-	-	-	4.6	-
PROMOTION (NET)	2	2	2	-	2	-	2	-	1	1	1
3.5	3.5	4.0	-	-	3.6	4.0	-	7.7	4.8	4.8	-

TABLE 015 (CONTINUED)  
 WHY WOULDNT EXTEND ENLISTMENT  
 (BASE : WOULD NOT ENLIST IF MINIMUM EXTENSION WAS FOR 3 YEARS)

	WILL/HAVE EXTENDED --		13 MOS	OVER TWO YRS	WILL NOT HAVE NOT EX- TEND-	TECH	MON- TECH	--- G R A D E ---								
	1 YR UR MOS	2 YR UR MOS						E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH	WEST			
TOTAL	1.8	1.8	2.0	-	-	-	1.8	1	-	2.0	-	-	1	-	4.8	-
SAMP TOTAL	1	1	2	-	-	-	1.8	1	-	2.0	-	-	1	-	7.7	-
WHITES ALWAYS GET PROMOTIONS DISCRIMINATION BETWEEN WHITE BLACK	2	2	4.0	-	-	50.0	1.8	1	1	2	14.5	11.8	-	-	-	-
DONT ADVANCE IN RANK FAST ENOUGH	1	1	2.0	-	-	-	-	1	-	-	1	1	-	-	-	-
LEADERSHIP (NET)	1.8	1.8	2.0	-	-	50.0	-	-	-	-	14.3	5.9	-	-	-	-
HOPE TO GET AHEAD/GET JOB AS OFFICER	1	1	2.0	-	-	-	-	-	-	-	-	-	1	-	-	-
CO'S THAT TEACH HISTORY ARE NOT KNOWLEDGEABLE	1	1	2.0	-	-	-	1.8	1	1	2.0	-	5.9	-	-	-	-
RECRUITMENT/RETENTION (NET)	3	3	6.0	-	-	-	5.5	3	3	6.0	-	-	-	-	3	14.3
WOULD LIKE A BONUS FOR REEN- LISTING THAT LENGTH OF TIME	1	1	2.0	-	-	-	-	1	1	2.0	-	-	-	-	1	4.8
1 YEAR IS ENOUGH TO SEE IF I CAN ACCOMPLISH IN THE GUARD	1	1	2.0	-	-	-	1.8	1	1	2.0	-	-	-	-	1	4.8
YOUR TREATED BETTER THE LESS TIME YOU HAVE LEFT ON YOUR ENLISTMENT	1	1	2.0	-	-	-	1.8	1	1	2.0	-	-	-	-	1	4.8

TABLE 016  
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED		OR 12 MOS	TO 24 MOS	OVER YRS	WILL NOT HAVE EX- TEND-	TECH	NON- TECH	GRADE						
	13 MOS	14 MOS							E3	E4	E5	E6	E9	NORTH	SOUTH
TOTAL SAMP	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IMPROVED PAY (NET)	11	3	1	1	1	8	1	10	-	9	2	2	2	5	2
	2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	-	2.4	5.4	1.8	1.5	3.9	2.6
BETTER PAY/REENLISTMENT BONUS/CASH INCENTIVES	11	3	1	1	1	8	1	10	-	9	2	2	2	5	2
	2.4	2.6	1.2	4.8	11.1	2.4	4.8	2.3	-	2.4	5.4	1.8	1.5	3.9	2.6
IMPROVED BENEFITS (NET)	43	16	13	2	-	27	3	40	1	34	8	13	7	13	10
	9.5	13.7	15.3	9.5	-	8.1	14.3	9.3	3.0	8.9	21.6	11.7	5.3	10.1	12.8
BETTER BENEFIT PROGRAM/EAR- LIER RETIREMENT/HEALTH INS/ EDUCATION BENEFITS	35	12	10	2	-	23	2	33	1	28	6	11	7	8	9
	7.8	10.3	11.8	9.5	-	6.9	9.5	7.7	3.0	7.3	16.2	9.9	5.3	6.2	11.5
BETTER BENEFIT PROGRAMS FOR DEPENDENTS	1	1	1	-	-	-	1	-	-	-	1	-	1	-	-
	0.2	0.9	1.2	-	-	-	4.8	-	-	-	2.7	-	0.8	-	-
FREE STATE LICENSE/DRIVING/ HUNTING/FISHING/ETC/AUTO REGISTRATION	5	4	3	-	-	1	1	4	-	4	1	2	-	3	-
	1.1	3.4	3.5	-	-	0.3	4.8	0.9	-	1.0	2.7	1.8	-	2.3	-
MORE/BETTER PX BENEFITS	7	3	3	-	-	4	2	5	-	5	2	2	1	3	1
	1.6	2.6	3.5	-	-	1.2	9.5	1.2	-	1.3	5.4	1.8	0.8	2.3	1.3
IMPROVED FACILITIES/EQUIPMENT (NET)	6	2	2	-	-	4	-	6	1	4	1	-	3	1	2
	1.3	1.7	2.4	-	-	1.2	-	1.4	3.0	1.0	2.7	-	2.3	0.8	2.6
BETTER LIVING FACILITIES/ MESS HALL FACILITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 016 (CONTINUED)  
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED --		WILL NOT /HAVE NOT		REGIONS									
	1 YR OR 12 MOS	13 TO 24 MOS	13 TO 24 MOS	EX-TEND-DED	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH	EAST	CENT	SOUTH	WEST	
MORE OR BETTER EQUIPMENT/ MORE MODERN AIRCRAFT/WEAPONS ETC.	4 0.9	2 1.7	2 2.4	-	2 0.6	4 0.9	3 0.8	1 2.7	-	1 0.8	1 0.8	1 0.8	2 2.6	
IMPROVED OR EXPAND TRAINING FACILITIES/NEWER/MORE MOD- ERN, SPACIOUS BLDGS/MORE TRAINING AREAS	2 0.4	-	-	2 0.6	2 0.5	1 3.0	1 0.3	-	-	2 1.5	-	-	-	
IMPROVED TRAINING (NET)	184 40.8	38 32.5	30 35.3	5 23.8	3 33.3	146 43.7	159 41.7	12 32.4	51 45.9	53 39.8	44 34.1	36 46.2		
BETTER ORGANIZATION/COORDIN- ATION AMONG UNITS	19 4.2	4 3.4	4 4.7	-	15 4.5	18 4.2	15 3.9	3 8.1	5 4.5	4 3.0	3 2.3	7 9.0		
GIVE MEN CHOICE OF MOS/ALLOW THEM TO STAY IN JOBS THEY ARE TRAINED FOR	13 2.9	2 1.7	2 2.4	-	11 3.3	13 3.0	12 3.1	-	3 2.7	1 0.8	6 4.7	3 3.8		
OFFER IMPROVED OR MORE JOB TRAINING	13 2.9	5 4.3	4 4.7	-	11 2.4	13 3.0	12 3.1	-	3 2.7	4 3.0	3 2.3	3 3.8		
MORE EMPHASIS ON COMBAT TRAINING/OVERSEAS TRAINING	5 1.1	1 0.9	1 1.2	-	4 1.2	5 1.2	5 1.3	-	3 2.7	-	1 0.8	1 1.3		
BETTER, MORE USEFUL TRAINING PROGRAMS/MORE EXTENSIVE TRAINING (UNSPEC)	10 2.2	5 4.3	2 2.4	1 4.8	2 22.2	5 1.5	8 2.1	2 5.4	-	7 5.3	1 0.8	2 2.6		
BETTER UTILIZATION OF TIME/ LESS WAITING AROUND AT DRILL LESS REPETITIVE ROUTINE	47 10.4	8 6.8	8 9.4	-	39 11.7	46 10.7	40 10.5	5 13.5	13 11.7	7 5.3	17 13.2	10 12.8		
MORE COMMUNITY INVOLVEMENT/ PARTICIPATION IN CIVIC FUNCTION OR PROJECTS	53 11.8	11 9.4	8 9.4	3 14.3	-	42 12.6	45 11.8	1 20.7	23 20.7	11 8.3	8 6.2	11 14.1		

TABLE (CONTINUED)  
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED		WILL NOT /HAVE NOT		--- G R A D E ---									
	1 YR 12 MOS	OR TO 24 MOS	13 MOS	14 MOS	E1- TECH	E2- TECH	E3- TECH	E4- E6- NORTH	E5- E9- CENT	E6- E9- SOUTH	E7- E9- WEST	E8- E9- WEST		
FLEXIBILITY IN CHOICE OF DUTY TIME/SUMMER CAMP TRAIN- ING/WEEKENDS ETC.	33 7.3	6 5.1	5 4.8	1 4.8	27 8.1	1 4.8	32 7.4	2 6.1	27 7.1	4 10.8	5 4.5	17 12.8	7 5.4	4 5.1
CHOICE OF LOCALITY/CLOSFR TO HOME/MORE INTERESTING PLACE	6 1.3	2 1.7	2 2.4	-	4 1.2	-	6 1.4	-	5 1.3	1 2.7	2 1.8	1 0.8	2 1.6	1 1.3
SHORTER HOURS/FEWER WEEKENDS /OVERNIGHT DRILLS	11 2.4	1 0.9	1 1.2	-	10 3.0	-	11 2.6	-	11 2.9	-	2 1.8	5 3.8	3 2.3	1 1.3
MORE TIME SPENT ON DUTY/ MORE WEEKENDS/4 DAYS A MONTH INSTEAD OF 2/ETC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROMOTION (NET)	18 4.0	5 4.3	4 4.7	1 4.8	13 3.9	1 4.8	17 4.0	2 6.1	16 4.2	-	3 2.7	4 3.0	8 6.2	3 3.8
INCREASED OPPORTUNITIES FOR PROMOTION/ADVANCEMENT/FAIRER FASTER	18 4.0	5 4.3	4 4.7	1 4.8	13 3.9	1 4.8	17 4.0	2 6.1	16 4.2	-	3 2.7	4 3.0	8 6.2	3 3.8
DISCIPLINE/LEADERSHIP (NET)	82 18.2	18 15.4	14 16.5	4 19.0	64 19.2	4 19.0	78 18.1	5 15.2	68 17.8	9 24.3	16 14.4	50 22.6	21 16.3	15 19.2
LESS RIGID RULES AND REGULA- TIONS/HAIRCUTS/DRESS CODES/ ETC	26 5.8	7 6.0	4 4.7	3 14.3	19 5.7	1 4.8	25 5.8	1 3.0	23 6.0	2 5.4	4 3.6	9 6.8	10 7.8	3 3.8
BETTER TRAINED OFFICERS/ LEADERS	18 4.0	1 0.9	1 1.2	-	17 5.1	1 4.8	17 4.0	2 6.1	13 3.4	3 8.1	3 2.7	6 4.5	3 2.3	6 7.7
BE MORE STRICTLY MILITARY/ MORE DISCIPLINE/ENFORCE HAIRCUT REGULATIONS/DRESS CODES/ETC	6 1.3	4 3.4	4 4.7	-	2 0.6	1 4.8	5 1.2	1 3.0	5 1.5	-	-	3 2.3	3 2.3	-

TABLE 016 (CONTINUED)  
ONE CHANGE TO IMPROVE NATIONAL GUARD

	WILL/HAVE EXTENDED		13 MOS	-- OR TO OVER TWO YRS	DED TEND-	TECH	NON- IFCH	GRADE				REGION			
	1 YR MOS	2 YR MOS						E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST	EAST CENT	WEST CENT	
IMPROVE COMMUNICATION/STAR- LISH BETTER RELATIONSHIP BE- TWEEN ENLISTED MEN AND OFFICERS	29 6.4	6 5.1	5 4.8	1 4.8	23 6.9	1 4.8	28 6.5	-	25 6.6	4 10.8	8 7.2	12 9.0	5 3.9	4 5.1	
BETTER/FATHER/EQUAL TREAT- MENT OF MEN (GENERAL STATE- MENT)	4 0.9	-	-	-	4 1.2	-	4 0.9	1 3.0	3 0.8	-	1 0.9	1 0.8	1 0.8	1 1.3	
PROMOTE BETTER RELATIONSHIP/ MORE COOPERATION BETWEEN FULL TIME MEN AND WEEKENDERS	1 0.2	-	-	-	1 0.3	-	1 0.2	-	1 0.3	-	-	-	-	1 1.3	
RECRUITMENT/RETENTION (NET)	11 2.4	2 1.7	1 1.2	1 4.8	9 2.7	2 9.5	9 2.1	3 9.1	7 1.8	1 2.7	3 2.7	3 2.3	3 2.3	2 2.6	
BETTER RECRUITING PROGRAM/ OFFER SOMETHING TO REALLY INTEREST NEW RECRUITS	2 0.4	-	-	-	2 0.6	1 4.8	1 0.2	-	2 0.5	-	1 0.9	-	-	1 1.3	
MORE EMPHASIS ON REENLIST- MENT/KEEP EXPERIENCED MEN	2 0.4	2 1.7	1 1.2	1 4.8	-	1 4.8	1 0.2	-	2 0.5	-	1 0.9	-	1 0.8	-	
PERMIT SHORTER ENLISTMENT PERIOD	7 1.6	-	-	-	7 2.1	-	7 1.6	3 9.1	3 0.8	1 2.7	1 0.9	3 2.3	2 1.6	1 1.3	
MISCELLANEOUS OFFER MORE TRAVEL OPPORTUN- ITIES	2 0.4	1 0.9	1 1.2	-	1 0.3	-	2 0.5	-	1 0.3	1 2.7	-	1 0.8	1 0.8	-	
OTHER MISCELLANEOUS	68 15.1	26 22.2	17 20.0	5 23.8	33 12.6	7 33.3	61 14.2	5 15.2	57 15.0	6 16.2	17 15.3	16 12.0	22 17.1	13 16.7	
NONE	43 9.5	14 12.0	10 11.9	2 9.5	29 8.7	2 9.5	41 9.5	3 9.1	39 10.2	1 2.7	6 5.4	17 12.8	17 13.2	3 3.8	
DONT KNOW	31 6.9	6 5.1	4 4.7	2 9.5	25 7.5	1 4.8	30 7.0	3 9.1	27 7.1	1 2.7	8 7.2	10 7.5	11 8.5	2 2.6	

TABLE 017  
PANK

PANK	WILL/HAVE EXTENDED --*				WILL NOT /HAVE NOT EX-		*** G R A D E - **** R E G I O N ***									
	1 YR OR 12 MOS	13 OR 24 MOS	14 OR 24 MOS	15 OR 24 MOS	16 OR 24 MOS	17 OR 24 MOS	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH CENT	NORTH EAST	SOUTH CENT	SOUTH WEST		
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78	
SAMP	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMMAND SERGEANT MAJOR (E9)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERGEANT MAJOR (E9)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MASTER SERGEANT (E8)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FIRST SERGEANT (E8)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERGEANT FIRST CLASS (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PLATOON SERGEANT (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SPECIALIST 7 (E7)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STAFF SERGEANT (E6)	31	13	11	-	2	14	5	26	-	-	31	6	8	8	9	
	6.9	11.1	12.9	-	22.2	5.4	23.8	6.0	-	-	93.8	5.4	6.0	6.2	11.5	
SPECIALIST 6 (E6)	6	4	4	-	2	0.6	-	6	-	-	6	2	3	1	-	
	1.3	3.4	4.7	-	0.6	1.4	-	1.4	-	-	16.2	1.8	2.3	0.8	-	

TABLE 017 (CONTINUED)  
RANK

RANK	WILL HAVE EXTENDED --				WILL NOT HAVE		GRADE - REGION									
	1 YR MOS	2 YR MOS	3 YR MOS	TO OVER 12 24	EX- TEND-	DED	TECH	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH	WEST		
SERGEANT (E5)	24	21	1	2	60	1	83	-	84	-	20	28	21	15		
	18.6	20.5	24.7	4.8	22.2	18.0	4.8	19.3	22.0	-	16.0	21.1	16.3	19.2		
SPECIALIST K (E5)	31	23	5	1	67	6	90	-	98	-	20	28	33	17		
	21.7	26.5	27.1	23.8	11.1	20.1	38.1	20.9	25.7	-	16.0	21.1	25.6	21.8		
CORPORAL (E4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SPECIALIST 4 (E4)	44	26	15	3	155	7	192	-	199	-	48	61	58	32		
	44.1	37.6	30.6	71.4	33.3	46.4	33.3	44.7	52.2	-	43.2	45.9	45.0	41.0		
PRIVATE FIRST CLASS (E3)	1	-	-	1	23	-	24	24	-	-	10	5	6	3		
	5.3	0.9	-	11.1	6.9	-	5.6	72.7	-	-	9.0	3.8	4.7	3.8		
PRIVATE (PV2) (E2)	-	-	-	-	9	-	9	9	-	-	5	-	2	2		
	2.0	-	-	-	2.7	-	2.1	27.3	-	-	4.5	-	1.6	2.6		
PRIVATE (PV1) (E1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		



TABLE 019  
TECHNICIAN INDICATION

	1 YR OR 12 MOS		2 YR OR 24 MOS		3 YR OR 36 MOS		4 YR OR 48 MOS		5 YR OR 60 MOS		6 YR OR 72 MOS		7 YR OR 84 MOS		8 YR OR 96 MOS		9 YR OR 108 MOS		10 YR OR 120 MOS		11 YR OR 132 MOS		12 YR OR 144 MOS					
	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER	NO	ANSWER				
TOTAL	451	117	85	21	9	334	21	430	33	361	37	111	133	129	78	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TECHNICIAN	21	20	12	5	3	1	21	16	5	7	4	7	3	3	4.7	17.1	14.1	23.6	33.3	0.3	100.0	4.2	13.5	6.3	3.0	5.4	3.8	
OTHER FEDERAL GOVERNMENT EMPLOYEE (INCLUDES INDIVIDUALS LISTED IN PARA 2-1RA AND B, NGR 600-200)	6	2	2	-	-	4	6	4	2	1	2	1	2	2	1.3	1.7	2.4	-	1.2	-	1.4	1.0	5.4	0.9	1.5	0.8	2.6	
NOT A TECHNICIAN OR OTHER FEDERAL GOVERNMENT EMPLOYEE	423	94	70	16	6	329	423	360	30	102	127	121	73	93.8	80.3	82.4	76.2	66.7	98.5	98.4	100.0	94.5	81.1	91.9	95.5	93.8	93.6	
CITY/TOWN ELECTED OFFICIAL	1	1	1	-	-	-	1	1	-	1	-	-	-	0.2	0.9	1.2	-	-	-	0.2	0.3	0.3	0.9	-	-	-	-	
COUNTY/PARRISH ELECTED OFFICIAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STATE/COMMONWEALTH ELECTED OFFICIAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 020  
EDUCATION

	WILL/HAVE EXTENDED --		WILL NOT /HAVE NOT		***** G R A D E - -***** R E G I O N - - - *									
	1 YR OR MORE	13 TO OVER 24 MOS	EX-TEND-DED	EX-TEND-DED	NON-TECH	E1-E3	E4-E5	E6-E9	NORTH CENT	NORTH EAST	SOUTH WEST	WEST		
TOTAL	451	117	21	9	334	21	430	33	381	37	111	133	129	78
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GRAMMAR SCHOOL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8TH OR 9TH GRADES	6	1	-	1	5	-	6	1	5	-	2	1	2	1
100.0	0.9	0.9	4.8	1.5	1.5	-	1.4	3.0	1.3	-	1.8	0.8	1.6	1.3
2 YEARS HIGH SCHOOL	9	3	1	1	6	-	9	-	9	-	3	2	3	1
100.0	2.6	1.2	4.8	11.1	1.8	-	2.1	-	2.4	-	2.7	1.5	2.3	1.3
3 YEARS SCHOOL, 4 IF INDIVIDUAL DID NOT GRADUATE	13	5	4	-	8	1	12	3	10	-	3	1	6	3
100.0	4.3	4.7	4.7	11.1	2.4	4.8	2.8	9.1	2.6	-	2.7	0.8	4.7	3.8
HIGH SCHOOL GRADUATE OR GED	222	69	51	12	153	10	212	21	188	13	49	74	65	34
100.0	59.0	60.0	57.1	55.6	45.8	47.6	49.3	63.6	49.3	35.1	44.1	55.6	50.4	43.6
1 YEAR COLLEGE	49	10	7	1	39	4	45	5	40	4	7	15	16	11
100.0	8.5	8.2	4.8	11.1	11.7	19.0	10.5	15.2	10.5	10.8	6.3	11.3	12.4	14.1
2 YEARS COLLEGE	54	14	12	2	40	4	50	-	45	9	17	11	12	14
100.0	12.0	14.1	9.5	-	12.0	19.0	11.6	-	11.8	24.3	15.3	8.3	9.3	17.9
3 OR 4 YEARS COLLEGE IF NO DEGREE RECEIVED	31	6	3	3	25	1	30	1	28	2	8	7	8	8
100.0	6.9	5.1	3.5	14.3	7.5	4.8	7.0	3.0	7.3	5.4	7.2	5.3	6.2	10.3
COLLEGE GRADUATE UP A 3 OR MORE YEAR COURSE UP GED	60	7	6	1	53	1	59	1	51	8	19	19	16	6
100.0	13.3	6.0	7.1	4.8	15.9	4.8	13.7	3.0	13.4	21.6	17.1	14.3	12.4	7.7
MASTERS DEGREE	5	2	1	-	3	-	5	-	4	1	2	2	1	-
100.0	1.1	1.7	1.2	-	0.9	-	1.2	-	1.0	2.7	1.8	1.5	0.8	-
DOCTORATE DEGREE	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 020 (CONTINUED)  
EDUCATION

TOTAL SAMP	WILL/HAVE EXTENDED --		WILL NOT /HAVE NOT		*-- G R A D E - - - - - H E G I U N - - - - *					
	1 YR OR 12 MOS	13 OR 24 MOS	EX- TEND- DED	EX- TEND- DED	NON- TECH	E1- E3	E4- E5	E6- E9	NORTH CENT	SOUTH WEST
2	-	-	2	0.6	2	1	1	-	1	-
0.4	-	-	-	-	0.5	3.0	0.3	-	0.9	0.8
-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-

OTHER PROFESSIONAL DEGREE  
(POST GRADUATE ONLY)

GRADUATE WORK OF 1 YEAR OR  
MORE WITHOUT DEGREE

TABLE 021  
MARITAL STATUS

	** WILL/HAVE EXTENDED **				WILL NOT /HAVE NOT EX-TEND-DED	*** G R A D E - **				R E G I O N ***					
	1 YR OR MUS	12 MOS	13 TO 24 YRS	13 OR OVER		TECH	E3	E4- E5	E6- E9	NORTH	EAST	CENT	SOUTH	WEST	
TOTAL	451	117	85	21	9	334	21	430	33	381	37	111	133	129	78
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NO ANSWER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SINGLE	157	34	25	8	-	123	8	149	17	130	10	43	37	43	34
34.8	29.1	29.4	38.1	36.8	-	36.8	38.1	34.7	51.5	34.1	27.0	38.7	27.6	33.3	43.6
MARRIED	294	83	60	13	9	211	13	261	16	251	27	68	96	66	44
65.2	70.9	70.6	61.9	63.2	100.0	63.2	61.9	65.3	48.5	65.9	73.0	61.3	72.2	66.7	58.4

INTERVIEWER \_\_\_\_\_ DATE \_\_\_\_\_

MAIN CITY & STATE \_\_\_\_\_

(1-4)

**NATIONAL GUARD  
RETENTION STUDY**

Card 01

(5,6)

Hello, I'm (YOUR NAME) from Custom Research, Inc. Are you/may I speak with (NAME)?

IF UNAVAILABLE SAY: We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. We would like to speak with (NAME). When may I telephone him? RECORD CALLBACK: \_\_\_\_\_

(DATE)

(TIME)

IF AVAILABLE SAY: As I said before, I'm from Custom Research Inc, an opinion research firm. We are conducting a nationwide study for the National Guard Bureau with members of the National Guard to determine their attitudes toward service in the National Guard. Guard members who have an ETS, expiration of term of service, in November, 1976 are being contacted. Your answers will remain strictly confidential, and your participation is voluntary.

1. Are you currently in the National Guard?

YES . . . . . 1 - SKIP TO Q. 3-A

(7)

NO. . . . . 2 - CONTINUE

2. Were you recently a member of the National Guard?

YES . . . . . 1

(8)

NO. . . . . 2 - DISCONTINUE. TALLY AT 2-A ON CONTACT SHEET.

3-A. Is your ETS, expiration of term of service, in November, 1976?

YES . . . . . 1 - SKIP TO Q. 4-A

(9)

NO. . . . . 2 - CONTINUE

B. When is your ETS? RECORD BELOW.

(10)

(11,12)

\_\_\_\_\_  
(MONTH)

\_\_\_\_\_  
(YEAR)

4-A. Have you recently re-enlisted or extended your enlistment in the National Guard?

- YES . . . . . 1 - SKIP TO Q. 5 (13)
- NO. . . . . 2 - CONTINUE.

B. Do you plan to extend your enlistment before or at the time of your ETS?

- YES . . . . . 1
- NO. . . . . 2 (14)
- DON'T KNOW/REFUSED. 3

5-A. Have you been counseled or asked to extend your enlistment in the National Guard by a person in your unit responsible for recruiting or retention?

- YES . . . . . 1- CONTINUE
- NO. . . . . 2 } SKIP TO Q. 6-A. (15)
- DON'T KNOW/REFUSED. 3 }

B. When were you counseled or asked to extend your enlistment?

DO NOT  
READ  
LIST

- WITHIN PAST MONTH . . . . . 1
- ONE MONTH AGO . . . . . 2
- TWO MONTHS AGO. . . . . 3 (16)
- THREE MONTHS AGO. . . . . 4
- FOUR OR MORE MONTHS AGO . . . 5

6-A. Have you received any information in the mail concerning re-enlistment or extension during the past three months?

- YES . . . . . 1 - SKIP TO Q. 7-A.
- NO. . . . . 2 - CONTINUE (17)
- DON'T KNOW/REFUSED. 3 - SKIP TO Q. 7-A.

B. Have you received any information in the mail concerning re-enlistment or extension during the last six months?

- YES . . . . . 1 (18)
- NO. . . . . 2

7-A. REFER TO Q.4. IF "NO" CONTINUE. IF "YES" SKIP TO Q. 8-A.

B. What would it take to keep you in the unit? PROBE AND CLARIFY FULLY.

- (19) \_\_\_\_\_
- (20) \_\_\_\_\_
- (21) \_\_\_\_\_
- (22) \_\_\_\_\_
- (23) \_\_\_\_\_
- (24) \_\_\_\_\_

C. SKIP TO Q.9

8-A. How long did you or do you plan to extend for? RECORD BELOW, YEARS, MONTHS, OR BOTH. (25,26) (27,28)

\_\_\_\_\_

(YEARS) (MONTHS)

B. What were your reasons for deciding to extend your enlistment? PROBE AND CLARIFY FULLY.

- (29) \_\_\_\_\_
- (30) \_\_\_\_\_
- (31) \_\_\_\_\_
- (32) \_\_\_\_\_
- (33) \_\_\_\_\_
- (34) \_\_\_\_\_

C. REFER TO Q. 8-A. IF ANSWERS TWO YEARS OR LESS ASK: If the minimum extension was for three years would you have extended your enlistment?

- YES . . . . . 1 - SKIP TO Q.9
  - NO . . . . . 2 - CONTINUE
- (35)

D. Why wouldn't you extend? PROBE AND CLARIFY FULLY.

(36) \_\_\_\_\_

(37) \_\_\_\_\_

(38) \_\_\_\_\_

(39) \_\_\_\_\_

(40) \_\_\_\_\_

(41) \_\_\_\_\_

9. If you could recommend one change to improve the National Guard, what change would you recommend? PROBE AND CLARIFY FULLY.

(42) \_\_\_\_\_

(43) \_\_\_\_\_

(44) \_\_\_\_\_

(45) \_\_\_\_\_

(46) \_\_\_\_\_

(47) \_\_\_\_\_

10-A. VERIFY NAME AND PHONE AND PLACE STICKER BELOW.

B. TALLY AT 4 ON CONTACT SHEET.