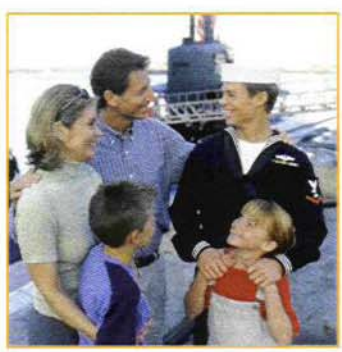








Administration, Datasets and Codebook

2000 Military Recruiter Survey

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2000 MILITARY RECRUITER SURVEY: ADMINISTRATION, DATASETS AND CODEBOOK

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2000 MILITARY RECRUITER SURVEY: ADMINISTRATION, DATASETS AND CODEBOOK

Introduction/Background

The Defense Manpower Data Center (DMDC) conducted the first *DoD Recruiter Survey* in 1989 and subsequent surveys in 1991, 1994, 1996, 1998 and 2000. The Defense Human Resources Activity became involved with the *Recruiter Survey* during the 2000 administration. The survey covers quality of life and economic and management issues of concern to military service recruiters for the Army, Navy, Marine Corps, Air Force, and Coast Guard, including the Reserves and National Guard.

In formulating policy, the DoD relies on both administrative data and survey data. The administrative data contain personnel-related information collected from individuals, or maintained about them. These data are largely automated and readily available for policy research and formulation purposes (e.g., to determine amounts of military compensation, eligibility for various forms of health and program benefits, and performance assessments) (LaVange et al., 1986b).

Survey data can be used to supplement administrative data, as well as to address issues that cannot be studied from the administrative data. Especially when collected periodically, these data can serve as a basis for assessing the response of military personnel to policy changes and for identifying areas for future policy action.

Method

Survey Instrument

The survey instrument was finalized on November 1, 2000. A copy of the final instrument can be found in Appendix A. The final instrument was an optical mark readable (OMR) paper questionnaire with 102 survey items and was printed on 20 pages including covers, instructions and a privacy act statement. The survey items were grouped within 13 sections in the instrument:

- Assignment Information
- Housing/Residence
- Your Workplace
- Training
- Goal/Mission
- Job Demands
- Resources
- Supervision
- Satisfaction
- Medical
- Computer Usage
- Background Information
- Comments Section

Survey items were adopted, adapted, or generated from the following sources:

- The *1998 DoD Recruiter Survey* and prior *Recruiter Surveys*;
- Concerns identified by personnel from OASD(FMP), particularly the Office of Accession Policy (OASD/FMP/MPP);
- Meetings with the Office of Accession Policy and representatives from the active duty Service recruiting commands;
- The RAND Corporation (items on recruiting facilities); and
- Focus groups conducted with military recruiting personnel.

Survey Materials and Their Distribution

Letters & Mailing Materials

In addition to the survey instrument, several letters were developed to support the various mailouts. Copies of all letters are included in Appendix B.

Notification Letter. A notification letter was prepared under the signature of the Office of the Deputy Assistant Secretary of Defense for Military Personnel Policy (ODASD[MPP]). The notification letter provided the following information:

- The survey goal was to obtain information on recruiting policies and procedures;
- Surveys would be sent via mail in a few weeks;
- Responses would be kept confidential; and
- Address corrections could be provided to the operations contractor (Westat) via toll-free phone, fax, e-mail or postal mail.

Cover Letters. Service-specific cover letters signed by recruiting officials in each of the active Services accompanied the wave 1 and wave 2 survey packages. Cover letters stressed the importance of recruiter participation and reminded recruiters that their responses would be considered confidential and only reported as group statistics.

Reminder/Thank You Letter. The reminder/thank you letter was sent out between wave 1 and wave 2 mailings to encourage participation in the survey or to thank those who had already returned their surveys. Reminder/Thank You letters were also sent out under separate Service signatures.

Envelopes. Two different envelopes were required for the mailouts. The business reply envelope (BRE) used by respondents to return the survey and the outer envelope used to mail the cover letter, BRE, and survey instrument during the wave 1 and wave 2 mailings.

Materials by Mailout. The following table lists the materials that were sent to sample members for each mailout activity:

Table 1.
Material List for Each Mailout

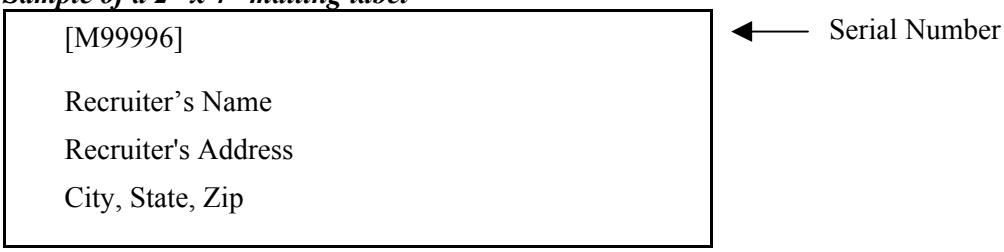
Notification Letter DoD cover letter Standard #10 business envelope w/address label
Wave 1 Survey Service-specific cover letter MRS 2000 survey instrument 9" x 12" BRE 9 1/2" x 12 1/2" outer envelope
Reminder/Thank You Letter Service-specific letter
Wave 1 Survey Service-specific cover letter MRS 2000 survey instrument 9" x 12" BRE 9 1/2" x 12 1/2" outer envelope

Description of Mailing Procedures

Activities associated with the numerous mailout activities are discussed below.

Serial Numbers and Address Labels. After all survey materials for each mailout were printed and received, labels for serial numbers and addresses were printed. A unique serial number barcode was applied to the back cover of each survey instrument using a label. Address labels were printed and applied to the outer envelopes during assembly of the survey packages. Address labels were also printed with the unique serial number of the recruiter, allowing matching to the survey instrument during assembly. The format of address labels for wave 1 and wave 2 mailings was:

Figure 1.
Sample of a 2" x 4" mailing label



Quality Control/Verification. Quality control checks were conducted prior to sealing the letters or packages. At least 10% of assembled packages were checked and verified by a supervisor as part of the quality control plan.

Proofs of Mailing. Proofs of mailings were sent to the government following each mailout activity. Information on the form included total number of pieces mailed, total weight of pieces, postage cost per piece, total cost, and permit number used for processing.

Schedule of Mailout Activities. The following table presents dates for mailout activities for the *2000 Military Recruiter Survey*.

Table 2.
2000 MRS Mailout Schedule

Activity	Mailout Date
Notification Letter	November 1, 2000
Wave 1 Survey	
Army, Marine Corps, and Air Force	November 16, 2000
Coast Guard	November 20, 2000
Navy	November 22, 2000
Reminder/Thank You letter	December 1, 2000
Wave 2 Survey	December 15, 2000

Note: Wave 1 cover letters for Coast Guard and Navy recruiters were reprinted which delayed the mailout to those recruiters.

Sample

Constructing the Frame and Drawing the Sample

There are approximately 23,000 military recruiters across all of the Services (Army, Navy, Marine Corps, Air Force, and Coast Guard), including both Active and Reserve Components. This military recruiter population comprised the sample frame from which a sample was drawn for the 2000 Military Recruiter Survey.

The sample frame was created from lists of recruiters submitted by each Service/Component. A letter was sent to each Service/Component recruiting command requesting name and address information for " all recruiters who were within your Command on July 31, 2000." The information from each Service/Component was combined to form the sample frame.

The sample for the *2000 Military Recruiter Survey* was drawn from the sample frame and consisted of a non-proportional stratified, single stage random sample of 10,126 individuals. The sample design considered requirements for analyses by one stratum which included Service/Component and geographical breakout within three of the Services. Details of the

sample design and expected precision levels are reported by Flores-Cervantes, Valliant, George and Zucker (2002) and are summarized below.

The original sample size was 10,126. However, 11 sample cases were dropped due to unusable addresses, leaving 10,115 in the sample who were mailed surveys. Since the branches used different parameters for defining production recruiters, recruiters were over-sampled to offset the number who would not fit the population of inferential interest--production recruiters (recruiters with goals/missions) with least one year of recruiting experience. Table 3 shows the number of recruiters in the sample frame and in the sample broken out by Service/Component.

Table 3
Sample According to Branch of Service

Branch of Service	Sample Frame	Sample	Sample Percentage
Active Army	7,393	2,537	25.1
Active Navy	5,129	1,986	19.6
Active Marine Corps	2,639	1,620	16.0
Active Air Force	1,952	1,420	14.0
Active Coast Guard	382	262	2.6
Army Reserve	1,542	515	5.1
Army National Guard	2,711	828	8.2
Naval Reserve	724	420	4.2
Air Force Reserve	311	242	2.4
Air National Guard	471	285	2.8
Total	23,254	10,115	100.0

Address-update Procedures

Information from the list sample was processed to obtain the most current address on file with the U.S. Postal Service for each sample member. In addition to change of address processing, addresses were also updated using respondent information from replies to the notification letter sent out prior to the wave 1 mailing. Respondents were provided with multiple options for updating their mailing address: by phone, e-mail, fax or mail.

Another source for address updates was address-correction information provided by the postal service. Address updates from each source were integrated into the Survey Control System (SCS) when they were received.

Westat reconciled information submitted by sample members and other military Service members when this information involved the eligibility of the sample member. Examples of this type of information included messages that stated that the sample member was no longer a recruiter or was retired from the military.

Respondents

Determining Response Status & Rates

Questionnaires returned with at least one item marked were classified as nonblank questionnaires. Eight people returned the questionnaire with no explanation in the business reply mailer. Those whose mail was returned as postal non-deliverable and for whom no additional addresses were available were classified as non-locatable. People who reported that they were retired or separated from the military, or no longer a recruiter were classified as such. Finally, a large portion of the surveys were not returned. Table 4 breaks out the sample by response status.

Table 4.
Survey Response Status

Descriptions	Sample cases
Nonblank questionnaire	5,670
Questionnaire returned blank	8
Final non-locatable	470
Retired from military	20
Separated from military	6
No longer a recruiter	60
Other non-response, survey not returned	3,881
Total	10,115

Determining Eligibility Status & Rates

Eligibility was broken into four categories. Table 5 breaks out the sample into the corresponding eligibility status category.

- *Eligible respondents*. This group consisted of all eligible recruiters who participated in the survey and answered items 2 and 4 in the questionnaire. Figure 2 shows items 2 and 4 and their response options.
- *Eligible non-respondents*. This group consisted of all sampled recruiters who were known to be eligible for the survey, but did not provide complete (based on questions 2 and 4) and usable survey data.
- *Ineligibles or out-of-scope*. This group consisted of members who retired or separated from the military, or who were no longer recruiters.
- *Other non-respondents whose eligibility was unknown*. This group consisted of all the non-responding persons for whose eligibility to the survey could not be determined. This group consisted of recruiters who did not return the questionnaire, postal non-deliveries and other non-locatable recruiters.

Table 5.
Sampled Cases by Eligibility

	Sampled cases
Eligible respondents	5,639
Eligible non-respondents	39
Ineligibles	86
Eligibility is unknown	4,351
Total	10,115

Figure 2.
2000 MRS Items 2 and 4

R00002

2. How long have you been assigned to recruiting duty (include all tours in recruiting)?

① Less than one year
② 1 year, but less than 2
③ 2 years, but less than 3
④ 3 years, but less than 6
⑤ 6 or more years

R00004A – R00004E

3. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

○ Yes, personal monthly goals/missions
○ Yes, personal annual goals/missions
○ Yes, team monthly goals/missions
○ Yes team annual goals/missions
○ No, neither personal nor team goals/missions used

The *Weighting Report for the 2000 Military Recruiter Survey* includes an in-depth discussion on the calculation of location, completion and response rates (Flores-Cervantes, Valliant, George & Zucker, 2002).

Analytical Subset

The number of eligible forms totaled 5,639, or 56 percent of the sample. However, for analysis, all 23 officer forms were removed and 910 of the forms came from individuals who did not meet one or both of the two eligibility criteria of (1) recruiting goals/missions, and (2) having at least one year of recruiting experience. These 933 forms were excluded, leaving data from 4,706 recruiter forms in the sample for analysis.

Table 6
Eligible Respondents and Analytical Subset by Branch of Service

Branch of Service	Eligible Respondents	Analytical Subset
Active Army		1,129
Active Navy		1,046
Active Marine Corps		713
Active Air Force		584
Active Coast Guard		168
Army Reserve		223
Army National Guard		459
Naval Reserve		149
Air Force Reserve		99
Air National Guard		136
Total	5,639	4,706

Processing Returned Surveys

The processing of surveys, either completed or returned as non-deliverable, centers on the SCS. The SCS is a relational database that tracks all transactions related to the survey administration process.

Survey Control System (SCS)

The Survey Control System (SCS) was designed to manage and monitor all aspects of the 2000 MRS data collection process. The SCS is a Microsoft® Access application. The primary goal of the SCS is to track all sample member transactions associated with the four mailout activities, including receipt of address updates, postal non-deliverables, and returned surveys. The SCS was also used to process completed surveys into batches for key entry. The following section summarizes the primary daily and weekly activities performed using the SCS:

1. Receive and Sort the Mail. Each day's mail could contain postal non-deliverables, survey returns, change of address notifications from the post office or respondent, or other notifications from the respondent (e.g., refusals). Each survey was checked to see whether at least one question was marked, and whether comments have been made.

2. Perform Address Updates. For any address changes or postal non-deliverables, the SCS was updated to reflect the changes.

3. Daily Status Report. After address updates, a daily status report was run to see if any mailout activities needed to occur that day.

4. Mailout Activities. These included mailouts for the Notification letter, Wave 1 Survey, Reminder/Thank You letter, and Wave 2 Survey.

5. Receipt Surveys. Each set of surveys was scanned into the SCS and a transmittal sheet was printed and checked.

Weekly Tracking Reports from the SCS were produced every week during the field period to summarize the status of every case in the sample.

Coding of Surveys

Completed surveys were stored in a locked room upon receipt from the mail room and, again after scanning into the SCS. Coded surveys were transmitted in batches to the key-entry shop using a combination locked box. After return from key-entry, surveys were filed by batch in the locked room.

Surveys were manually coded by trained coders prior to being sent to key-entry. Coders were trained using established Westat coding procedures. Their training also required that coders never mark or edit any original mark made by the respondent. Coders also marked a survey item that contained a multiple response with an "M" code.

Coders were trained to review specific items in the 2000 MRS instrument as well as stray marks, multiple marks, extraneous comments, etc. that appeared in the survey booklets. Specific items that were coded on the 2000 MRS instrument included mark-all items (Q4, Q5, Q30, Q92, and Q93) and questions that contained grid boxes to capture responses (Q38a, Q38b, Q72-Q74, Q98, and Q99). Coders were trained to preserve any blanks left in grid box responses so that analytic decisions could be made later.

Several survey items (Q5, Q30, and Q100-Q102) allowed respondents to make written comments. Coders also reviewed each instrument for stray or marginal comments that may have been made outside of these items and determined if those marginal comments were to be keyed. If the determination was made that the marginal comment should be keyed, coders transferred the comment to the general comment survey item, Q102, along with the original survey item that the comment was associated with.

Keying of Survey Data

Once surveys were coded, they were batched and transported to the Westat key-entry facility. Several quality control procedures were instituted. Comments were coded into separate files for each question.

Survey Analysis Files

This section of the report provides an overview of requirements for analysis of the data and documents the structure of survey analysis files created for the 2000 MRS.

Estimation

Data for the 2000 MRS were collected from an non-proportional stratified, single stage random sample. Responses were weighted up to population totals adjusting for differential sampling and response rates in Service/Component and geographic groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions, tests of hypotheses and regression relations) and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys that involve complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation [SE(x)/x] of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations must, however, be found for the variances. The approximations commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN[1] for a stratified, without replacement design. Replicate weights (using the jackknife method of linearization) are also included in the file for use with WESVAR.[2] Flores-Cervantes, et al. (2000) describes how these weights were prepared. Appendix J gives examples of analyses using these methods.

Many of the standard statistical software packages, such as SPSS[3] and older versions of SAS[4] compute accurate point estimates (frequency percentages), but do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Analyzing the 2000 MRS datasets with the proper use of FNRW0 as the weighting factor in standard statistical programs will result in accurate point estimates but will not result in accurate variance estimates. Software packages such as SUDAAN and WESVAR are designed to produce variance estimates for complex sample designs. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

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[1] SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.
[2] Wes Var™ is a registered trademark of Westat, Rockville, MD, USA.
[3] SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.
[4] SAS® added some features in Version 7 and then expanded them with releases 8.0 and 8.1.

Data Structure

Care was taken in the preparation of the survey analysis files to provide public access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been modified in the public-release files because they provide too great a chance of identifying an individual. For this reason also, some variables are available on the public use files only in a collapsed version.

The public use data files are available in three formats: SAS (version 8), ASCII (Operating System or OS) flat file and SPSS (version 11).

In addition to public-release files, a confidential file (containing a more complete set of variables) was prepared for internal DoD use. The confidential file contains the public-release file plus the original (before modification) variables and some additional variables from record data.

Public-release File

The sample file contained 10,115 records. Of those records, 23 were officers. For confidentiality reasons, the 23 officers were deleted from the public-release file leaving 10,092 records.

The variables in the public-release file fall into three categories: (a) variables gathered from the survey, (b) variables modified for confidentiality, (c) variables created for eligibility and weighting. Variables in the file are in order of the survey instrument with eligibility and weighting variables placed at the end of the file. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see Appendix C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in Appendix D. Appendixes E and F contain a full listing of the public-release file variables.

Information gathered on the survey. These variables came directly from the survey or were constructed using only information from the survey.

The naming of variables beginning with "R" is reviewed using the example variable, "R0022A". The first character "R" in the name signifies the name of the study, (Recruiter). The second and third characters indicate the year in which the survey was initially scheduled to be administered (2000, or 00). The remaining digits indicate the question and item number. In this example, the fourth and fifth digits indicate the main question number (22) and the sixth and seventh digits (if any) indicate the sub-question item, such as (in this example) item A from a list of items in question 22.

The "SR" variables are a set of demographic items. The "SR" serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, "SRAGE" is the variable name for the item that asks sample members their age. Although all survey data—including the variables beginning with "R"—are self-reported, the "SR" is used to

distinguish survey-reported information from member record-provided information (e.g., "SRAGE" from the survey versus "AGE" from member record databases).

Variables modified for confidentiality. Certain variables had to be censored to preserve the anonymity promised to survey respondents and non-respondents. Censoring was done either by collapsing response options or by recoding some data for that item to missing. An "RR" as the first two letters of a variable listed in sections of Appendixes E and F is an indication that the variable has been recoded to preserve anonymity of respondents and that a more complete variable is available only on the confidential analysis file.

Certain key demographic variables were constructed for analyses. These analytic variables, starting with "X", are based primarily on self-reported[5] information from the survey. In cases where the self-reported information was missing, the missing value was imputed from the member's administrative record. Also, other imputations were made so that race and ethnicity could be reported in accordance with Office of Management and Budget Bulletin 00-02 (March 2000) guidance for aggregation and allocation of multiple race responses for use in civil rights monitoring and enforcement. The SAS code used in constructing the race/ethnicity variable is included in Appendix I.

Information on weighting. Derivation of weights is discussed in detail by Flores-Cervantes et. al (2002). See Appendix J for examples of analyses using these variables:

ELIGFLGW	Eligibility flag
NTVSTR	Taylor series variance strata population
SMPTVSTR	Taylor's series achieved sample size in variance strata
TVSTR	Taylor's series variance strata
FNRW0	Final NR adjusted full sample weight
FNRW001-FNRW180	Final NR adjusted weight for Replicate 1 through Replicate 180

A flag variable (DMDCELIG) was created for selecting cases for analysis of production recruiters (those with goals/missions) with at least one year of experience. Examples of how to use DMDCELIG are in a later section.

Confidential File

In addition to variables on the public-release file, the confidential file has additional variables. Additional variables in the confidential file include unedited "UR" variables that were not changed to match skip patterns (see Table 5, Appendix D for more information). Other variables in the confidential file are original versions of survey variables that had to be recoded to preserve confidentiality. These original variables begin with "R" or "SR" and correspond to a modified "RR" variable in the public use file. The remaining variables included only in the confidential files are variables from administrative records.

[5] Self-reported demographics (e.g., paygrade, race/ethnicity, Service) on the survey are current with the collection of the other information on the survey and provide more consistency in responses than using the administrative record for these demographics.

Special Variables

There are several variables which are important for analysis of the 2000 Military Recruiter Survey. Specifics on analysis are outlined in a later section.

There were two variables (TSVC and SRSVC) that could be used to determine a recruiter's Service/Component.

TSVC: To create the sample frame, each Service/Component recruiting command was asked to send a list of all their recruiters. These lists were combined and used as the basis for drawing the random sample of recruiters used in the study. The TSVC variable was created from the original lists of recruiters provided by the recruiting commands.

SRSVC: Item 1 in the 2000 Military Recruiter Survey asks recruiters their branch of Service/Reserve Component. SRSVC is created from this survey-reported item in the survey.

There is some inconsistency between TSVC (the Service/Component variable obtained originally from the recruiting command lists) and SRSVC (the survey-reported Service/Component variable). TSVC was deemed to be highly error-proof since the TSVC variable came from each Service/Component's list of recruiters and the lists proved to be accurate (the surveys were received completed). Similarly, we decided the risk of respondent error on SRSVC was likely greater. Because of this, we decided to use TSVC rather than SRSVC as the crossing variable for the *Tabulations of Responses from the 2000 Military Recruiter Survey* (Rockwell, et al).

A Description of the Information in Appendix G

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in some of the tables in Appendix G. Examples of how to replicate the results in Appendix G are included in a later section. It is only by replicating these results that analysts can be sure that they are reading the data correctly. These numbers are also key to checking that the subset files for analysis contain the correct number of cases.

An example of the tables in Appendix G is depicted in Figure 4. Fifteen aspects of the example are indicated by superscripted numbers and described in the following paragraphs that correspond to those numbers.

1. Codebook page title. The codebook title is the same for every table in Appendix G of this codebook. It lists the specific survey being summarized.

2. Variable name. The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS-based, public-release datafile. The conventions for naming variables are documented in Appendix D. Appendixes E and F contain a full listing of the public-release file variables.

3. SAS datafile information. These items indicate SAS variable type, variable length and format name of the variable in the SAS datafile.

4. Variable label. The variable label is the SAS variable label that appears in SAS printouts. This label briefly describes the variable.

5. Survey item text. For survey items, this text contains the item number and the verbatim item wording. For other variables, this text provides a verbal description of the variable.

6. SAS Value. This column presents the SAS code for the response values for each survey item. Further details on the values in this column are found in the annotated survey form (Appendix C) and the coding scheme (Appendix D).

7. OS Value. This column presents the OS (ASCII or flat file) code for the response values for each survey item. Further details on the values in this column are found in the annotated survey form (Appendix C) and the coding scheme (Appendix D).

8. Item value labels. This column presents brief explanations of the SAS and OS response values for the survey item. If the label corresponds to a survey response, the text in the table is the verbatim response from the survey instrument. For labels that do not correspond to a survey response, the value label provides a short description of the SAS and OS value. More detailed explanations are found in the annotated survey form (Appendix C) and the coding scheme (Appendix D).

9. Frequency. This column indicates the number of sample members who fall into the category corresponding to each response value for the survey item. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 10,092 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the analysts' computers and programs are correctly reading the data.

10. Percentage. This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "Frequency" column by the total listed at the bottom of the "Frequency" column (10,092). The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 10,092 records in the accompanying database.

11. Total of response frequencies and percentages. The number appearing at the bottom of the "Frequency" column is the total number of sample members in the public-release file (10,092). This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of

the “Percentage” column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.

12. OS datafile information. This line provides the location and length of the variable on the OS (ASCII or flat) datafile. The OS line documents the starting and ending column numbers where the data are stored (OS Column positions), and the number of columns that the data occupy (OS Field Length).

13. Notes to analysts. The notes alert analysts to situations specific to a variable including: a) creation of the variable as specified in the note--usually for a skip or write-in flag; b) whether write-in responses were checked or not checked for valid data; and c) other information about the variable.

14. Codebook page number. This is the Appendix G page number. Appendixes E and F identify the page number in Appendix G where the variable can be found.

15. Rounding footnote. Each table has a footnote that the percentage total (see 10. Percentage, above) may not equal 100.0 due to rounding.

Figure 3.
Annotated Example of a Table from Appendix G

[1]Military Recruiter Survey 2000 -- Codebook Documenting Public Use File

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL
[2]**R00086**	[3]**NUM**	[3]**3**	[3]**R3F.**	[4]**DO YOU HAVE A COMPUTER IN HOME/RESIDENCE**

[5]86. Do you have a computer in your home or residence?

[6]SAS Value	[7]OS Value	[8]Label	[9]Frequency	[10]Percentage
.	-9	NO RESPONSE	72	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4505	44.6
2	2	NO	1070	10.6
			[11]Total: 10092	99.9

[12]OS Column positions: 0594-0595 [12]OS Field Length: 2

[2]**R00086SK**	[3]**NUM**	[3]**3**	[3]**SKF.**	[4]**SKIP FLAG FOR QUESTION 86**

[5]Skip flag for Question 86

[6]SAS Value	[7]OS Value	[8]Label	[9]Frequency	[10]Percentage
.	-9	MISSING SKIP	65	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	7	0.1
1	1	VALID SKIP	975	9.7
2	2	VALID CONTINUATION	4133	41.0
3	3	IMPLIED CONTINUATION	95	0.9
4	4	INVALID SKIP	372	3.7
			[11]Total: 10092	100.0

[12]OS Column positions: 0596-0597 [12]OS Field Length: 2

[13]*This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 17, in Appendix D.*

[15]Percentage total may not equal 100.0 due to rounding.

[14]**G-146**

Examples of Reading the Datafile

In order to analyze the population of interest (recruiters with at least one year of experience and with goals/missions) the data analyst must subset the data (dmdcelig = 1) and weight (fnrw0) the data to the total population of interest.

A sample SAS program is included below to show how to properly select the population of interest for analyses. If these steps are taken (selecting the subset and weighting), the results will look similar to those in the *Tabluations of Responses*.[6] If these steps are not taken, the results will look like those in Appendix G (also included in example below).

```
/* C:\Programs\Sample.sas
   Sample SAS program for MRS 2000 Data */

libname library 'C:\Data';
libname mrs 'C:\Data';

data temp;
   set mrs.mrs00pub;
if dmdcelig = 1;

proc freq data = temp;
  tables r00011*tsvc /norow nopercent;
  weight fnrw0;
  title 'Service/Component #s for Item 11';

proc freq data = temp;
  tables r00012*tsvc /norow nopercent;
  weight fnrw0;
  title ' Service/Component #s for Item 12';

proc freq data = temp;
  tables r00013*tsvc /norow nopercent;
  weight fnrw0;
  title ' Service/Component #s for Item 13';


/* Example for comparison with Appendix G */

libname library 'C:\Data';
libname mrs 'C:\Data';

data temp;
   set mrs.mrs00pub;

proc freq data = temp;
  tables r00011 /list missing;
  title 'Frequencies for Item 11 - for comparison with
         Appendix G, page G-10';
```

[6] Point estimates (percentages) from SAS output may differ by one tenth of a percentage point due to rounding procedures used to create the *Tabulations of Responses*.

A sample SPSS program is included below to show how to properly select the population of interest for analyses. If these steps are taken (selecting the subset and weighting), the results will look similar to those in the *Tabluations of Responses*.[7] If these steps are not taken, the results will look like those in Appendix G[8] (also included in example below).

```
* C:\Programs\Sample.sps
   Sample SPSS program for MRS 2000 Data *.

get file='C:\Data\MRS00pub.sav'.

select if dmdcelig=1.
execute.
weight by fnrw0 .

sort cases by tsvc .
split file
  layered by tsvc .

*Service/Component #s for Item 11.
*(Valid Percent column).
frequencies variables r00011.

* Service/Component #s for Item 12.
*(Valid Percent column).
frequencies variables r00012.

* Service/Component #s for Item 13.
*(Valid Percent column).
frequencies variables r00013.


* Example for comparison with Appendix G *.

get file=' C:\Data\MRS00pub.sav '.

* Frequencies for Item 11.
*(Frequency column).
frequencies variables r00011.
```

[7] Point estimates ("valid" percentages) from SPSS output may differ by one tenth of a percentage point due to rounding procedures used to create the *Tabulations of Responses*.

[8] In SPSS frequencies output, non-valid responses (no response, multiple response, blank/no survey, not applicable, etc.) are grouped together into a single "system missing" category.

References

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Appendix A:

Questionnaire

2000 MILITARY RECRUITER SURVEY

The purpose of the 2000 survey is to ask experienced production recruiters their views on key issues that affect the quality of their work lives. The questions ask about management support, training, working conditions and stress. A similar questionnaire was given five times before (1989, 1991, 1994, 1996 and 1998) and is being fielded this year to (1) track changes, (2) adjust policies and procedures, and (3) direct resources toward improving the working conditions and effectiveness of military recruiters. Therefore, it is important that you fill this survey out honestly.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- THIS IS NOT A TEST, SO TAKE YOUR TIME.
- Select answers that best fit you.
- Use pencil or pen to complete the survey. Make your marks dark so that they are easily read.
- Note that sometimes you will be asked to mark only one response and sometimes, you may be asked to mark all that apply.
- Fill in the appropriate answer.
- To change an answer using pencil, erase the wrong answer completely and fill in the correct answer.
- To change an answer using pen, put an "X" through the wrong answer and fill in the correct answer.

CORRECT ANSWER ● INCORRECT ANSWER ⊗

Answers to some questions will be on a 5-point scale.

Example:

To what extent do you agree or disagree with the following statements about your office?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My recruiting office presents a professional environment for potential applicants.....	①	●	③	④	⑤

Sometimes you will be asked to choose one answer for yourself and one for your family member. When this instruction appears, select one answer in each column.

Example:

At your current duty assignment, what type of treatment facility do you and members of your family usually go to when sick or in need of health advice? Please mark one answer in each column.

	Yourself	Members of your family
A military clinic or hospital….	①	①
Off-base, DoD contracted clinic (e.g., PRIMUS)……	●	②
A civilian clinic or doctor (not contracted by DoD)……..	③	●
Some other type of treatment facility……..	④	④
Not applicable, haven't needed medical care at my current duty assignment.....	⑤	⑤

PRIVACY ACT STATEMENT

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC 136 and 2358

PRINCIPAL PURPOSE: Information collected in this survey will be used to assess attitudes and perceptions of military recruiting life. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant recruiting policies.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purpose of, the survey. Only group statistics will be reported.

Assignment Information

1. What is your branch of Service/Reserve Component?

① Army
② Navy
③ Marine Corps
④ Air Force
⑤ Coast Guard
⑥ Army Reserve
⑦ Army National Guard
⑧ Naval Reserve
⑨ Air Force Reserve
⑩ Air National Guard

2. How long have you been assigned to recruiting duty (include all tours in recruiting)?

① Less than one year
② 1 year, but less than 2
③ 2 years, but less than 3
④ 3 years, but less than 6
⑤ 6 or more years

3. Is this your first tour in recruiting?

① Yes
② No

4. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

① Yes, personal monthly goals/missions
② Yes, personal annual goals/missions
③ Yes, team monthly goals/missions
④ Yes, team annual goals/missions
⑤ No, neither personal nor team goals/missions

5. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

① I was able to choose the location of my duty station
② I wanted a change from my military specialty/occupation
③ Recruiting duty is career enhancing
④ Recruiting duty is necessary for promotion
⑤ I believe in my Service and want to share it with others
⑥ I want to help young people
⑦ I had no choice
⑧ Other, please specify _____

6. Did you volunteer to be a recruiter?

① I was assigned to recruiting duty and not given a choice
② I "volunteered," but really had no choice
③ I volunteered, but would have preferred an assignment other than recruiting
④ I volunteered and wanted recruiting duty

7. How many other recruiters (any Service) have offices in the same location (i.e., building, strip-mall) as your recruiting station?

① None, just myself
② 1 other recruiter
③ 2 other recruiters
④ 3 to 5 other recruiters
⑤ 6 or more other recruiters

8. How many other recruiters of your own Service Branch/Component are located in your recruiting station?

① None, just myself
② 1 other recruiter
③ 2 other recruiters
④ 3 to 5 other recruiters
⑤ 6 or more other recruiters

9. Do you think your preferences were considered in your current duty location assignment?

① Yes
② No

10. On average, what is the total number of hours per week you spend performing recruiting related duties?

① 40 hours or less
② 41-50 hours
③ 51-60 hours
④ 61-70 hours
⑤ 71-80 hours
⑥ More than 80 hours

11. On average, what is the total number of hours per week you spend performing administrative duties?

① None
② Some but less than 6 hours
③ 6-10 hours
④ 11-20 hours
⑤ More than 20 hours

12. On average, what is the total number of hours per week you spend on the phone with prospects?

① None
② Some but less than 6 hours
③ 6-10 hours
④ 11-20 hours
⑤ More than 20 hours

13. During the past year, have you voluntarily not taken leave due to the demands of your job?

① Yes
② No

14. During the past year, did you request annual leave and have the request denied?

① Yes
② No

15. How many days of annual leave did you take last year?

① 0 to 3 days
② 4 to 7 days
③ 8 to 14 days
④ 15 to 29 days
⑤ 30 or more days

16. In the past year, of the number of annual leave days taken, what percentage did you work at least part of the day on work-related tasks?

① 0%
② 1-25%
③ 26-50%
④ 51-75%
⑤ 76-100%

17. How many days of annual leave did you lose in the last fiscal year due to the demands of your recruiting duty?

① None
② 1-5 days
③ 6-10 days
④ 11-20 days
⑤ 21+ days

Housing/Residence

18. Compared with living conditions in base housing, how do you rate your current living conditions with respect to quality and cost?

① Not applicable, I have never lived on base → GO TO QUESTION 19

② Not applicable, I am currently living on base → GO TO QUESTION 19

Quality	Cost
① Better	① More
② Same	② Same
③ Worse	③ Less

19. What is the average ONE-WAY driving time from your residence to your duty location?

① Less than 15 minutes
② 15-30 minutes
③ 31-60 minutes
④ More than 1 hour

20. How long does it usually take you to travel from your residence to your nearest…?

	Less than 15 minutes	15-30 minutes	31-60 minutes	61-90 minutes	91 minutes to 2 hours	More than 2 hours
a. Military exchange.....	①	②	③	④	⑤	⑥
b. Commissary.....	①	②	③	④	⑤	⑥
c. Military hospital/clinic.....	①	②	③	④	⑤	⑥

21. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
a. Cost of residence.....	①	②	③	④	⑤	⑥
b. Schools.....	①	②	③	④	⑤	⑥
c. Availability of childcare.....	①	②	③	④	⑤	⑥
d. Spouse employment.....	①	②	③	④	⑤	⑥

Your Workplace

22. To what extent do you agree or disagree with the following statements about your office?

	Not applicable	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My recruiting office presents a professional environment for potential applicants		①	②	③	④	⑤	⑥
b. My recruiting office presents a pleasant environment for potential applicants		①	②	③	④	⑤	⑥
c. My recruiting office contributes to my success as a recruiter		①	②	③	④	⑤	⑥
d. My recruiting office gets very few walk-in potential applicants		①	②	③	④	⑤	⑥
e. I could successfully recruit more applicants if my office looked "high-tech"		①	②	③	④	⑤	⑥
f. There is a good relationship between my office and other tenants (non-Service) in the area		①	②	③	④	⑤	⑥
g. There is a good relationship between my recruiting office's landlord and the assigned recruiters		①	②	③	④	⑤	⑥
h. My recruiting office is conveniently located		①	②	③	④	⑤	⑥
i. Prospective applicants have little trouble finding my recruiting office		①	②	③	④	⑤	⑥
j. My recruiting office is located close to high schools		①	②	③	④	⑤	⑥
k. My recruiting office is accessible to potential applicants		①	②	③	④	⑤	⑥
l. Parking is available for applicants at my office		①	②	③	④	⑤	⑥
m. Parking is convenient for applicants at my office		①	②	③	④	⑤	⑥
n. Parking is available for recruiters at my office		①	②	③	④	⑤	⑥
o. Parking is convenient for recruiters at my office		①	②	③	④	⑤	⑥

23. How much do you spend monthly to park your POV at work?

① Not applicable, I use other transportation to get to work
② None, free parking
③ $1-$50
④ $51-$100
⑤ $101 or more per month

24. How much do you spend monthly to use public transportation for work?

① Not applicable, I do not use public transportation
② $1-$50
③ $51-$100
④ $101 or more per month

25. If not located near a military installation, does your Recruiting Headquarters provide fitness center access to you at no out-of-pocket expense?

① Not applicable, I am located near a military installation
② Yes
③ No

Training

26. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty?

	Not applicable	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I was given a realistic preview of what recruiting duty would be like		①	②	③	④	⑤	⑥
b. Members of my family were well prepared by my Service for the requirements and demands of my recruiting assignment		①	②	③	④	⑤	⑥
c. I was given good professional training for my job as a recruiter		①	②	③	④	⑤	⑥
d. The training I received was helpful and relevant for my job as a recruiter		①	②	③	④	⑤	⑥
e. The training I received was insufficient for what I needed to know to do effective recruiting		①	②	③	④	⑤	⑥
f. My allocated time in training was sufficient		①	②	③	④	⑤	⑥

27. Did your immediate supervisor train you for your job as a recruiter?

① Yes
② No

28. How frequently did an experienced recruiter help you during on-the-job training?

① Frequently
② Occasionally
③ Seldom
④ Never

29. How much do you agree or disagree with the following statements about refresher (i.e., TDY, in-house, monthly, weekly) training?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. I receive adequate refresher training…….....	①	②	③	④	⑤	⑥
b. I receive adequate refresher training from my supervisor……..	①	②	③	④	⑤	⑥
c. I receive adequate refresher training from my recruiter instructor/ trainer.....……..	①	②	③	④	⑤	⑥

30. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

① More frequent training sessions
② Establish regularly scheduled training
③ Have recruiter instructors conduct more All Hands training
④ Have recruiter instructors conduct more individual training
⑤ Have recruiters prepare and present training to each other
⑥ Shadow experienced recruiter
⑦ Other, please specify _____

31. On average, how long do you think it takes before the typical new recruiter can perform at top efficiency?

① Less than 6 months
② 6 months to less than 1 year
③ 1-2 years
④ More than 2 years

Goal/Mission

32. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. My monthly goals/missions are achievable.....…	①	②	③	④	⑤	⑥
b. My assigned market area is adequate to make goal/ mission.....……	①	②	③	④	⑤	⑥
c. Success in reaching goal/mission has a "make or break" effect on my military career.....……..	①	②	③	④	⑤	⑥
d. I am pressured to continue recruiting even after reaching my monthly goal/mission.....…	①	②	③	④	⑤	⑥
e. I am punished if I fall short of goal/mission.....…	①	②	③	④	⑤	⑥
f. If I miss my goal/mission one month, I can make it up the next month.....…….	①	②	③	④	⑤	⑥
g. I receive adequate support (e.g., cars, telephone, promotional items) to help me accomplish my goal/mission.....….....	①	②	③	④	⑤	⑥
h. Required paperwork interferes with my efforts to make goal/mission.....…	①	②	③	④	⑤	⑥
i. My supervisor will help me if I have trouble making goal/mission.....…	①	②	③	④	⑤	⑥

33. In how many of the months of the past fiscal year did you achieve your monthly goal/mission?

① Less than 3 months
② 3-5 months
③ 6-8 months
④ 9-11 months
⑤ All 12 months
⑥ Not applicable

34. What percentage of your recruiting goal/mission did you achieve in the last fiscal year?

① 0 to 75%
② 76 to 100%
③ 101 to 125%
④ 126 to 150%
⑤ More than 150%
⑥ Not applicable

35. All things considered, what is the likelihood that experienced recruiters can make goal/mission in your zone/area?

① Extremely difficult
② Difficult but can be made with extra effort
③ Should be able to make goal/mission but difficult to exceed
④ Not only achievable, but good chance to exceed
⑤ Very excellent chance to exceed goal/mission

36. Compared to other recruiters from <u>your Service</u> who work in the area served by your MEPS, would you say you are:

① One of the best (exceed 95 percentile)
② Better than most (66 to 95 percentile)
③ Average (35 to 65 percentile)
④ Below average (below 35 percentile)

37. In your current assignment, do you recruit Non-Prior Service (NPS) applicants?

① Yes
② No → GO TO QUESTION 40

38. If YES to previous question,

a. How many NPS applicants did you recruit in the past fiscal year?

Write the number of NPS applicants you recruited in the boxes. For example, if you recruited 20 NPS applicants, you would enter "020".

☐☐☐ **NPS IN PAST FISCAL YEAR**

b. How many of these applicants resulted from the ASVAB Student Testing Program (STP) leads?

Write the number of NPS applicants you recruited from the ASVAB STP in the boxes. For example, if you recruited two applicants from the ASVAB STP leads, you would enter "002".

☐☐☐ **NPS APPLICANTS FROM ASVAB STP LEADS**

39. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions?

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant	Not applicable
a. ASVAB Student Testing Program.....	①	②	③	④	⑤	⑥
b. High School lists/student directories.....	①	②	③	④	⑤	⑥
c. Referrals from applicants....	①	②	③	④	⑤	⑥
d. Local advertising.....	①	②	③	④	⑤	⑥
e. National leads (e.g., direct mailouts, 800 number, Internet).....	①	②	③	④	⑤	⑥
f. Community colleges.....	①	②	③	④	⑤	⑥
g. 4-year colleges/ universities.....	①	②	③	④	⑤	⑥
h. Local merchants/ community contacts.....	①	②	③	④	⑤	⑥
i. Recruiter Assistance (HRAP, HARP, RAP, PRASP, Boot Leave, etc.)...	①	②	③	④	⑤	⑥
j. Recruiting station walk-ins.....	①	②	③	④	⑤	⑥

Job Demands

40. To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. I have the opportunity to earn an award for production.....	①	②	③	④	⑤	⑥
b. The awards available to me have important effects on my career.....	①	②	③	④	⑤	⑥
c. Some recruiters are not successful because they lack aptitude for sales.....	①	②	③	④	⑤	⑥
d. The good recruiters in my office make up for others who can't make their quotas.....	①	②	③	④	⑤	⑥
e. The contract quotas I am given reflect the actual accession requirements....	①	②	③	④	⑤	⑥
f. Working hard just makes more work for me in the future.....	①	②	③	④	⑤	⑥
g. Recruiter leadership does a good job of keeping recruiters informed of initiatives to improve quality-of-life (e.g., housing, medical, pay, CONUS COLA, childcare).....	①	②	③	④	⑤	⑥
h. The morale of the recruiters I work with is good.....	①	②	③	④	⑤	⑥
i. My pay is appropriate for the job I do.....	①	②	③	④	⑤	⑥
j. If a recruit was not qualified for my Service, I would refer him or her to another Service.....	①	②	③	④	⑤	⑥

41. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. The mileage restriction placed on government vehicles interferes with my ability to do my job.....	①	②	③	④	⑤	⑥
b. I have the freedom to personally plan my work and use my judgment as to the best method for recruiting in my assigned area.....	①	②	③	④	⑤	⑥
c. I receive good support from my supervisors.....	①	②	③	④	⑤	⑥
d. My superiors and I work as a team.....	①	②	③	④	⑤	⑥

42. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. Supervisors understand and help recruiters with problems	①	②	③	④	⑤	⑥
b. Recruiters are recognized for doing a good job	①	②	③	④	⑤	⑥
c. Skills attained in recruiting are helpful in securing a good civilian job	①	②	③	④	⑤	⑥
d. Recruiting is important work	①	②	③	④	⑤	⑥
e. Recruiting is challenging work	①	②	③	④	⑤	⑥
f. Recruiters' pay is sufficient to meet expenses	①	②	③	④	⑤	⑥
g. Promotion opportunity is better than it would have been without a recruiting assignment	①	②	③	④	⑤	⑥
h. I would encourage my friends to become recruiters	①	②	③	④	⑤	⑥
i. I feel emotionally drained from my work	①	②	③	④	⑤	⑥
j. I feel fatigued when I get up in the morning and have to face another day on the job	①	②	③	④	⑤	⑥
k. Working with people all day is really a strain for me	①	②	③	④	⑤	⑥
l. I feel burned out from my job	①	②	③	④	⑤	⑥
m. I feel frustrated by my job	①	②	③	④	⑤	⑥
n. I feel like I am at the end of my rope	①	②	③	④	⑤	⑥

43. This section of questions asks how your work has changed since 1998 or since you began, if after 1998.

	Much greater	Greater	Same	Less	Much less
a. The amount of contact you have with key influencers such as the parents of prospects is	①	②	③	④	⑤
b. The number of times you visit the high schools in your market is	①	②	③	④	⑤
c. The types and values of incentive packages you can discuss with your prospects are	①	②	③	④	⑤
d. The overseas assignment opportunities you can discuss are	①	②	③	④	⑤
e. The amount of time you spend pre-prospecting (e.g., boy scouts, cub scouts, coaching youth football) is	①	②	③	④	⑤
f. The amount of time you spend prospecting is	①	②	③	④	⑤
g. The number of hours per week you spend performing duty-related tasks is	①	②	③	④	⑤
h. The amount of participation in community events to support your recruiting job is	①	②	③	④	⑤
i. The number of work hours required to meet goal/mission is	①	②	③	④	⑤
j. The amount of paperwork required to get reimbursed for recruiting expenses is	①	②	③	④	⑤
k. The amount of money recruiters have to pay for medical expenses is	①	②	③	④	⑤
l. The amount of free time recruiters have to attend to personal duties is	①	②	③	④	⑤
m. The staffing level for recruiters in your office is	①	②	③	④	⑤
n. The experience level of your fellow recruiters is	①	②	③	④	⑤

44. How frequently do you think recruiter improprieties (i.e., bending rules to make goal/mission) occur in your recruiting command?

① Frequently
② Occasionally
③ Seldom
④ Never

45. How frequently do you think sexual misconduct between recruiters and applicants occurs in your recruiting command?

① Frequently
② Occasionally
③ Seldom
④ Never

46. If you had the freedom to select an assignment next month, which of the following would you choose?

① Remain in recruiting
② Return to my previous military specialty/occupation
③ Select a totally new military specialty/occupation
④ Leave the Service

47. Approximately how many high school seniors do you individually prospect in your recruiting market?

① Less than 500
② 500 to 1,000
③ 1,001 to 2,000
④ 2,001 to 3,000
⑤ More than 3,000
⑥ Not applicable → GO TO QUESTION 56

48. How would you rate the prospect of graduating seniors in your recruiting market finding a full-time job with satisfactory career potential?

① Possible for nearly all
② Possible for most
③ Possible for some
④ Possible for very few to none
⑤ Not applicable

49. Compared to civilian pay for recent high school graduates in your local area, starting military pay is:

① Higher
② About the same
③ Lower
④ Not applicable

50. To what extent do you agree or disagree with the following statements about working with schools?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. I can talk to seniors at my high schools anytime.....	①	②	③	④	⑤	⑥
b. My schools make high school directory information available to me.....	①	②	③	④	⑤	⑥
c. I can display posters, brochures, etc., in my schools.....	①	②	③	④	⑤	⑥
d. I am invited to speak to classes on military topics (e.g., military history) in my schools.....	①	②	③	④	⑤	⑥
e. My school counselors encourage qualified seniors to talk to me about the military as a career.....	①	②	③	④	⑤	⑥
f. My school counselors tell students to consider the Service as a way to get money for college.....	①	②	③	④	⑤	⑥

51. In general, are you invited to Career Day at the high schools in your recruiting market?

① Yes
② No
③ Not applicable

52. What percentage of your high schools cooperate by providing access to high school lists/student directories?

① None
② 1-20 percent
③ 21-40 percent
④ 41-60 percent
⑤ 61-80 percent
⑥ 81-100 percent
⑦ Not applicable

53. What percentage of your high schools cooperate by providing access to students?

① None
② 1-20 percent
③ 21-40 percent
④ 41-60 percent
⑤ 61-80 percent
⑥ 81-100 percent
⑦ Not applicable

54. What percentage of high school senior names do you have as a result of all lead sources (e.g., ASVAB STP, high school lists, referrals, advertising lead cards)?

① None
② 1-20 percent
③ 21-40 percent
④ 41-60 percent
⑤ 61-80 percent
⑥ 81-100 percent
⑦ Not applicable

55. Do your supervisors actively assist recruiters in getting schools to cooperate by visiting schools, writing letters, talking with teachers, counselors, school board members, etc?

① Yes, frequently
② Sometimes
③ No, never
④ Not applicable

56. What do members of your household/immediate family think of <u>your</u> recruiting assignment? Are they:

① Very positive
② Somewhat positive
③ Neutral, neither positive nor negative
④ Somewhat negative
⑤ Very negative
⑥ Not applicable

57. Are active attempts made by your recruiting command to involve your family in your recruiting job (e.g., special office social events for the entire family, discounted tickets for the family)?

① Yes, frequently
② Sometimes
③ No, never
④ Not applicable

Resources

58. With respect to recruiting, how important are the following factors?

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant	Not applicable
a. Formal training	①	②	③	④	⑤	
b. On-the-job training	①	②	③	④	⑤	
c. Advertising	①	②	③	④	⑤	
d. Promotional items	①	②	③	④	⑤	
e. Educational benefits for prospects	①	②	③	④	⑤	⑥
f. Enlistment bonus	①	②	③	④	⑤	⑥
g. Seasonal shipping bonus	①	②	③	④	⑤	⑥
h. MEPS processing	①	②	③	④	⑤	
i. Office computer and software	①	②	③	④	⑤	
j. Beeper or cellular phone	①	②	③	④	⑤	⑥
k. Recruiter Internet access	①	②	③	④	⑤	⑥
l. Recruiting station location	①	②	③	④	⑤	
m. Recruiting station appearance	①	②	③	④	⑤	
n. Access to own Government vehicle	①	②	③	④	⑤	⑥
o. Positive media publicity	①	②	③	④	⑤	
p. Pro-military community/ influencers	①	②	③	④	⑤	
q. High school access	①	②	③	④	⑤	
r. High school student lists	①	②	③	④	⑤	

59. To what extent do you agree or disagree that the following recruiting resources are <u>in need of improvement</u>?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
a. Formal training	①	②	③	④	⑤	
b. On-the-job training	①	②	③	④	⑤	
c. Advertising	①	②	③	④	⑤	
d. Promotional items	①	②	③	④	⑤	
e. Educational benefits for prospects	①	②	③	④	⑤	⑥
f. Enlistment bonus	①	②	③	④	⑤	⑥
g. Seasonal shipping bonus	①	②	③	④	⑤	⑥
h. MEPS processing	①	②	③	④	⑤	
i. MEPS medical screening	①	②	③	④	⑤	
j. MEPS testing	①	②	③	④	⑤	
k. MEPS liaisons	①	②	③	④	⑤	
l. Office computer and software	①	②	③	④	⑤	
m. Beeper or cellular phone	①	②	③	④	⑤	⑥
n. Recruiter Internet access	①	②	③	④	⑤	⑥
o. Recruiting station location	①	②	③	④	⑤	
p. Recruiting station appearance	①	②	③	④	⑤	
q. Access to own Government vehicle	①	②	③	④	⑤	⑥
r. Positive media publicity	①	②	③	④	⑤	
s. Pro-military community/ influencers	①	②	③	④	⑤	
t. High school access	①	②	③	④	⑤	
u. High school student lists	①	②	③	④	⑤	

60. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts?

	Expand	Keep the same	Reduce	Eliminate
a. Local newspaper ads	①	②	③	④
b. Billboards	①	②	③	④
c. Television advertising	①	②	③	④
d. Internet recruiting websites	①	②	③	④
e. Radio advertising	①	②	③	④
f. Magazine advertising	①	②	③	④
g. Locally produced flyers/mailings	①	②	③	④
h. Flyers/mailings produced by the Recruiting Service	①	②	③	④
i. Joint (all Services together) advertising	①	②	③	④
j. Major local events	①	②	③	④

61. In your experience, how would you rate the following benefits/incentives in terms of importance to <u>prospects</u> you have dealt with in the past fiscal year?

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant	Not applicable
a. Enlistment bonus	①	②	③	④	⑤	
b. Seasonal shipping bonus	①	②	③	④	⑤	⑥
c. Montgomery GI Bill benefits	①	②	③	④	⑤	
d. Service college fund	①	②	③	④	⑤	⑥
e. Military pay and allowances	①	②	③	④	⑤	
f. Medical benefits	①	②	③	④	⑤	
g. Job training and experience	①	②	③	④	⑤	
h. In-Service educational opportunities (on or off duty)	①	②	③	④	⑤	⑥
i. Subsequent civilian employment opportunities	①	②	③	④	⑤	
j. Physical/mental challenge	①	②	③	④	⑤	
k. Opportunity to travel	①	②	③	④	⑤	
l. Choice of first duty station	①	②	③	④	⑤	⑥

62. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Using a civilian contractor for telemarketing potential recruits would be helpful to me.....	①	②	③	④	⑤
b. Using a civilian contractor for telemarketing potential recruits would be convenient for me…..	①	②	③	④	⑤
c. Using a civilian contractor for telemarketing potential recruits would help me make my goal/mission.....	①	②	③	④	⑤
d. Using a civilian contractor as an administrative assistant would be helpful to me.....	①	②	③	④	⑤
e. Using a civilian contractor as an administrative assistant would be convenient for me…..	①	②	③	④	⑤
f. Using a civilian contractor as an administrative assistant would help me make my goal/mission.....	①	②	③	④	⑤

63. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Locating my station where there are a lot of potential applicants who could visit the station would help me recruit……	①	②	③	④	⑤
b. In the right mall, with a good design, the station would reflect well on the military and generate new leads……..	①	②	③	④	⑤
c. A mall location would be a hindrance for meeting with prospects……	①	②	③	④	⑤
d. I would prefer a location in a large mall to my current station location……..	①	②	③	④	⑤
e. If I could choose any location for my station, it would not be in a mall……..	①	②	③	④	⑤
f. Teenagers would visit a mall recruiting station if it looked “high-tech”……..	①	②	③	④	⑤
g. Teenagers today are more impressed by appearance and style……	①	②	③	④	⑤
h. Proper visibility in a mall would positively impress key influencers……	①	②	③	④	⑤
i. DoD should modernize its recruiting facilities……..	①	②	③	④	⑤
j. I would prefer working in a station that was easily accessible to the public…..……	①	②	③	④	⑤
k. Sharing an administrative assistant between recruiters from different Services would create friction in the office..……	①	②	③	④	⑤

64. How many hours per week do you spend phone calling potential recruits that could be hired out to a civilian telemarketing contractor?

① None
② Some but less than 6 hours
③ 6-10 hours
④ 11-20 hours
⑤ More than 20 hours

65. How many hours per week do you spend performing administrative duties that could be hired out to a civilian office administrative assistant?

① None
② Some but less than 6 hours
③ 6-10 hours
④ 11-20 hours
⑤ More than 20 hours

Supervision

66. To what extent do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My immediate supervisor expects too much from me.....	①	②	③	④	⑤
b. My immediate supervisor coaches me if I need it.....	①	②	③	④	⑤
c. My immediate supervisor criticizes me even when I am doing a good job.....	①	②	③	④	⑤
d. My immediate supervisor does a poor job of maintaining morale among recruiters.....	①	②	③	④	⑤
e. My immediate supervisor stands up for me.....	①	②	③	④	⑤
f. I feel I am supervised more closely than necessary.....	①	②	③	④	⑤
g. My immediate supervisor understands the sales business.....	①	②	③	④	⑤

67. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements?

① Not applicable, I do not supervise at least one other production recruiter on a routine basis → GO TO QUESTION 68

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Recruiters should not bother overworked supervisors with their problems.....	①	②	③	④	⑤
b. In reaching recruiting goals/missions, teamwork is as important as each person's own effort.....	①	②	③	④	⑤
c. It is my job to motivate recruiters to make their goals/missions.....	①	②	③	④	⑤
d. When I listen to subordinates, I do my job better.....	①	②	③	④	⑤
e. It is my job to teach recruiters who have not learned everything necessary from their training.....	①	②	③	④	⑤
f. Recruiters need constant pressure in order for them to make their goals/missions.....	①	②	③	④	⑤
g. Supervisors who inspire recruiters make the difference between goal/mission achievement and failure.....	①	②	③	④	⑤
h. Once properly trained, recruiters should be allowed to make their own decisions.....	①	②	③	④	⑤
i. Supervisors can do only so much to encourage recruiters who fail to make their recruiting goals/missions.....	①	②	③	④	⑤
j. Punishing recruiters who do not make their goals/missions can be counterproductive.....	①	②	③	④	⑤

Satisfaction

68. In general, how satisfied are you currently with the supervision/leadership within your recruiting command?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Immediate supervisor.....	①	②	③	④	⑤
b. Recruiting command beyond immediate supervisor.....	①	②	③	④	⑤

69. In general, how satisfied were you with military supervision/leadership before you became a recruiter?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Immediate supervisor.....	①	②	③	④	⑤
b. Leadership beyond immediate supervisor.....	①	②	③	④	⑤

70. Do you plan to make recruiting a career?

① Yes
② No
③ Undecided

71. In general, how satisfied are you with…?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Recruiting.....	①	②	③	④	⑤
b. Military life.....	①	②	③	④	⑤

Medical

72. In the past fiscal year, how much did you spend on medical and dental care for you and your dependents that was NOT reimbursed?

Write your yearly expense in the boxes. For example, if you spent $100 in the past fiscal year, you would enter "0100".

$ ☐☐☐☐ **NON-REIMBURSED MEDICAL AND DENTAL EXPENSES**

73. What do you spend (on average) each month in the performance of your official duties (e.g., driving related expenses, applicant meals, phone, etc.) that is NOT reimbursed to you?

Write your monthly expense in the boxes. For example, if you spend $100 each month, you would enter "0100".

$ ☐☐☐☐ **NON-REIMBURSED RECRUITING RELATED EXPENSES**

74. How much do you spend monthly on housing costs, including utilities, above your Basic Allowance for Housing (BAH)?

Write your monthly expense in the boxes. For example, if you spend $100 each month, you would enter "0100".

$ ☐☐☐☐ **HOUSING EXPENSES BEYOND BAH**

75. At your current duty assignment, what type of treatment facility do you and members of your family <u>usually</u> go to when sick or in need of health advice? Please mark one answer in each column.

	Yourself	Members of your family
A military clinic or hospital…..	①	①
Off-base, DoD contracted clinic (e.g., PRIMUS)……	②	②
A civilian clinic or doctor (not contracted by DoD)……..	③	③
Some other type of treatment facility……	④	④
Not applicable, haven't needed medical care at my current duty assignment.....	⑤	⑤

76. How long does it usually take you or members of your family to travel to this treatment facility to receive medical care? Please mark one answer in each column.

	Yourself	Members of your family
Less than 15 minutes.....	①	①
15 to 30 minutes.....	②	②
31 minutes to 60 minutes.....	③	③
61 minutes to two hours.....	④	④
More than two hours.....	⑤	⑤
Not applicable.....	⑥	⑥

77. In general, how satisfied are you with the medical care provided by TRICARE for yourself and/or members of your family? Please mark one answer in each column.

	Yourself	Members of your family
Very satisfied.....	①	①
Satisfied.....	②	②
Neither satisfied nor dissatisfied.....	③	③
Dissatisfied.....	④	④
Very dissatisfied.....	⑤	⑤
Not applicable.....	⑥	⑥

78. What is your current TRICARE health plan?

① TRICARE Standard
② TRICARE Extra
③ TRICARE Prime

79. Are you or your family now covered by TRICARE Supplemental Insurance?

① Yes
② No
③ Not applicable

80. Are you or your family now covered by PRIVATE medical insurance or an HMO, such as those operated by Blue Cross, Prudential, or Kaiser?

① Yes
② No
③ Not applicable

81. Is TRICARE Prime available to you at your current assignment?

① Yes → GO TO QUESTION 83
② No

82. If no, would you use TRICARE Prime if it were available to you?

① Yes
② No

Computer Usage

83. Do you have a personal desktop computer (PC) in your office that was issued to you?

① Yes
② No

84. Do you have a PC in your office that is shared by you and others?

① Yes
② No

85. Do you have access to a laptop computer for recruiting purposes?

① Yes
② No

86. Do you have a computer in your home or residence?

① Yes
② No → GO TO QUESTION 88

87. Do you use your home computer for work tasks?

① Yes
② No

88. Do you…

	Yes, at office only	Yes, at home only	Yes, both at office and home	No
a. Have access to the Internet……	①	②	③	④
b. Use the Internet……..	①	②	③	④

89. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties?

	None	Less than 1	1 to less than 2	2 to less than 4	4 or more
a. Word processing.....	①	②	③	④	⑤
b. Spreadsheets.....	①	②	③	④	⑤
c. Database applications.....	①	②	③	④	⑤
d. Chat rooms/electronic bulletin boards.....	①	②	③	④	⑤
e. Own recruiting command web site.....	①	②	③	④	⑤
f. Personal/Local web site.....	①	②	③	④	⑤
g. Exchanging e-mail with potential recruits.....	①	②	③	④	⑤
h. Work related e-mail, other than with potential recruits.....	①	②	③	④	⑤
i. Distance learning.....	①	②	③	④	⑤
j. Filling out electronic forms.....	①	②	③	④	⑤
k. Other.....	①	②	③	④	⑤

Background Information

90. What is your current paygrade?

① E-4
② E-5
③ E-6
④ E-7
⑤ E-8
⑥ E-9
⑦ Officer

91. What is the highest grade or degree you have completed? (MARK ONLY ONE)

① Less than 12 years of school (no diploma)
② GED or High School Certificate
③ High School Diploma
④ Some college, but did not graduate
⑤ Associate's degree (e.g., AA, AS)
⑥ Bachelor's degree (e.g., BA, AB, BS)
⑦ Master's, doctoral degree or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

92. Are you Spanish/Hispanic/Latino? (MARK "NO" IF NOT SPANISH/HISPANIC/LATINO)

① No, not Spanish/Hispanic/Latino
② Yes, Mexican, Mexican American, Chicano
③ Yes, Puerto Rican
④ Yes, Cuban
⑤ Yes, Other Spanish/Hispanic/Latino

93. What is your race? (MARK ONE OR MORE RACES to indicate what you consider yourself to be)

① White
② Black or African-American
③ American Indian or Alaskan Native
④ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
⑤ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

94. Are you:

① Male
② Female

95. What is your marital status?

① Now married
② Separated
③ Divorced
④ Widowed
⑤ Never married → GO TO QUESTION 97

96. What was your marital status when you began your first tour of recruiting duty?

① Married
② Separated
③ Divorced
④ Widowed
⑤ Never married

97. How old were you on your last birthday?

① Less than 25 years
② 25-29 years
③ 30-34 years
④ 35-39 years
⑤ 40-44 years
⑥ 45 years or older

98. Would you like to know the results of this survey? If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification. (OPTIONAL)

Please print

99. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D

COMMENTS SECTION – PLEASE PRINT

100. What do you believe are the most pressing problems facing recruiters today?

101. What can DoD and your Service do to help your recruiting efforts?

102. If you have comments that you were not able to express in answering the survey, please write them in the space provided.

THANK YOU FOR YOUR PARTICIPATION!

Please mail the questionnaire in the envelope provided.

If the envelope is missing, mail your completed survey to:

WESTAT
1650 RESEARCH BLVD.
RE 133
ROCKVILLE, MD 20850

Appendix B:

Survey Cover Letters

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000

FORCE MANAGEMENT
POLICY

27 OCT 2000

MEMORANDUM FOR MILITARY RECRUITERS

SUBJECT: 2000 Recruiter Survey

The *2000 Military Recruiter Survey* shortly will be sent to a selected sample of Service recruiters. This survey is administered biennially to obtain information on field recruiters' perceptions of how recruiting policies and procedures are working. The data are useful for providing insight into the unique problems facing recruiters. The *2000 Military Recruiter Survey* will compare the results of five previous surveys to see if and how much conditions have improved or deteriorated.

You were randomly selected to receive the survey. I urge you to complete and return it when it arrives in a few weeks. Your responses will be confidential. Survey answers will be combined so that individual responses cannot be identified. Only group statistics will be reported, and no data identifying individuals will be released to anyone.

If your address on this letter is incorrect or your address will soon change, please take a moment to inform us of the correct address. You can register your new address by calling our contractor at the toll free number 1-888-767-3474 or you can fax your new address information to (240) 453-2630. If you prefer, you can mail this letter with your correct address to the DMDC Survey Processing Activity, c/o Westat, 1650 Research Blvd, RE 133 Proj#723611, Rockville, MD 20850 or update your address via email to: MRS2000@westat.com.

Thank you for your time and assistance in this important survey.

P. A. TRACEY
Vice Admiral, US Navy
Deputy Assistant Secretary
(Military Personnel Policy)

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND
FORT KNOX, KENTUCKY 40121-2726

REPLY TO
ATTENTION OF:

November 15, 2000

The Department of Defense is seeking your help in gathering important information on recruiter management and quality-of-life issues. You were selected in a random sample of recruiters from all Services to participate in this study. Your response to the *2000 Military Recruiter Survey* will be influential in shaping DoD and Congressional decisions concerning programs of vital interest to military recruiters.

Enclosed is a copy of the *2000 Military Recruiter Survey*. Your responses to the questions in the survey will be combined with those of a selected sample of recruiters from all the Services. Your responses will be kept confidential, and only group statistics will be reported.

Your input is very important in determining the views of recruiters, particularly since your views represent many other recruiters who were not selected in the sample. Please take a moment and complete the questionnaire and return it as soon as possible in the pre-addressed, postage-paid envelope provided. ***If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.***

Thank you in advance for your assistance on a subject that is of paramount importance to the Department and the Military Services.

Sincerely,

Dennis D. Cavin

Dennis D. Cavin
Major General, USA
Commanding General

Enclosure:
As Stated

"RECRUITING FOR AMERICA'S ARMY"

DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DR.
MILLINGTON, TENNESSEE 38054-5057

IN REPLY REFER TO:

November 15, 2000

The Department of Defense is seeking your help in gathering important information on recruiter management and quality-of-life issues. You were selected in a random sample of recruiters from all Services to participate in this study. Your response to the *2000 Military Recruiter Survey* will be influential in shaping DoD and Congressional decisions concerning programs of vital interest to military recruiters.

Enclosed is a copy of the *2000 Military Recruiter Survey.* Your responses to the questions in the survey will be combined with those of a selected sample of recruiters from all the Services. Your responses will be kept confidential, and only group statistics will be reported.

Your input is very important in determining the views of recruiters, particularly since your views represent many other recruiters who were not selected in the sample. Please take a moment and complete the questionnaire and return it as soon as possible in the pre-addressed, postage-paid envelope provided. ***If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.***

Thank you in advance for your assistance on a subject that is of paramount importance to the Department and the Military Services.

Sincerely,

G.E. Voelker
Rear Admiral, U.S. Navy



15 November 2000

Dear Marine Corps Recruiting Command Marine,

The Department of Defense and the Marine Corps are seeking your help in gathering important information on recruiter management and quality-of-life issues. You were selected in a random sample of recruiters from all Services to participate in this study. Your response to the *2000 Military Recruiter Survey* is critical in shaping DoD and Congressional decisions concerning recruiting.

Enclosed is a copy of the *2000 Military Recruiter Survey*. This questionnaire will take about 30 minutes to complete. Your responses to the questions in the survey will be combined with those of a selected sample of recruiters from all the Services. Your responses will be kept confidential and only group statistics will be reported.

Your input is very important in determining the views of recruiters, particularly since your responses represent many other recruiters who were not selected in the sample. Please take a moment and complete the questionnaire and return it as soon as possible in the pre-addressed, postage-paid envelope provided. ***If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.***

Thank you in advance for your assistance on a subject that is of paramount importance to the Department of Defense, the Marine Corps, and your fellow Marine recruiters.

Semper Fidelis,

Garry L. Parks

GARRY L. PARKS
Major General, U.S. Marine Corps
Commanding General
Marine Corps Recruiting Command

Enclosure

DEPARTMENT OF THE AIR FORCE
AIR FORCE RECRUITING SERVICE (AETC)

November 15, 2000

Dear Air Force Recruiter:

The Department of Defense is seeking your help in gathering important information on recruiter management and quality-of-life issues. You were selected in a random sample of recruiters from all Services to participate in this study. Your response to the *2000 Military Recruiter Survey* will be influential in shaping DoD and Congressional decisions concerning programs of vital interest to military recruiters.

Enclosed is a copy of the *2000 Military Recruiter Survey*. Your responses to the questions in the survey will be combined with those of a selected sample of recruiters from all the Services. Your responses will be kept confidential, and only group statistics will be reported.

Your input is very important in determining the views of recruiters, particularly since your views represent many other recruiters who were not selected in the sample. Please take a moment and complete the questionnaire and return it as soon as possible in the pre-addressed, postage-paid envelope provided. ***If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.***

Thank you in advance for your assistance on a subject that is of paramount importance to the Department of Defense and the Military Services.

Sincerely

Duane W. Deal

DUANE W. DEAL
Brigadier General, USAF
Commander

Enclosure:
2000 Military Recruiter Survey

U.S. Department of Transportation
United States Coast Guard

Director
United States Coast Guard
U.S. Department of Transportation

4200 Wilson Blvd. Suite 450
Arlington, VA 22203-1804
Staff Symbol: (G-CGRC)
Phone: (202) 493-6679
FAX: (202) 493-6699

November 15, 2000

The U. S. Department of Defense and the U.S. Coast Guard are seeking your help in gathering important information on recruiter management and quality-of-life issues. You were selected in a random sample of recruiters from all Services to participate in this study. Your responses to the *2000 Military Recruiter Survey* will be influential in shaping decisions concerning programs of vital interest to military recruiters.

Enclosed is a copy of the *2000 Military Recruiter Survey*. Your responses to the questions in the survey will be combined with those of a selected sample of recruiters from all the Services. Your responses will be kept confidential and only group statistics will be reported.

Your input is very important in determining the views of recruiters, particularly since your views represent many other recruiters who were not selected in the sample. Please take a moment and complete the questionnaire and return it as soon as possible in the pre-addressed, postage-paid envelope provided. ***If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.***

Thank you in advance for your assistance on a subject that is of paramount importance to the Department of Defense and all the Armed Services.

Sincerely,

W. G. SCHNEEWEIS
Director, Coast Guard Recruiting

Enclosure:
As Stated

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND
FORT KNOX, KENTUCKY 40121-2726

REPLY TO
ATTENTION OF:

November 29, 2000

Dear Army Recruiter:

The *2000 Military Recruiter Survey* was recently sent to you. We have not yet received a completed questionnaire from you.

If you have decided not to participate in this survey, I ask you to reconsider. Responding to the survey is your opportunity to provide your candid views to the Army and the Department of Defense. Without your response, the survey will not be representative, and will not fully reflect the opinions of people like yourself. I would appreciate your taking time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

Dennis D. Cavin

Dennis D. Cavin
Major General, USA
Commanding General

"RECRUITING FOR AMERICA'S ARMY"

DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DR.
MILLINGTON, TENNESSEE 38054-5057

IN REPLY REFER TO:

November 29, 2000

Dear Navy Recruiter:

The *2000 Military Recruiter Survey* was recently sent to you. We have not yet received a completed questionnaire from you.

If you have decided not to participate in this survey, I ask you to reconsider. Responding to the survey is your opportunity to provide your candid views to the Navy and the Department of Defense. Without your response, the survey will not be representative, and will not fully reflect the opinions of people like yourself. I would appreciate your taking time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

G.E. Voelker
Rear Admiral, U.S. Navy



29 November 2000

Dear Marine Corps Recruiting Command Marine,

The *2000 Military Recruiter Survey* was recently sent to you. We have not yet received a completed questionnaire from you.

If you have decided not to participate in this survey, I ask you to reconsider. Responding to the survey is your opportunity to provide your candid views to the Marine Corps and the Department of Defense. Without your response, the survey will not be representative, and will not fully reflect the opinions of Marines like you. I would appreciate you taking time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Semper Fidelis,

Garry L. Parks

GARRY L. PARKS
Major General, U.S. Marine Corps
Commanding General
Marine Corps Recruiting Command

DEPARTMENT OF THE AIR FORCE
AIR FORCE RECRUITING SERVICE (AETC)

Dear Air Force Recruiter:

The *2000 Military Recruiter Survey* was recently sent to you. We have not yet received a completed questionnaire from you.

If you have decided not to participate in this survey, we ask you to reconsider. Responding to the survey is your opportunity to provide your candid views to the Air Force and the Department of Defense. Without your response, the survey will not be representative, and will not fully reflect the opinions of team members like yourself. We would appreciate you taking time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you! We appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely

Duane W. Deal

DUANE W. DEAL
Brigadier General, USAF
Commander

U.S. Department of Transportation
United States Coast Guard

Director
United States Coast Guard
U.S. Department of Transportation

4200 Wilson Blvd. Suite 450
Arlington, VA 22203-1804
Staff Symbol: (G-CGRC)
Phone: (202) 493-6679
FAX: (202) 493-6699

November 29, 2000

Dear Coast Guard Recruiter:

The *2000 Military Recruiter Survey* was recently sent to you. We have not yet received a completed questionnaire from you.

If you have decided not to participate in this survey, I ask you to reconsider. Responding to the survey is your opportunity to provide your candid views to the Coast Guard and the Departments of Transportation and Defense. Without your response, the survey will not be representative, and will not fully reflect the opinions of people like yourself. I would appreciate your taking time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you do not have the questionnaire, call our contractor at the toll-free number, 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

W. G. SCHNEEWEIS
Director, Coast Guard Recruiting

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND
FORT KNOX, KENTUCKY 40121-2726

REPLY TO
ATTENTION OF:

December 15, 2000

Dear Army Recruiter:

Several weeks ago, you were sent an important questionnaire and asked to complete it. The *2000 Military Recruiter Survey* that is currently being conducted is your opportunity to give your candid views to the Army and the Department of Defense.

We have not yet received a completed questionnaire from you. If you have decided not to participate in this survey, I ask you to reconsider. Without your response, the survey results may not be representative, and will not fully reflect the opinions of people like yourself. In case you misplaced your original questionnaire, we have included a duplicate for your completion. I would appreciate your taking the time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you have any questions, our contractor can be reached at 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

Dennis D. Cavin

Dennis D. Cavin
Major General, USA
Commanding General

Enclosure:
As Stated

"RECRUITING FOR AMERICA'S ARMY"

DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DR.
MILLINGTON, TENNESSEE 38054-5057

IN REPLY REFER TO:

December 15, 2000

Dear Navy Recruiter:

Several weeks ago, you were sent an important questionnaire and asked to complete it. The *2000 Military Recruiter Survey* that is currently being conducted is your opportunity to give your candid views to the Navy and the Department of Defense.

We have not yet received a completed questionnaire from you. If you have decided not to participate in this survey, I ask you to reconsider. Without your response, the survey results may not be representative, and will not fully reflect the opinions of people like yourself. In case you misplaced your original questionnaire, we have included a duplicate for your completion. I would appreciate your taking the time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you have any questions, our contractor can be reached at 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

G.E. Voelker
Rear Admiral, U.S. Navy

Enclosure



15 December 2000

Dear Marine Corps Recruiting Command Marine,

Several weeks ago, you were sent the *2000 Military Recruiter Survey*, which is your opportunity to give candid views to the Marine Corps and the Department of Defense.

We have not yet received your completed questionnaire. Please make every effort to complete and submit this survey. Without your response, the survey results may not be representative, and will not fully reflect the opinions of Marines like you. In case you misplaced your original questionnaire, we have included a duplicate for your completion. Please take the time to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance will assure that high quality, useful information is collected. If you have any questions, our contractor can be reached at 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Semper Fidelis,

GARRY L. PARKS
Major General, U. S. Marine Corps
Commanding General
Marine Corps Recruiting Command

Enclosure

DEPARTMENT OF THE AIR FORCE
AIR FORCE RECRUITING SERVICE (AETC)

Dear Air Force Recruiter:

Several weeks ago, you were sent an important questionnaire and asked to complete it. The *2000 Military Recruiter Survey* that is currently being conducted is your opportunity to give your candid views to the Air Force and the Department of Defense.

We have not yet received a completed questionnaire from you. If you have decided not to participate in this survey, we ask you to reconsider. Without your response, the survey results may not be representative, and will not fully reflect the opinions of team members like yourself. In case you misplaced your original questionnaire, we have included a duplicate for your completion. We appreciate your taking the time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you have any questions, our contractor can be reached at 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you! We appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely

Duane W. Deal

DUANE W. DEAL
Brigadier General, USAF
Commander

Enclosure:
2000 Military Recruiter Survey

U.S. Department of Transportation
United States Coast Guard

Director
United States Coast Guard
U.S. Department of Transportation

4200 Wilson Blvd. Suite 450
Arlington, VA 22203-1804
Staff Symbol: (G-CGRC)
Phone: (202) 493-6679
FAX: (202) 493-6699

December 15, 2000

Dear Coast Guard Recruiter:

Several weeks ago, you were sent an important questionnaire and asked to complete it. The *2000 Military Recruiter Survey* that is currently being conducted is your opportunity to give your candid views to the Coast Guard and the Departments of Transportation and Defense.

We have not yet received a completed questionnaire from you. If you have decided not to participate in this survey, I ask you to reconsider. Without your response, the survey results may not be representative, and will not fully reflect the opinions of people like yourself. In case you misplaced your original questionnaire, we have included a duplicate for your completion. I would appreciate your taking the time from your busy schedule to complete and return the questionnaire in the pre-addressed, postage-paid envelope provided. Your assistance is critical in assuring that high quality, useful information is collected. If you have any questions, our contractor can be reached at 1-888-767-3474.

If you have already completed and returned your questionnaire, thank you. I appreciate the time and interest you have taken to express your personal views in this survey.

Sincerely,

W. G. SCHNEEWEIS
Director, Coast Guard Recruiting

Enclosure:
As Stated

Appendix C:

Annotated Questionnaire

2000 MILITARY RECRUITER SURVEY

The purpose of the 2000 survey is to ask experienced production recruiters their views on key issues that affect the quality of their work lives. The questions ask about management support, training, working conditions and stress. A similar questionnaire was given five times before (1989, 1991, 1994, 1996 and 1998) and is being fielded this year to (1) track changes, (2) adjust policies and procedures, and (3) direct resources toward improving the working conditions and effectiveness of military recruiters. Therefore, it is important that you fill this survey out honestly.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- THIS IS NOT A TEST, SO TAKE YOUR TIME.
- Select answers that best fit you.
- Use pencil or pen to complete the survey. Make your marks dark so that they are easily read.
- Note that sometimes you will be asked to mark only one response and sometimes, you may be asked to mark all that apply.
- Answers to some questions will be on a 5-point scale.
- Fill in the appropriate answer.
- To change an answer using pencil, erase the wrong answer completely and fill in the correct answer.
- To change an answer using pen, put an "X" through the wrong answer and fill in the correct answer.

CORRECT ANSWER ● INCORRECT ANSWER ✖

Example:

How important do you think each of the following is to your effectiveness as a recruiter?

	Much less	Less	Same	Greater	Much greater
The amount of time you spend pre-prospecting (e.g., boy scouts, cub scouts, coaching youth football) is.....	①	●	③	④	⑤

Sometimes you will be asked to choose one answer for yourself and one for your family member. When this instruction appears, select one answer in each column.

Example:

What type of treatment facility do you and members of your family usually go to when you are sick or need health advice? (PLEASE MARK ONLY ONE ANSWER FOR YOURSELF AND ONLY ONE ANSWER FOR MEMBERS OF YOUR FAMILY)

	Yourself	Members of your family
Not Applicable.....	①	①
A military clinic or hospital.....	●	②
Off-base, DoD contracted clinic (e.g., PRIMUS).....	③	●
A civilian clinic or doctor (not contracted by DoD).....	④	④
Some other type of treatment.....	⑤	⑤

PRIVACY ACT STATEMENT

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC 136 and 2358

PRINCIPAL PURPOSE: Information collected in this survey will be used to assess attitudes and perceptions of military recruiting life. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant recruiting policies.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purpose of, the survey. Only group statistics will be reported.

Assignment Information

TSVC, XRIMPC

1. What is your branch of Service/Reserve Component?

① Army
② Navy
③ Marine Corps
④ Air Force
⑤ Coast Guard
⑥ Army Reserve
⑦ Army National Guard
⑧ Naval Reserve
⑨ Air Force Reserve
⑩ Air National Guard

RR00002

2. How long have you been assigned to recruiting duty (include all tours in recruiting)?

① Less than one year
② 1 year, but less than 2
③ 2 years, but less than 3
④ 3 years, but less than 6
⑤ 6 or more years

RR00003

3. Is this your first tour in recruiting?

① Yes
② No

R00004A – R00004E/ See Coding Note 1, Table 5, App D

4. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

A ○ Yes, personal monthly goals/missions
B ○ Yes, personal annual goals/missions
C ○ Yes, team monthly goals/missions
D ○ Yes team annual goals/missions
E ○ No, neither personal nor team goals/missions used

R00005A – R00005H/See Coding Note 2, Table 5, App. D

5. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

A ○ I was able to choose the location of my duty station
B ○ I wanted a change from my military specialty/occupation
C ○ Recruiting duty is career enhancing
D ○ Recruiting duty is necessary for promotion
E ○ I believe in my Service and want to share it with others
F ○ I want to help young people
G ○ I had no choice
H ○ Other, please specify *R00005SP/ See Coding Note 3, Table 5, Appendix D*

RR00006

6. Did you volunteer to be a recruiter?

① I was assigned to recruiting duty and not given a choice
② I "volunteered," but really had no choice
③ I volunteered, but would have preferred an assignment other than recruiting
④ I volunteered and wanted recruiting duty

RR00007

7. How many other recruiters (any Service) have offices in the same location (i.e., building, strip-mall) as your recruiting station?

0 -- ○ None, just myself
① 1 other recruiter
② 2 other recruiters
③ 3 to 5 other recruiters
④ 6 or more other recruiters

RR00008

8. How many other recruiters of your own Service Branch/Component are located in your recruiting station?

0 -- ○ None, just myself
① 1 other recruiter
② 2 other recruiters
③ 3 to 5 other recruiters
④ 6 or more other recruiters

R00009

9. Do you think your preferences were considered in your current duty location assignment?

① Yes
② No

R00010

10. On average, what is the total number of hours per week you spend performing recruiting related duties?

① 40 hours or less
② 41-50 hours
③ 51-60 hours
④ 61-70 hours
⑤ 71-80 hours
⑥ More than 80 hours

R00011

11. On average, what is the total number of hours per week you spend performing administrative duties?

0 -- ○ None
① Some but less than 6 hours
② 6-10 hours
③ 11-20 hours
④ More than 20 hours

R00012

12. On average, what is the total number of hours per week you spend on the phone with prospects?

0 -- ○ None
① Some but less than 6 hours
② 6-10 hours
③ 11-20 hours
④ More than 20 hours

R00013

13. During the past year, have you voluntarily not taken leave due to the demands of your job?

① Yes
② No

RR00014

14. During the past year, did you request annual leave and have the request denied?

① Yes
② No

RR00015

15. How many days of annual leave did you take last year?

① 0 to 3 days
② 4 to 7 days
③ 8 to 14 days
④ 15 to 29 days
⑤ 30 or more days

R00016

16. In the past year, of the number of annual leave days taken, what percentage did you work at least part of the day on work-related tasks?

0 -- ○ 0%
① 1-25%
② 26-50%
③ 51-75%
④ 76-100%

R00017

17. How many days of annual leave did you lose in the last fiscal year due to the demands of your recruiting duty?

0 -- ○ None
① 1-5 days
② 6-10 days
③ 11-20 days
④ 21+ days

Housing/Residence

RR00018A, R00018B, R00018C /See Coding Note 4, Table 5, Appendix D

18. Compared with living conditions in base housing, how do you rate your current living conditions with respect to quality and cost?

RR00018A

① Not applicable, I have never lived on base → GO TO QUESTION 19 *R00018SK/See Coding Note 4, Table 5, Appendix D*

② Not applicable, I am currently living on base → GO TO QUESTION 19 *R00018SK/See Coding Note 4, Table 5, Appendix D*

R00018B Quality	*R00018C* Cost
① Better	① More
② Same	② Same
③ Worse	③ Less

RR00019

19. What is the average ONE-WAY driving time from your residence to your duty location?

① Less than 15 minutes
② 15-30 minutes
③ 31-60 minutes
④ More than 1 hour

RR00020A-RR00020C

20. How long does it usually take you to travel from your residence to your nearest…?

6----**More than 2 hours**
5----**91 minutes to 2 hours**
4----**61-90 minutes**
3----**31-60 minutes**
2----**15-30 minutes**
1----**Less than 15 minutes**

a. Military exchange.....	①	②	③	④	⑤	⑥
b. Commissary.....	①	②	③	④	⑤	⑥
c. Military hospital/clinic.....	①	②	③	④	⑤	⑥

R00021A-R00021D

21. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station?

-6----**Not applicable**
5----**Very dissatisfied**
4----**Dissatisfied**
3----**Neither satisfied nor dissatisfied**
2----**Satisfied**
1----**Very satisfied**

a. Cost of residence.....	①	②	③	④	⑤	○
b. Schools.....	①	②	③	④	⑤	○
c. Availability of childcare.....	①	②	③	④	⑤	○
d. Spouse employment.....	①	②	③	④	⑤	○

Your Workplace

R00022A-R00022O

22. To what extent do you agree or disagree with the following statements about your office?

-6---Not applicable
5----Strongly disagree
4----Disagree
3---Neither agree nor disagree
2----Agree
1---Strongly agree

a. My recruiting office presents a professional environment for potential applicants.....	①	②	③	④	⑤	○	-6
b. My recruiting office presents a pleasant environment for potential applicants.....	①	②	③	④	⑤	○	
c. My recruiting office contributes to my success as a recruiter.....	①	②	③	④	⑤	○	
d. My recruiting office gets very few walk-in potential applicants.....	①	②	③	④	⑤	○	
e. I could successfully recruit more applicants if my office looked "high-tech"…	①	②	③	④	⑤	○	
f. There is a good relationship between my office and other tenants (non-Service) in the area…	①	②	③	④	⑤	○	
g. There is a good relationship between my recruiting office's landlord and the assigned recruiters.....	①	②	③	④	⑤	○	
h. My recruiting office is conveniently located.....	①	②	③	④	⑤	○	
i. Prospective applicants have little trouble finding my recruiting office.....	①	②	③	④	⑤	○	
j. My recruiting office is located close to high schools.....	①	②	③	④	⑤	○	
k. My recruiting office is accessible to potential applicants.....	①	②	③	④	⑤	○	
l. Parking is available for applicants at my office.....	①	②	③	④	⑤	○	
m. Parking is convenient for applicants at my office.....	①	②	③	④	⑤	○	
n. Parking is available for recruiters at my office.....	①	②	③	④	⑤	○	
o. Parking is convenient for recruiters at my office.....	①	②	③	④	⑤	○	

RR00023

23. How much do you spend monthly to park your POV at work?

61--○ Not applicable, I use other transportation to get to work
0 -- ○ None, free parking
① $1-$50
① $51-$100
① $101 or more per month

RR00024

24. How much do you spend monthly to use public transportation for work?

② Not applicable, I do not use public transportation
① $1-$50
① $51-$100
① $101 or more per month

RR00025

25. If not located near a military installation, does your Recruiting Headquarters provide fitness center access to you at no out-of-pocket expense?

63--○ Not applicable, I am located near a military installation
① Yes
② No

Training

R00026A-R00026F

26. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty?

-6---Not applicable
5----Strongly disagree
4----Disagree
3---Neither agree nor disagree
2----Agree
1---Strongly agree

a. I was given a realistic preview of what recruiting duty would be like.....	①	②	③	④	⑤	○	-6
b. Members of my family were well prepared by my Service for the requirements and demands of my recruiting assignment.....	①	②	③	④	⑤	○	
c. I was given good professional training for my job as a recruiter.....	①	②	③	④	⑤	○	
d. The training I received was helpful and relevant for my job as a recruiter.....	①	②	③	④	⑤	○	
e. The training I received was insufficient for what I needed to know to do effective recruiting.....	①	②	③	④	⑤	○	
f. My allocated time in training was sufficient.....	①	②	③	④	⑤	○	

R00027

27. Did your immediate supervisor train you for your job as a recruiter?

① Yes
② No

R00028

28. How frequently did an experienced recruiter help you during on-the-job training?

① Frequently
② Occasionally
③ Seldom
④ Never

R00029A-R00029C

29. How much do you agree or disagree with the following statements about refresher (i.e., TDY, in-house, monthly, weekly) training?

-6---**Not applicable**
5----**Strongly disagree**
4----**Disagree**
3---**Neither agree nor disagree**
2----**Agree**
1---**Strongly agree**

							-6
a. I receive adequate refresher training…….....	①	②	③	④	⑤		○
b. I receive adequate refresher training from my supervisor……...	①	②	③	④	⑤		○
c. I receive adequate refresher training from my recruiter instructor/ trainer.....……..	①	②	③	④	⑤		○

R00030A-R00030G/Coding Note 5, Table 5, App. D

30. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

A ○ More frequent training sessions
B ○ Establish regularly scheduled training
C ○ Have recruiter instructors conduct more All Hands training
D ○ Have recruiter instructors conduct more individual training
E ○ Have recruiters prepare and present training to each other
F ○ Shadow experienced recruiter
G ○ Other, please specify *R00030SP/See Coding Note 6, Table 5, Appendix D*

R00031

31. On average, how long do you think it takes before the typical new recruiter can perform at top efficiency?

① Less than 6 months
② 6 months to less than 1 year
③ 1-2 years
④ More than 2 years

Goal/Mission

R00032A-R00032I

32. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements?

-6---**Not applicable**
5----**Strongly disagree**
4----**Disagree**
3---**Neither agree nor disagree**
2----**Agree**
1---**Strongly agree**

							-6
a. My monthly goals/missions are achievable.....…	①	②	③	④	⑤		○
b. My assigned market area is adequate to make goal/ mission.....……	①	②	③	④	⑤		○
c. Success in reaching goal/mission has a "make or break" effect on my military career.....……..	①	②	③	④	⑤		○
d. I am pressured to continue recruiting even after reaching my monthly goal/mission.....…	①	②	③	④	⑤		○
e. I am punished if I fall short of goal/mission.....…	①	②	③	④	⑤		○
f. If I miss my goal/mission one month, I can make it up the next month.....…….	①	②	③	④	⑤		○
g. I receive adequate support (e.g., cars, telephone, promotional items) to help me accomplish my goal/mission.....….....	①	②	③	④	⑤		○
h. Required paperwork interferes with my efforts to make goal/mission.....….	①	②	③	④	⑤		○
i. My supervisor will help me if I have trouble making goal/mission.....…	①	②	③	④	⑤		○

RR00033

33. In how many of the months of the past fiscal year did you achieve your monthly goal/mission?

① Less than 3 months
② 3-5 months
③ 6-8 months
④ 9-11 months
⑤ All 12 months
-6 ○ Not applicable

RR00034

34. What percentage of your recruiting goal/mission did you achieve in the last fiscal year?

① 0 to 75%
② 76 to 100%
③ 101 to 125%
④ 126 to 150%
④ More than 150%
-6 ○ Not applicable

R00035

35. All things considered, what is the likelihood that experienced recruiters can make goal/mission in your zone/area?

① Extremely difficult
② Difficult but can be made with extra effort
③ Should be able to make goal/mission but difficult to exceed
④ Not only achievable, but good chance to exceed
⑤ Very excellent chance to exceed goal/mission

R00036

36. Compared to other recruiters from <u>your Service</u> who work in the area served by your MEPS, would you say you are:

① One of the best (exceed 95 percentile)
② Better than most (66 to 95 percentile)
③ Average (35 to 65 percentile)
④ Below average (below 35 percentile)

RR00037

37. In your current assignment, do you recruit Non-Prior Service (NPS) applicants?

① Yes
② No → GO TO QUESTION 40

R00037SK/See Coding Note 7, Table 5, Appendix D

38. If YES to previous question,

RR00038A/See Coding Note 8, Table 5, Appendix D

a. How many NPS applicants did you recruit in the past fiscal year?

Write the number of NPS applicants you recruited in the boxes. For example, if you recruited 20 NPS applicants, you would enter "020".

☐☐☐ **NPS IN PAST FISCAL YEAR**

R00038B /See Coding Note 9, Table 5, Appendix D

b. How many of these applicants resulted from the ASVAB Student Testing Program (STP) leads?

Write the number of NPS applicants you recruited from the ASVAB STP in the boxes. For example, if you recruited two applicants from the ASVAB STP leads, you would enter "002".

☐☐☐ **NPS APPLICANTS FROM ASVAB STP LEADS**

R00039A-R00039J

39. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions?

	1---Very important	2----Important	3---Neither important nor unimportant	4----Unimportant	5----Very unimportant	-64 64---Not applicable
a. ASVAB Student Testing Program.....	①	②	③	④	⑤	○
b. High School lists/student directories.....	①	②	③	④	⑤	○
c. Referrals from applicants....	①	②	③	④	⑤	○
d. Local advertising.....	①	②	③	④	⑤	○
e. National leads (e.g., direct mailouts, 800 number, Internet).....	①	②	③	④	⑤	○
f. Community colleges.....	①	②	③	④	⑤	○
g. 4-year colleges/ universities.....	①	②	③	④	⑤	○
h. Local merchants/ community contacts.....	①	②	③	④	⑤	○
i. Recruiter Assistance (HRAP, HARP, RAP, PRASP, Boot Leave, etc.)...	①	②	③	④	⑤	○
j. Recruiting station walk-ins.....	①	②	③	④	⑤	○

Job Demands

R00040A-R00040J

40. To what extent do you agree or disagree with the following statements?

-6---**Not applicable**
5----**Strongly disagree**
4----**Disagree**
3---**Neither agree nor disagree**
2----**Agree**
1---**Strongly agree**

a.	I have the opportunity to earn an award for production.....	①	②	③	④	⑤	○ *-6*
b.	The awards available to me have important effects on my career.....	①	②	③	④	⑤	○
c.	Some recruiters are not successful because they lack aptitude for sales.....	①	②	③	④	⑤	○
d.	The good recruiters in my office make up for others who can't make their quotas.....	①	②	③	④	⑤	○
e.	The contract quotas I am given reflect the actual accession requirements....	①	②	③	④	⑤	○
f.	Working hard just makes more work for me in the future.....	①	②	③	④	⑤	○
g.	Recruiter leadership does a good job in keeping recruiters informed of initiatives to improve quality-of-life (e.g., housing, medical, pay, CONUS COLA, childcare).....	①	②	③	④	⑤	○
h.	The morale of the recruiters I work with is good.....	①	②	③	④	⑤	○
i.	My pay is appropriate for the job I do.....	①	②	③	④	⑤	○
j.	If a recruit was not qualified for my Service, I would refer him or her to another Service.....	①	②	③	④	⑤	○

R00041A-R00041D

41. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree.

-6---**Not applicable**
5----**Strongly disagree**
4----**Disagree**
3---**Neither agree nor disagree**
2----**Agree**
1---**Strongly agree**

a.	The mileage restriction placed on government vehicles interferes with my ability to do my job.....	①	②	③	④	⑤	○ *-6*
b.	I have the freedom to personally plan my work and use my judgment as to the best method for recruiting in my assigned area.....	①	②	③	④	⑤	○
c.	I receive good support from my supervisors.....	①	②	③	④	⑤	○
d.	My superiors and I work as a team.....	①	②	③	④	⑤	○

R00042A – R00042N

42. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree.

	1---Strongly agree	2----Agree	3---Neither agree nor disagree	4----Disagree	5----Strongly disagree	-6---Not applicable
a. Supervisors understand and help recruiters with problems	①	②	③	④	⑤	-6 ○
b. Recruiters are recognized for doing a good job	①	②	③	④	⑤	○
c. Skills attained in recruiting are helpful in securing a good civilian job	①	②	③	④	⑤	○
d. Recruiting is important work	①	②	③	④	⑤	○
e. Recruiting is challenging work	①	②	③	④	⑤	○
f. Recruiters' pay is sufficient to meet expenses	①	②	③	④	⑤	○
g. Promotion opportunity is better than it would have been without a recruiting assignment	①	②	③	④	⑤	○
h. I would encourage my friends to become recruiters	①	②	③	④	⑤	○
i. I feel emotionally drained from my work	①	②	③	④	⑤	○
j. I feel fatigued when I get up in the morning and have to face another day on the job	①	②	③	④	⑤	○
k. Working with people all day is really a strain for me	①	②	③	④	⑤	○
l. I feel burned out from my job	①	②	③	④	⑤	○
m. I feel frustrated by my job	①	②	③	④	⑤	○
n. I feel like I am at the end of my rope	①	②	③	④	⑤	○

R00043A-R00043N

43. This section of questions asks how your work has changed since 1998 or since you began, if after 1998.

	1---Much greater	2----Greater	3---Same	4----Less	5----Much less
a. The amount of contact you have with key influencers such as the parents of prospects is	①	②	③	④	⑤
b. The number of times you visit the high schools in your market is	①	②	③	④	⑤
c. The types and values of incentive packages you can discuss with your prospects are	①	②	③	④	⑤
d. The overseas assignment opportunities you can discuss are	①	②	③	④	⑤
e. The amount of time you spend pre-prospecting (e.g., boy scouts, cub scouts, coaching youth football) is	①	②	③	④	⑤
f. The amount of time you spend prospecting is	①	②	③	④	⑤
g. The number of hours per week you spend performing duty-related tasks is	①	②	③	④	⑤
h. The amount of participation in community events to support your recruiting job is	①	②	③	④	⑤
i. The number of work hours required to meet goal/mission is	①	②	③	④	⑤
j. The amount of paperwork required to get reimbursed for recruiting expenses is	①	②	③	④	⑤
k. The amount of money recruiters have to pay for medical expenses is	①	②	③	④	⑤
l. The amount of free time recruiters have to attend to personal duties is	①	②	③	④	⑤
m. The staffing level for recruiters in your office is	①	②	③	④	⑤
n. The experience level of your fellow recruiters is	①	②	③	④	⑤

R00044

44. How frequently do you think recruiter improprieties (i.e., bending rules to make goal/mission) occur in your recruiting command?

① Frequently
② Occasionally
③ Seldom
④ Never

R00045

45. How frequently do you think sexual misconduct between recruiters and applicants occurs in your recruiting command?

① Frequently
② Occasionally
③ Seldom
④ Never

R00046

46. If you had the freedom to select an assignment next month, which of the following would you choose?

① Remain in recruiting
② Return to my previous military specialty/occupation
③ Select a totally new military specialty/occupation
④ Leave the Service

RR00047

47. Approximately how many high school seniors do you individually prospect in your recruiting market?

① Less than 500
② 500 to 1,000
③ 1,001 to 2,000
④ 2,001 to 3,000
⑤ More than 3,000
-6--○ Not applicable → GO TO QUESTION 56

R00047SK/See Coding Note 10, Table 5, Appendix D

R00048

48. How would you rate the prospect of graduating seniors in your recruiting market finding a full-time job with satisfactory career potential?

① Possible for nearly all
② Possible for most
③ Possible for some
④ Possible for very few to none
65--○ Not applicable

R00049

49. Compared to civilian pay for recent high school graduates in your local area, starting military pay is:

① Higher
② About the same
③ Lower
66--○ Not applicable

R00050A-R00050F

50. To what extent do you agree or disagree with the following statements about working with schools?

	1---Strongly agree	2----Agree	3---Neither agree nor disagree	4----Disagree	5----Strongly disagree	-67 67---Not applicable
a. I can talk to seniors at my high schools anytime.....	①	②	③	④	⑤	○
b. My schools make high school directory information available to me.....	①	②	③	④	⑤	○
c. I can display posters, brochures, etc., in my schools.....	①	②	③	④	⑤	○
d. I am invited to speak to classes on military topics (e.g., military history) in my schools.....	①	②	③	④	⑤	○
e. My school counselors encourage qualified seniors to talk to me about the military as a career.....	①	②	③	④	⑤	○
f. My school counselors tell students to consider the Service as a way to get money for college.....	①	②	③	④	⑤	○

R00051

51. In general, are you invited to Career Day at the high schools in your recruiting market?

① Yes
② No
68--○ Not applicable

R00052

52. What percentage of your high schools cooperate by providing access to high school lists/student directories?

0 -- ○ None
① 1-20 percent
② 21-40 percent
③ 41-60 percent
④ 61-80 percent
⑤ 81-100 percent
69--○ Not applicable

R00053

53. What percentage of your high schools cooperate by providing access to students?

0 -- ○ None
① 1-20 percent
② 21-40 percent
③ 41-60 percent
④ 61-80 percent
⑤ 81-100 percent
70 -○ Not applicable

R00054

54. What percentage of high school senior names do you have as a result of all lead sources (e.g., ASVAB STP, high school lists, referrals, advertising lead cards)?

0 -- ○ None
① 1-20 percent
② 21-40 percent
③ 41-60 percent
④ 61-80 percent
⑤ 81-100 percent
71--○ Not applicable

R00055

55. Do your supervisors actively assist recruiters in getting schools to cooperate by visiting schools, writing letters, talking with teachers, counselors, school board members, etc?

① Yes, frequently
② Sometimes
③ No, never
72--○ Not applicable

R00056

56. What do members of your household/immediate family think of <u>your</u> recruiting assignment? Are they:

① Very positive
② Somewhat positive
③ Neutral, neither positive nor negative
④ Somewhat negative
⑤ Very negative
-6---○ Not applicable

R00057

57. Are active attempts made by your recruiting command to involve your family in your recruiting job (e.g., special office social events for the entire family, discounted tickets for the family)?

① Yes, frequently
② Sometimes
③ No, never
-6---○ Not applicable

Resources

R00058A-R00058R

58. With respect to recruiting, how important are the following factors?

	1---Very important	2----Important	3---Neither important nor unimportant	4----Unimportant	5----Very unimportant	-6---Not applicable
a. Formal training	①	②	③	④	⑤	
b. On-the-job training	①	②	③	④	⑤	
c. Advertising	①	②	③	④	⑤	
d. Promotional items	①	②	③	④	⑤	
e. Educational benefits for prospects	①	②	③	④	⑤	-6 ○
f. Enlistment bonus	①	②	③	④	⑤	○
g. Seasonal shipping bonus	①	②	③	④	⑤	○
h. MEPS processing	①	②	③	④	⑤	
i. Office computer and software	①	②	③	④	⑤	
j. Beeper or cellular phone	①	②	③	④	⑤	○
k. Recruiter Internet access	①	②	③	④	⑤	○
l. Recruiting station location	①	②	③	④	⑤	
m. Recruiting station appearance	①	②	③	④	⑤	
n. Access to own Government vehicle	①	②	③	④	⑤	○
o. Positive media publicity	①	②	③	④	⑤	
p. Pro-military community/ influencers	①	②	③	④	⑤	
q. High school access	①	②	③	④	⑤	
r. High school student lists	①	②	③	④	⑤	

R00059A-R00059U

59. To what extent do you agree or disagree that the following recruiting resources are <u>in need of improvement</u>?

-6---Not applicable
5----Strongly disagree
4----Disagree
3---Neither agree nor disagree
2----Agree
1---Strongly agree

a. Formal training	①	②	③	④	⑤	
b. On-the-job training	①	②	③	④	⑤	
c. Advertising	①	②	③	④	⑤	
d. Promotional items	①	②	③	④	⑤	
e. Educational benefits for prospects	①	②	③	④	⑤	-6 ○
f. Enlistment bonus	①	②	③	④	⑤	○
g. Seasonal shipping bonus	①	②	③	④	⑤	○
h. MEPS processing	①	②	③	④	⑤	
i. MEPS medical screening	①	②	③	④	⑤	
j. MEPS testing	①	②	③	④	⑤	
k. MEPS liaisons	①	②	③	④	⑤	
l. Office computer and software	①	②	③	④	⑤	
m. Beeper or cellular phone	①	②	③	④	⑤	○
n. Recruiter Internet access	①	②	③	④	⑤	○
o. Recruiting station location	①	②	③	④	⑤	
p. Recruiting station appearance	①	②	③	④	⑤	
q. Access to own Government vehicle	①	②	③	④	⑤	○
r. Positive media publicity	①	②	③	④	⑤	
s. Pro-military community/ influencers	①	②	③	④	⑤	
t. High school access	①	②	③	④	⑤	
u. High school student lists	①	②	③	④	⑤	

R00060A-R00060J

60. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts?

4----Eliminate
3---Reduce
2----Keep the same
1---Expand

a. Local newspaper ads	①	②	③	④
b. Billboards	①	②	③	④
c. Television advertising	①	②	③	④
d. Internet recruiting websites	①	②	③	④
e. Radio advertising	①	②	③	④
f. Magazine advertising	①	②	③	④
g. Locally produced flyers/mailings	①	②	③	④
h. Flyers/mailings produced by the Recruiting Service	①	②	③	④
i. Joint (all Services together) advertising	①	②	③	④
j. Major local events	①	②	③	④

R00061A-R00061L

61. In your experience, how would you rate the following benefits/incentives in terms of importance to <u>prospects</u> you have dealt with in the past fiscal year?

-6---Not applicable
5----Very unimportant
4----Unimportant
3---Neither important nor unimportant
2----Important
1---Very important

a. Enlistment bonus	①	②	③	④	⑤	
b. Seasonal shipping bonus	①	②	③	④	⑤	-6 ○
c. Montgomery GI Bill benefits	①	②	③	④	⑤	
d. Service college fund	①	②	③	④	⑤	○
e. Military pay and allowances	①	②	③	④	⑤	
f. Medical benefits	①	②	③	④	⑤	
g. Job training and experience	①	②	③	④	⑤	
h. In-Service educational opportunities (on or off duty)	①	②	③	④	⑤	○
i. Subsequent civilian employment opportunities	①	②	③	④	⑤	
j. Physical/mental challenge	①	②	③	④	⑤	
k. Opportunity to travel	①	②	③	④	⑤	
l. Choice of first duty station	①	②	③	④	⑤	○

R00062A-R00062F

62. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements?

	5----**Strongly disagree**		*4*----**Disagree**		*3*---**Neither agree nor disagree**		*2*----**Agree**		*1*---**Strongly agree**
a. Using a civilian contractor for telemarketing potential recruits would be helpful to me.....	①	②	③	④	⑤
b. Using a civilian contractor for telemarketing potential recruits would be convenient for me…..	①	②	③	④	⑤
c. Using a civilian contractor for telemarketing potential recruits would help me make my goal/mission.....	①	②	③	④	⑤
d. Using a civilian contractor as an administrative assistant would be helpful to me.....	①	②	③	④	⑤
e. Using a civilian contractor as an administrative assistant would be convenient for me…..	①	②	③	④	⑤
f. Using a civilian contractor as an administrative assistant would help me make my goal/mission.....	①	②	③	④	⑤

R00063A-R00063K

63. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements?

	5----**Strongly disagree**		*4*----**Disagree**		*3*---**Neither agree nor disagree**		*2*----**Agree**		*1*---**Strongly agree**
a. Locating my station where there are a lot of potential applicants who could visit the station would help me recruit……	①	②	③	④	⑤
b. In the right mall, with a good design, the station would reflect well on the military and generate new leads……..	①	②	③	④	⑤
c. A mall location would be a hindrance for meeting with prospects……	①	②	③	④	⑤
d. I would prefer a location in a large mall to my current station location……..	①	②	③	④	⑤
e. If I could choose any location for my station, it would not be in a mall……..	①	②	③	④	⑤
f. Teenagers would visit a mall recruiting station if it looked “high-tech”……..	①	②	③	④	⑤
g. Teenagers today are more impressed by appearance and style……..	①	②	③	④	⑤
h. Proper visibility in a mall would positively impress key influencers……	①	②	③	④	⑤
i. DoD should modernize its recruiting facilities……..	①	②	③	④	⑤
j. I would prefer working in a station that was easily accessible to the public…..……	①	②	③	④	⑤
k. Sharing an administrative assistant between recruiters from different Services would create friction in the office….....	①	②	③	④	⑤

R00064

64. How many hours per week do you spend phone calling potential recruits that could be hired out to a civilian telemarketing contractor?

0 -- ○ None
① Some but less than 6 hours
② 6-10 hours
③ 11-20 hours
④ More than 20 hours

R00065

65. How many hours per week do you spend performing administrative duties that could be hired out to a civilian office administrative assistant?

0 -- ○ None
① Some but less than 6 hours
② 6-10 hours
③ 11-20 hours
④ More than 20 hours

Supervision

R00066A-R00066G

66. To what extent do you agree or disagree with the following statements?

	5----**Strongly disagree**	*4*----**Disagree**	*3*---**Neither agree nor disagree**	*2*----**Agree**	*1*---**Strongly agree**
a. My immediate supervisor expects too much from me.....	①	②	③	④	⑤
b. My immediate supervisor coaches me if I need it.....	①	②	③	④	⑤
c. My immediate supervisor criticizes me even when I am doing a good job.....	①	②	③	④	⑤
d. My immediate supervisor does a poor job of maintaining morale among recruiters.....	①	②	③	④	⑤
e. My immediate supervisor stands up for me.....	①	②	③	④	⑤
f. I feel I am supervised more closely than necessary.....	①	②	③	④	⑤
g. My immediate supervisor understands the sales business.....	①	②	③	④	⑤

RR00067,R00067A-R00067J

67. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements?

RR00067

○ Not applicable, I do not supervise at least one other production recruiter on a routine basis → GO TO QUESTION 68

R00067SK/See Coding Note 11, Table 5, Appendix D

	5----**Strongly disagree**	*4*----**Disagree**	*3*---**Neither agree nor disagree**	*2*----**Agree**	*1*---**Strongly agree**
a. Recruiters should not bother overworked supervisors with their problems.....	①	②	③	④	⑤
b. In reaching recruiting goals/missions, teamwork is as important as each person's own effort.....	①	②	③	④	⑤
c. It is my job to motivate recruiters to make their goals/missions.....	①	②	③	④	⑤
d. When I listen to subordinates, I do my job better.....	①	②	③	④	⑤
e. It is my job to teach recruiters who have not learned everything necessary from their training.....	①	②	③	④	⑤
f. Recruiters need constant pressure in order for them to make their goals/missions.....	①	②	③	④	⑤
g. Supervisors who inspire recruiters make the difference between goal/mission achievement and failure.....	①	②	③	④	⑤
h. Once properly trained, recruiters should be allowed to make their own decisions.....	①	②	③	④	⑤
i. Supervisors can do only so much to encourage recruiters who fail to make their recruiting goals/missions.....	①	②	③	④	⑤
j. Punishing recruiters who do not make their goals/missions can be counterproductive.....	①	②	③	④	⑤

Satisfaction

R00068A, R00068B

68. In general, how satisfied are you currently with the supervision/leadership within your recruiting command?

	5----Very dissatisfied	4----Dissatisfied	3---Neither satisfied nor dissatisfied	2----Satisfied	1---Very satisfied
a. Immediate supervisor.....	①	②	③	④	⑤
b. Recruiting command beyond immediate supervisor.....	①	②	③	④	⑤

R00069A, R00069B

69. In general, how satisfied were you with military supervision/leadership before you became a recruiter?

	5----Very dissatisfied	4----Dissatisfied	3---Neither satisfied nor dissatisfied	2----Satisfied	1---Very satisfied
a. Immediate supervisor.....	①	②	③	④	⑤
b. Leadership beyond immediate supervisor.....	①	②	③	④	⑤

R00070

70. Do you plan to make recruiting a career?

① Yes
② No
③ Undecided

R00071A, R00071B

71. In general, how satisfied are you with…?

	5----Very dissatisfied	4----Dissatisfied	3---Neither satisfied nor dissatisfied	2----Satisfied	1---Very satisfied
a. Recruiting.....	①	②	③	④	⑤
b. Military life.....	①	②	③	④	⑤

Medical

R00072/See Coding Note 12, Table 5, Appendix D

72. In the past fiscal year, how much did you spend on medical and dental care for you and your dependents that was NOT reimbursed?

Write your yearly expense in the boxes. For example, if you spent $100 in the past fiscal year, you would enter "0100".

$ ☐☐☐☐ **NON-REIMBURSED MEDICAL AND DENTAL EXPENSES**

R00073/See Coding Note 13, Table 5, Appendix D

73. What do you spend (on average) each month in the performance of your official duties (e.g., driving related expenses, applicant meals, phone, etc.) that is NOT reimbursed to you?

Write your monthly expense in the boxes. For example, if you spend $100 each month, you would enter "0100".

$ ☐☐☐☐ **NON-REIMBURSED RECRUITING RELATED EXPENSES**

R00074/See Coding Note 14, Table 5, Appendix D

74. How much do you spend monthly on housing costs, including utilities, above your Basic Allowance for Housing (BAH)?

Write your monthly expense in the boxes. For example, if you spend $100 each month, you would enter "0100".

$ ☐☐☐☐ **HOUSING EXPENSES BEYOND BAH**

RR00075A, RR00075B /See Coding Note 15, Table 5, Appendix D

75. At your current duty assignment, what type of treatment facility do you and members of your family usually go to when sick or in need of health advice? Please mark one answer in each column.

	RR00075A Yourself	*RR00075B* Members of your family
A military clinic or hospital….	①	①
Off-base, DoD contracted clinic (e.g., PRIMUS)……..	②	②
A civilian clinic or doctor (not contracted by DoD)……	③	③
Some other type of treatment facility……	③	③
Not applicable, haven't needed medical care at my current duty assignment.....	*73* ○	*74* ○

R00076A- R00076B

76. How long does it USUALLY take you or members of your family to travel to this treatment facility to receive medical care? Please mark one answer in each column.

	R00076A Yourself	*R00076B* Members of your family
Less than 15 minutes.....	①	①
15 to 30 minutes.....	②	②
31 minutes to 60 minutes.....	③	③
61 minutes to two hours.....	④	④
More than two hours.....	⑤	⑤
Not applicable.....	*-6* ○	*-6* ○

R00077A-R00077B

77. In general, how satisfied are you with the medical care provided by TRICARE for yourself and/or members of your family? Please mark one answer in each column.

	R00077A Yourself	*R00077B* Members of your family
Very satisfied.....	①	①
Satisfied.....	②	②
Neither satisfied nor dissatisfied.....	③	③
Dissatisfied.....	④	④
Very dissatisfied.....	⑤	⑤
Not applicable.....	*-6* ○	*-6* ○

R00078

78. What is your current TRICARE health plan?

① TRICARE Standard
② TRICARE Extra
③ TRICARE Prime

R00079

79. Are you or your family now covered by TRICARE Supplemental Insurance?

① Yes
② No
-6---○ Not applicable

R00080

80. Are you or your family now covered by PRIVATE medical insurance or an HMO, such as those operated by Blue Cross, Prudential, or Kaiser?

① Yes
② No
-6---○ Not applicable

R00081

81. Is TRICARE Prime available to you at your current assignment?

① Yes → GO TO QUESTION 83
② No *R00081SK/See Coding Note 16, Table 5, Appendix D*

R00082

82. If no, would you use TRICARE Prime if it were available to you?

① Yes
② No

Computer Usage

R00083

83. Do you have a personal desktop computer (PC) in your office that was issued to you?

① Yes
② No

R00084

84. Do you have a PC in your office that is shared by you and others?

① Yes
② No

R00085

85. Do you have access to a laptop computer for recruiting purposes?

① Yes
② No

R00086

86. Do you have a computer in your home or residence?

① Yes
② No → GO TO QUESTION 88
R00086SK/See Coding Note 17, Table 5, Appendix D

R00087

87. Do you use your home computer for work tasks?

① Yes
② No

R00088AA-R00088BD, R00088A, R00088B /See Coding Note 18, Table 5, Appendix D

88. Do you…

	Yes, at office only	Yes, at home only	Yes, both at office and home	No
R00088A a. Have access to the Internet……	*AA* ①	*AB* ②	*AC* ③	*AD* ④
R00088B b. Use the Internet……..	*BA* ①	*BB* ②	*BC* ③	*BD* ④

R00089A- R00089K

89. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties?

4----**4 or more**
3----**2 to less than 4**
2---**1 to less than 2**
1----**Less than 1**
0---**None**

a. Word Processing.....	①	②	③	④	⑤
b. Spreadsheets.....	①	②	③	④	⑤
c. Database Applications.....	①	②	③	④	⑤
d. Chat rooms/electronic bulletin boards.....	①	②	③	④	⑤
e. Own recruiting command web site.....	①	②	③	④	⑤
f. Personal/Local Web site.....	①	②	③	④	⑤
g. Exchanging e-mail with potential recruits.....	①	②	③	④	⑤
h. Work related e-mail, other than with potential recruits.....	①	②	③	④	⑤
i. Distance learning.....	①	②	③	④	⑤
j. Filling out electronic forms.....	①	②	③	④	⑤
k. Other.....	①	②	③	④	⑤

Background Information

XRIMPPC

90. What is your current paygrade?

① E-4
① E-5
② E-6
③ E-7
③ E-8
③ E-9
○ Officer *(Note: Officers removed from datafile)*

RSRED

91. What is the highest grade or degree you have completed? (MARK ONLY ONE)

① Less than 12 years of school (no diploma)
① GED or High School Certificate
② High School Diploma
③ Some college, but did not graduate
④ Associate's degree (e.g., AA, AS)
⑤ Bachelor's degree (e.g., BA, AB, BS)
⑤ Master's, doctoral degree or professional school degree (e.g., MA/MS/PhD/MD/JD/DVM)

R3XRETH2/See Appendix I and Coding Box below

92. Are you Spanish/Hispanic/Latino? (MARK "NO" IF NOT SPANISH/HISPANIC/LATINO)

○ No, not Spanish/Hispanic/Latino
○ Yes, Mexican, Mexican American, Chicano
○ Yes, Puerto Rican
○ Yes, Cuban
○ Yes, Other Spanish/Hispanic/Latino

Coding for R3XRETH2

1 = Hispanic
2 = Non-Hispanic White
3 = Non-Hispanic Black or African American
4 = Non-Hispanic All Other Race

R3XRETH2/See Appendix I and Coding Box on previous page

93. What is your race? (MARK ONE OR MORE RACES to indicate what you consider yourself to be)

- ○ White
- ○ Black or African-American
- ○ American Indian or Alaskan Native
- ○ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ○ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

XRIMPX

94. Are you:

- ① Male
- ② Female

XRIMPM

95. What is your marital status?

- ① Now married
- ① Separated
- ② Divorced
- ② Widowed
- ② Never married → GO TO QUESTION 97

SRMARSK/See Appendix I

RR00096

96. What was your marital status when you began your first tour of recruiting duty?

- ① Married
- ① Separated
- ② Divorced
- ② Widowed
- ② Never married

SRAGE

97. How old were you on your last birthday?

- ① Less than 25 years
- ② 25-29 years
- ③ 30-34 years
- ④ 35-39 years
- ⑤ 40-44 years
- ⑥ 45 years or older

REQUEST/See Coding Note 22, Table 5, Appendix D; Variable not available on Public Use dataset

98. Would you like to know the results of this survey? If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification. (OPTIONAL).

Please print

SRDATE/See Coding Note 23, Table 5, Appendix D

99. On what date did you complete this survey?

Y	Y	Y	Y	M	M	D	D

COMMENTS SECTION – PLEASE PRINT

COMMENT1/See Coding Note 24, Table 5, Appendix D

100. What do you believe are the most pressing problems facing recruiters today?

COMMENT2/See Coding Note 24, Table 5, Appendix D

101. What can DoD and your Service do to help your recruiting efforts?

COMMENT3/See Coding Note 24, Table 5, Appendix D

102. If you have comments that you were not able to express in answering the survey, please write them in the space provided.

THANK YOU FOR YOUR PARTICIPATION!

Please mail the questionnaire in the envelope provided.

If the envelope is missing, mail your completed survey to:

WESTAT
1650 RESEARCH BLVD.
RE 133
ROCKVILLE, MD 20850

Appendix D:

Coding Scheme

Appendix D: Coding Scheme for the *2000 Military Recruiter Survey (MRS)*

The guiding premise of coding this and other Defense Manpower Data Center (DMDC) surveys[1] is that the analysts creating the dataset will not be the only ones analyzing the data. DMDC rarely collects data only for immediate use or to answer one question. Different people, both at DMDC and other organizations (government, academic, and private-sector), analyze these datasets repeatedly over time. Every care is taken in organizing and documenting DMDC surveys so secondary analysts can be reasonably certain they understand both how the data are coded and the limitations of the data. This document describes (a) variable naming conventions, (b) how data are captured from the survey instrument, and (c) the edit process to create survey response variables for the analysis file.

Variable Naming

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in organizational commitment items included in a survey of serving members in 1999 and in an exit survey in 2000. Conventions discussed below are being used as a means for facilitating such analyses.

Modified Variables

Variable names for modified variables tend to be character strings that aid in remembering the meanings of the variables. Two important conventions were used in naming modified variables.

Beginning a variable name with "X" indicates it is a special crossing variable for key analyses. "X variables" typically involve using record data to impute values for missing data in survey items.

"RR variables" may be used to mask data. In such cases, collapsing categories or recoding cases to missing is performed to preserve confidentiality of respondents**.**

[1] Although the *2000 Military Recruiter Survey: Administration, Datasets and Codebook* is a Defense Human Resources Activity (DHRA) publication, the beginning stages of the survey were conducted at the Defense Manpower Data Center (DMDC).

Survey-derived Variables

Identical demographic items are used across many DMDC surveys. Each time these items are used, identical variable names and values are used. The variable names for this group of demographic items start with "SR" (mnemonic for self reported). Several items in this survey fall into this category, e.g., SRSEX (for gender) and SRED (for education). COMMENT (for a flag indicating if a comment has been entered) and SRDATE (for the date the survey was completed) are other standard variables across DMDC surveys.

Variable names for items that are not standardized across DMDC surveys start with 1 or 2 letters to represent the survey, followed by 2 digits to represent the year the data are gathered, and end with 4 or 5 numbers/letters corresponding to the survey questionnaire item. Because of how sorting is done, leading zeros are used so items are ordered from *001* through *999*. Typically, the last one or two of the 4 or 5 item-number digits are blank or contain a letter representing one of the sub-items within the question. The basic naming conventions are implemented as follows for the *2000 Military Recruiter Survey:*

- The first position is "R" for the basic variables[2] for items appearing in the *2000 Military Recruiter Survey*, using one letter to represent the survey received by members.
- The second and third characters after the R are "00" to indicate these data came from a survey administered in 2000.
- The fourth, fifth and sixth characters are item numbers in the survey.
- Letters following the numbers for multi-part items usually represent the sub-item. The exceptions, summarized here, are further explained in Table 3:
- Specify flags (ending in a "SP") represent whether information has been written in a specify box. For example, when respondents to this survey indicate on Question 5 that their reasons for becoming a recruiter are something other than the 7 options listed, they are asked to specify what this reason is in the write-in area. R00005SP is a flag variable indicating whether text was entered in the write-in area, and whether the presence of text in this area is consistent with how the basic question was answered. The specify flags for short write-ins are verified by visual inspection, and by a separate later keying process for the long comment section at the end of the survey. Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple *XXX*s; (2) negative replies like, *nothing*, *none*, *no*, *NA*, and *not applicable*; (3) personal identifiers such as names and phone numbers and (4) profanity or cursing.
- Skip pattern flags (ending in "SK") represent data quality for questions directing respondents to skip later questions if they respond to a question in a certain way. For example, if respondents to this survey indicate on Question 37 that they do not recruit Non-Prior Service (NPS) applicants, they are directed to skip Questions 38 and 39. R00037SK is a flag variable indicating if Questions 37 through 39 are answered consistently with the skip directions.

[2] While the most frequently used variables for the survey items start with R, variables may also start with a "U" to indicated that they are not edited for skip pattern consistency or an "RR" to indicate that they have been recoded from the basic variable.

Value Coding and Formats

Datasets were prepared as SAS[3] system files. An OS or flat file version of the public release file was then prepared from the SAS system file. This section describes how values were treated in creating the SAS system files and notes any differences from the flat file.

In the SAS system files, variables were declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can only be done with variables that are declared as numeric. Values for alphabetic variables were input with $CHARww. formats to preserve leading, embedded, and trailing blanks.

Raw-Data Encoding Process

Data cleaning and editing can be thought of as occurring in five coding steps. In practice, these steps may not be strictly linear, nor neatly match the processing steps discussed above. However, they are a convenient framework to understand the meaning of the codes.

The five coding steps are:

1. Each response is coded with one of three types of standard codes: valid response option value (see the Annotated Questionnaire), no response (-9), or multiple-response error (-8).
2. Specify flag variables are created, and codes are assigned to indicate if respondents wrote in responses correctly where fill-in boxes were used.
3. Skip flag variables are created, and codes are assigned to indicate if respondents completed the skip pattern correctly.
4. Special codes for valid skips are assigned to variables within skip patterns using a "forward coding" process.
5. Text code variables are created, and codes are assigned based on the content coding of the text entries.

The first two steps in creating the returns files involved key-entering the surveys, 100% verification, and resolution of problems based on visual inspection of problem responses. At this stage, each item was evaluated individually and codes were assigned according to only what was marked in that item. These codes are based on the position of mark(s) in only one item and are found on the Annotated Questionnaire.

In the coding sequence, coding in the third and later steps builds on prior steps and usually involves values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of data variables, the editing of skip patterns during steps 3 and 4, and coding for variables where more than one answer is allowed (mark all that apply).

[3] SAS is a trademark of the SAS Institute, Inc.

Missing Data Codes

The instructions used to assign missing data codes and other special codes are shown in five tables. In these tables, the value labels associated with each assigned code are shown in italicized text. These are the SAS format labels used in the SAS dataset.

- Table 1 contains basic SAS and flat file missing data codes.
- Table 2 contains SAS and flat file missing data codes for dates.
- Table 3 contains standard coding notes for flag variables.
- Table 4 contains SAS and flat file special not applicable codes.
- Table 5 provides special coding notes for items involving skip patterns or other non-obvious coding.

The codes presented in Table 1 are general missing data codes that have been adopted in recent years for use on DMDC surveys. (Standards for date variables are in Table 2.) Both tables have separate columns for values used for SAS system files and flat files. The biggest difference between the flat files and SAS system files is in the treatment of missing values. The flat file codes differ from the SAS codes because SAS implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS[4]. SAS can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS can read alpha characters representing missing data in a raw data field declared to be numeric, other programs such as SPSS do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple response error in flat files is coded as a "-8", which can be declared as a missing value when the data are input in SPSS—in the SAS file, the value ".A" is used to represent a multiple response error.

Data requirements of SUDAAN[5] are usually considered in coding DMDC surveys. Primarily this means avoiding in coding the use of a zero, which has a special use for certain procedures in SUDAAN, for a variable that will be used as an independent variable. However, for the 2000 Recruiter Survey, since the analysis contractor used a different software, zeroes exist in the data.

Many types of missing data are common to surveys and are self-explanatory. In general, missing data are coded as "-9" (SAS: .) when respondents skip the item when it should be answered; and multiple response errors are coded as "-8" (SAS: .A). Incomplete responses in grids that could not be resolved by visual inspection are coded as "-4" (SAS: .I). Out-of-range responses in grids (e.g., a current age less than minimum entry age for the military) are coded as "-7" (SAS: .O).

For a single item that contains a response alternative of "Not applicable", a missing data code of "-6" (SAS: .N) is typically used. When multiple items can be affected by a skip pattern or when item(s) have multiple ways to be not applicable, specific codes are used. This type of

[4] SPSS is a trademark of SPSS Inc.
[5] SUDAAN is a trademark of the Research Triangle Institute.

coding is discussed later in the section entitled “Skip Pattern Coding." That later section also explains using the code “-2” (SAS: .M) to denote a missing continuation.

Records are included in the files for sampled members regardless of whether or not they returned a survey. If a member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS: .B).

A match could not be made to official records, if a valid SSN was not read from the survey form. In such cases, a value of “-3” (SAS: .G) would be assigned to the official record variables; this code indicates the survey could not be matched back to other official records.

Table 1.
Basic SAS and Flat File Missing Data Codes

SAS File		Flat File		
Numeric	Alpha	Numeric	Alpha	Description
.	.	-9	.	*No response (invalid skip)*
.A	.A	-8	.A	*Multiple response error*
.O	.O	-7	.O	*Out-of-range error*
.N	.N	-6	.N	*Not applicable (valid skip)*
.I	.I	-4	.I	*Incomplete grid error* or *illegible.* Used when the meaning or content of the respondent's answer could not be determined.
.G	.G	-3	.G	*No match on official records*. Only used for master file and weighting variables for surveys that cannot be matched back to original records.
.M	.M	-2	.M	*Missing continuation*. Respondent’s answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	*Blank/no survey*. Filler values for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.
99	DK	99	DK	*Don’t know**

Notes. *Use of ‘Don’t know’ as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is *sometimes* excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, it should be re-coded as missing; in SAS datasets the value .D is suggested for use. Also, it is often useful to sum (across items) the number of times ‘Don’t know’ is used as a response.

Table 2.
SAS and Flat File Missing Data Codes for Dates

SAS File		Flat File	
Recoded value	Value read from input	YYYYMMDD	Description
.	-54908	18090901	*No response (invalid skip)*
.A	-55304	18080801	*Multiple response error*
.O	-55701	18070701	*Out-of-range error*
.N	-56096	18060601	*Not applicable (valid skip)*
.I	-56887	18040401	*Incomplete grid error*
.B	-58073	18010101	*Blank/no survey*. Filler value for survey variables when either a blank survey is returned or no survey is returned. Survey control system variables retain their assigned values.

Note. Because SAS stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data. The column headed YYYYMMDD shows how special missing data values for SRDATE are formatted in the flat file for this survey. Exact dates are formatted YYYYMMDD (SAS input format YYMMDD8.). When SAS reads a date value from a flat file, it stores that date as the value in the column headed "Value read from input." SAS "if-then" statements are used to recode those values to the special missing value codes in the first column. This conversion has already been done in the DMDC SAS files for this survey and SRDATE has the values shown under the "Recoded value" column.

Standard Flag Variables

As noted above, this survey employs two standard flag variables, specify flags and skip pattern flags. In the second edit step, specify flags are set in accordance with Table 3. In the third edit step, skip flags are set in the manner discussed in Table 3; however, the specifics for each skip flag are detailed in the next section. Note that two values, -2 (SAS: .M) and -9 (SAS: .) are used to represent missing data in flag variables in a slightly different way than they are used for standard survey variables.

Table 3.
Standard Coding Notes for Flag Variables

1. **SPECIFY FLAGS**. A flag variable (with the variable name ending in 'SP') is generated for each specify box. For example, Question 30 includes the flag variable R00030SP. All specify flags are shown in the Annotated Questionnaire. Specify flags are also discussed in Table 5 if there are multiple responses indicating the specify box should have text entered.

   R00xxxSP variables show the result of checking the specify box for marks and checking the parent variable to see if the other-specify response option was selected.

   The skip flag variables are coded with one of six values.

   1 *Valid skip*
   Assigned to the flag variable (e.g., R00030SP EQ 1) if the respondent did not select the other-specify response option (e.g., R00030G EQ 0) and no text is entered in the other-specify box.

   2 *Valid continuation*
   Assigned to the flag variable (e.g., R00030SP EQ 2) if the respondent selected the other-specify response option (e.g., R00030G EQ 1) and the other-specify box contains text.

   3 *Implied continuation (invalid mark)*
   Assigned to the flag variable (e.g., R00030SP EQ 3) if the respondent did not select the other-specify response option (e.g., R00030G EQ 0) but the other-specify box contains text.

   4 *Invalid skip*
   Assigned to the flag variable (e.g., R00030SP EQ 4) if the respondent selected the other-specify response option (e.g., R00030G EQ 1) but no text is entered in the other-specify box.

   -2 *Missing continuation* (SAS: .M)
   Assigned to the flag variable (e.g., R00030SP EQ -2) if the parent variable is missing (e.g., R00030A-G EQ -9) and the specify-below box contains text.

   -9 *Missing skip* (SAS: .)
   Assigned to the flag variable (e.g., R00030SP EQ -9) if the parent variable is missing (e.g., R00030A-G EQ -9) and no text is entered in the specify below box.

Table 3 (continued).
Standard Coding Notes for Flag Variables

This can also be illustrated by a contingency table that shows the value of a specify variable (e.g., R00030SP), based on examining the values of the variable (e.g., R00030G) and whether the respondent entered anything in the other-specify box.

R00030G value after first edit step	text in box	
	yes	No
1 (Marked, direction to specify)	2 (Valid continuation)	4 (Invalid skip)
0 (Not Marked, no direction to specify)	3 (Implied continuation)	1 (Valid skip)

Missing skip and missing continuation values are illustrated by a second contingency table. This table shows the values of the specify variable (e.g., R00030SP) after the second edit step, after missing value codes have been applied to the parent variable string (R00030A – R00030G). Values are assigned based on whether the respondent entered anything in the other-specify box.

R00030G value after second edit step (Coding Note 4)	text in box	
	yes	No
-9	-2 (Missing continuation)	-9 (Missing skip)

Certain types of entries are ignored: (1) unintelligible entries like lines, squiggles, or multiple *XXX*s; (2) negative replies like, *nothing*, *none*, *no*, *NA*, and *not applicable*; (3) personal identifiers such as names and phone numbers and (4) profanity or cursing.

2. **SKIP FLAGS**. A flag variable (with the variable name ending in SK) is generated for each skip pattern. For example, Question 47 has the regular variable R00047 and the flag variable R00047SK. Skip variables are useful for evaluating the effectiveness of the skip pattern and as a flag for screening out ambiguous response patterns during analysis. Skip flags are shown in the Annotated Questionnaire and are discussed below.

The skip flag variables are coded with one of six values.

1 *Valid skip*
Assigned to the flag variable (e.g., R00047SK EQ 1) if the parent variable shows a skip (e.g., R00047 EQ -6) and the responses are missing for all items in the skip pattern (e.g., all of R00048 -- R00055 EQ -9).

2 *Valid continuation*
Assigned to the flag variable (e.g., R00047SK EQ 2) if the parent variable indicates a continuation (e.g., R00047 EQ 1 -- 5) and the respondent answered at least one of the items in the skip pattern (e.g., R00048 EQ 1).

Table 3 (continued).
Standard Coding Notes for Flag Variables

3 *Implied continuation (invalid mark)*
Assigned to the flag variable (e.g., R00047SK EQ 3) if the parent variable indicates a skip (e.g., R00047 EQ -6) but the respondent answered one or more items in the skip pattern (e.g., R00048 EQ 1).

4 *Invalid skip*
Assigned to the flag variable (e.g., R00047SK EQ 4) if the parent variable indicates a continuation (e.g., R00047 EQ 1) but the responses are missing for all items in the skip pattern (e.g., all of R00048 -- R00055 EQ -9).

-2 *Missing continuation*
Assigned to the flag variable (e.g., R00047SK EQ -2) if the parent variable is missing (e.g., R00047 EQ -8 or -9) and the respondent answered one or more items in the skip pattern (e.g., R00048 EQ 1).

-9 *Missing skip*
Assigned to the flag variable (e.g., R00047SK EQ -9) if the parent variable is missing (e.g., R00047 EQ -8 or -9) and the responses are missing for all items in the skip pattern (e.g., all of R00048 -- R00055 EQ -9).

This can also be shown by a contingency table showing the value of a skip variable (e.g., R00047SK) based on examining the values of the parent variable (e.g., R00047) and the variables in the skip pattern (e.g., R00048 through R00055) after the first edit step.

R00047 value after first edit step	R00048 - R00055 values after first edit step	
	at least one NE –9	all EQ -9
1-5 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-6 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9	-2 (Missing continuation)	-9 (Missing skip)

Special Codes for Skip Patterns

Coding steps 3 and 4 involve editing data to resolve discrepancies in skip patterns. Skip flags are created in step 3. Table 3 introduced the general outline of the skip flags, but the specific flags for each skip pattern are specified in Table 5[6]. After the creation of all the skip flags in step 3, variables within the skip patterns are forward coded in step 4 to make them consistent with the variables that start the skip patterns. To preserve all data, the variables within skip patterns are first copied to a set of confidential variables. The naming convention for these variables is to start the name with "U" for Unedited. Table 5 specifies how to assign the special values, listed in Table 4, to variables within the skip patterns. While Table 5 is organized to show all the edits for a skip pattern together, all step 3 edits are made prior to making any step 4 edits. The remainder of this section describes the logic behind coding of skip patterns.

While an analyst can ignore discrepancies between a respondent's answer on an item containing a conditional direction to skip items and answers to those items, it is generally better to resolve the discrepancies. Two ways of resolving the discrepancies can be termed *backward* and *forward* coding. Backward[7] coding involves correcting the discrepancy by editing back from the skip pattern items to make the initial question conform. Forward coding involves correcting the discrepancy by editing forward from the initial question to make the skip pattern items conform. Data for this survey are forward coded with data on the starting question accepted as marked and data for the items within the skip pattern edited to be consistent with the starting question.

If a starting item is marked in such a way that the respondent should skip, items within the skip pattern have *not-applicable* values assigned regardless of what the respondent marked on the items within the skip pattern. These values differentiate 1) items with data missing because the item should have been skipped from 2) items where data are missing because the respondent should have answered them but did not.

Table 4 lists specific special values that are assigned when the reason for an item not being applicable can be defined and used across multiple items. A single item might have multiple codes for not-applicable—each uniquely identified with a separate reason identified in nested skip patterns. These special codes require an analyst to produce frequencies and examine the not-applicable values to make situation-by-situation decisions on which not-applicable codes to use in the calculation of percentages.

Mark all that apply questions

Mark all that apply variables are coded 1 for responses that are marked and 0 for responses that are not marked. If all of the items are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

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[6] Table 5 also provides special coding notes for other non-obvious codings. The special coding note numbers are keyed to the "Coding Notes" indicated on the Annotated Questionnaire.

[7] Backward coding has been used in other recent DMDC surveys, such as the 1995 Sexual Harassment Surveys (Status of the Armed Forces Surveys Forms A-C) and the 1996 Equal Opportunity Survey (Status of the Armed Forces Surveys Form D).

Table 4.
SAS and Flat File Special Not Applicable and Multiple Response Codes

SAS File	Flat File	Description
.N	-6	*Not applicable* Used when "Not applicable" responses are typically *not* counted as valid responses.
61	61	*Not applicable, I use other transportation to get to work*, (R00023)
62	62	*Not applicable, I do not use public transportation*, (R00024)
63	63	*Not applicable, Located near military installation*, (R00025)
64	64	*Not applicable (N/A option contained within skip pattern)*, (R00039A-J)
65	65	*Not applicable (N/A option contained within skip pattern)*, (R00048)
66	66	*Not applicable (N/A option contained within skip pattern)*, (R00049)
67	67	*Not applicable (N/A option contained within skip pattern)*, (R00050A-R00050F)
68	68	*Not applicable (N/A option contained within skip pattern)*, (R00051)
69	69	*Not applicable (N/A option contained within skip pattern)*, (R00052)
70	70	*Not applicable (N/A option contained within skip pattern)*, (R00053)
71	71	*Not applicable (N/A option contained within skip pattern)*, (R00054)
72	72	*Not applicable (N/A option contained within skip pattern)*, (R00055)
73	73	*Not applicable, haven't needed medical care at my current duty assignment*, (R00075A)
74	74	*Not applicable, haven't needed medical care at my current duty assignment*, (R00075B)
82	82	*Multiple response, marked 'No, not Spanish/Hispanic/Latino' and one of the 'Yes, ...' responses.* (SRHISPA2)

Table 5.
Special Coding Notes

Note Coding instructions and code book specifications

1. **R00004A-R00004E**. R00004A-R00004E are each coded 1 for responses that are marked and 0 for responses that are not marked. If all of R00004A-R00004E are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

2. **R00005A-R00005H**. R00005A-R00005H are each coded 1 for responses that are marked and 0 for responses that are not marked. If all of R00005A-R00005H are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

3. **R00005SP**. R00005SP is a specify flag.

R00005H value after first edit step	text in box	
	yes	No
1 (Marked, direction to specify)	2 (Valid continuation)	4 (Invalid skip)
0 (Not Marked, no direction to specify)	3 (Implied continuation)	1 (Valid skip)

R00005H value after second edit step (Coding Note 2)	text in box	
	yes	No
-9 (Missing)	-2 (Missing continuation)	-9 (Missing skip)

Codebook page for R00005SP should note:

"This is a specify flag indicating the result of checking the write-in box for marks and checking the parent item to see if the *Other, please specify* response option was selected. See Table D-5, Note 3, in Appendix D."

4. **R00018SK, UR00018B, R00018B, UR00018C, R00018C**.
R00018SK is a skip flag indicating whether R00018A is answered consistently with R00018B and R00018C.

R00018A value after first edit step	R00018B - R00018C values after first edit step	
	at least one NE –9	all EQ -9
-9 (continuation)	2 (Valid continuation)	4 (Invalid skip)
1 or 2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8 (multiple response)	-2 (Missing continuation)	-9 (Missing skip)

Table 5 (continued).
Special Coding Notes

Note — Coding instructions and codebook specifications

4 (continued).

The codebook pages for R00018SK should note:

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 4, in Appendix D."

Forward Coding:
UR00018B = R00018B and UR00018C = R00018C but U* variables are unedited for forward coding of non-applicable response values. After creating the unedited variables:

If R00018A = 1 or 2, then R00018B and R00018C = -6 (N/A, never lived on base or currently living on base).

Note: Variables UR00018B and UR00018C are not in the Public Use dataset.

5. **R00030A-R00030G**. R00030A-R00030G are each coded 1 for responses that are marked and 0 for responses that are not marked. If all of R00030A-R00030G are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

6. **R00030SP**. R00030SP is a specify flag.

R00030G value after first edit step	text in box	
	yes	No
1 (Marked, direction to specify)	2 (Valid continuation)	4 (Invalid skip)
0 (Not Marked, no direction to specify)	3 (Implied continuation)	1 (Valid skip)

R00030G value after second edit step (Coding Note 5)	text in box	
	yes	No
-9 (Missing)	-2 (Missing continuation)	-9 (Missing skip)

Codebook page for R00030SP should note:

"This is a specify flag indicating the result of checking the write-in box for marks and checking the parent item to see if the *Other, please specify* response option was selected. See Table D-5, Note 6, in Appendix D."

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

7. **R00037SK, UR00038A, R00038A, UR00038B, R00038B, UR00039A-UR00039J, R00039A-R00039J**.
R00037SK is a skip flag indicating whether R00037 is answered consistently with Questions 38A-39J.

R00037 value after first edit step	R00038A to R00039J values after first edit step	
	at least one NE –9	all EQ -9
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

Codebook page for R00037SK should note:

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 7, in Appendix D."

Forward coding: UR00038A = R00038A, UR00038B = R00038B and UR00039A-UR00039J = R00039A-R00039J but the U* variables are unedited for forward coding of non-applicable response values. After creating the unedited variables:

If R00037 = 2 then R00038A, R00038B, and R00039A-R00039J = -6 (N/A, do not recruit NPS applicants).

Note: Variables UR00038A through UR00039J are not in the Public Use dataset.

8. **R00038A, R00038AT**. Codebook pages for R00038A and R00038AT should note:

"This field was not checked for unlikely values. The values for number of NPS applicants recruited may range as high as 999."

R00038A is a right justified version of the material written in the boxes, while R00038AT is a text version of the material written in the boxes.

Note: Variable R00038AT is not in the Public Use dataset.

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

9. **R00038B, R00038BT**. Codebook pages for R00038B and R00038BT should note:

"This field was not checked for unlikely values. The values for number of NPS applicants recruited from ASVAB leads may range as high as 999."

R00038B is a right justified version of the material written in the boxes while R00038BT is a text version of the material written in the boxes.

Note: Variable R00038BT is not in the Public Use dataset.

10. **R00047SK, UR00048 -UR00055, R00048-R00055**.
R00047SK is a skip flag indicating whether R00047 is answered consistently with Questions 48-55.

R00047 value after first edit step	R00048 - R00055 values after first edit step	
	at least one NE –9	all EQ -9
1-5 (continuation)	2 (Valid continuation)	4 (Invalid skip)
-6 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 10, in Appendix D."

Forward coding: UR00048 -UR00055 = R00048-R00055 but the U* variables are unedited for forward coding of non-applicable response values. After creating the unedited variables:

If R00047 = -6 then R00048 - R00055 = -6 (N/A, do not prospect high school seniors).

Note: Variables UR00048 through UR00055 are not in the Public Use dataset.

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

11. **R00067SK, UR00067A-UR00067J, R00067A-R00067J**.
R00067SK is a skip flag indicating whether R00067 is answered consistently with Questions 67A-67J.

R00067 value after first edit step	R00067A to R00067J values after first edit step	
	at least one NE –9	all EQ -9
0 (Not marked, continuation)	2 (Valid continuation)	4 (Invalid skip)
1 (Marked, direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 11, in Appendix D."

Forward coding: UR00067A -UR00067J = R00067A-R00067J but the U* variables are unedited for forward coding of non-applicable response values. After creating the unedited variables:

If R00067= 1 then R00067A - R00067J = -6 (N/A, do not supervise another recruiter).

Note: Variables UR00067A through UR00067J are not in the Public Use dataset.

12. **R00072, R00072T**. Codebook pages for R00072 and R00072T should note:

"This field was not checked for unlikely values. The values for non-reimbursed medical and dental expenses may range as high as 9,999."

R00072 is a right justified version of the material written in the boxes while R00072T is a text version of the material written in the boxes.

Note: Variable R00072T is not in the Public Use dataset.

Table 5 (continued).
Special Coding Notes

Note	Coding instructions and codebook specifications

13. **R00073, R00073T**. Codebook pages for R00073 and R00073T should note:

"This field is not checked for unlikely values. The values for non-reimbursed recruiting related expenses may range as high as 9,999."

R00073 is a right justified version of the material written in the boxes while R00073T is a text version of the material written in the boxes.

Note: Variable R00073T is not in the Public Use dataset.

14. **R00074, R00074T**. Codebook pages for R00074 and R00074T should note:

"This field is not checked for unlikely values. The values for housing expenses beyond BAH may range as high as 9,999."

R00074 is a right justified version of the material written in the boxes while R00074T is a text version of the material written in the boxes.

Note: Variable R00074T is not in the Public Use dataset.

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

15. **R00075AA-R00075BE, R00075A, R00075B**. R00075AA-R00075BE are each coded 1 for responses that are marked and 0 for responses that are not marked. If all of R00075AA-R00075AE are coded 0 (not marked), then all are coded missing "-9" (SAS: .). If all of R00075BA-R00075BE are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

R00075A is a collapsed version of R00075AA-R00075AE. Its values are: 1 (A military clinic or hospital), 2 (Off-base, DoD contracted clinic), 3 (A civilian clinic or doctor), 4 (Some other type of treatment facility), and 73 (Not applicable, haven't needed medical care at my current duty assignment). R00075A also contains codes for missing -9 (SAS: .) and multiple responses -8 (SAS: .A).

R00075B is a collapsed version of R00075BA-R00075BE. Its values are: 1 (A military clinic or hospital), 2 (Off-base, DoD contracted clinic), 3 (A civilian clinic or doctor), 4 (Some other type of treatment facility), and 74 (Not applicable, haven't needed medical care at my current duty assignment). R00075B also contains codes for missing -9 (SAS: .) and multiple responses -8 (SAS: .A).

Note: Variables R00075AA through R00075BE are not in the Public Use dataset.

16. **R00081SK, UR00082, R00082**.
R00081SK is a skip flag indicating whether R00081 is answered consistently with Question 82.

R00081 value after first edit step	R00082 values after first edit step	
	NE –9	EQ -9
2 (continuation)	2 (Valid continuation)	4 (Invalid skip)
1 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 16, in Appendix D."

Forward coding: UR00082 = R00082 but is unedited for forward coding of non-applicable response values. After creating the unedited variable:

If R00081= 1 then R00082 = -6 (N/A, TRICARE Prime is available).

Note: Variable UR00082 is not in the Public Use dataset.

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

17. **R00086SK, UR00087, R00087**. R00086SK is a skip flag indicating whether R00086 is answered consistently with Question 87.

R00086 value after first edit step	R00087 values after first edit step	
	NE –9	EQ -9
1 (continuation)	2 (Valid continuation)	4 (Invalid skip)
2 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 17, in Appendix D."

Forward coding: UR00087 = R00087 but is unedited for forward coding of non-applicable response values. After creating the unedited variable:

If R00086= 2 then R00087 = -6 (N/A, no computer in home).

Note: Variable UR00087 is not in the Public Use dataset.

18. **R00088AA-R00088BD, R00088A, R00088B.** R00088AA-R00088BD are each coded 1 for responses that are marked and 0 for responses that are not marked. If all of R00088AA-R00088AD are coded 0 (not marked), then all are coded missing "-9" (SAS: .). If all of R00088BA-R00088BD are coded 0 (not marked), then all are coded missing "-9" (SAS: .).

R00088A is a collapsed version of R00088AA-R00088AD. Its values are: 1 (Yes, at office only), 2 (Yes, at home only), 3 (Yes, both at office and home), 4 (No). R00088A also contains codes for missing -9 (SAS: .) and multiple responses -8 (SAS: .A).

R00088B is a collapsed version of R00088BA-R00088BD. Its values are: 1 (Yes, at office only), 2 (Yes, at home only), 3 (Yes, both at office and home), 4 (No). R00088B also contains codes for missing -9 (SAS: .) and multiple responses -8 (SAS: .A).

Table 5 (continued).
Special Coding Notes

Note	Coding instructions and codebook specifications

19. **SRHISPA1, SRHISPA2**.
SRHISPA1 is a collapsed version of SRHISPAA-SRHISPAE. It is the standard variable for Hispanic descent, also appearing in the 1999 Active Duty Survey. Its values are: 1 (No, not Spanish/Hispanic/Latino), 2 (Yes, Mexican, Mexican American, Chicano), 3 (Yes, Puerto Rican), 4 (Yes, Cuban), and 5 (Yes, other Spanish/Hispanic/Latino). SRHISPA1 also contains the standard codes for missing -9 (SAS: .) and multiple responses -8 (SAS: .A).

SRHISPA2 is another collapsed version of SRHISPAA-SRHISPAE. It is a newly constructed variable indicating simply whether a respondent did/did not indicate Hispanic descent, and is inclusive of cases where more than one Hispanic type may have been marked. The codebook page for SRHISPA2 should note: "This item differs from DMDC standard items SRHISP and SRHISPA1 in that it permits multiple responses when all the responses marked are for different Hispanic types."

SRHISPA2 is coded as follows:

1 = respondent marks "No, not Spanish/Hispanic/Latino"

2 = respondent marks one or more of the "Yes" responses, but not the "No" response

-9 (SAS: .) = respondent does not mark any response

82 (SAS: 82) = respondent marks the "No" response, but also one or more of the "Yes" responses.

Note: Variables SRHISPA1 and SRHISPA2 are not in the Public Use dataset. They have been replaced by R3XRETH2, defined in Appendix I.

Table 5 (continued).
Special Coding Notes

Note	Coding instructions and codebook specifications

20. **SRRACEA-SRRACEE**, **SRRETH2**.
The codebook page for SRRACEA- SRRACEE should note:

"These items are consistent with the '1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity' and the 2000 Decennial Census."

SRRACEA-SRRACEE are coded as "Mark all that apply" items, where 0= Not marked and 1 = Marked. SRRACEA indicates whether the "White" response category was marked, SRRACEB indicates whether the "Black or African-American" response category was marked, SRRACEC indicates whether "American Indian or Alaska Native" was marked, SRRACED indicates whether "Asian" was marked, and SRRACEE indicates whether "Native Hawaiian or other Pacific Islander" was marked.

If none are marked, then all of SRRACEA-SRRACEE are coded as missing -9 (SAS: .)

SRRETH2 implements the October 1997 standards for reporting Federal data on race and ethnicity. SRRETH2 groups the responses to SRRACEA-SRRACEE into racial/ethnic categories which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2, described in Coding Note 19). Each verbal description in the "RACIAL CATEGORY" column of the chart below is preceded by an H for "Hispanic" if the respondent has a value of 2 for SRHISPA2, and by a NH for "Non-Hispanic" if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description.

The coding for SRRETH2 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEE are assigned the corresponding code (1 to 5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The unassigned categories "some other race" (coded as 6 and 14), are not reported in this survey, but are used for other surveys such as the 1999 Active Duty Survey's additional response option of "Other" for race/ethnicity. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The balance of non-Hispanics selecting more than one race are coded 19. The remaining racial combinations are coded as missing -9 (SAS: .).

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

20 (continued).

CODE	RACIAL CATEGORY (SRRETH2)	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE
1	H American Indian or Alaska Native	2	0	0	1	0	0
2	H Asian	2	0	0	0	1	0
3	H Black or African American	2	0	1	0	0	0
4	H Native Hawaiian or Other Pacific Islander	2	0	0	0	0	1
5	H White	2	1	0	0	0	0
6	(H Some other race)	This category not reported in the MRS					
7	H Hispanic/Latino reporting more than one race	2	(Any combination of more than one 1 in SRRACEA-E)				
8	H Unknown race	2	-9 (.)	-9 (.)	-9 (.)	-9 (.)	-9 (.)
9	NH American Indian or Alaska Native	1	0	0	1	0	0
10	NH Asian	1	0	0	0	1	0
11	NH Black or African American	1	0	1	0	0	0
12	NH Native Hawaiian or Other Pacific Islander	1	0	0	0	0	1
13	NH White	1	1	0	0	0	0
14	(NH Some other race)	This category not reported in the MRS					
15	NH American Indian or Alaska Native & White	1	1	0	1	0	0
16	NH Asian & White	1	1	0	0	1	0
17	NH Black or African American & White	1	1	1	0	0	0
18	NH American Indian or Alaska Native & Black or African American	1	0	1	1	0	0
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 1 in SRRACEA-E)				
-9 (.)	Remaining combinations, not described above						

Note: Variables SRACEA through SRRACEE and SRRETH2 are not in the Public Use dataset. They have been replaced by R3XRETH2, defined in Appendix I.

Table 5 (continued).
Special Coding Notes

Note Coding instructions and codebook specifications

21. **SRMARSK, UR00096, R00096.**
SRMARSK is a skip flag indicating whether SRMARST is answered consistently with the rest of the survey.

SRMARST value after first edit step	R00096 values after first edit step	
	NE -9	EQ –9
1-4 (continuation)	2 (Valid continuation)	4 (Invalid skip)
5 (direction to skip)	3 (Implied continuation)	1 (Valid skip)
-8, -9 (Mult. response, Missing)	-2 (Missing continuation)	-9 (Missing skip)

"This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 21, in Appendix D."

Forward coding: UR00096 = R00096 but is unedited for forward coding of non-applicable response values. After creating the unedited variable:

If SMARST= 5 then R00096 = -6 (N/A, never married).

Note: Variables UR00096 and R00096 are not in the Public Use dataset.

22. **REQUEST**. Request has two codes.

1 address provided

0 address not provided

If 1 or more characters is/are unreadable, code REQUEST = 0.

Note: Variables REQUEST is not in the Public Use dataset.

23. **SRDATE**. See Table 2 for coding. The dates are formatted YYYYMMDD. The codebook page for SRDATE should note: "Values checked for valid range between January 1, 2000 and December 31, 2001."

24. **COMMENT1, COMMENT2, and COMMENT3**. COMMENT1, COMMENT2, and COMMENT3 have two codes:

1 Text entered - is entered if something written in space provided for comments.

0 Text not entered - is entered if nothing is written in space provided for comments.

Appendix E:

Alphabetical Variable List

Appendix E: Alphabetical Variable Listing

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
CAS_ELIG		CASRO ELIGIBILITY FLAG	163
COMMENT1	100	COMMENT SUPPLIED IN QUESTION 100	161
COMMENT2	101	COMMENT SUPPLIED IN QUESTION 101	161
COMMENT3	102	COMMENT SUPPLIED IN QUESTION 102	161
DMDCELIG		ELIGIBILITY FLAG FOR ANALYSIS	163
ELIGFLGW		ELIGIBILITY FLAG FOR WEIGHTING	163
FNRW0		FINAL NR ADJ FULL SAMPLE WEIGHT	164
FNRW001		FINAL NR ADJ REPLICATE WEIGHT 01	165
FNRW002		FINAL NR ADJ REPLICATE WEIGHT 02	165
FNRW003		FINAL NR ADJ REPLICATE WEIGHT 03	165
FNRW004		FINAL NR ADJ REPLICATE WEIGHT 04	166
FNRW005		FINAL NR ADJ REPLICATE WEIGHT 05	166
FNRW006		FINAL NR ADJ REPLICATE WEIGHT 06	166
FNRW007		FINAL NR ADJ REPLICATE WEIGHT 07	167
FNRW008		FINAL NR ADJ REPLICATE WEIGHT 08	167
FNRW009		FINAL NR ADJ REPLICATE WEIGHT 09	167
FNRW010		FINAL NR ADJ REPLICATE WEIGHT 10	168
FNRW011		FINAL NR ADJ REPLICATE WEIGHT 11	168
FNRW012		FINAL NR ADJ REPLICATE WEIGHT 12	168
FNRW013		FINAL NR ADJ REPLICATE WEIGHT 13	169
FNRW014		FINAL NR ADJ REPLICATE WEIGHT 14	169
FNRW015		FINAL NR ADJ REPLICATE WEIGHT 15	169
FNRW016		FINAL NR ADJ REPLICATE WEIGHT 16	170
FNRW017		FINAL NR ADJ REPLICATE WEIGHT 17	170
FNRW018		FINAL NR ADJ REPLICATE WEIGHT 18	170
FNRW019		FINAL NR ADJ REPLICATE WEIGHT 19	171
FNRW020		FINAL NR ADJ REPLICATE WEIGHT 20	171
FNRW021		FINAL NR ADJ REPLICATE WEIGHT 21	171
FNRW022		FINAL NR ADJ REPLICATE WEIGHT 22	172
FNRW023		FINAL NR ADJ REPLICATE WEIGHT 23	172
FNRW024		FINAL NR ADJ REPLICATE WEIGHT 24	172
FNRW025		FINAL NR ADJ REPLICATE WEIGHT 25	173
FNRW026		FINAL NR ADJ REPLICATE WEIGHT 26	173
FNRW027		FINAL NR ADJ REPLICATE WEIGHT 27	173
FNRW028		FINAL NR ADJ REPLICATE WEIGHT 28	174
FNRW029		FINAL NR ADJ REPLICATE WEIGHT 29	174
FNRW030		FINAL NR ADJ REPLICATE WEIGHT 30	174
FNRW031		FINAL NR ADJ REPLICATE WEIGHT 31	175
FNRW032		FINAL NR ADJ REPLICATE WEIGHT 32	175
FNRW033		FINAL NR ADJ REPLICATE WEIGHT 33	175
FNRW034		FINAL NR ADJ REPLICATE WEIGHT 34	176

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW035		FINAL NR ADJ REPLICATE WEIGHT 35	176
FNRW036		FINAL NR ADJ REPLICATE WEIGHT 36	176
FNRW037		FINAL NR ADJ REPLICATE WEIGHT 37	177
FNRW038		FINAL NR ADJ REPLICATE WEIGHT 38	177
FNRW039		FINAL NR ADJ REPLICATE WEIGHT 39	177
FNRW040		FINAL NR ADJ REPLICATE WEIGHT 40	178
FNRW041		FINAL NR ADJ REPLICATE WEIGHT 41	178
FNRW042		FINAL NR ADJ REPLICATE WEIGHT 42	178
FNRW043		FINAL NR ADJ REPLICATE WEIGHT 43	179
FNRW044		FINAL NR ADJ REPLICATE WEIGHT 44	179
FNRW045		FINAL NR ADJ REPLICATE WEIGHT 45	179
FNRW046		FINAL NR ADJ REPLICATE WEIGHT 46	180
FNRW047		FINAL NR ADJ REPLICATE WEIGHT 47	180
FNRW048		FINAL NR ADJ REPLICATE WEIGHT 48	180
FNRW049		FINAL NR ADJ REPLICATE WEIGHT 49	181
FNRW050		FINAL NR ADJ REPLICATE WEIGHT 50	181
FNRW051		FINAL NR ADJ REPLICATE WEIGHT 51	181
FNRW052		FINAL NR ADJ REPLICATE WEIGHT 52	182
FNRW053		FINAL NR ADJ REPLICATE WEIGHT 53	182
FNRW054		FINAL NR ADJ REPLICATE WEIGHT 54	182
FNRW055		FINAL NR ADJ REPLICATE WEIGHT 55	183
FNRW056		FINAL NR ADJ REPLICATE WEIGHT 56	183
FNRW057		FINAL NR ADJ REPLICATE WEIGHT 57	183
FNRW058		FINAL NR ADJ REPLICATE WEIGHT 58	184
FNRW059		FINAL NR ADJ REPLICATE WEIGHT 59	184
FNRW060		FINAL NR ADJ REPLICATE WEIGHT 60	184
FNRW061		FINAL NR ADJ REPLICATE WEIGHT 61	185
FNRW062		FINAL NR ADJ REPLICATE WEIGHT 62	185
FNRW063		FINAL NR ADJ REPLICATE WEIGHT 63	185
FNRW064		FINAL NR ADJ REPLICATE WEIGHT 64	186
FNRW065		FINAL NR ADJ REPLICATE WEIGHT 65	186
FNRW066		FINAL NR ADJ REPLICATE WEIGHT 66	186
FNRW067		FINAL NR ADJ REPLICATE WEIGHT 67	187
FNRW068		FINAL NR ADJ REPLICATE WEIGHT 68	187
FNRW069		FINAL NR ADJ REPLICATE WEIGHT 69	187
FNRW070		FINAL NR ADJ REPLICATE WEIGHT 70	188
FNRW071		FINAL NR ADJ REPLICATE WEIGHT 71	188
FNRW072		FINAL NR ADJ REPLICATE WEIGHT 72	188
FNRW073		FINAL NR ADJ REPLICATE WEIGHT 73	189
FNRW074		FINAL NR ADJ REPLICATE WEIGHT 74	189
FNRW075		FINAL NR ADJ REPLICATE WEIGHT 75	189

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW076		FINAL NR ADJ REPLICATE WEIGHT 76	190
FNRW077		FINAL NR ADJ REPLICATE WEIGHT 77	190
FNRW078		FINAL NR ADJ REPLICATE WEIGHT 78	190
FNRW079		FINAL NR ADJ REPLICATE WEIGHT 79	191
FNRW080		FINAL NR ADJ REPLICATE WEIGHT 80	191
FNRW081		FINAL NR ADJ REPLICATE WEIGHT 81	191
FNRW082		FINAL NR ADJ REPLICATE WEIGHT 82	192
FNRW083		FINAL NR ADJ REPLICATE WEIGHT 83	192
FNRW084		FINAL NR ADJ REPLICATE WEIGHT 84	192
FNRW085		FINAL NR ADJ REPLICATE WEIGHT 85	193
FNRW086		FINAL NR ADJ REPLICATE WEIGHT 86	193
FNRW087		FINAL NR ADJ REPLICATE WEIGHT 87	193
FNRW088		FINAL NR ADJ REPLICATE WEIGHT 88	194
FNRW089		FINAL NR ADJ REPLICATE WEIGHT 89	194
FNRW090		FINAL NR ADJ REPLICATE WEIGHT 90	194
FNRW091		FINAL NR ADJ REPLICATE WEIGHT 91	195
FNRW092		FINAL NR ADJ REPLICATE WEIGHT 92	195
FNRW093		FINAL NR ADJ REPLICATE WEIGHT 93	195
FNRW094		FINAL NR ADJ REPLICATE WEIGHT 94	196
FNRW095		FINAL NR ADJ REPLICATE WEIGHT 95	196
FNRW096		FINAL NR ADJ REPLICATE WEIGHT 96	196
FNRW097		FINAL NR ADJ REPLICATE WEIGHT 97	197
FNRW098		FINAL NR ADJ REPLICATE WEIGHT 98	197
FNRW099		FINAL NR ADJ REPLICATE WEIGHT 99	197
FNRW100		FINAL NR ADJ REPLICATE WEIGHT 100	198
FNRW101		FINAL NR ADJ REPLICATE WEIGHT 101	198
FNRW102		FINAL NR ADJ REPLICATE WEIGHT 102	198
FNRW103		FINAL NR ADJ REPLICATE WEIGHT 103	199
FNRW104		FINAL NR ADJ REPLICATE WEIGHT 104	199
FNRW105		FINAL NR ADJ REPLICATE WEIGHT 105	199
FNRW106		FINAL NR ADJ REPLICATE WEIGHT 106	200
FNRW107		FINAL NR ADJ REPLICATE WEIGHT 107	200
FNRW108		FINAL NR ADJ REPLICATE WEIGHT 108	200
FNRW109		FINAL NR ADJ REPLICATE WEIGHT 109	201
FNRW110		FINAL NR ADJ REPLICATE WEIGHT 110	201
FNRW111		FINAL NR ADJ REPLICATE WEIGHT 111	201
FNRW112		FINAL NR ADJ REPLICATE WEIGHT 112	202
FNRW113		FINAL NR ADJ REPLICATE WEIGHT 113	202
FNRW114		FINAL NR ADJ REPLICATE WEIGHT 114	202
FNRW115		FINAL NR ADJ REPLICATE WEIGHT 115	203
FNRW116		FINAL NR ADJ REPLICATE WEIGHT 116	203

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FNRW117		FINAL NR ADJ REPLICATE WEIGHT 117	203
FNRW118		FINAL NR ADJ REPLICATE WEIGHT 118	204
FNRW119		FINAL NR ADJ REPLICATE WEIGHT 119	204
FNRW120		FINAL NR ADJ REPLICATE WEIGHT 120	204
FNRW121		FINAL NR ADJ REPLICATE WEIGHT 121	205
FNRW122		FINAL NR ADJ REPLICATE WEIGHT 122	205
FNRW123		FINAL NR ADJ REPLICATE WEIGHT 123	205
FNRW124		FINAL NR ADJ REPLICATE WEIGHT 124	206
FNRW125		FINAL NR ADJ REPLICATE WEIGHT 125	206
FNRW126		FINAL NR ADJ REPLICATE WEIGHT 126	206
FNRW127		FINAL NR ADJ REPLICATE WEIGHT 127	207
FNRW128		FINAL NR ADJ REPLICATE WEIGHT 128	207
FNRW129		FINAL NR ADJ REPLICATE WEIGHT 129	207
FNRW130		FINAL NR ADJ REPLICATE WEIGHT 130	208
FNRW131		FINAL NR ADJ REPLICATE WEIGHT 131	208
FNRW132		FINAL NR ADJ REPLICATE WEIGHT 132	208
FNRW133		FINAL NR ADJ REPLICATE WEIGHT 133	209
FNRW134		FINAL NR ADJ REPLICATE WEIGHT 134	209
FNRW135		FINAL NR ADJ REPLICATE WEIGHT 135	209
FNRW136		FINAL NR ADJ REPLICATE WEIGHT 136	210
FNRW137		FINAL NR ADJ REPLICATE WEIGHT 137	210
FNRW138		FINAL NR ADJ REPLICATE WEIGHT 138	210
FNRW139		FINAL NR ADJ REPLICATE WEIGHT 139	211
FNRW140		FINAL NR ADJ REPLICATE WEIGHT 140	211
FNRW141		FINAL NR ADJ REPLICATE WEIGHT 141	211
FNRW142		FINAL NR ADJ REPLICATE WEIGHT 142	212
FNRW143		FINAL NR ADJ REPLICATE WEIGHT 143	212
FNRW144		FINAL NR ADJ REPLICATE WEIGHT 144	212
FNRW145		FINAL NR ADJ REPLICATE WEIGHT 145	213
FNRW146		FINAL NR ADJ REPLICATE WEIGHT 146	213
FNRW147		FINAL NR ADJ REPLICATE WEIGHT 147	213
FNRW148		FINAL NR ADJ REPLICATE WEIGHT 148	214
FNRW149		FINAL NR ADJ REPLICATE WEIGHT 149	214
FNRW150		FINAL NR ADJ REPLICATE WEIGHT 150	214
FNRW151		FINAL NR ADJ REPLICATE WEIGHT 151	215
FNRW152		FINAL NR ADJ REPLICATE WEIGHT 152	215
FNRW153		FINAL NR ADJ REPLICATE WEIGHT 153	215
FNRW154		FINAL NR ADJ REPLICATE WEIGHT 154	216
FNRW155		FINAL NR ADJ REPLICATE WEIGHT 155	216
FNRW156		FINAL NR ADJ REPLICATE WEIGHT 156	216
FNRW157		FINAL NR ADJ REPLICATE WEIGHT 157	217

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FNRW158		FINAL NR ADJ REPLICATE WEIGHT 158	217
FNRW159		FINAL NR ADJ REPLICATE WEIGHT 159	217
FNRW160		FINAL NR ADJ REPLICATE WEIGHT 160	218
FNRW161		FINAL NR ADJ REPLICATE WEIGHT 161	218
FNRW162		FINAL NR ADJ REPLICATE WEIGHT 162	218
FNRW163		FINAL NR ADJ REPLICATE WEIGHT 163	219
FNRW164		FINAL NR ADJ REPLICATE WEIGHT 164	219
FNRW165		FINAL NR ADJ REPLICATE WEIGHT 165	219
FNRW166		FINAL NR ADJ REPLICATE WEIGHT 166	220
FNRW167		FINAL NR ADJ REPLICATE WEIGHT 167	220
FNRW168		FINAL NR ADJ REPLICATE WEIGHT 168	220
FNRW169		FINAL NR ADJ REPLICATE WEIGHT 169	221
FNRW170		FINAL NR ADJ REPLICATE WEIGHT 170	221
FNRW171		FINAL NR ADJ REPLICATE WEIGHT 171	221
FNRW172		FINAL NR ADJ REPLICATE WEIGHT 172	222
FNRW173		FINAL NR ADJ REPLICATE WEIGHT 173	222
FNRW174		FINAL NR ADJ REPLICATE WEIGHT 174	222
FNRW175		FINAL NR ADJ REPLICATE WEIGHT 175	223
FNRW176		FINAL NR ADJ REPLICATE WEIGHT 176	223
FNRW177		FINAL NR ADJ REPLICATE WEIGHT 177	223
FNRW178		FINAL NR ADJ REPLICATE WEIGHT 178	224
FNRW179		FINAL NR ADJ REPLICATE WEIGHT 179	224
FNRW180		FINAL NR ADJ REPLICATE WEIGHT 180	224
NTVSTRAT		TAYLOR SERIES VARIANCE POPULATION	164
R00004A	4A	SPECIFIC GOALS/MISSIONS: PERSONAL MTHLY	2
R00004B	4B	SPECIFIC GOALS/MISSIONS: PERSONAL ANNUAL	3
R00004C	4C	SPECIFIC GOALS/MISSIONS: TEAM MONTHLY	3
R00004D	4D	SPECIFIC GOALS/MISSIONS: TEAM ANNUAL	3
R00004E	4E	SPECIFIC GOALS/MISSIONS: NO, NEITHER	4
R00005A	5A	REASONS: ABLE TO CHOOSE LOCATION OF DUTY	4
R00005B	5B	REASONS: WANTED CHANGE FROM SPECIALTY/OC	4
R00005C	5C	REASONS: RECRUITING DUTY IS CAREER ENHAN	5
R00005D	5D	REASONS: RECRUITING DUTY NEC. FOR PROMO	5
R00005E	5E	REASONS: BELIEVE IN SVC/WANT TO SHARE IT	5
R00005F	5F	REASONS: WANT TO HELP YOUNG PEOPLE	6
R00005G	5G	REASONS: I HAD NO CHOICE	6
R00005H	5H	REASONS: OTHER, PLEASE SPECIFY	6
R00005SP	5SP	SPECIFY FLAG FOR Q5	7
R00009	9	WERE PREFERENCES CONSIDERED IN ASSIGNMT	9
R00010	10	ON AVG, TOTAL HRS/WK RECRUITING	9
R00011	11	ON AVG, TOTAL HRS/WK ADMIN DUTIES	10

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00012	12	ON AVG, TOTAL HRS/WK ON PHONE W/PROSPECT	10
R00013	13	PAST YR, VOLUNTARILY NOT TAKEN LEAVE	11
R00016	16	PAST YR, PCT OF ANNUAL LEAVE DAYS WORKED	12
R00017	17	HOW MANY DAYS OF ANNUAL LEAVE LOST/DUTY	13
R00018B	18B	HOW RATE CURRENT LIVING COND/QUALITY	15
R00018C	18C	HOW RATE CURRENT LIVING COND/COST	15
R00018SK	18SK	SKIP FLAG FOR QUESTION 18A	14
R00021A	21A	SATISFACTION: COST OF RESIDENCE	18
R00021B	21B	SATISFACTION: SCHOOLS	18
R00021C	21C	SATISFACTION: AVAILABILITY OF CHILD CARE	19
R00021D	21D	SATISFACTION: SPOUSE EMPLOYMENT	19
R00022A	22A	AGREE/DISAGREE: OFFICE PRESENTS PROF ENV	20
R00022B	22B	AGREE/DISAGREE: OFFICE PLEASANT ENVIRON	20
R00022C	22C	AGREE/DISAGREE: OFFICE CONTRIB/SUCCESS	21
R00022D	22D	AGREE/DISAGREE: OFFICE GETS FEW WALK-INS	21
R00022E	22E	AGREE/DISAGREE: MORE SUCCESS IF HI TECH	22
R00022F	22F	AGREE/DISAGREE: GD RELA W/OTHER TENANTS	22
R00022G	22G	AGREE/DISAGREE: GD RELA LANDLORD/RECR	23
R00022H	22H	AGREE/DISAGREE: OFFICE CONVENIENTLY LOC	23
R00022I	22I	AGREE/DISAGREE: LITTLE TROUBLE FINDING	24
R00022J	22J	AGREE/DISAGREE: CLOSE TO HIGH SCHOOLS	24
R00022K	22K	AGREE/DISAGREE: ACCESSIBLE TO APPLICANTS	25
R00022L	22L	AGREE/DISAGREE: PARKING AVAILABLE/APPS	25
R00022M	22M	AGREE/DISAGREE: PARKING CONVENIENT/APPS	26
R00022N	22N	AGREE/DISAGREE: PARKING AVAILABLE/RECS	26
R00022O	22O	AGREE/DISAGREE: PARKING CONVENIENT/RECS	27
R00026A	26A	AGREE/DISAGREE: GIVEN REALISTIC PREVIEW	29
R00026B	26B	AGREE/DISAGREE: FAMILY PREPARED/DEMANDS	29
R00026C	26C	AGREE/DISAGREE: GD PROFESSIONAL TRAINING	30
R00026D	26D	AGREE/DISAGREE: TRNG HELPFUL/RELEVANT	30
R00026E	26E	AGREE/DISAGREE: TRNG INSUFFICIENT	31
R00026F	26F	AGREE/DISAGREE: TIME IN TRAINING SUFF	31
R00027	27	DID IMMED SUPERVISOR TRAIN YOU AS REC	32
R00028	28	HOW FREQ DID EXP REC HELP DURING OJT	32
R00029A	29A	AGREE/DISAGREE: RCV ADEQUATE REFRESHER	33
R00029B	29B	AGREE/DISAGREE: RCV ADEQ REFRESH TRN/SUP	33
R00029C	29C	AGREE/DISAGREE: RCV ADEQ REFR TRN/TRAINR	34
R00030A	30A	IMPRV REFR TRN: MORE FREQ TRN SESSIONS	34
R00030B	30B	IMPRV REFR TRN: REG SCHED TRAINING	35
R00030C	30C	IMPRV REFR TRN: MORE ALL HANDS TRNG	35
R00030D	30D	IMPRV REFR TRN: MORE INDIV TRAINING	35

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00030E	30E	IMPRV REFR TRN: HAVE REC TRN EACH OTHER	36
R00030F	30F	IMPRV REFR TRN: SHADOW EXP RECRUITER	36
R00030G	30G	IMPRV REFR TRN: OTHER, PLEASE SPECIFY	36
R00030SP	30SP	SPECIFY FLAG FOR Q30	37
R00031	31	HOW LONG BEFORE NEW REC CAN PERF/TOP EFF	37
R00032A	32A	AGREE/DISAGREE: MTHLY GOALS/MISSIONS ACH	38
R00032B	32B	AGREE/DISAGREE: MKT AREA ADEQUATE	38
R00032C	32C	AGREE/DISAGREE: SUCCESS/MAKE OR BRK EFF	39
R00032D	32D	AGREE/DISAGREE: PRESSURED TO CONTINUE	39
R00032E	32E	AGREE/DISAGREE: PUNISHED IF FALL SHORT	40
R00032F	32F	AGREE/DISAGREE: CAN MAKE UP G/M NEXT MTH	40
R00032G	32G	AGREE/DISAGREE: RCV ADEQ SUPPORT TO HELP	41
R00032H	32H	AGREE/DISAGREE: REQ PAPERWORK INTERFERES	41
R00032I	32I	AGREE/DISAGREE: SUPV WILL HELP ME	42
R00035	35	LIKELIHOOD/EXP REC CAN MAKE GOAL/MISSION	43
R00036	36	COMP TO OTHER REC IN YOUR SVC	44
R00037SK	37SK	SKIP FLAG FOR QUESTION 37	45
R00038B	38B	HOW MANY FROM ASVAB STP LEADS	46
R00039A	39A	HOW RATE: ASVAB STUDENT TESTING PROGRAM	46
R00039B	39B	HOW RATE: HIGH SCHOOL LISTS/STUD DIRS	47
R00039C	39C	HOW RATE: REFERRALS FROM APPLICANTS	47
R00039D	39D	HOW RATE: LOCAL ADVERTISING	48
R00039E	39E	HOW RATE: NATIONAL LEADS	48
R00039F	39F	HOW RATE: COMMUNITY COLLEGES	49
R00039G	39G	HOW RATE: 4-YR COLLEGES/UNIVERSITIES	49
R00039H	39H	HOW RATE: LOCAL MERCHANTS/COMM CONTACTS	50
R00039I	39I	HOW RATE: RECRUITER ASSISTANCE	50
R00039J	39J	HOW RATE: RECRUITING STATION WALK-INS	51
R00040A	40A	AGREE/DISAGREE: OPP EARN AWARD FOR PROD	52
R00040B	40B	AGREE/DISAGREE: AWARDS HAVE IMPT EFFECTS	52
R00040C	40C	AGREE/DISAGREE: SOM REC LACK APTITUDE	53
R00040D	40D	AGREE/DISAGREE: GD REC MAKE UP FOR OTHER	53
R00040E	40E	AGREE/DISAGREE: QUOTAS REFL ACTUAL REQ	54
R00040F	40F	AGREE/DISAGREE: WKG HARD MAKES MORE WORK	54
R00040G	40G	AGREE/DISAGREE: LDRSHP KPS REC INFORMED	55
R00040H	40H	AGREE/DISAGREE: MORALE OF RECS IS GOOD	55
R00040I	40I	AGREE/DISAGREE: PAY APPROP FOR JOB I DO	56
R00040J	40J	AGREE/DISAGREE: WLD REFER CAND OTH SVC	56
R00041A	41A	AGREE/DISAGREE: MILEAGE REST INTERFERES	57
R00041B	41B	AGREE/DISAGREE: HAVE FREEDOM TO PLAN WRK	57
R00041C	41C	AGREE/DISAGREE: RCV GD SUPPORT FR SUPV	58

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00041D	41D	AGREE/DISAGREE: SUPERIORS/I WORK AS TEAM	58
R00042A	42A	AGREE/DISAGREE: SUPV UNDERSTAND/HELP REC	59
R00042B	42B	AGREE/DISAGREE: REC ARE RECOGNIZED/GD JB	59
R00042C	42C	AGREE/DISAGREE: SKILLS HELPFUL/CIVILIAN	60
R00042D	42D	AGREE/DISAGREE: REC IS IMPORTANT WORK	60
R00042E	42E	AGREE/DISAGREE: REC IS CHALLENGING WORK	61
R00042F	42F	AGREE/DISAGREE: PAY SUFF/MEET EXPENSES	61
R00042G	42G	AGREE/DISAGREE: PROMOTION OPP BETTER	62
R00042H	42H	AGREE/DISAGREE: ENCOURAGE FR TO BE REC	62
R00042I	42I	AGREE/DISAGREE: FEEL EMOTIONALLY DRAINED	63
R00042J	42J	AGREE/DISAGREE: FEEL FATIGUED IN MORNING	63
R00042K	42K	AGREE/DISAGREE: WKG/PEOPLE STRAIN FOR ME	64
R00042L	42L	AGREE/DISAGREE: FEEL BURNED OUT FR JOB	64
R00042M	42M	AGREE/DISAGREE: FEEL FRUSTRATED BY JOB	65
R00042N	42N	AGREE/DISAGREE: FEEL AT END OF MY ROPE	65
R00043A	43A	WK CHG: AMOUNT OF CONTACT W/KEY INFL	66
R00043B	43B	WK CHG: NUMBER OF TIMES VISIT HIGH SCHLS	66
R00043C	43C	WK CHG: TYPES/VALUES OF INCENTIVE PKGS	67
R00043D	43D	WK CHG: OVERSEAS ASSIGNMENT OPPS	67
R00043E	43E	WK CHG: AMT OF TIME SPENT PRE-PROSPECTG	68
R00043F	43F	WK CHG: AMT OF TIME SPENT PROSPECTING	68
R00043G	43G	WK CHG: NUMBER HRS PER WK DUTY RELATED	69
R00043H	43H	WK CHG: AMT OF PARTICIPATION IN COMM EVT	69
R00043I	43I	WK CHG: NUMBER OF WK HRS REQ/MEET GOAL	70
R00043J	43J	WK CHG: AMT OF PAPERWORK REQ FOR REIMBUR	70
R00043K	43K	WK CHG: AMT OF MONEY PD FOR MED EXP	71
R00043L	43L	WK CHG: AMT OF FREE/PERSONAL TIME	71
R00043M	43M	WK CHG: STAFFING LEVEL FOR RECRUITERS	72
R00043N	43N	WK CHG: EXPERIENCE LEVEL OF FELLOW RECS	72
R00044	44	HOW FREQ/RECRUITER IMPROPRIETIES OCCUR	73
R00045	45	HOW FREQ/SEXUAL MISCONDUCT OCCURS	73
R00046	46	WHICH ASSIGNMENT WOULD YOU CHOOSE	74
R00047SK	47SK	SKIP FLAG FOR QUESTION 47	75
R00048	48	HOW RATE PROSPECTS/SENIORS FT JOB	75
R00049	49	COMP TO CIV PAY, STARTING MIL PAY IS	76
R00050A	50A	AGREE/DISAGREE: CAN TALK W/SENIORS ANYTM	76
R00050B	50B	AGREE/DISAGREE: HS DIR AVAILABLE TO ME	77
R00050C	50C	AGREE/DISAGREE: CAN DISP POSTERS/BROCHUR	77
R00050D	50D	AGREE/DISAGREE: INVITED TO SPEAK TO CLAS	78
R00050E	50E	AGREE/DISAGREE: SCH COUNS ENC SENIORS	78
R00050F	50F	AGREE/DISAGREE: SCH COUN/CONS COLL MONEY	79

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00051	51	ARE YOU INVITED TO CAREER DAY IN MKT	79
R00052	52	WHAT PCT HS COOPERATE/PROV LISTS/DIR	80
R00053	53	WHAT PCT HS COOPERATE/PROV ACCESS TO STU	80
R00054	54	WHAT PCT HS SR NAMES HAVE/ALL LEAD SOURC	81
R00055	55	DO SUPV ACTIVELY ASSIST REC	81
R00056	56	WHAT DO HH MEM/IMM FAM THINK OF REC ASSG	82
R00057	57	ARE ACTIVE ATTEMPTS MADE/INVOLVE FAMILY	82
R00058A	58A	IMP/UNIMP: FORMAL TRAINING	83
R00058B	58B	IMP/UNIMP: ON-THE-JOB TRAINING	83
R00058C	58C	IMP/UNIMP: ADVERTISING	84
R00058D	58D	IMP/UNIMP: PROMOTIONAL ITEMS	84
R00058E	58E	IMP/UNIMP: EDUCATIONAL BENEFITS FOR PROS	85
R00058F	58F	IMP/UNIMP: ENLISTMENT BONUS	85
R00058G	58G	IMP/UNIMP: SEASONAL SHIPPING BONUS	86
R00058H	58H	IMP/UNIMP: MEPS PROCESSING	86
R00058I	58I	IMP/UNIMP: OFFICE COMPUTER/SOFTWARE	87
R00058J	58J	IMP/UNIMP: BEEPER OR CELLULAR PHONE	87
R00058K	58K	IMP/UNIMP: RECRUITER INTERNET ACCESS	88
R00058L	58L	IMP/UNIMP: RECRUITING STATION LOCATION	88
R00058M	58M	IMP/UNIMP: RECRUITING STATION APPEARANCE	89
R00058N	58N	IMP/UNIMP: ACCESS TO OWN GOVT VEHICLE	89
R00058O	58O	IMP/UNIMP: POSITIVE MEDIA PUBLICITY	90
R00058P	58P	IMP/UNIMP: PRO-MILITARY COMM/INFLUENCERS	90
R00058Q	58Q	IMP/UNIMP: HIGH SCHOOL ACCESS	91
R00058R	58R	IMP/UNIMP: HIGH SCHOOL STUDENT LISTS	91
R00059A	59A	NEEDS IMPRV: FORMAL TRAINING	92
R00059B	59B	NEEDS IMPRV: ON-THE-JOB TRAINING	92
R00059C	59C	NEEDS IMPRV: ADVERTISING	93
R00059D	59D	NEEDS IMPRV: PROMOTIONAL ITEMS	93
R00059E	59E	NEEDS IMPRV: EDUCATIONAL BENEFITS FOR PR	94
R00059F	59F	NEEDS IMPRV: ENLISTMENT BONUS	94
R00059G	59G	NEEDS IMPRV: SEASONAL SHIPPING BONUS	95
R00059H	59H	NEEDS IMPRV: MEPS PROCESSING	95
R00059I	59I	NEEDS IMPRV: MEPS MEDICAL SCREENING	96
R00059J	59J	NEEDS IMPRV: MEPS TESTING	96
R00059K	59K	NEEDS IMPRV: MEPS LIAISONS	97
R00059L	59L	NEEDS IMPRV: OFFICE COMPUTER/SOFTWARE	97
R00059M	59M	NEEDS IMPRV: BEEPER OR CELLULAR PHONE	98
R00059N	59N	NEEDS IMPRV: RECRUITER INTERNET ACCESS	98
R00059O	59O	NEEDS IMPRV: RECRUITING STATION LOCATION	99
R00059P	59P	NEEDS IMPRV: RECRUITING STA APPEARANCE	99

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00059Q	59Q	NEEDS IMPRV: ACCESS TO OWN GOVT VEHICLE	100
R00059R	59R	NEEDS IMPRV: POSITIVE MEDIA PUBLICITY	100
R00059S	59S	NEEDS IMPRV: PRO-MILITARY COMM/INFLUENCE	101
R00059T	59T	NEEDS IMPRV: HIGH SCHOOL ACCESS	101
R00059U	59U	NEEDS IMPRV: HIGH SCHOOL STUDENT LISTS	102
R00060A	60A	CHANGE: LOCAL NEWSPAPER ADS	102
R00060B	60B	CHANGE: BILLBOARDS	103
R00060C	60C	CHANGE: TELEVISION ADVERTISING	103
R00060D	60D	CHANGE: INTERNET RECRUITING WEBSITES	104
R00060E	60E	CHANGE: RADIO ADVERTISING	104
R00060F	60F	CHANGE: MAGAZINE ADVERTISING	105
R00060G	60G	CHANGE: LOCALLY PRODUCED FLYERS/MAILINGS	105
R00060H	60H	CHANGE: FLYERS/MAILINGS FROM REC SVC	106
R00060I	60I	CHANGE: JOINT SERVICE ADVERTISING	106
R00060J	60J	CHANGE: MAJOR LOCAL EVENTS	107
R00061A	61A	IMP/UNIMP: ENLISTMENT BONUS	107
R00061B	61B	IMP/UNIMP: SEASONAL SHIPPING BONUS	108
R00061C	61C	IMP/UNIMP: MONTGOMERY GI BILL BENEFITS	108
R00061D	61D	IMP/UNIMP: SERVICE COLLEGE FUND	109
R00061E	61E	IMP/UNIMP: MILITARY PAY AND ALLOWANCES	109
R00061F	61F	IMP/UNIMP: MEDICAL BENEFITS	110
R00061G	61G	IMP/UNIMP: JOB TRAINING AND EXPERIENCE	110
R00061H	61H	IMP/UNIMP: IN-SERVICE EDUC OPPORTUNITIES	111
R00061I	61I	IMP/UNIMP: SUBSEQUENT CIV EMPL OPPOR	111
R00061J	61J	IMP/UNIMP: PHYSICAL/MENTAL CHALLENGE	112
R00061K	61K	IMP/UNIMP: OPPORTUNITY TO TRAVEL	112
R00061L	61L	IMP/UNIMP: CHOICE OF FIRST DUTY STATION	113
R00062A	62A	AGREE/DISAGREE: CIV CONT/TELEMKT HELPFUL	113
R00062B	62B	AGREE/DISAGREE: CIV CONT/TMKT CONVENIENT	114
R00062C	62C	AGREE/DISAGREE: CIV CONT/TMKT HELP GOAL	114
R00062D	62D	AGREE/DISAGREE: CIV CONT/ADM HELPFUL	115
R00062E	62E	AGREE/DISAGREE: CIV CONT/ADM CONVENIENT	115
R00062F	62F	AGREE/DISAGREE: CIV CONT/ADM HELP GOAL	116
R00063A	63A	AGREE/DISAGREE: LOC WLD HELP RECRUIT	116
R00063B	63B	AGREE/DISAGREE: REFLECT WELL ON MILITARY	117
R00063C	63C	AGREE/DISAGREE: HINDRANCE FOR MEETING/PR	117
R00063D	63D	AGREE/DISAGREE: PREFER MALL TO CURRENT	118
R00063E	63E	AGREE/DISAGREE: WLD NOT CHOOSE A MALL	118
R00063F	63F	AGREE/DISAGREE: TEENS WLD VISIT/HI TECH	119
R00063G	63G	AGREE/DISAGREE: TEENS MORE IMPRESSED/APP	119
R00063H	63H	AGREE/DISAGREE: VISIBILITY/IMP KEY INFL	120

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00063I	63I	AGREE/DISAGREE: SHLD MODERNIZE REC FACIL	120
R00063J	63J	AGREE/DISAGREE: PREFER STA/EASILY ACCESS	121
R00063K	63K	AGREE/DISAGREE: ADM ASST CREATE FRICTION	121
R00064	64	HRS/WEEK SPEND CALLING/CLD BE HIRED OUT	122
R00065	65	HRS/WEEK ADM DUTIES/CLD BE HIRED OUT	122
R00066A	66A	AGREE/DISAGREE: IMM SUPV EXPECT TOO MUCH	123
R00066B	66B	AGREE/DISAGREE: IMM SUPV COACHES IF NEED	123
R00066C	66C	AGREE/DISAGREE: IMM SUPV CRITICIZES ME	124
R00066D	66D	AGREE/DISAGREE: IMM SUPV/POOR JOB MORALE	124
R00066E	66E	AGREE/DISAGREE: IMM SUPV STANDS UP FR ME	125
R00066F	66F	AGREE/DISAGREE: FEEL SUPV TOO CLOSELY	125
R00066G	66G	AGREE/DISAGREE: IMM SUPV UNDERST SALES	126
R00067A	67A	AGREE/DISAGREE: REC SHLD NOT BOTHER SUPV	127
R00067B	67B	AGREE/DISAGREE: TEAMWK IS AS IMP AS INDV	128
R00067C	67C	AGREE/DISAGREE: MY JOB TO MOTIVATE REC	128
R00067D	67D	AGREE/DISAGREE: LISTEN TO SUB/DO BETTER	129
R00067E	67E	AGREE/DISAGREE: MY JOB TO TEACH REC	129
R00067F	67F	AGREE/DISAGREE: REC NEED CONST PRESSURE	130
R00067G	67G	AGREE/DISAGREE: SUPV INSPIRE MAKE DIFF	130
R00067H	67H	AGREE/DISAGREE: REC SHLD MAKE OWN DECIS	131
R00067I	67I	AGREE/DISAGREE: SUPV CAN ONLY DO SO MUCH	131
R00067J	67J	AGREE/DISAGREE: PUNISHING COUNTERPRODUCT	132
R00067SK	67SK	SKIP FLAG FOR QUESTION 67	127
R00068A	68A	SATISFACTION: IMMEDIATE SUPERVISOR	133
R00068B	68B	SATISFACTION: REC CMD BEYOND IMM SUPV	133
R00069A	69A	SATISFACTION BEFORE: IMM SUPERVISOR	134
R00069B	69B	SATISFACTION BEFORE: LDRSHP BEYOND SUPV	134
R00070	70	DO YOU PLAN TO MAKE REC A CAREER	135
R00071A	71A	SATISFACTION: RECRUITING	135
R00071B	71B	SATISFACTION: MILITARY LIFE	136
R00072	72	AMT SPENT ON MED/DENT NOT REIMBURSED	137
R00073	73	AMT SPENT ON DUTIES NOT REIMBURSED	137
R00074	74	AMT SPENT ON HOUSING ABOVE BAH	138
R00076A	76A	TRAVEL TIME/TREATMENT: YOURSELF	139
R00076B	76B	TRAVEL TIME/TREATMENT: FAMILY MEMBERS	140
R00077A	77A	TRICARE SATISFACTION: YOURSELF	140
R00077B	77B	TRICARE SATISFACTION: FAMILY MEMBERS	141
R00078	78	WHAT IS YOUR CURRENT TRICARE PLAN	141
R00079	79	ARE YOU/FAMILY COVERED BY TRICARE SUPPL	142
R00080	80	ARE YOU/FAMILY COVERED BY PRIVATE INS	142
R00081	81	IS TRICARE PRIME AVAIL AT CURRENT ASSIGN	143

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00081SK	81SK	SKIP FLAG FOR QUESTION 81	143
R00082	82	IF NO, WLD USE TRICARE PRIME IF AVAIL	144
R00083	83	DO YOU HAVE PC IN OFFICE ISSUED TO YOU	145
R00084	84	DO YOU HAVE PC SHARED BY YOU AND OTHERS	145
R00085	85	DO YOU HAVE ACCESS TO A LAPTOP COMPUTER	145
R00086	86	DO YOU HAVE A COMPUTER IN HOME/RESIDENCE	146
R00086SK	86SK	SKIP FLAG FOR QUESTION 86	146
R00087	87	DO YOU USE HOME COMPUTER FOR WORK	147
R00088A	88A	DO YOU HAVE ACCESS TO THE INTERNET	148
R00088AA	88AA	ACCESS TO INTERNET: YES, OFFICE ONLY	147
R00088AB	88AB	ACCESS TO INTERNET: YES, HOME ONLY	147
R00088AC	88AC	ACCESS TO INTERNET: YES, BOTH OFC/HOME	148
R00088AD	88AD	ACCESS TO INTERNET: NO	148
R00088B	88B	DO YOU USE THE INTERNET	150
R00088BA	88BA	USE INTERNET: YES, OFFICE ONLY	149
R00088BB	88BB	USE INTERNET: YES, HOME ONLY	149
R00088BC	88BC	USE INTERNET: YES, BOTH OFC/HOME	149
R00088BD	88BD	USE INTERNET: NO	150
R00089A	89A	HRS/WK: WORD PROCESSING	151
R00089B	89B	HRS/WK: SPREADSHEETS	151
R00089C	89C	HRS/WK: DATABASE APPLICATIONS	152
R00089D	89D	HRS/WK: CHAT ROOMS/ELECTRONIC BULLTN BRD	152
R00089E	89E	HRS/WK: OWN RECRUITING CMD WEB SITE	153
R00089F	89F	HRS/WK: PERSONAL/LOCAL WEB SITE	153
R00089G	89G	HRS/WK: EXCH E-MAIL WITH POTEN RECRUITS	154
R00089H	89H	HRS/WK: WK-RELATED E-MAIL OTHER THAN	154
R00089I	89I	HRS/WK: DISTANCE LEARNING	155
R00089J	89J	HRS/WK: FILLING OUT ELECTRONIC FORMS	155
R00089K	89K	HRS/WK: OTHER	156
R3XRETH2	92 & 93	CONSTRUCTED RACE/ETHNICITY VARIABLE	158
RR00002	2	HOW LONG ASSIGNED TO RECRUITING DUTY	2
RR00003	3	IS THIS YOUR FIRST TOUR IN RECRUITING	2
RR00006	6	DID YOU VOLUNTEER TO BE A RECRUITER	7
RR00007	7	HOW MANY OTHER REC IN SAME LOCATION	8
RR00008	8	HOW MANY REC/OWN SVC IN REC STATION	8
RR00014	14	PAST YR, REQUEST ANNUAL LEAVE/DENIED	11
RR00015	15	HOW MANY DAYS/ANNUAL LEAVE TAKEN PAST YR	12
RR00018A	18A	HOW RATE CURRENT LIVING COND/NOT APP	14
RR00019	19	AVERAGE ONE-WAY DRIVING TIME/DUTY LOC	16
RR00020A	20A	TRAVEL TIME FROM RES TO MILITARY EXCHG	16
RR00020B	20B	TRAVEL TIME FROM RES TO COMMISSARY	17

Appendix E: Alphabetical Variable Listing

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
RR00020C	20C	TRAVEL TIME FROM RES TO MIL HOSP/CLINIC	17
RR00023	23	HOW MUCH SPEND MTHLY TO PARK POV AT WORK	27
RR00024	24	HOW MUCH SPEND MTHLY TO USE PUB TRANSP	28
RR00025	25	REC HQ PROV FITNESS CTR AT NO EXPENSE	28
RR00033	33	IN HOW MANY MTHS/ACHIEVE GOAL/MISSION	42
RR00034	34	WHAT PCT GOAL/MISSION DID YOU ACHIEVE	43
RR00037	37	DO YOU RECRUIT NPS APPLICANTS	44
RR00038A	38A	HOW MANY NPS APPLICANTS/PAST YEAR	45
RR00047	47	HOW MANY HIGH SCHL SENIORS/PROSPECT	74
RR00067	67	AGREE/DISAGREE: N/A, DO NOT SUPERVISE	126
RR00075A	75A	TYPE OF TREATMENT FACILITY: YOURSELF	138
RR00075B	75B	TYPE OF TREATMENT FACILITY: FAMILY	139
RR00096	96	WHAT WAS MARITAL STATUS/BEGAN RECRUITING	159
RSRED	91	WHAT IS HIGHEST GRADE/DEGREE COMPLETED	157
SCSID		UNIQUE IDENTIFIER FOR RECRUITER	162
SMPTVSTR		TAYLOR SERIES ACHIEVED SAMPLE SIZE	164
SRAGE	97	HOW OLD ON LAST BIRTHDAY	160
SRDATE	99	DATE SURVEY WAS COMPLETED	160
SRMARSK	95SK	SKIP FLAG FOR QUESTION 95	159
TSVC		SERVICE PROVIDED BY RECRUITING COMMAND	1
TVSTR		TAYLOR SERIES VARIANCE STRATUM	164
XRIMPC	1	CONSTRUCTED MEMBER SERVICE COMPONENT	1
XRIMPM	95	CONSTRUCTED MARITAL STATUS	158
XRIMPPC	90	RECODED CONSTRUCTED PAY GRADE	157
XRIMPX	94	CONSTRUCTED GENDER	158

Appendix F:

Positional Variable List

Appendix F: Positional Variable Listing

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
TSVC		SERVICE PROVIDED BY RECRUITING COMMAND	1
XRIMPC	1	CONSTRUCTED MEMBER SERVICE COMPONENT	1
RR00002	2	HOW LONG ASSIGNED TO RECRUITING DUTY	2
RR00003	3	IS THIS YOUR FIRST TOUR IN RECRUITING	2
R00004A	4A	SPECIFIC GOALS/MISSIONS: PERSONAL MTHLY	2
R00004B	4B	SPECIFIC GOALS/MISSIONS: PERSONAL ANNUAL	3
R00004C	4C	SPECIFIC GOALS/MISSIONS: TEAM MONTHLY	3
R00004D	4D	SPECIFIC GOALS/MISSIONS: TEAM ANNUAL	3
R00004E	4E	SPECIFIC GOALS/MISSIONS: NO, NEITHER	4
R00005A	5A	REASONS: ABLE TO CHOOSE LOCATION OF DUTY	4
R00005B	5B	REASONS: WANTED CHANGE FROM SPECIALTY/OC	4
R00005C	5C	REASONS: RECRUITING DUTY IS CAREER ENHAN	5
R00005D	5D	REASONS: RECRUITING DUTY NEC. FOR PROMO	5
R00005E	5E	REASONS: BELIEVE IN SVC/WANT TO SHARE IT	5
R00005F	5F	REASONS: WANT TO HELP YOUNG PEOPLE	6
R00005G	5G	REASONS: I HAD NO CHOICE	6
R00005H	5H	REASONS: OTHER, PLEASE SPECIFY	6
R00005SP	5SP	SPECIFY FLAG FOR Q5	7
RR00006	6	DID YOU VOLUNTEER TO BE A RECRUITER	7
RR00007	7	HOW MANY OTHER REC IN SAME LOCATION	8
RR00008	8	HOW MANY REC/OWN SVC IN REC STATION	8
R00009	9	WERE PREFERENCES CONSIDERED IN ASSIGNMT	9
R00010	10	ON AVG, TOTAL HRS/WK RECRUITING	9
R00011	11	ON AVG, TOTAL HRS/WK ADMIN DUTIES	10
R00012	12	ON AVG, TOTAL HRS/WK ON PHONE W/PROSPECT	10
R00013	13	PAST YR, VOLUNTARILY NOT TAKEN LEAVE	11
RR00014	14	PAST YR, REQUEST ANNUAL LEAVE/DENIED	11
RR00015	15	HOW MANY DAYS/ANNUAL LEAVE TAKEN PAST YR	12
R00016	16	PAST YR, PCT OF ANNUAL LEAVE DAYS WORKED	12
R00017	17	HOW MANY DAYS OF ANNUAL LEAVE LOST/DUTY	13
RR00018A	18A	HOW RATE CURRENT LIVING COND/NOT APP	14
R00018SK	18SK	SKIP FLAG FOR QUESTION 18A	14
R00018B	18B	HOW RATE CURRENT LIVING COND/QUALITY	15
R00018C	18C	HOW RATE CURRENT LIVING COND/COST	15
RR00019	19	AVERAGE ONE-WAY DRIVING TIME/DUTY LOC	16
RR00020A	20A	TRAVEL TIME FROM RES TO MILITARY EXCHG	16
RR00020B	20B	TRAVEL TIME FROM RES TO COMMISSARY	17
RR00020C	20C	TRAVEL TIME FROM RES TO MIL HOSP/CLINIC	17
R00021A	21A	SATISFACTION: COST OF RESIDENCE	18
R00021B	21B	SATISFACTION: SCHOOLS	18
R00021C	21C	SATISFACTION: AVAILABILITY OF CHILD CARE	19

Appendix F: Positional Variable Listing

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
R00021D	21D	SATISFACTION: SPOUSE EMPLOYMENT	19
R00022A	22A	AGREE/DISAGREE: OFFICE PRESENTS PROF ENV	20
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FNRW021		FINAL NR ADJ REPLICATE WEIGHT 21	171
FNRW022		FINAL NR ADJ REPLICATE WEIGHT 22	172
FNRW023		FINAL NR ADJ REPLICATE WEIGHT 23	172
FNRW024		FINAL NR ADJ REPLICATE WEIGHT 24	172
FNRW025		FINAL NR ADJ REPLICATE WEIGHT 25	173
FNRW026		FINAL NR ADJ REPLICATE WEIGHT 26	173
FNRW027		FINAL NR ADJ REPLICATE WEIGHT 27	173
FNRW028		FINAL NR ADJ REPLICATE WEIGHT 28	174
FNRW029		FINAL NR ADJ REPLICATE WEIGHT 29	174
FNRW030		FINAL NR ADJ REPLICATE WEIGHT 30	174
FNRW031		FINAL NR ADJ REPLICATE WEIGHT 31	175
FNRW032		FINAL NR ADJ REPLICATE WEIGHT 32	175

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW033		FINAL NR ADJ REPLICATE WEIGHT 33	175
FNRW034		FINAL NR ADJ REPLICATE WEIGHT 34	176
FNRW035		FINAL NR ADJ REPLICATE WEIGHT 35	176
FNRW036		FINAL NR ADJ REPLICATE WEIGHT 36	176
FNRW037		FINAL NR ADJ REPLICATE WEIGHT 37	177
FNRW038		FINAL NR ADJ REPLICATE WEIGHT 38	177
FNRW039		FINAL NR ADJ REPLICATE WEIGHT 39	177
FNRW040		FINAL NR ADJ REPLICATE WEIGHT 40	178
FNRW041		FINAL NR ADJ REPLICATE WEIGHT 41	178
FNRW042		FINAL NR ADJ REPLICATE WEIGHT 42	178
FNRW043		FINAL NR ADJ REPLICATE WEIGHT 43	179
FNRW044		FINAL NR ADJ REPLICATE WEIGHT 44	179
FNRW045		FINAL NR ADJ REPLICATE WEIGHT 45	179
FNRW046		FINAL NR ADJ REPLICATE WEIGHT 46	180
FNRW047		FINAL NR ADJ REPLICATE WEIGHT 47	180
FNRW048		FINAL NR ADJ REPLICATE WEIGHT 48	180
FNRW049		FINAL NR ADJ REPLICATE WEIGHT 49	181
FNRW050		FINAL NR ADJ REPLICATE WEIGHT 50	181
FNRW051		FINAL NR ADJ REPLICATE WEIGHT 51	181
FNRW052		FINAL NR ADJ REPLICATE WEIGHT 52	182
FNRW053		FINAL NR ADJ REPLICATE WEIGHT 53	182
FNRW054		FINAL NR ADJ REPLICATE WEIGHT 54	182
FNRW055		FINAL NR ADJ REPLICATE WEIGHT 55	183
FNRW056		FINAL NR ADJ REPLICATE WEIGHT 56	183
FNRW057		FINAL NR ADJ REPLICATE WEIGHT 57	183
FNRW058		FINAL NR ADJ REPLICATE WEIGHT 58	184
FNRW059		FINAL NR ADJ REPLICATE WEIGHT 59	184
FNRW060		FINAL NR ADJ REPLICATE WEIGHT 60	184
FNRW061		FINAL NR ADJ REPLICATE WEIGHT 61	185
FNRW062		FINAL NR ADJ REPLICATE WEIGHT 62	185
FNRW063		FINAL NR ADJ REPLICATE WEIGHT 63	185
FNRW064		FINAL NR ADJ REPLICATE WEIGHT 64	186
FNRW065		FINAL NR ADJ REPLICATE WEIGHT 65	186
FNRW066		FINAL NR ADJ REPLICATE WEIGHT 66	186
FNRW067		FINAL NR ADJ REPLICATE WEIGHT 67	187
FNRW068		FINAL NR ADJ REPLICATE WEIGHT 68	187
FNRW069		FINAL NR ADJ REPLICATE WEIGHT 69	187
FNRW070		FINAL NR ADJ REPLICATE WEIGHT 70	188
FNRW071		FINAL NR ADJ REPLICATE WEIGHT 71	188
FNRW072		FINAL NR ADJ REPLICATE WEIGHT 72	188
FNRW073		FINAL NR ADJ REPLICATE WEIGHT 73	189

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW074		FINAL NR ADJ REPLICATE WEIGHT 74	189
FNRW075		FINAL NR ADJ REPLICATE WEIGHT 75	189
FNRW076		FINAL NR ADJ REPLICATE WEIGHT 76	190
FNRW077		FINAL NR ADJ REPLICATE WEIGHT 77	190
FNRW078		FINAL NR ADJ REPLICATE WEIGHT 78	190
FNRW079		FINAL NR ADJ REPLICATE WEIGHT 79	191
FNRW080		FINAL NR ADJ REPLICATE WEIGHT 80	191
FNRW081		FINAL NR ADJ REPLICATE WEIGHT 81	191
FNRW082		FINAL NR ADJ REPLICATE WEIGHT 82	192
FNRW083		FINAL NR ADJ REPLICATE WEIGHT 83	192
FNRW084		FINAL NR ADJ REPLICATE WEIGHT 84	192
FNRW085		FINAL NR ADJ REPLICATE WEIGHT 85	193
FNRW086		FINAL NR ADJ REPLICATE WEIGHT 86	193
FNRW087		FINAL NR ADJ REPLICATE WEIGHT 87	193
FNRW088		FINAL NR ADJ REPLICATE WEIGHT 88	194
FNRW089		FINAL NR ADJ REPLICATE WEIGHT 89	194
FNRW090		FINAL NR ADJ REPLICATE WEIGHT 90	194
FNRW091		FINAL NR ADJ REPLICATE WEIGHT 91	195
FNRW092		FINAL NR ADJ REPLICATE WEIGHT 92	195
FNRW093		FINAL NR ADJ REPLICATE WEIGHT 93	195
FNRW094		FINAL NR ADJ REPLICATE WEIGHT 94	196
FNRW095		FINAL NR ADJ REPLICATE WEIGHT 95	196
FNRW096		FINAL NR ADJ REPLICATE WEIGHT 96	196
FNRW097		FINAL NR ADJ REPLICATE WEIGHT 97	197
FNRW098		FINAL NR ADJ REPLICATE WEIGHT 98	197
FNRW099		FINAL NR ADJ REPLICATE WEIGHT 99	197
FNRW100		FINAL NR ADJ REPLICATE WEIGHT 100	198
FNRW101		FINAL NR ADJ REPLICATE WEIGHT 101	198
FNRW102		FINAL NR ADJ REPLICATE WEIGHT 102	198
FNRW103		FINAL NR ADJ REPLICATE WEIGHT 103	199
FNRW104		FINAL NR ADJ REPLICATE WEIGHT 104	199
FNRW105		FINAL NR ADJ REPLICATE WEIGHT 105	199
FNRW106		FINAL NR ADJ REPLICATE WEIGHT 106	200
FNRW107		FINAL NR ADJ REPLICATE WEIGHT 107	200
FNRW108		FINAL NR ADJ REPLICATE WEIGHT 108	200
FNRW109		FINAL NR ADJ REPLICATE WEIGHT 109	201
FNRW110		FINAL NR ADJ REPLICATE WEIGHT 110	201
FNRW111		FINAL NR ADJ REPLICATE WEIGHT 111	201
FNRW112		FINAL NR ADJ REPLICATE WEIGHT 112	202
FNRW113		FINAL NR ADJ REPLICATE WEIGHT 113	202
FNRW114		FINAL NR ADJ REPLICATE WEIGHT 114	202

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW115		FINAL NR ADJ REPLICATE WEIGHT 115	203
FNRW116		FINAL NR ADJ REPLICATE WEIGHT 116	203
FNRW117		FINAL NR ADJ REPLICATE WEIGHT 117	203
FNRW118		FINAL NR ADJ REPLICATE WEIGHT 118	204
FNRW119		FINAL NR ADJ REPLICATE WEIGHT 119	204
FNRW120		FINAL NR ADJ REPLICATE WEIGHT 120	204
FNRW121		FINAL NR ADJ REPLICATE WEIGHT 121	205
FNRW122		FINAL NR ADJ REPLICATE WEIGHT 122	205
FNRW123		FINAL NR ADJ REPLICATE WEIGHT 123	205
FNRW124		FINAL NR ADJ REPLICATE WEIGHT 124	206
FNRW125		FINAL NR ADJ REPLICATE WEIGHT 125	206
FNRW126		FINAL NR ADJ REPLICATE WEIGHT 126	206
FNRW127		FINAL NR ADJ REPLICATE WEIGHT 127	207
FNRW128		FINAL NR ADJ REPLICATE WEIGHT 128	207
FNRW129		FINAL NR ADJ REPLICATE WEIGHT 129	207
FNRW130		FINAL NR ADJ REPLICATE WEIGHT 130	208
FNRW131		FINAL NR ADJ REPLICATE WEIGHT 131	208
FNRW132		FINAL NR ADJ REPLICATE WEIGHT 132	208
FNRW133		FINAL NR ADJ REPLICATE WEIGHT 133	209
FNRW134		FINAL NR ADJ REPLICATE WEIGHT 134	209
FNRW135		FINAL NR ADJ REPLICATE WEIGHT 135	209
FNRW136		FINAL NR ADJ REPLICATE WEIGHT 136	210
FNRW137		FINAL NR ADJ REPLICATE WEIGHT 137	210
FNRW138		FINAL NR ADJ REPLICATE WEIGHT 138	210
FNRW139		FINAL NR ADJ REPLICATE WEIGHT 139	211
FNRW140		FINAL NR ADJ REPLICATE WEIGHT 140	211
FNRW141		FINAL NR ADJ REPLICATE WEIGHT 141	211
FNRW142		FINAL NR ADJ REPLICATE WEIGHT 142	212
FNRW143		FINAL NR ADJ REPLICATE WEIGHT 143	212
FNRW144		FINAL NR ADJ REPLICATE WEIGHT 144	212
FNRW145		FINAL NR ADJ REPLICATE WEIGHT 145	213
FNRW146		FINAL NR ADJ REPLICATE WEIGHT 146	213
FNRW147		FINAL NR ADJ REPLICATE WEIGHT 147	213
FNRW148		FINAL NR ADJ REPLICATE WEIGHT 148	214
FNRW149		FINAL NR ADJ REPLICATE WEIGHT 149	214
FNRW150		FINAL NR ADJ REPLICATE WEIGHT 150	214
FNRW151		FINAL NR ADJ REPLICATE WEIGHT 151	215
FNRW152		FINAL NR ADJ REPLICATE WEIGHT 152	215
FNRW153		FINAL NR ADJ REPLICATE WEIGHT 153	215
FNRW154		FINAL NR ADJ REPLICATE WEIGHT 154	216
FNRW155		FINAL NR ADJ REPLICATE WEIGHT 155	216

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE IN APPENDIX G
FNRW156		FINAL NR ADJ REPLICATE WEIGHT 156	216
FNRW157		FINAL NR ADJ REPLICATE WEIGHT 157	217
FNRW158		FINAL NR ADJ REPLICATE WEIGHT 158	217
FNRW159		FINAL NR ADJ REPLICATE WEIGHT 159	217
FNRW160		FINAL NR ADJ REPLICATE WEIGHT 160	218
FNRW161		FINAL NR ADJ REPLICATE WEIGHT 161	218
FNRW162		FINAL NR ADJ REPLICATE WEIGHT 162	218
FNRW163		FINAL NR ADJ REPLICATE WEIGHT 163	219
FNRW164		FINAL NR ADJ REPLICATE WEIGHT 164	219
FNRW165		FINAL NR ADJ REPLICATE WEIGHT 165	219
FNRW166		FINAL NR ADJ REPLICATE WEIGHT 166	220
FNRW167		FINAL NR ADJ REPLICATE WEIGHT 167	220
FNRW168		FINAL NR ADJ REPLICATE WEIGHT 168	220
FNRW169		FINAL NR ADJ REPLICATE WEIGHT 169	221
FNRW170		FINAL NR ADJ REPLICATE WEIGHT 170	221
FNRW171		FINAL NR ADJ REPLICATE WEIGHT 171	221
FNRW172		FINAL NR ADJ REPLICATE WEIGHT 172	222
FNRW173		FINAL NR ADJ REPLICATE WEIGHT 173	222
FNRW174		FINAL NR ADJ REPLICATE WEIGHT 174	222
FNRW175		FINAL NR ADJ REPLICATE WEIGHT 175	223
FNRW176		FINAL NR ADJ REPLICATE WEIGHT 176	223
FNRW177		FINAL NR ADJ REPLICATE WEIGHT 177	223
FNRW178		FINAL NR ADJ REPLICATE WEIGHT 178	224
FNRW179		FINAL NR ADJ REPLICATE WEIGHT 179	224
FNRW180		FINAL NR ADJ REPLICATE WEIGHT 180	224

Appendix G:

Frequency and Percentage Distributions

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Assignment Information**

TSVC NUM 3 SRSVCF. SERVICE PROVIDED BY RECRUITING COMMAND

Service provided by recruiting command

SAS Value	OS Value	Label	Frequency	Percentage
1	1	ARMY	2536	25.1
2	2	NAVY	1986	19.7
3	3	MARINE CORPS	1620	16.1
4	4	AIR FORCE	1420	14.1
5	5	COAST GUARD	262	2.6
6	6	ARMY RESERVE	515	5.1
7	7	ARMY NATIONAL GUARD	827	8.2
8	8	NAVAL RESERVE	399	4.0
9	9	AIR FORCE RESERVE	242	2.4
10	10	AIR NATIONAL GUARD	285	2.8
		Total:	10092	100.1

OS Column positions: 0001-0002 OS Field Length: 2

XRIMPC NUM 3 SRSVCF. CONSTRUCTED MEMBER SERVICE COMPONENT

1. What is your branch of Service/Reserve Component?

SAS Value	OS Value	Label	Frequency	Percentage
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	ARMY	1459	14.5
2	2	NAVY	1228	12.2
3	3	MARINE CORPS	909	9.0
4	4	AIR FORCE	746	7.4
5	5	COAST GUARD	180	1.8
6	6	ARMY RESERVE	209	2.1
7	7	ARMY NATIONAL GUARD	499	4.9
8	8	NAVAL RESERVE	147	1.5
9	9	AIR FORCE RESERVE	106	1.1
10	10	AIR NATIONAL GUARD	164	1.6
		Total:	10092	100.1

OS Column positions: 0003-0004 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00002 NUM 3 R2F. HOW LONG ASSIGNED TO RECRUITING DUTY

2. How long have you been assigned to recruiting duty (include all tours in recruiting)?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	61	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN ONE YEAR	776	7.7
2	2	1 YEAR, BUT LESS THAN 2	1403	13.9
3	3	2 YEARS, BUT LESS THAN 3	1263	12.5
4	4	3 YEARS, BUT LESS THAN 6	1105	10.9
5	5	6 OR MORE YEARS	1039	10.3
		Total:	10092	99.9

OS Column positions: 0005-0006 OS Field Length: 2

RR00003 NUM 3 R3F. IS THIS YOUR FIRST TOUR IN RECRUITING

3. Is this your first tour in recruiting?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4222	41.8
2	2	NO	1383	13.7
		Total:	10092	99.9

OS Column positions: 0007-0008 OS Field Length: 2

R00004A NUM 3 MARKF. SPECIFIC GOALS/MISSIONS: PERSONAL MTHLY

4A. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	2262	22.4
1	1	MARKED	3360	33.3
		Total:	10092	99.9

OS Column positions: 0009-0010 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00004B NUM 3 MARKF. SPECIFIC GOALS/MISSIONS: PERSONAL ANNUAL

4B. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3963	39.3
1	1	MARKED	1659	16.4
		Total:	10092	99.9

OS Column positions: 0011-0012 OS Field Length: 2

R00004C NUM 3 MARKF. SPECIFIC GOALS/MISSIONS: TEAM MONTHLY

4C. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	2173	21.5
1	1	MARKED	3449	34.2
		Total:	10092	99.9

OS Column positions: 0013-0014 OS Field Length: 2

R00004D NUM 3 MARKF. SPECIFIC GOALS/MISSIONS: TEAM ANNUAL

4D. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3958	39.2
1	1	MARKED	1664	16.5
		Total:	10092	99.9

OS Column positions: 0015-0016 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00004E NUM 3 MARKF. SPECIFIC GOALS/MISSIONS: NO, NEITHER

4E. Do you have specific monthly/annual goals/missions? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	5491	54.4
1	1	MARKED	131	1.3
		Total:	10092	99.9

OS Column positions: 0017-0018 OS Field Length: 2

R00005A NUM 3 MARKF. REASONS: ABLE TO CHOOSE LOCATION OF DUTY

5A. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4085	40.5
1	1	MARKED	1519	15.1
		Total:	10092	100.0

OS Column positions: 0019-0020 OS Field Length: 2

R00005B NUM 3 MARKF. REASONS: WANTED CHANGE FROM SPECIALTY/OC

5B. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4621	45.8
1	1	MARKED	983	9.7
		Total:	10092	99.9

OS Column positions: 0021-0022 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00005C NUM 3 MARKF. REASONS: RECRUITING DUTY IS CAREER ENHAN

5C. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4130	40.9
1	1	MARKED	1474	14.6
		Total:	10092	99.9

OS Column positions: 0023-0024 OS Field Length: 2

R00005D NUM 3 MARKF. REASONS: RECRUITING DUTY NEC. FOR PROMO

5D. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	5203	51.6
1	1	MARKED	401	4.0
		Total:	10092	100.0

OS Column positions: 0025-0026 OS Field Length: 2

R00005E NUM 3 MARKF. REASONS: BELIEVE IN SVC/WANT TO SHARE IT

5E. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3513	34.8
1	1	MARKED	2091	20.7
		Total:	10092	99.9

OS Column positions: 0027-0028 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00005F NUM 3 MARKF. REASONS: WANT TO HELP YOUNG PEOPLE

5F. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3835	38.0
1	1	MARKED	1769	17.5
		Total:	10092	99.9

OS Column positions: 0029-0030 OS Field Length: 2

R00005G NUM 3 MARKF. REASONS: I HAD NO CHOICE

5G. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4078	40.4
1	1	MARKED	1526	15.1
		Total:	10092	99.9

OS Column positions: 0031-0032 OS Field Length: 2

R00005H NUM 3 MARKF. REASONS: OTHER, PLEASE SPECIFY

5H. What were your reasons for becoming a recruiter? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4959	49.1
1	1	MARKED	645	6.4
		Total:	10092	99.9

OS Column positions: 0033-0034 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00005SP NUM 3 SPF. SPECIFY FLAG FOR Q5

Specify flag for Question 5

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	31	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	15	0.1
1	1	VALID SKIP	4915	48.7
2	2	VALID CONTINUATION	603	6.0
3	3	IMPLIED CONTINUATION	41	0.4
4	4	INVALID SKIP	42	0.4
		Total:	10092	99.9

OS Column positions: 0035-0036 OS Field Length: 2

This is a specify flag indicating the result of checking the write-in box for marks and checking the parent item to see if the Other, please specify response option was selected. See Table D-5, Note 3, in Appendix D.

RR00006 NUM 3 R6F. DID YOU VOLUNTEER TO BE A RECRUITER

6. Did you volunteer to be a recruiter?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	75	0.7
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	I WAS ASSIGNED TO REC DUTY/NOT GIVEN CH	1560	15.5
2	2	I 'VOLUNTEERED', BUT REALLY HAD NO CHOIC	436	4.3
3	3	I VOLUNTEERED, BUT WOULD HAVE PREF OTHER	463	4.6
4	4	I VOLUNTEERED AND WANTED RECRUITING DUTY	3110	30.8
		Total:	10092	99.9

OS Column positions: 0037-0038 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00007 NUM 3 R7F. HOW MANY OTHER REC IN SAME LOCATION

7. How many other recruiters (any Service) have offices in the same location (i.e., building, strip-mall) as your recruiting station?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	108	1.1
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE, JUST MYSELF	1021	10.1
1	1	1 OTHER RECRUITER	318	3.2
2	2	2 OTHER RECRUITERS	394	3.9
3	3	3 TO 5 OTHER RECRUITERS	1399	13.9
4	4	6 OR MORE OTHER RECRUITERS	2404	23.8
		Total:	10092	100.0

OS Column positions: 0039-0040 OS Field Length: 2

RR00008 NUM 3 R7F. HOW MANY REC/OWN SVC IN REC STATION

8. How many other recruiters of your own Service Branch/Component are located in your recruiting station?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	106	1.1
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE, JUST MYSELF	880	8.7
1	1	1 OTHER RECRUITER	972	9.6
2	2	2 OTHER RECRUITERS	892	8.8
3	3	3 TO 5 OTHER RECRUITERS	2020	20.0
4	4	6 OR MORE OTHER RECRUITERS	775	7.7
		Total:	10092	99.9

OS Column positions: 0041-0042 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00009 NUM 3 R3F. WERE PREFERENCES CONSIDERED IN ASSIGNMT

9. Do you think your preferences were considered in your current duty location assignment?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4003	39.7
2	2	NO	1601	15.9
		Total:	10092	100.0

OS Column positions: 0043-0044 OS Field Length: 2

R00010 NUM 3 R10F. ON AVG, TOTAL HRS/WK RECRUITING

10. On average, what is the total number of hours per week you spend performing recruiting related duties?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	16	0.2
.A	-8	MULTIPLE RESPONSE ERROR	7	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	40 HOURS OR LESS	221	2.2
2	2	41-50 HOURS	738	7.3
3	3	51-60 HOURS	1483	14.7
4	4	61-70 HOURS	1712	17.0
5	5	71-80 HOURS	980	9.7
6	6	MORE THAN 80 HOURS	490	4.9
		Total:	10092	100.1

OS Column positions: 0045-0046 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00011 NUM 3 R11F. ON AVG, TOTAL HRS/WK ADMIN DUTIES

11. On average, what is the total number of hours per week you spend performing administrative duties?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	34	0.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	13	0.1
1	1	SOME BUT LESS THAN 6 HOURS	1042	10.3
2	2	6-10 HOURS	1911	18.9
3	3	11-20 HOURS	1517	15.0
4	4	MORE THAN 20 HOURS	1127	11.2
		Total:	10092	99.8

OS Column positions: 0047-0048 OS Field Length: 2

R00012 NUM 3 R11F. ON AVG, TOTAL HRS/WK ON PHONE W/PROSPECT

12. On average, what is the total number of hours per week you spend on the phone with prospects?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	31	0.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	206	2.0
1	1	SOME BUT LESS THAN 6 HOURS	1009	10.0
2	2	6-10 HOURS	1818	18.0
3	3	11-20 HOURS	1824	18.1
4	4	MORE THAN 20 HOURS	756	7.5
		Total:	10092	99.9

OS Column positions: 0049-0050 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00013 NUM 3 R3F. PAST YR, VOLUNTARILY NOT TAKEN LEAVE

13. During the past year, have you voluntarily not taken leave due to the demands of your job?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	28	0.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	3623	35.9
2	2	NO	1995	19.8
		Total:	10092	100.0

OS Column positions: 0051-0052 OS Field Length: 2

RR00014 NUM 3 R3F. PAST YR, REQUEST ANNUAL LEAVE/DENIED

14. During the past year, did you request annual leave and have the request denied?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	786	7.8
2	2	NO	4817	47.7
		Total:	10092	99.9

OS Column positions: 0053-0054 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00015 NUM 3 R15F. HOW MANY DAYS/ANNUAL LEAVE TAKEN PAST YR

15. How many days of annual leave did you take last year?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	93	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	0 TO 3 DAYS	558	5.5
2	2	4 TO 7 DAYS	816	8.1
3	3	8 TO 14 DAYS	2046	20.3
4	4	15 TO 29 DAYS	1709	16.9
5	5	30 OR MORE DAYS	425	4.2
		Total:	10092	99.9

OS Column positions: 0055-0056 OS Field Length: 2

R00016 NUM 3 R16F. PAST YR, PCT OF ANNUAL LEAVE DAYS WORKED

16. In the past year, of the number of annual leave days taken, what percentage did you work at least part of the day on work-related tasks?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	50	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	0%	1243	12.3
1	1	1-25%	2563	25.4
2	2	26-50%	1137	11.3
3	3	51-75%	431	4.3
4	4	76-100%	223	2.2
		Total:	10092	100.0

OS Column positions: 0057-0058 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL
R00017	NUM	3	R17F.	HOW MANY DAYS OF ANNUAL LEAVE LOST/DUTY

17. How many days of annual leave did you lose in the last fiscal year due to the demands of your recruiting duty?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	50	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	4422	43.8
1	1	1-5 DAYS	515	5.1
2	2	6-10 DAYS	311	3.1
3	3	11-20 DAYS	267	2.6
4	4	21+ DAYS	81	0.8
		Total:	10092	99.9

OS Column positions: 0059-0060 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Housing/Residence**

RR00018A NUM 3 R18AF. HOW RATE CURRENT LIVING COND/NOT APP

18A. Compared with living conditions in base housing, how do you rate your current living conditions with respect to quality and cost? -- N/A

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NOT MARKED	3107	30.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	N/A, NEVER LIVED ON BASE	2004	19.9
2	2	N/A, CURRENTLY LIVING ON BASE	534	5.3
		Total:	10092	100.0

OS Column positions: 0061-0062 OS Field Length: 2

R00018SK NUM 3 SKF. SKIP FLAG FOR QUESTION 18A

Skip flag for Question 18

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VALID SKIP	2540	25.2
2	2	VALID CONTINUATION	2718	26.9
3	3	IMPLIED CONTINUATION	30	0.3
4	4	INVALID SKIP	357	3.5
		Total:	10092	99.9

OS Column positions: 0063-0064 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 4, in Appendix D.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00018B NUM 3 R18BF. HOW RATE CURRENT LIVING COND/QUALITY

18B. Compared with living conditions in base housing, how do you rate your current living conditions with respect to quality and cost? -- Quality

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	365	3.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2570	25.5
1	1	BETTER	1292	12.8
2	2	SAME	868	8.6
3	3	WORSE	551	5.5
		Total:	10092	100.0

OS Column positions: 0065-0066 OS Field Length: 2

R00018C NUM 3 R18CF. HOW RATE CURRENT LIVING COND/COST

18C. Compared with living conditions in base housing, how do you rate your current living conditions with respect to quality and cost? -- Cost

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	427	4.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2570	25.5
1	1	MORE	2177	21.6
2	2	SAME	380	3.8
3	3	LESS	93	0.9
		Total:	10092	100.0

OS Column positions: 0067-0068 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

RR00019 NUM 3 R19F. AVERAGE ONE-WAY DRIVING TIME/DUTY LOC

19. What is the average ONE-WAY driving time from your residence to your duty location?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	113	1.1
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 15 MINUTES	1891	18.7
2	2	15-30 MINUTES	2151	21.3
3	3	31-60 MINUTES	1210	12.0
4	4	MORE THAN 1 HOUR	280	2.8
		Total:	10092	99.9

OS Column positions: 0069-0070 OS Field Length: 2

RR00020A NUM 3 R20F. TRAVEL TIME FROM RES TO MILITARY EXCHG

20A. How long does it usually take you to travel from your residence to your nearest… -- Military exchange

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	127	1.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 15 MINUTES	889	8.8
2	2	15-30 MINUTES	909	9.0
3	3	31-60 MINUTES	1093	10.8
4	4	61-90 MINUTES	792	7.8
5	5	91 MINUTES TO 2 HOURS	523	5.2
6	6	MORE THAN 2 HOURS	1312	13.0
		Total:	10092	99.9

OS Column positions: 0071-0072 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00020B NUM 3 R20F. TRAVEL TIME FROM RES TO COMMISSARY

20B. How long does it usually take you to travel from your residence to your nearest… -- Commissary

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	137	1.4
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 15 MINUTES	827	8.2
2	2	15-30 MINUTES	830	8.2
3	3	31-60 MINUTES	1034	10.2
4	4	61-90 MINUTES	801	7.9
5	5	91 MINUTES TO 2 HOURS	557	5.5
6	6	MORE THAN 2 HOURS	1457	14.4
		Total:	10092	99.8

OS Column positions: 0073-0074 OS Field Length: 2

RR00020C NUM 3 R20F. TRAVEL TIME FROM RES TO MIL HOSP/CLINIC

20C. How long does it usually take you to travel from your residence to your nearest… -- Military hospital/clinic

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	134	1.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 15 MINUTES	750	7.4
2	2	15-30 MINUTES	844	8.4
3	3	31-60 MINUTES	1037	10.3
4	4	61-90 MINUTES	812	8.0
5	5	91 MINUTES TO 2 HOURS	561	5.6
6	6	MORE THAN 2 HOURS	1506	14.9
		Total:	10092	99.9

OS Column positions: 0075-0076 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00021A NUM 3 R21F. SATISFACTION: COST OF RESIDENCE

21A. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station? -- Cost of residence

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	54	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	356	3.5
1	1	VERY SATISFIED	764	7.6
2	2	SATISFIED	1765	17.5
3	3	NEITHER SATISFIED NOR DISSATISFIED	1032	10.2
4	4	DISSATISFIED	1014	10.0
5	5	VERY DISSATISFIED	661	6.5
		Total:	10092	99.8

OS Column positions: 0077-0078 OS Field Length: 2

R00021B NUM 3 R21F. SATISFACTION: SCHOOLS

21B. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station? -- Schools

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	74	0.7
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	1327	13.1
1	1	VERY SATISFIED	1047	10.4
2	2	SATISFIED	1861	18.4
3	3	NEITHER SATISFIED NOR DISSATISFIED	609	6.0
4	4	DISSATISFIED	384	3.8
5	5	VERY DISSATISFIED	342	3.4
		Total:	10092	99.8

OS Column positions: 0079-0080 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00021C NUM 3 R21F. SATISFACTION: AVAILABILITY OF CHILD CARE

21C. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station? -- Availability of childcare

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	88	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	2259	22.4
1	1	VERY SATISFIED	485	4.8
2	2	SATISFIED	1147	11.4
3	3	NEITHER SATISFIED NOR DISSATISFIED	789	7.8
4	4	DISSATISFIED	487	4.8
5	5	VERY DISSATISFIED	391	3.9
		Total:	10092	100.0

OS Column positions: 0081-0082 OS Field Length: 2

R00021D NUM 3 R21F. SATISFACTION: SPOUSE EMPLOYMENT

21D. How satisfied are you with the following characteristics of your current residence and community at your permanent duty station? -- Spouse employment

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	84	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	1458	14.4
1	1	VERY SATISFIED	755	7.5
2	2	SATISFIED	1635	16.2
3	3	NEITHER SATISFIED NOR DISSATISFIED	858	8.5
4	4	DISSATISFIED	435	4.3
5	5	VERY DISSATISFIED	422	4.2
		Total:	10092	99.9

OS Column positions: 0083-0084 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Your Workplace**

R00022A NUM 3 R22F. AGREE/DISAGREE: OFFICE PRESENTS PROF ENV

22A. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office presents a professional environment for potential applicants

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	20	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	93	0.9
1	1	STRONGLY AGREE	1771	17.5
2	2	AGREE	2487	24.6
3	3	NEITHER AGREE NOR DISAGREE	414	4.1
4	4	DISAGREE	518	5.1
5	5	STRONGLY DISAGREE	344	3.4
		Total:	10092	99.8

OS Column positions: 0085-0086 OS Field Length: 2

R00022B NUM 3 R22F. AGREE/DISAGREE: OFFICE PLEASANT ENVIRON

22B. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office presents a pleasant environment for potential applicants

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	21	0.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	94	0.9
1	1	STRONGLY AGREE	1671	16.6
2	2	AGREE	2564	25.4
3	3	NEITHER AGREE NOR DISAGREE	598	5.9
4	4	DISAGREE	466	4.6
5	5	STRONGLY DISAGREE	232	2.3
		Total:	10092	99.9

OS Column positions: 0087-0088 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022C NUM 3 R22F. AGREE/DISAGREE: OFFICE CONTRIB/SUCCESS

22C. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office contributes to my success as a recruiter

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	38	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	174	1.7
1	1	STRONGLY AGREE	975	9.7
2	2	AGREE	1509	15.0
3	3	NEITHER AGREE NOR DISAGREE	1535	15.2
4	4	DISAGREE	871	8.6
5	5	STRONGLY DISAGREE	544	5.4
		Total:	10092	100.0

OS Column positions: 0089-0090 OS Field Length: 2

R00022D NUM 3 R22F. AGREE/DISAGREE: OFFICE GETS FEW WALK-INS

22D. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office gets very few walk-in potential applicants

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	223	2.2
1	1	STRONGLY AGREE	2202	21.8
2	2	AGREE	1547	15.3
3	3	NEITHER AGREE NOR DISAGREE	784	7.8
4	4	DISAGREE	647	6.4
5	5	STRONGLY DISAGREE	203	2.0
		Total:	10092	99.9

OS Column positions: 0091-0092 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022E NUM 3 R22F. AGREE/DISAGREE: MORE SUCCESS IF HI TECH

22E. To what extent do you agree or disagree with the following statements about your office? -- I could successfully recruit more applicants if my office looked "high-tech"

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	32	0.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	236	2.3
1	1	STRONGLY AGREE	1508	14.9
2	2	AGREE	1541	15.3
3	3	NEITHER AGREE NOR DISAGREE	1637	16.2
4	4	DISAGREE	542	5.4
5	5	STRONGLY DISAGREE	150	1.5
		Total:	10092	99.9

OS Column positions: 0093-0094 OS Field Length: 2

R00022F NUM 3 R22F. AGREE/DISAGREE: GD RELA W/OTHER TENANTS

22F. To what extent do you agree or disagree with the following statements about your office? -- There is a good relationship between my office and other tenants (non-Service) in the area

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	20	0.2
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	504	5.0
1	1	STRONGLY AGREE	1147	11.4
2	2	AGREE	2690	26.7
3	3	NEITHER AGREE NOR DISAGREE	850	8.4
4	4	DISAGREE	291	2.9
5	5	STRONGLY DISAGREE	143	1.4
		Total:	10092	100.0

OS Column positions: 0095-0096 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022G NUM 3 R22F. AGREE/DISAGREE: GD RELA LANDLORD/RECR

22G. To what extent do you agree or disagree with the following statements about your office? -- There is a good relationship between my recruiting office's landlord and the assigned recruiters

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	918	9.1
1	1	STRONGLY AGREE	746	7.4
2	2	AGREE	1964	19.5
3	3	NEITHER AGREE NOR DISAGREE	1475	14.6
4	4	DISAGREE	318	3.2
5	5	STRONGLY DISAGREE	200	2.0
		Total:	10092	100.0

OS Column positions: 0097-0098 OS Field Length: 2

R00022H NUM 3 R22F. AGREE/DISAGREE: OFFICE CONVENIENTLY LOC

22H. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office is conveniently located

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	35	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	128	1.3
1	1	STRONGLY AGREE	762	7.6
2	2	AGREE	2249	22.3
3	3	NEITHER AGREE NOR DISAGREE	749	7.4
4	4	DISAGREE	905	9.0
5	5	STRONGLY DISAGREE	819	8.1
		Total:	10092	100.0

OS Column positions: 0099-0100 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022I NUM 3 R22F. AGREE/DISAGREE: LITTLE TROUBLE FINDING

22I. To what extent do you agree or disagree with the following statements about your office? -- Prospective applicants have little trouble finding my recruiting office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	24	0.2
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	177	1.8
1	1	STRONGLY AGREE	719	7.1
2	2	AGREE	2536	25.1
3	3	NEITHER AGREE NOR DISAGREE	794	7.9
4	4	DISAGREE	852	8.4
5	5	STRONGLY DISAGREE	543	5.4
		Total:	10092	99.9

OS Column positions: 0101-0102 OS Field Length: 2

R00022J NUM 3 R22F. AGREE/DISAGREE: CLOSE TO HIGH SCHOOLS

22J. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office is located close to high schools

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	25	0.2
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	403	4.0
1	1	STRONGLY AGREE	663	6.6
2	2	AGREE	2468	24.5
3	3	NEITHER AGREE NOR DISAGREE	899	8.9
4	4	DISAGREE	770	7.6
5	5	STRONGLY DISAGREE	416	4.1
		Total:	10092	99.9

OS Column positions: 0103-0104 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022K NUM 3 R22F. AGREE/DISAGREE: ACCESSIBLE TO APPLICANTS

22K. To what extent do you agree or disagree with the following statements about your office? -- My recruiting office is accessible to potential applicants

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	31	0.3
.A	-8	MULTIPLE RESPONSE ERROR	7	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	166	1.6
1	1	STRONGLY AGREE	775	7.7
2	2	AGREE	3017	29.9
3	3	NEITHER AGREE NOR DISAGREE	838	8.3
4	4	DISAGREE	523	5.2
5	5	STRONGLY DISAGREE	290	2.9
		Total:	10092	100.0

OS Column positions: 0105-0106 OS Field Length: 2

R00022L NUM 3 R22F. AGREE/DISAGREE: PARKING AVAILABLE/APPS

22L. To what extent do you agree or disagree with the following statements about your office? -- Parking is available for applicants at my office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	29	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	134	1.3
1	1	STRONGLY AGREE	1177	11.7
2	2	AGREE	3041	30.1
3	3	NEITHER AGREE NOR DISAGREE	351	3.5
4	4	DISAGREE	444	4.4
5	5	STRONGLY DISAGREE	469	4.6
		Total:	10092	99.9

OS Column positions: 0107-0108 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022M NUM 3 R22F. AGREE/DISAGREE: PARKING CONVENIENT/APPS

22M. To what extent do you agree or disagree with the following statements about your office? -- Parking is convenient for applicants at my office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	26	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	133	1.3
1	1	STRONGLY AGREE	1145	11.3
2	2	AGREE	2772	27.5
3	3	NEITHER AGREE NOR DISAGREE	421	4.2
4	4	DISAGREE	589	5.8
5	5	STRONGLY DISAGREE	559	5.5
		Total:	10092	99.9

OS Column positions: 0109-0110 OS Field Length: 2

R00022N NUM 3 R22F. AGREE/DISAGREE: PARKING AVAILABLE/RECS

22N. To what extent do you agree or disagree with the following statements about your office? -- Parking is available for recruiters at my office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	24	0.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	120	1.2
1	1	STRONGLY AGREE	1224	12.1
2	2	AGREE	3155	31.3
3	3	NEITHER AGREE NOR DISAGREE	394	3.9
4	4	DISAGREE	363	3.6
5	5	STRONGLY DISAGREE	366	3.6
		Total:	10092	99.9

OS Column positions: 0111-0112 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00022O NUM 3 R22F. AGREE/DISAGREE: PARKING CONVENIENT/RECS

22O. To what extent do you agree or disagree with the following statements about your office? -- Parking is convenient for recruiters at my office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	28	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	123	1.2
1	1	STRONGLY AGREE	1210	12.0
2	2	AGREE	2852	28.3
3	3	NEITHER AGREE NOR DISAGREE	450	4.5
4	4	DISAGREE	490	4.9
5	5	STRONGLY DISAGREE	494	4.9
		Total:	10092	100.1

OS Column positions: 0113-0114 OS Field Length: 2

RR00023 NUM 3 R23F. HOW MUCH SPEND MTHLY TO PARK POV AT WORK

23. How much do you spend monthly to park your POV at work?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	82	0.8
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE, FREE PARKING	5028	49.8
1	1	PAY SOME AMT PER MONTH	235	2.3
61	61	NOT APPLICABLE, I USE OTHER TRANSP/WORK	298	3.0
		Total:	10092	99.9

OS Column positions: 0115-0116 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00024 NUM 3 R24F. HOW MUCH SPEND MTHLY TO USE PUB TRANSP

24. How much do you spend monthly to use public transportation for work?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	66	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	$1 OR MORE PER MONTH	119	1.2
2	2	N/A, DO NOT USE PUBLIC TRANSPORTATION	5462	54.1
		Total:	10092	100.0

OS Column positions: 0117-0118 OS Field Length: 2

RR00025 NUM 3 R25F. REC HQ PROV FITNESS CTR AT NO EXPENSE

25. If not located near a military installation, does your Recruiting Headquarters provide fitness center access to you at no out-of-pocket expense?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	71	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	487	4.8
2	2	NO	3637	36.0
63	63	NOT APPLICABLE, I AM LOCATED NEAR MIL IN	1451	14.4
		Total:	10092	99.9

OS Column positions: 0119-0120 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Training**

R00026A NUM 3 R22F. AGREE/DISAGREE: GIVEN REALISTIC PREVIEW

26A. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- I was given a realistic preview of what recruiting duty would be like

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	30	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	32	0.3
1	1	STRONGLY AGREE	409	4.1
2	2	AGREE	1625	16.1
3	3	NEITHER AGREE NOR DISAGREE	884	8.8
4	4	DISAGREE	1448	14.3
5	5	STRONGLY DISAGREE	1219	12.1
		Total:	10092	100.0

OS Column positions: 0121-0122 OS Field Length: 2

R00026B NUM 3 R22F. AGREE/DISAGREE: FAMILY PREPARED/DEMANDS

26B. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- Members of my family were well prepared by my Service for the requirements and demands of my recruiting assignment

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	35	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	626	6.2
1	1	STRONGLY AGREE	244	2.4
2	2	AGREE	1018	10.1
3	3	NEITHER AGREE NOR DISAGREE	894	8.9
4	4	DISAGREE	1431	14.2
5	5	STRONGLY DISAGREE	1399	13.9
		Total:	10092	100.0

OS Column positions: 0123-0124 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00026C NUM 3 R22F. AGREE/DISAGREE: GD PROFESSIONAL TRAINING

26C. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- I was given good professional training for my job as a recruiter

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	31	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	15	0.1
1	1	STRONGLY AGREE	609	6.0
2	2	AGREE	2718	26.9
3	3	NEITHER AGREE NOR DISAGREE	1052	10.4
4	4	DISAGREE	794	7.9
5	5	STRONGLY DISAGREE	426	4.2
		Total:	10092	99.8

OS Column positions: 0125-0126 OS Field Length: 2

R00026D NUM 3 R22F. AGREE/DISAGREE: TRNG HELPFUL/RELEVANT

26D. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- The training I received was helpful and relevant for my job as a recruiter

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	19	0.2
1	1	STRONGLY AGREE	592	5.9
2	2	AGREE	2859	28.3
3	3	NEITHER AGREE NOR DISAGREE	1089	10.8
4	4	DISAGREE	715	7.1
5	5	STRONGLY DISAGREE	331	3.3
		Total:	10092	100.0

OS Column positions: 0127-0128 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00026E NUM 3 R22F. AGREE/DISAGREE: TRNG INSUFFICIENT

26E. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- The training I received was insufficient for what I needed to know to do effective recruiting

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	35	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	47	0.5
1	1	STRONGLY AGREE	516	5.1
2	2	AGREE	1429	14.2
3	3	NEITHER AGREE NOR DISAGREE	1375	13.6
4	4	DISAGREE	1710	16.9
5	5	STRONGLY DISAGREE	533	5.3
		Total:	10092	99.9

OS Column positions: 0129-0130 OS Field Length: 2

R00026F NUM 3 R22F. AGREE/DISAGREE: TIME IN TRAINING SUFF

26F. To what extent do you agree or disagree with the following statements about your formal training and preparation for recruiting duty? -- My allocated time in training was sufficient

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	34	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	24	0.2
1	1	STRONGLY AGREE	343	3.4
2	2	AGREE	2355	23.3
3	3	NEITHER AGREE NOR DISAGREE	1469	14.6
4	4	DISAGREE	1056	10.5
5	5	STRONGLY DISAGREE	366	3.6
		Total:	10092	99.9

OS Column positions: 0131-0132 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00027 NUM 3 R3F. DID IMMED SUPERVISOR TRAIN YOU AS REC

27. Did your immediate supervisor train you for your job as a recruiter?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	34	0.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	2705	26.8
2	2	NO	2905	28.8
		Total:	10092	99.9

OS Column positions: 0133-0134 OS Field Length: 2

R00028 NUM 3 R28F. HOW FREQ DID EXP REC HELP DURING OJT

28. How frequently did an experienced recruiter help you during on-the-job training?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	29	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	FREQUENTLY	1584	15.7
2	2	OCCASIONALLY	1938	19.2
3	3	SELDOM	1627	16.1
4	4	NEVER	467	4.6
		Total:	10092	99.9

OS Column positions: 0135-0136 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00029A NUM 3 R22F. AGREE/DISAGREE: RCV ADEQUATE REFRESHER

29A. How much do you agree or disagree with the following statements about refresher (I.e., TDY, in-house, monthly, weekly) training? -- I receive adequate refresher training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	21	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	209	2.1
1	1	STRONGLY AGREE	408	4.0
2	2	AGREE	2346	23.2
3	3	NEITHER AGREE NOR DISAGREE	1205	11.9
4	4	DISAGREE	1000	9.9
5	5	STRONGLY DISAGREE	458	4.5
		Total:	10092	99.8

OS Column positions: 0137-0138 OS Field Length: 2

R00029B NUM 3 R22F. AGREE/DISAGREE: RCV ADEQ REFRESH TRN/SUP

29B. How much do you agree or disagree with the following statements about refresher (I.e., TDY, in-house, monthly, weekly) training? -- I receive adequate refresher training from my supervisor

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	30	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	195	1.9
1	1	STRONGLY AGREE	426	4.2
2	2	AGREE	2155	21.4
3	3	NEITHER AGREE NOR DISAGREE	1213	12.0
4	4	DISAGREE	1051	10.4
5	5	STRONGLY DISAGREE	577	5.7
		Total:	10092	99.9

OS Column positions: 0139-0140 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00029C NUM 3 R22F. AGREE/DISAGREE: RCV ADEQ REFR TRN/TRAINR

29C. How much do you agree or disagree with the following statements about refresher (I.e., TDY, in-house, monthly, weekly) training? -- I receive adequate refresher training from my recruiter instructor/trainer

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	395	3.9
1	1	STRONGLY AGREE	335	3.3
2	2	AGREE	1721	17.1
3	3	NEITHER AGREE NOR DISAGREE	1301	12.9
4	4	DISAGREE	1121	11.1
5	5	STRONGLY DISAGREE	736	7.3
		Total:	10092	100.0

OS Column positions: 0141-0142 OS Field Length: 2

R00030A NUM 3 MARKF. IMPRV REFR TRN: MORE FREQ TRN SESSIONS

30A. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4195	41.6
1	1	MARKED	1209	12.0
		Total:	10092	100.0

OS Column positions: 0143-0144 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00030B NUM 3 MARKF. IMPRV REFR TRN: REG SCHED TRAINING

30B. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3533	35.0
1	1	MARKED	1871	18.5
		Total:	10092	99.9

OS Column positions: 0145-0146 OS Field Length: 2

R00030C NUM 3 MARKF. IMPRV REFR TRN: MORE ALL HANDS TRNG

30C. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4013	39.8
1	1	MARKED	1391	13.8
		Total:	10092	100.0

OS Column positions: 0147-0148 OS Field Length: 2

R00030D NUM 3 MARKF. IMPRV REFR TRN: MORE INDIV TRAINING

30D. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3571	35.4
1	1	MARKED	1833	18.2
		Total:	10092	100.0

OS Column positions: 0149-0150 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00030E NUM 3 MARKF. IMPRV REFR TRN: HAVE REC TRN EACH OTHER

30E. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4108	40.7
1	1	MARKED	1296	12.8
		Total:	10092	99.9

OS Column positions: 0151-0152 OS Field Length: 2

R00030F NUM 3 MARKF. IMPRV REFR TRN: SHADOW EXP RECRUITER

30F. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	2621	26.0
1	1	MARKED	2783	27.6
		Total:	10092	100.0

OS Column positions: 0153-0154 OS Field Length: 2

R00030G NUM 3 MARKF. IMPRV REFR TRN: OTHER, PLEASE SPECIFY

30G. Which of the following would make refresher training better? (MARK ALL THAT APPLY)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	243	2.4
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4884	48.4
1	1	MARKED	520	5.2
		Total:	10092	100.0

OS Column positions: 0155-0156 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00030SP NUM 3 SPF. SPECIFY FLAG FOR Q30

Specify flag for Question 30

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	237	2.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	16	0.2
1	1	VALID SKIP	4836	47.9
2	2	VALID CONTINUATION	480	4.8
3	3	IMPLIED CONTINUATION	38	0.4
4	4	INVALID SKIP	40	0.4
		Total:	10092	100.0

OS Column positions: 0157-0158 OS Field Length: 2

This is a specify flag indicating the result of checking the write-in box for marks and checking the parent item to see if the Other, please specify response option was selected. See Table D-5, Note 6, in Appendix D.

R00031 NUM 3 R31F. HOW LONG BEFORE NEW REC CAN PERF/TOP EFF

31. On average, how long do you think it takes before the typical new recruiter can perform at top efficiency?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	52	0.5
.A	-8	MULTIPLE RESPONSE ERROR	10	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 6 MONTHS	552	5.5
2	2	6 MONTHS TO LESS THAN 1 YEAR	3006	29.8
3	3	1-2 YEARS	1880	18.6
4	4	MORE THAN 2 YEARS	147	1.5
		Total:	10092	100.0

OS Column positions: 0159-0160 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Goal/Mission**

R00032A NUM 3 R22F. AGREE/DISAGREE: MTHLY GOALS/MISSIONS ACH

32A. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- My monthly goals/missions are achievable

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	36	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	195	1.9
1	1	STRONGLY AGREE	485	4.8
2	2	AGREE	3020	29.9
3	3	NEITHER AGREE NOR DISAGREE	984	9.8
4	4	DISAGREE	710	7.0
5	5	STRONGLY DISAGREE	217	2.2
		Total:	10092	100.0

OS Column positions: 0161-0162 OS Field Length: 2

R00032B NUM 3 R22F. AGREE/DISAGREE: MKT AREA ADEQUATE

32B. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- My assigned market area is adequate to make goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	145	1.4
1	1	STRONGLY AGREE	416	4.1
2	2	AGREE	2635	26.1
3	3	NEITHER AGREE NOR DISAGREE	971	9.6
4	4	DISAGREE	1029	10.2
5	5	STRONGLY DISAGREE	410	4.1
		Total:	10092	99.9

OS Column positions: 0163-0164 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00032C NUM 3 R22F. AGREE/DISAGREE: SUCCESS/MAKE OR BRK EFF

32C. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- Success is reaching goal/mission has a "make or break" effect on my military career

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	39	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	138	1.4
1	1	STRONGLY AGREE	1810	17.9
2	2	AGREE	1852	18.4
3	3	NEITHER AGREE NOR DISAGREE	1022	10.1
4	4	DISAGREE	615	6.1
5	5	STRONGLY DISAGREE	170	1.7
		Total:	10092	100.0

OS Column positions: 0165-0166 OS Field Length: 2

R00032D NUM 3 R22F. AGREE/DISAGREE: PRESSURED TO CONTINUE

32D. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- I am pressured to continue recruiting even after reaching my monthly goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	211	2.1
1	1	STRONGLY AGREE	1941	19.2
2	2	AGREE	2015	20.0
3	3	NEITHER AGREE NOR DISAGREE	907	9.0
4	4	DISAGREE	431	4.3
5	5	STRONGLY DISAGREE	98	1.0
		Total:	10092	100.0

OS Column positions: 0167-0168 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

R00032E NUM 3 R22F. AGREE/DISAGREE: PUNISHED IF FALL SHORT

32E. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- I am punished if I fall short of goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	51	0.5
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	198	2.0
1	1	STRONGLY AGREE	1201	11.9
2	2	AGREE	1608	15.9
3	3	NEITHER AGREE NOR DISAGREE	1536	15.2
4	4	DISAGREE	852	8.4
5	5	STRONGLY DISAGREE	198	2.0
		Total:	10092	99.9

OS Column positions: 0169-0170 OS Field Length: 2

R00032F NUM 3 R22F. AGREE/DISAGREE: CAN MAKE UP G/M NEXT MTH

32F. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- If I miss my goal/mission one month, I can make it up the next month

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	40	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	250	2.5
1	1	STRONGLY AGREE	384	3.8
2	2	AGREE	2116	21.0
3	3	NEITHER AGREE NOR DISAGREE	1253	12.4
4	4	DISAGREE	1045	10.4
5	5	STRONGLY DISAGREE	559	5.5
		Total:	10092	100.0

OS Column positions: 0171-0172 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00032G NUM 3 R22F. AGREE/DISAGREE: RCV ADEQ SUPPORT TO HELP

32G. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- I receive adequate support (e.g., cars, telephone, promotional items) to help me accomplish my goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	34	0.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	114	1.1
1	1	STRONGLY AGREE	716	7.1
2	2	AGREE	2437	24.1
3	3	NEITHER AGREE NOR DISAGREE	766	7.6
4	4	DISAGREE	937	9.3
5	5	STRONGLY DISAGREE	642	6.4
		Total:	10092	99.9

OS Column positions: 0173-0174 OS Field Length: 2

R00032H NUM 3 R22F. AGREE/DISAGREE: REQ PAPERWORK INTERFERES

32H. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- Required paperwork interferes with my efforts to make goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	47	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	126	1.2
1	1	STRONGLY AGREE	1432	14.2
2	2	AGREE	1597	15.8
3	3	NEITHER AGREE NOR DISAGREE	1440	14.3
4	4	DISAGREE	838	8.3
5	5	STRONGLY DISAGREE	166	1.6
		Total:	10092	99.9

OS Column positions: 0175-0176 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00032I NUM 3 R22F. AGREE/DISAGREE: SUPV WILL HELP ME

32I. With reference to your recruiting goals/missions, to what extent do you agree or disagree with the following statements? -- My supervisor will help me if I have trouble making goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	66	0.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	199	2.0
1	1	STRONGLY AGREE	672	6.7
2	2	AGREE	2020	20.0
3	3	NEITHER AGREE NOR DISAGREE	1272	12.6
4	4	DISAGREE	801	7.9
5	5	STRONGLY DISAGREE	615	6.1
		Total:	10092	100.0

OS Column positions: 0177-0178 OS Field Length: 2

RR00033 NUM 3 R33F. IN HOW MANY MTHS/ACHIEVE GOAL/MISSION

33. In how many of the months of the past fiscal year did you achieve your monthly goal/mission?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	187	1.9
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	624	6.2
1	1	LESS THAN 3 MONTHS	647	6.4
2	2	3-5 MONTHS	882	8.7
3	3	6-8 MONTHS	1154	11.4
4	4	9-11 MONTHS	1430	14.2
5	5	ALL 12 MONTHS	719	7.1
		Total:	10092	99.9

OS Column positions: 0179-0180 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

RR00034 NUM 3 R34F. WHAT PCT GOAL/MISSION DID YOU ACHIEVE

34. What percentage of your recruiting goal/mission did you achieve in the last fiscal year?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	72	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	506	5.0
1	1	0 TO 75%	1485	14.7
2	2	76 TO 100%	2035	20.2
3	3	101 TO 125%	1062	10.5
4	4	MORE THAN 125%	487	4.8
		Total:	10092	99.9

OS Column positions: 0181-0182 OS Field Length: 2

R00035 NUM 3 R35F. LIKELIHOOD/EXP REC CAN MAKE GOAL/MISSION

35. All things considered, what is the likelihood that experienced recruiters can make goal/mission in your zone/area?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	46	0.5
.A	-8	MULTIPLE RESPONSE ERROR	10	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXTREMELY DIFFICULT	718	7.1
2	2	DIFFICULT BUT CAN BE MADE WITH EXTRA EFF	1712	17.0
3	3	SHOULD BE ABLE TO BUT DIFFICULT	1847	18.3
4	4	NOT ONLY ACHIEVABLE, GOOD CHANCE TO EXCD	969	9.6
5	5	VERY EXCELLENT CHANCE TO EXCEED	345	3.4
		Total:	10092	100.0

OS Column positions: 0183-0184 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00036 NUM 3 R36F. COMP TO OTHER REC IN YOUR SVC

36. Compared to other recruiters from your Service who work in the area served by your MEPS, would you say you are:

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	104	1.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	ONE OF THE BEST (EXCEED 95 PERCENTILE)	1490	14.8
2	2	BETTER THAN MOST (66 TO 95 PERCENTILE)	2119	21.0
3	3	AVERAGE (35 TO 65 PERCENTILE)	1643	16.3
4	4	BELOW AVERAGE (BELOW 35 PERCENTILE)	289	2.9
		Total:	10092	100.0

OS Column positions: 0185-0186 OS Field Length: 2

RR00037 NUM 3 R3F. DO YOU RECRUIT NPS APPLICANTS

37. In your current assignment, do you recruit Non-Prior Service (NPS) applicants?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	96	1.0
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4929	48.8
2	2	NO	618	6.1
		Total:	10092	99.9

OS Column positions: 0187-0188 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00037SK NUM 3 SKF. SKIP FLAG FOR QUESTION 37

Skip flag for Question 37

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	45	0.4
1	1	VALID SKIP	558	5.5
2	2	VALID CONTINUATION	4782	47.4
3	3	IMPLIED CONTINUATION	72	0.7
4	4	INVALID SKIP	147	1.5
		Total:	10092	99.9

OS Column positions: 0189-0190 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 7, in Appendix D.

RR00038A NUM 8 R38AF. HOW MANY NPS APPLICANTS/PAST YEAR

38A. If YES to previous question, how many NPS applicants did you recruit in the past fiscal year?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	538	5.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.I	-4	INCOMPLETE GRID ERROR	8	0.1
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	0 TO 10 APPLICANTS	1222	12.1
2	2	11 TO 20 APPLICANTS	1544	15.3
3	3	21 TO 30 APPLICANTS	931	9.2
4	4	31 TO 40 APPLICANTS	353	3.5
5	5	MORE THAN 40 APPLICANTS	421	4.2
		Total:	10092	99.9

OS Column positions: 0191-0192 OS Field Length: 2

This field was not checked for unlikely values. The values for number of NPS applicants recruited may range as high as 999.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00038B NUM 8 R38F. HOW MANY FROM ASVAB STP LEADS

38B. If YES to previous question, how many of these applicants resulted from the ASVAB Student Testing Program (STP) leads?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	546	5.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.I	-4	INCOMPLETE GRID ERROR	10	0.1
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
0-700	0-700	VALID RESPONSE	4461	44.2
		Total:	10092	99.9

OS Column positions: 0193-0195 OS Field Length: 3

This field was not checked for unlikely values. The values for number of NPS applicants recruited from ASVAB leads may range as high as 999.

R00039A NUM 3 R39F. HOW RATE: ASVAB STUDENT TESTING PROGRAM

39A. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- ASVAB Student Testing Program

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	204	2.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	1868	18.5
2	2	IMPORTANT	1706	16.9
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	553	5.5
4	4	UNIMPORTANT	278	2.8
5	5	VERY UNIMPORTANT	154	1.5
64	64	NOT APPLICABLE	254	2.5
		Total:	10092	99.9

OS Column positions: 0196-0197 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

R00039B NUM 3 R39F. HOW RATE: HIGH SCHOOL LISTS/STUD DIRS

39B. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- High School lists/student directories

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	203	2.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	2624	26.0
2	2	IMPORTANT	1254	12.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	374	3.7
4	4	UNIMPORTANT	181	1.8
5	5	VERY UNIMPORTANT	111	1.1
64	64	NOT APPLICABLE	268	2.7
		Total:	10092	99.9

OS Column positions: 0198-0199 OS Field Length: 2

R00039C NUM 3 R39F. HOW RATE: REFERRALS FROM APPLICANTS

39C. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Referrals from applicants

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	223	2.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	3235	32.1
2	2	IMPORTANT	1317	13.0
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	154	1.5
4	4	UNIMPORTANT	42	0.4
5	5	VERY UNIMPORTANT	21	0.2
64	64	NOT APPLICABLE	24	0.2
		Total:	10092	99.8

OS Column positions: 0200-0201 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00039D NUM 3 R39F. HOW RATE: LOCAL ADVERTISING

39D. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Local advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	202	2.0
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	1851	18.3
2	2	IMPORTANT	1889	18.7
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	715	7.1
4	4	UNIMPORTANT	187	1.9
5	5	VERY UNIMPORTANT	85	0.8
64	64	NOT APPLICABLE	83	0.8
		Total:	10092	99.8

OS Column positions: 0202-0203 OS Field Length: 2

R00039E NUM 3 R39F. HOW RATE: NATIONAL LEADS

39E. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- National leads (e.g., direct mailouts, 800 number, Internet)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	206	2.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	1594	15.8
2	2	IMPORTANT	1998	19.8
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	750	7.4
4	4	UNIMPORTANT	304	3.0
5	5	VERY UNIMPORTANT	134	1.3
64	64	NOT APPLICABLE	31	0.3
		Total:	10092	99.8

OS Column positions: 0204-0205 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00039F NUM 3 R39F. HOW RATE: COMMUNITY COLLEGES

39F. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Community colleges

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	210	2.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	967	9.6
2	2	IMPORTANT	1884	18.7
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1218	12.1
4	4	UNIMPORTANT	438	4.3
5	5	VERY UNIMPORTANT	134	1.3
64	64	NOT APPLICABLE	165	1.6
		Total:	10092	99.9

OS Column positions: 0206-0207 OS Field Length: 2

R00039G NUM 3 R39F. HOW RATE: 4-YR COLLEGES/UNIVERSITIES

39G. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- 4-year colleges/universities

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	206	2.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	682	6.8
2	2	IMPORTANT	1375	13.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1414	14.0
4	4	UNIMPORTANT	698	6.9
5	5	VERY UNIMPORTANT	284	2.8
64	64	NOT APPLICABLE	356	3.5
		Total:	10092	99.8

OS Column positions: 0208-0209 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00039H NUM 3 R39F. HOW RATE: LOCAL MERCHANTS/COMM CONTACTS

39H. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Local merchants/community contacts

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	208	2.1
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	885	8.8
2	2	IMPORTANT	1913	19.0
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1327	13.1
4	4	UNIMPORTANT	447	4.4
5	5	VERY UNIMPORTANT	180	1.8
64	64	NOT APPLICABLE	54	0.5
		Total:	10092	99.9

OS Column positions: 0210-0211 OS Field Length: 2

R00039I NUM 3 R39F. HOW RATE: RECRUITER ASSISTANCE

39I. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Recruiter Assistance (HRAP, HARP, RAP, PRASP, Boot Leave, etc.)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	205	2.0
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	1252	12.4
2	2	IMPORTANT	1782	17.7
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	896	8.9
4	4	UNIMPORTANT	364	3.6
5	5	VERY UNIMPORTANT	217	2.2
64	64	NOT APPLICABLE	297	2.9
		Total:	10092	99.9

OS Column positions: 0212-0213 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL
R00039J	NUM	3	R39F.	HOW RATE: RECRUITING STATION WALK-INS

39J. How would you rate the overall importance of each of the following lead sources for attaining your NPS recruiting goals/missions? -- Recruiting station walk-ins

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	201	2.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	630	6.2
1	1	VERY IMPORTANT	1199	11.9
2	2	IMPORTANT	1653	16.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1171	11.6
4	4	UNIMPORTANT	370	3.7
5	5	VERY UNIMPORTANT	246	2.4
64	64	NOT APPLICABLE	175	1.7
		Total:	10092	99.9

OS Column positions: 0214-0215 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Job Demands**

R00040A NUM 3 R22F. AGREE/DISAGREE: OPP EARN AWARD FOR PROD

40A. To what extent do you agree or disagree with the following statements? -- I have the opportunity to earn an award for production

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	33	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	144	1.4
1	1	STRONGLY AGREE	1603	15.9
2	2	AGREE	2867	28.4
3	3	NEITHER AGREE NOR DISAGREE	504	5.0
4	4	DISAGREE	304	3.0
5	5	STRONGLY DISAGREE	190	1.9
		Total:	10092	99.9

OS Column positions: 0216-0217 OS Field Length: 2

R00040B NUM 3 R22F. AGREE/DISAGREE: AWARDS HAVE IMPT EFFECTS

40B. To what extent do you agree or disagree with the following statements? -- The awards available to me have important effects on my career

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	31	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	107	1.1
1	1	STRONGLY AGREE	792	7.8
2	2	AGREE	1650	16.3
3	3	NEITHER AGREE NOR DISAGREE	1544	15.3
4	4	DISAGREE	1049	10.4
5	5	STRONGLY DISAGREE	472	4.7
		Total:	10092	99.9

OS Column positions: 0218-0219 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00040C NUM 3 R22F. AGREE/DISAGREE: SOM REC LACK APTITUDE

40C. To what extent do you agree or disagree with the following statements? -- Some recruiters are not successful because they lack aptitude for sales

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	39	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	31	0.3
1	1	STRONGLY AGREE	1580	15.7
2	2	AGREE	2558	25.3
3	3	NEITHER AGREE NOR DISAGREE	942	9.3
4	4	DISAGREE	389	3.9
5	5	STRONGLY DISAGREE	108	1.1
		Total:	10092	100.0

OS Column positions: 0220-0221 OS Field Length: 2

R00040D NUM 3 R22F. AGREE/DISAGREE: GD REC MAKE UP FOR OTHER

40D. To what extent do you agree or disagree with the following statements? -- The good recruiters in my office make up for others who can't make their quotas

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	473	4.7
1	1	STRONGLY AGREE	1049	10.4
2	2	AGREE	1936	19.2
3	3	NEITHER AGREE NOR DISAGREE	1229	12.2
4	4	DISAGREE	708	7.0
5	5	STRONGLY DISAGREE	212	2.1
		Total:	10092	100.0

OS Column positions: 0222-0223 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00040E NUM 3 R22F. AGREE/DISAGREE: QUOTAS REFL ACTUAL REQ

40E. To what extent do you agree or disagree with the following statements? -- The contract quotas I am given reflect the actual accession requirements

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	65	0.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	320	3.2
1	1	STRONGLY AGREE	367	3.6
2	2	AGREE	1907	18.9
3	3	NEITHER AGREE NOR DISAGREE	1826	18.1
4	4	DISAGREE	775	7.7
5	5	STRONGLY DISAGREE	386	3.8
		Total:	10092	99.9

OS Column positions: 0224-0225 OS Field Length: 2

R00040F NUM 3 R22F. AGREE/DISAGREE: WKG HARD MAKES MORE WORK

40F. To what extent do you agree or disagree with the following statements? -- Working hard just makes more work for me in the future

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	52	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	91	0.9
1	1	STRONGLY AGREE	608	6.0
2	2	AGREE	1264	12.5
3	3	NEITHER AGREE NOR DISAGREE	1714	17.0
4	4	DISAGREE	1445	14.3
5	5	STRONGLY DISAGREE	472	4.7
		Total:	10092	99.9

OS Column positions: 0226-0227 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00040G NUM 3 R22F. AGREE/DISAGREE: LDRSHP KPS REC INFORMED

40G. To what extent do you agree or disagree with the following statements? -- Recruiter leadership does a good job of keeping recruiters informed of initiatives to improve quality-of-life (e.g., housing, medical, pay, CONUS COLA, childcare)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	105	1.0
1	1	STRONGLY AGREE	331	3.3
2	2	AGREE	1500	14.9
3	3	NEITHER AGREE NOR DISAGREE	1433	14.2
4	4	DISAGREE	1180	11.7
5	5	STRONGLY DISAGREE	1055	10.5
		Total:	10092	100.0

OS Column positions: 0228-0229 OS Field Length: 2

R00040H NUM 3 R22F. AGREE/DISAGREE: MORALE OF RECS IS GOOD

40H. To what extent do you agree or disagree with the following statements? -- The morale of the recruiters I work with is good

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	47	0.5
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	83	0.8
1	1	STRONGLY AGREE	511	5.1
2	2	AGREE	1879	18.6
3	3	NEITHER AGREE NOR DISAGREE	1006	10.0
4	4	DISAGREE	1180	11.7
5	5	STRONGLY DISAGREE	937	9.3
		Total:	10092	100.0

OS Column positions: 0230-0231 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00040I NUM 3 R22F. AGREE/DISAGREE: PAY APPROP FOR JOB I DO

40I. To what extent do you agree or disagree with the following statements? -- My pay is appropriate for the job I do

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	53	0.5
.A	-8	MULTIPLE RESPONSE ERROR	8	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	30	0.3
1	1	STRONGLY AGREE	146	1.4
2	2	AGREE	884	8.8
3	3	NEITHER AGREE NOR DISAGREE	836	8.3
4	4	DISAGREE	1691	16.8
5	5	STRONGLY DISAGREE	1999	19.8
		Total:	10092	100.0

OS Column positions: 0232-0233 OS Field Length: 2

R00040J NUM 3 R22F. AGREE/DISAGREE: WLD REFER CAND OTH SVC

40J. To what extent do you agree or disagree with the following statements? -- If a recruit was not qualified for my Service, I would refer him or her to another Service

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	49	0.5
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	71	0.7
1	1	STRONGLY AGREE	1526	15.1
2	2	AGREE	2968	29.4
3	3	NEITHER AGREE NOR DISAGREE	585	5.8
4	4	DISAGREE	243	2.4
5	5	STRONGLY DISAGREE	203	2.0
		Total:	10092	99.9

OS Column positions: 0234-0235 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00041A NUM 3 R22F. AGREE/DISAGREE: MILEAGE REST INTERFERES

41A. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree. -- The mileage restriction placed on government vehicles interferes with my ability to do my job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	64	0.6
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	1334	13.2
1	1	STRONGLY AGREE	259	2.6
2	2	AGREE	408	4.0
3	3	NEITHER AGREE NOR DISAGREE	1141	11.3
4	4	DISAGREE	1658	16.4
5	5	STRONGLY DISAGREE	781	7.7
		Total:	10092	99.8

OS Column positions: 0236-0237 OS Field Length: 2

R00041B NUM 3 R22F. AGREE/DISAGREE: HAVE FREEDOM TO PLAN WRK

41B. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree. -- I have the freedom to personally plan my work and use my judgement as to the best method for recruiting in my assigned area

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	65	0.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	92	0.9
1	1	STRONGLY AGREE	1144	11.3
2	2	AGREE	2657	26.3
3	3	NEITHER AGREE NOR DISAGREE	648	6.4
4	4	DISAGREE	596	5.9
5	5	STRONGLY DISAGREE	444	4.4
		Total:	10092	99.8

OS Column positions: 0238-0239 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00041C NUM 3 R22F. AGREE/DISAGREE: RCV GD SUPPORT FR SUPV

41C. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree. -- I receive good support from my supervisors

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	65	0.6
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	28	0.3
1	1	STRONGLY AGREE	868	8.6
2	2	AGREE	2437	24.1
3	3	NEITHER AGREE NOR DISAGREE	1074	10.6
4	4	DISAGREE	711	7.0
5	5	STRONGLY DISAGREE	462	4.6
		Total:	10092	99.8

OS Column positions: 0240-0241 OS Field Length: 2

R00041D NUM 3 R22F. AGREE/DISAGREE: SUPERIORS/I WORK AS TEAM

41D. The degree to which Recruiting Commands manage office level recruiting activities varies. For each statement, indicate whether you agree or disagree. -- My superiors and I work as a team

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	65	0.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	36	0.4
1	1	STRONGLY AGREE	912	9.0
2	2	AGREE	2218	22.0
3	3	NEITHER AGREE NOR DISAGREE	1179	11.7
4	4	DISAGREE	719	7.1
5	5	STRONGLY DISAGREE	517	5.1
		Total:	10092	99.9

OS Column positions: 0242-0243 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042A NUM 3 R22F. AGREE/DISAGREE: SUPV UNDERSTAND/HELP REC

42A. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Supervisors understand and help recruiters with problems

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	31	0.3
1	1	STRONGLY AGREE	507	5.0
2	2	AGREE	2464	24.4
3	3	NEITHER AGREE NOR DISAGREE	1175	11.6
4	4	DISAGREE	979	9.7
5	5	STRONGLY DISAGREE	454	4.5
		Total:	10092	99.9

OS Column positions: 0244-0245 OS Field Length: 2

R00042B NUM 3 R22F. AGREE/DISAGREE: REC ARE RECOGNIZED/GD JB

42B. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Recruiters are recognized for doing a good job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	30	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	17	0.2
1	1	STRONGLY AGREE	706	7.0
2	2	AGREE	3064	30.4
3	3	NEITHER AGREE NOR DISAGREE	860	8.5
4	4	DISAGREE	690	6.8
5	5	STRONGLY DISAGREE	278	2.8
		Total:	10092	100.0

OS Column positions: 0246-0247 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042C NUM 3 R22F. AGREE/DISAGREE: SKILLS HELPFUL/CIVILIAN

42C. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Skills attained in recruiting are helpful in securing a good civilian job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	32	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	46	0.5
1	1	STRONGLY AGREE	1053	10.4
2	2	AGREE	2814	27.9
3	3	NEITHER AGREE NOR DISAGREE	1314	13.0
4	4	DISAGREE	264	2.6
5	5	STRONGLY DISAGREE	122	1.2
		Total:	10092	99.9

OS Column positions: 0248-0249 OS Field Length: 2

R00042D NUM 3 R22F. AGREE/DISAGREE: REC IS IMPORTANT WORK

42D. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Recruiting is important work

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	10	0.1
1	1	STRONGLY AGREE	2575	25.5
2	2	AGREE	2647	26.2
3	3	NEITHER AGREE NOR DISAGREE	276	2.7
4	4	DISAGREE	61	0.6
5	5	STRONGLY DISAGREE	34	0.3
		Total:	10092	99.8

OS Column positions: 0250-0251 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042E NUM 3 R22F. AGREE/DISAGREE: REC IS CHALLENGING WORK

42E. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Recruiting is challenging work

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	8	0.1
1	1	STRONGLY AGREE	4062	40.2
2	2	AGREE	1446	14.3
3	3	NEITHER AGREE NOR DISAGREE	66	0.7
4	4	DISAGREE	13	0.1
5	5	STRONGLY DISAGREE	9	0.1
		Total:	10092	100.0

OS Column positions: 0252-0253 OS Field Length: 2

R00042F NUM 3 R22F. AGREE/DISAGREE: PAY SUFF/MEET EXPENSES

42F. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Recruiters' pay is sufficient to meet expenses

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	33	0.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	22	0.2
1	1	STRONGLY AGREE	170	1.7
2	2	AGREE	839	8.3
3	3	NEITHER AGREE NOR DISAGREE	765	7.6
4	4	DISAGREE	1845	18.3
5	5	STRONGLY DISAGREE	1971	19.5
		Total:	10092	99.9

OS Column positions: 0254-0255 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042G NUM 3 R22F. AGREE/DISAGREE: PROMOTION OPP BETTER

42G. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Promotion opportunity is better than it would have been without a recruiting assignment

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	36	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	89	0.9
1	1	STRONGLY AGREE	558	5.5
2	2	AGREE	1420	14.1
3	3	NEITHER AGREE NOR DISAGREE	1547	15.3
4	4	DISAGREE	1019	10.1
5	5	STRONGLY DISAGREE	978	9.7
		Total:	10092	100.0

OS Column positions: 0256-0257 OS Field Length: 2

R00042H NUM 3 R22F. AGREE/DISAGREE: ENCOURAGE FR TO BE REC

42H. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I would encourage my friends to become recruiters

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	21	0.2
1	1	STRONGLY AGREE	293	2.9
2	2	AGREE	1080	10.7
3	3	NEITHER AGREE NOR DISAGREE	1434	14.2
4	4	DISAGREE	1057	10.5
5	5	STRONGLY DISAGREE	1724	17.1
		Total:	10092	100.0

OS Column positions: 0258-0259 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042I NUM 3 R22F. AGREE/DISAGREE: FEEL EMOTIONALLY DRAINED

42I. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I feel emotionally drained from my work

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	36	0.4
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	19	0.2
1	1	STRONGLY AGREE	2133	21.1
2	2	AGREE	1916	19.0
3	3	NEITHER AGREE NOR DISAGREE	915	9.1
4	4	DISAGREE	498	4.9
5	5	STRONGLY DISAGREE	127	1.3
		Total:	10092	100.0

OS Column positions: 0260-0261 OS Field Length: 2

R00042J NUM 3 R22F. AGREE/DISAGREE: FEEL FATIGUED IN MORNING

42J. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I feel fatigued when I get up in the morning and have to face another day on the job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	31	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	22	0.2
1	1	STRONGLY AGREE	1688	16.7
2	2	AGREE	1558	15.4
3	3	NEITHER AGREE NOR DISAGREE	1166	11.6
4	4	DISAGREE	939	9.3
5	5	STRONGLY DISAGREE	243	2.4
		Total:	10092	99.9

OS Column positions: 0262-0263 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042K NUM 3 R22F. AGREE/DISAGREE: WKG/PEOPLE STRAIN FOR ME

42K. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- Working with people all day is really a strain for me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	34	0.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	30	0.3
1	1	STRONGLY AGREE	537	5.3
2	2	AGREE	833	8.3
3	3	NEITHER AGREE NOR DISAGREE	1499	14.9
4	4	DISAGREE	2048	20.3
5	5	STRONGLY DISAGREE	665	6.6
		Total:	10092	100.0

OS Column positions: 0264-0265 OS Field Length: 2

R00042L NUM 3 R22F. AGREE/DISAGREE: FEEL BURNED OUT FR JOB

42L. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I feel burned out from my job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	35	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	19	0.2
1	1	STRONGLY AGREE	1408	14.0
2	2	AGREE	1456	14.4
3	3	NEITHER AGREE NOR DISAGREE	1221	12.1
4	4	DISAGREE	1128	11.2
5	5	STRONGLY DISAGREE	380	3.8
		Total:	10092	100.0

OS Column positions: 0266-0267 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00042M NUM 3 R22F. AGREE/DISAGREE: FEEL FRUSTRATED BY JOB

42M. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I feel frustrated by my job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	33	0.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	21	0.2
1	1	STRONGLY AGREE	1395	13.8
2	2	AGREE	1703	16.9
3	3	NEITHER AGREE NOR DISAGREE	1200	11.9
4	4	DISAGREE	967	9.6
5	5	STRONGLY DISAGREE	327	3.2
		Total:	10092	99.9

OS Column positions: 0268-0269 OS Field Length: 2

R00042N NUM 3 R22F. AGREE/DISAGREE: FEEL AT END OF MY ROPE

42N. Below is a list of statements that relate to aspects of life as a recruiter. For each statement, indicate whether you agree or disagree. -- I feel like I am at the end of my rope

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	36	0.4
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	60	0.6
1	1	STRONGLY AGREE	596	5.9
2	2	AGREE	502	5.0
3	3	NEITHER AGREE NOR DISAGREE	1238	12.3
4	4	DISAGREE	1811	17.9
5	5	STRONGLY DISAGREE	1398	13.9
		Total:	10092	100.1

OS Column positions: 0270-0271 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043A NUM 3 R43F. WK CHG: AMOUNT OF CONTACT W/KEY INFL

43A. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of contact you have with key influencers such as the parents of prospects is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	181	1.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	528	5.2
2	2	GREATER	1660	16.4
3	3	SAME	2683	26.6
4	4	LESS	406	4.0
5	5	MUCH LESS	189	1.9
		Total:	10092	99.9

OS Column positions: 0272-0273 OS Field Length: 2

R00043B NUM 3 R43F. WK CHG: NUMBER OF TIMES VISIT HIGH SCHLS

43B. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The number of times you visit the high schools in your market is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	222	2.2
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	644	6.4
2	2	GREATER	1875	18.6
3	3	SAME	2060	20.4
4	4	LESS	544	5.4
5	5	MUCH LESS	302	3.0
		Total:	10092	100.0

OS Column positions: 0274-0275 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043C NUM 3 R43F. WK CHG: TYPES/VALUES OF INCENTIVE PKGS

43C. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The types and values of incentive packages you can discuss with your prospects are…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	175	1.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	781	7.7
2	2	GREATER	2596	25.7
3	3	SAME	1728	17.1
4	4	LESS	265	2.6
5	5	MUCH LESS	100	1.0
		Total:	10092	99.8

OS Column positions: 0276-0277 OS Field Length: 2

R00043D NUM 3 R43F. WK CHG: OVERSEAS ASSIGNMENT OPPS

43D. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The overseas assignment opportunities you can discuss are…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	233	2.3
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	171	1.7
2	2	GREATER	671	6.6
3	3	SAME	3856	38.2
4	4	LESS	399	4.0
5	5	MUCH LESS	316	3.1
		Total:	10092	99.9

OS Column positions: 0278-0279 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043E NUM 3 R43F. WK CHG: AMT OF TIME SPENT PRE-PROSPECTG

43E. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of time you spend pre-prospecting (e.g., boy scouts, cub scouts, coaching youth football) is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	220	2.2
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	156	1.5
2	2	GREATER	755	7.5
3	3	SAME	2783	27.6
4	4	LESS	939	9.3
5	5	MUCH LESS	794	7.9
		Total:	10092	100.0

OS Column positions: 0280-0281 OS Field Length: 2

R00043F NUM 3 R43F. WK CHG: AMT OF TIME SPENT PROSPECTING

43F. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of time you spend prospecting is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	192	1.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	956	9.5
2	2	GREATER	2303	22.8
3	3	SAME	1735	17.2
4	4	LESS	331	3.3
5	5	MUCH LESS	130	1.3
		Total:	10092	100.0

OS Column positions: 0282-0283 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043G NUM 3 R43F. WK CHG: NUMBER HRS PER WK DUTY RELATED

43G. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The number of hours per week you spend performing duty-related tasks is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	166	1.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	1252	12.4
2	2	GREATER	2251	22.3
3	3	SAME	1698	16.8
4	4	LESS	235	2.3
5	5	MUCH LESS	44	0.4
		Total:	10092	99.8

OS Column positions: 0284-0285 OS Field Length: 2

R00043H NUM 3 R43F. WK CHG: AMT OF PARTICIPATION IN COMM EVT

43H. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of participation in community events to support your recruiting job is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	177	1.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	394	3.9
2	2	GREATER	1610	16.0
3	3	SAME	2515	24.9
4	4	LESS	647	6.4
5	5	MUCH LESS	303	3.0
		Total:	10092	100.0

OS Column positions: 0286-0287 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043I NUM 3 R43F. WK CHG: NUMBER OF WK HRS REQ/MEET GOAL

43I. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The number of work hours required to meet goal/mission is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	170	1.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	1429	14.2
2	2	GREATER	2161	21.4
3	3	SAME	1578	15.6
4	4	LESS	266	2.6
5	5	MUCH LESS	43	0.4
		Total:	10092	99.9

OS Column positions: 0288-0289 OS Field Length: 2

R00043J NUM 3 R43F. WK CHG: AMT OF PAPERWORK REQ FOR REIMBUR

43J. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of paperwork required to get reimbursed for recruiting expenses is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	181	1.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	609	6.0
2	2	GREATER	871	8.6
3	3	SAME	3667	36.3
4	4	LESS	254	2.5
5	5	MUCH LESS	64	0.6
		Total:	10092	99.8

OS Column positions: 0290-0291 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043K NUM 3 R43F. WK CHG: AMT OF MONEY PD FOR MED EXP

43K. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of money recruiters have to pay for medical expenses is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	199	2.0
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	591	5.9
2	2	GREATER	1187	11.8
3	3	SAME	3364	33.3
4	4	LESS	173	1.7
5	5	MUCH LESS	132	1.3
		Total:	10092	100.0

OS Column positions: 0292-0293 OS Field Length: 2

R00043L NUM 3 R43F. WK CHG: AMT OF FREE/PERSONAL TIME

43L. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The amount of free time recruiters have to attend to personal duties is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	169	1.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	68	0.7
2	2	GREATER	317	3.1
3	3	SAME	1782	17.7
4	4	LESS	1895	18.8
5	5	MUCH LESS	1415	14.0
		Total:	10092	100.0

OS Column positions: 0294-0295 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00043M NUM 3 R43F. WK CHG: STAFFING LEVEL FOR RECRUITERS

43M. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The staffing level for recruiters in your office is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	175	1.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	181	1.8
2	2	GREATER	861	8.5
3	3	SAME	3340	33.1
4	4	LESS	805	8.0
5	5	MUCH LESS	283	2.8
		Total:	10092	99.9

OS Column positions: 0296-0297 OS Field Length: 2

R00043N NUM 3 R43F. WK CHG: EXPERIENCE LEVEL OF FELLOW RECS

43N. This section of questions asks how your work has changed since 1998 or since you began, if after 1998. -- The experience level of your fellow recruiters is…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	177	1.8
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	MUCH GREATER	175	1.7
2	2	GREATER	1097	10.9
3	3	SAME	2157	21.4
4	4	LESS	1477	14.6
5	5	MUCH LESS	561	5.6
		Total:	10092	100.0

OS Column positions: 0298-0299 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00044 NUM 3 R44F. HOW FREQ/RECRUITER IMPROPRIETIES OCCUR

44. How frequently do you think recruiter improprieties (i.e., bending rules to make goal/mission) occur in your recruiting command?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	59	0.6
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	FREQUENTLY	1079	10.7
2	2	OCCASIONALLY	1549	15.3
3	3	SELDOM	1785	17.7
4	4	NEVER	1172	11.6
		Total:	10092	99.9

OS Column positions: 0300-0301 OS Field Length: 2

R00045 NUM 3 R44F. HOW FREQ/SEXUAL MISCONDUCT OCCURS

45. How frequently do you think sexual misconduct between recruiters and applicants occurs in your recruiting commands?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	54	0.5
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	FREQUENTLY	118	1.2
2	2	OCCASIONALLY	607	6.0
3	3	SELDOM	2313	22.9
4	4	NEVER	2551	25.3
		Total:	10092	99.9

OS Column positions: 0302-0303 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00046 NUM 3 R46F. WHICH ASSIGNMENT WOULD YOU CHOOSE

46. If you had the freedom to select an assignment next month, which of the following would you choose?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	67	0.7
.A	-8	MULTIPLE RESPONSE ERROR	38	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	REMAIN IN RECRUITING	1935	19.2
2	2	RETURN TO MY PREVIOUS MIL SPEC/OCC	2118	21.0
3	3	SELECT A TOTALLY NEW MIL SPEC/OCC	897	8.9
4	4	LEAVE THE SERVICE	592	5.9
		Total:	10092	100.1

OS Column positions: 0304-0305 OS Field Length: 2

RR00047 NUM 3 R47F. HOW MANY HIGH SCHL SENIORS/PROSPECT

47. Approximately how many high school seniors do you individually prospect in your recruiting market?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	140	1.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	850	8.4
1	1	LESS THAN 500	1242	12.3
2	2	500 TO 1,000	1844	18.3
3	3	1,001 TO 2,000	929	9.2
4	4	2,001 TO 3,000	376	3.7
5	5	MORE THAN 3,000	266	2.6
		Total:	10092	99.9

OS Column positions: 0306-0307 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00047SK NUM 3 SKF. SKIP FLAG FOR QUESTION 47

Skip flag for Question 47

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	46	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	24	0.2
1	1	VALID SKIP	778	7.7
2	2	VALID CONTINUATION	4717	46.7
3	3	IMPLIED CONTINUATION	72	0.7
4	4	INVALID SKIP	10	0.1
		Total:	10092	99.9

OS Column positions: 0308-0309 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 10, in Appendix D.

R00048 NUM 3 R48F. HOW RATE PROSPECTS/SENIORS FT JOB

48. How would you rate the prospect of graduating seniors in your recruiting market finding a full-time job with satisfactory career potential?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	90	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	POSSIBLE FOR NEARLY ALL	612	6.1
2	2	POSSIBLE FOR MOST	1410	14.0
3	3	POSSIBLE FOR SOME	2003	19.8
4	4	POSSIBLE FOR VERY FEW TO NONE	659	6.5
65	65	NOT APPLICABLE	23	0.2
		Total:	10092	99.9

OS Column positions: 0310-0311 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00049 NUM 3 R49F. COMP TO CIV PAY, STARTING MIL PAY IS

49. Compared to civilian pay for recent high school graduates in your local area, starting military pay is:

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	89	0.9
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	HIGHER	1121	11.1
2	2	ABOUT THE SAME	1531	15.2
3	3	LOWER	2017	20.0
66	66	NOT APPLICABLE	34	0.3
		Total:	10092	99.9

OS Column positions: 0312-0313 OS Field Length: 2

R00050A NUM 3 R50F. AGREE/DISAGREE: CAN TALK W/SENIORS ANYTM

50A. To what extent do you agree or disagree with the following statements about working with schools? -- I can talk to seniors at my high schools anytime

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	74	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	412	4.1
2	2	AGREE	1644	16.3
3	3	NEITHER AGREE NOR DISAGREE	678	6.7
4	4	DISAGREE	1469	14.6
5	5	STRONGLY DISAGREE	505	5.0
67	67	NOT APPLICABLE	14	0.1
		Total:	10092	99.9

OS Column positions: 0314-0315 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00050B NUM 3 R50F. AGREE/DISAGREE: HS DIR AVAILABLE TO ME

50B. To what extent do you agree or disagree with the following statements about working with schools? -- My schools make high school directory information available to me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	80	0.8
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	282	2.8
2	2	AGREE	1447	14.3
3	3	NEITHER AGREE NOR DISAGREE	785	7.8
4	4	DISAGREE	1221	12.1
5	5	STRONGLY DISAGREE	935	9.3
67	67	NOT APPLICABLE	44	0.4
		Total:	10092	99.9

OS Column positions: 0316-0317 OS Field Length: 2

R00050C NUM 3 R50F. AGREE/DISAGREE: CAN DISP POSTERS/BROCHUR

50C. To what extent do you agree or disagree with the following statements about working with schools? -- I can display posters, brochures, etc., in my schools

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	89	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	572	5.7
2	2	AGREE	2895	28.7
3	3	NEITHER AGREE NOR DISAGREE	641	6.4
4	4	DISAGREE	439	4.3
5	5	STRONGLY DISAGREE	153	1.5
67	67	NOT APPLICABLE	8	0.1
		Total:	10092	100.0

OS Column positions: 0318-0319 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

R00050D NUM 3 R50F. AGREE/DISAGREE: INVITED TO SPEAK TO CLAS

50D. To what extent do you agree or disagree with the following statements about working with schools? -- I am invited to speak to classes on military topics (e.g., military history) in my schools

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	79	0.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	394	3.9
2	2	AGREE	2032	20.1
3	3	NEITHER AGREE NOR DISAGREE	929	9.2
4	4	DISAGREE	946	9.4
5	5	STRONGLY DISAGREE	399	4.0
67	67	NOT APPLICABLE	17	0.2
		Total:	10092	100.0

OS Column positions: 0320-0321 OS Field Length: 2

R00050E NUM 3 R50F. AGREE/DISAGREE: SCH COUNS ENC SENIORS

50E. To what extent do you agree or disagree with the following statements about working with schools? -- My school counselors encourage qualified seniors to talk to me about the military as a career

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	81	0.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	229	2.3
2	2	AGREE	1040	10.3
3	3	NEITHER AGREE NOR DISAGREE	1043	10.3
4	4	DISAGREE	1314	13.0
5	5	STRONGLY DISAGREE	1072	10.6
67	67	NOT APPLICABLE	17	0.2
		Total:	10092	99.9

OS Column positions: 0322-0323 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00050F NUM 3 R50F. AGREE/DISAGREE: SCH COUN/CONS COLL MONEY

50F. To what extent do you agree or disagree with the following statements about working with schools? -- My school counselors tell students to consider the Service as a way to get money for college

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	94	0.9
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	STRONGLY AGREE	210	2.1
2	2	AGREE	1045	10.4
3	3	NEITHER AGREE NOR DISAGREE	1048	10.4
4	4	DISAGREE	1311	13.0
5	5	STRONGLY DISAGREE	1065	10.6
67	67	NOT APPLICABLE	21	0.2
		Total:	10092	100.0

OS Column positions: 0324-0325 OS Field Length: 2

R00051 NUM 3 R51F. ARE YOU INVITED TO CAREER DAY IN MKT

51. In general, are you invited to Career Day at the high schools in your recruiting market?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	86	0.9
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	YES	4171	41.3
2	2	NO	469	4.6
68	68	NOT APPLICABLE	68	0.7
		Total:	10092	99.9

OS Column positions: 0326-0327 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00052 NUM 3 R52F. WHAT PCT HS COOPERATE/PROV LISTS/DIR

52. What percentage of your high schools cooperate by providing access to high school lists/student directories?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	90	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
0	0	NONE	683	6.8
1	1	1-20 PERCENT	873	8.7
2	2	21-40 PERCENT	490	4.9
3	3	41-60 PERCENT	668	6.6
4	4	61-80 PERCENT	817	8.1
5	5	81-100 PERCENT	1098	10.9
69	69	NOT APPLICABLE	77	0.8
		Total:	10092	100.1

OS Column positions: 0328-0329 OS Field Length: 2

R00053 NUM 3 R53F. WHAT PCT HS COOPERATE/PROV ACCESS TO STU

53. What percentage of your high schools cooperate by providing access to students?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	76	0.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
0	0	NONE	119	1.2
1	1	1-20 PERCENT	758	7.5
2	2	21-40 PERCENT	553	5.5
3	3	41-60 PERCENT	858	8.5
4	4	61-80 PERCENT	1054	10.4
5	5	81-100 PERCENT	1347	13.3
70	70	NOT APPLICABLE	31	0.3
		Total:	10092	99.9

OS Column positions: 0330-0331 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00054 NUM 3 R54F. WHAT PCT HS SR NAMES HAVE/ALL LEAD SOURC

54. What percentage of high school senior names do you have as a result of all lead sources (e.g., ASVAB STP, high school lists, referrals, advertising lead cards)?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	75	0.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
0	0	NONE	79	0.8
1	1	1-20 PERCENT	727	7.2
2	2	21-40 PERCENT	693	6.9
3	3	41-60 PERCENT	816	8.1
4	4	61-80 PERCENT	1141	11.3
5	5	81-100 PERCENT	1226	12.1
71	71	NOT APPLICABLE	38	0.4
		Total:	10092	99.9

OS Column positions: 0332-0333 OS Field Length: 2

R00055 NUM 3 R55F. DO SUPV ACTIVELY ASSIST REC

55. Do your supervisors actively assist recruiters in getting schools to cooperate by visiting schools, writing letters, talking with teachers, counselors, school board members, etc.?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	72	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	850	8.4
1	1	YES, FREQUENTLY	953	9.4
2	2	SOMETIMES	2280	22.6
3	3	NO, NEVER	1342	13.3
72	72	NOT APPLICABLE	150	1.5
		Total:	10092	99.9

OS Column positions: 0334-0335 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00056 NUM 3 R56F. WHAT DO HH MEM/IMM FAM THINK OF REC ASSG

56. What do members of your household/immediate family think of your recruiting assignment? Are they…

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	46	0.5
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	276	2.7
1	1	VERY POSITIVE	793	7.9
2	2	SOMEWHAT POSITIVE	1027	10.2
3	3	NEUTRAL, NEITHER POSITIVE NOR NEGATIVE	1113	11.0
4	4	SOMEWHAT NEGATIVE	1219	12.1
5	5	VERY NEGATIVE	1170	11.6
		Total:	10092	100.0

OS Column positions: 0336-0337 OS Field Length: 2

R00057 NUM 3 R57F. ARE ACTIVE ATTEMPTS MADE/INVOLVE FAMILY

57. Are active attempts made by your recruiting command to involve your family in your recruiting job (e.g., special office social events for the entire family, discounted tickets for the family)?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	53	0.5
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	380	3.8
1	1	YES, FREQUENTLY	371	3.7
2	2	SOMETIMES	2426	24.0
3	3	NO, NEVER	2413	23.9
		Total:	10092	99.9

OS Column positions: 0338-0339 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Resources**

R00058A NUM 3 R58F. IMP/UNIMP: FORMAL TRAINING

58A. With respect to recruiting, how important are the following factors? -- Formal training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	45	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2646	26.2
2	2	IMPORTANT	2467	24.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	342	3.4
4	4	UNIMPORTANT	120	1.2
5	5	VERY UNIMPORTANT	27	0.3
		Total:	10092	99.9

OS Column positions: 0340-0341 OS Field Length: 2

R00058B NUM 3 R58F. IMP/UNIMP: ON-THE-JOB TRAINING

58B. With respect to recruiting, how important are the following factors? -- On-the-job training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	37	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	4065	40.3
2	2	IMPORTANT	1394	13.8
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	111	1.1
4	4	UNIMPORTANT	27	0.3
5	5	VERY UNIMPORTANT	13	0.1
		Total:	10092	100.0

OS Column positions: 0342-0343 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058C NUM 3 R58F. IMP/UNIMP: ADVERTISING

58C. With respect to recruiting, how important are the following factors? -- Advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	45	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3293	32.6
2	2	IMPORTANT	1943	19.3
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	295	2.9
4	4	UNIMPORTANT	55	0.5
5	5	VERY UNIMPORTANT	15	0.1
		Total:	10092	99.8

OS Column positions: 0344-0345 OS Field Length: 2

R00058D NUM 3 R58F. IMP/UNIMP: PROMOTIONAL ITEMS

58D. With respect to recruiting, how important are the following factors? -- Promotional items

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3231	32.0
2	2	IMPORTANT	1973	19.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	332	3.3
4	4	UNIMPORTANT	52	0.5
5	5	VERY UNIMPORTANT	15	0.1
		Total:	10092	99.9

OS Column positions: 0346-0347 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058E NUM 3 R58NF. IMP/UNIMP: EDUCATIONAL BENEFITS FOR PROS

58E. With respect to recruiting, how important are the following factors? -- Educational benefits for prospects

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	38	0.4
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	11	0.1
1	1	VERY IMPORTANT	3782	37.5
2	2	IMPORTANT	1641	16.3
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	146	1.4
4	4	UNIMPORTANT	14	0.1
5	5	VERY UNIMPORTANT	13	0.1
		Total:	10092	99.9

OS Column positions: 0348-0349 OS Field Length: 2

R00058F NUM 3 R58NF. IMP/UNIMP: ENLISTMENT BONUS

58F. With respect to recruiting, how important are the following factors? -- Enlistment bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	42	0.4
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	35	0.3
1	1	VERY IMPORTANT	3521	34.9
2	2	IMPORTANT	1653	16.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	311	3.1
4	4	UNIMPORTANT	58	0.6
5	5	VERY UNIMPORTANT	24	0.2
		Total:	10092	99.9

OS Column positions: 0350-0351 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058G NUM 3 R58NF. IMP/UNIMP: SEASONAL SHIPPING BONUS

58G. With respect to recruiting, how important are the following factors? -- Seasonal shipping bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	53	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	354	3.5
1	1	VERY IMPORTANT	2240	22.2
2	2	IMPORTANT	1876	18.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	871	8.6
4	4	UNIMPORTANT	197	2.0
5	5	VERY UNIMPORTANT	56	0.6
		Total:	10092	100.0

OS Column positions: 0352-0353 OS Field Length: 2

R00058H NUM 3 R58F. IMP/UNIMP: MEPS PROCESSING

58H. With respect to recruiting, how important are the following factors? -- MEPS processing

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	56	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2867	28.4
2	2	IMPORTANT	1881	18.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	628	6.2
4	4	UNIMPORTANT	146	1.4
5	5	VERY UNIMPORTANT	69	0.7
		Total:	10092	99.9

OS Column positions: 0354-0355 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058I NUM 3 R58F. IMP/UNIMP: OFFICE COMPUTER/SOFTWARE

58I. With respect to recruiting, how important are the following factors? -- Office computer and software

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	50	0.5
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2467	24.4
2	2	IMPORTANT	2200	21.8
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	714	7.1
4	4	UNIMPORTANT	161	1.6
5	5	VERY UNIMPORTANT	52	0.5
		Total:	10092	99.9

OS Column positions: 0356-0357 OS Field Length: 2

R00058J NUM 3 R58NF. IMP/UNIMP: BEEPER OR CELLULAR PHONE

58J. With respect to recruiting, how important are the following factors? -- Beeper or cellular phone

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	95	0.9
1	1	VERY IMPORTANT	2933	29.1
2	2	IMPORTANT	1807	17.9
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	553	5.5
4	4	UNIMPORTANT	143	1.4
5	5	VERY UNIMPORTANT	69	0.7
		Total:	10092	99.9

OS Column positions: 0358-0359 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058K NUM 3 R58NF. IMP/UNIMP: RECRUITER INTERNET ACCESS

58K. With respect to recruiting, how important are the following factors? -- Recruiter Internet access

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	46	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	96	1.0
1	1	VERY IMPORTANT	2427	24.0
2	2	IMPORTANT	1939	19.2
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	856	8.5
4	4	UNIMPORTANT	218	2.2
5	5	VERY UNIMPORTANT	65	0.6
		Total:	10092	100.0

OS Column positions: 0360-0361 OS Field Length: 2

R00058L NUM 3 R58F. IMP/UNIMP: RECRUITING STATION LOCATION

58L. With respect to recruiting, how important are the following factors? -- Recruiting station location

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	42	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3735	37.0
2	2	IMPORTANT	1582	15.7
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	234	2.3
4	4	UNIMPORTANT	37	0.4
5	5	VERY UNIMPORTANT	17	0.2
		Total:	10092	100.0

OS Column positions: 0362-0363 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058M NUM 3 R58F. IMP/UNIMP: RECRUITING STATION APPEARANCE

58M. With respect to recruiting, how important are the following factors? -- Recruiting station appearance

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	41	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3711	36.8
2	2	IMPORTANT	1704	16.9
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	159	1.6
4	4	UNIMPORTANT	22	0.2
5	5	VERY UNIMPORTANT	10	0.1
		Total:	10092	100.0

OS Column positions: 0364-0365 OS Field Length: 2

R00058N NUM 3 R58NF. IMP/UNIMP: ACCESS TO OWN GOVT VEHICLE

58N. With respect to recruiting, how important are the following factors? -- Access to own Government vehicle

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	38	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	31	0.3
1	1	VERY IMPORTANT	4050	40.1
2	2	IMPORTANT	1353	13.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	143	1.4
4	4	UNIMPORTANT	23	0.2
5	5	VERY UNIMPORTANT	9	0.1
		Total:	10092	99.9

OS Column positions: 0366-0367 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058O NUM 3 R58F. IMP/UNIMP: POSITIVE MEDIA PUBLICITY

58O. With respect to recruiting, how important are the following factors? -- Positive media publicity

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	46	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3738	37.0
2	2	IMPORTANT	1624	16.1
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	193	1.9
4	4	UNIMPORTANT	27	0.3
5	5	VERY UNIMPORTANT	18	0.2
		Total:	10092	100.0

OS Column positions: 0368-0369 OS Field Length: 2

R00058P NUM 3 R58F. IMP/UNIMP: PRO-MILITARY COMM/INFLUENCERS

58P. With respect to recruiting, how important are the following factors? -- Pro-military community/influencers

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3566	35.3
2	2	IMPORTANT	1713	17.0
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	265	2.6
4	4	UNIMPORTANT	41	0.4
5	5	VERY UNIMPORTANT	18	0.2
		Total:	10092	99.9

OS Column positions: 0370-0371 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00058Q NUM 3 R58F. IMP/UNIMP: HIGH SCHOOL ACCESS

58Q. With respect to recruiting, how important are the following factors? -- High school access

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	93	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3918	38.8
2	2	IMPORTANT	1293	12.8
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	211	2.1
4	4	UNIMPORTANT	44	0.4
5	5	VERY UNIMPORTANT	87	0.9
		Total:	10092	99.9

OS Column positions: 0372-0373 OS Field Length: 2

R00058R NUM 3 R58F. IMP/UNIMP: HIGH SCHOOL STUDENT LISTS

58R. With respect to recruiting, how important are the following factors? -- High school student lists

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	94	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3744	37.1
2	2	IMPORTANT	1247	12.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	360	3.6
4	4	UNIMPORTANT	89	0.9
5	5	VERY UNIMPORTANT	113	1.1
		Total:	10092	100.0

OS Column positions: 0374-0375 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059A NUM 3 R59F. NEEDS IMPRV: FORMAL TRAINING

59A. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Formal training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	93	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1147	11.4
2	2	AGREE	2239	22.2
3	3	NEITHER AGREE NOR DISAGREE	1563	15.5
4	4	DISAGREE	546	5.4
5	5	STRONGLY DISAGREE	58	0.6
		Total:	10092	100.0

OS Column positions: 0376-0377 OS Field Length: 2

R00059B NUM 3 R59F. NEEDS IMPRV: ON-THE-JOB TRAINING

59B. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- On-the-job training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	80	0.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1684	16.7
2	2	AGREE	2322	23.0
3	3	NEITHER AGREE NOR DISAGREE	1126	11.2
4	4	DISAGREE	396	3.9
5	5	STRONGLY DISAGREE	38	0.4
		Total:	10092	100.0

OS Column positions: 0378-0379 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059C NUM 3 R59F. NEEDS IMPRV: ADVERTISING

59C. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	75	0.7
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2304	22.8
2	2	AGREE	2115	21.0
3	3	NEITHER AGREE NOR DISAGREE	892	8.8
4	4	DISAGREE	237	2.3
5	5	STRONGLY DISAGREE	21	0.2
		Total:	10092	99.8

OS Column positions: 0380-0381 OS Field Length: 2

R00059D NUM 3 R59F. NEEDS IMPRV: PROMOTIONAL ITEMS

59D. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Promotional items

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	82	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2469	24.5
2	2	AGREE	1989	19.7
3	3	NEITHER AGREE NOR DISAGREE	856	8.5
4	4	DISAGREE	232	2.3
5	5	STRONGLY DISAGREE	17	0.2
		Total:	10092	100.0

OS Column positions: 0382-0383 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059E NUM 3 R59NF. NEEDS IMPRV: EDUCATIONAL BENEFITS FOR PR

59E. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Educational benefits for prospects

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	70	0.7
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	16	0.2
1	1	STRONGLY AGREE	1634	16.2
2	2	AGREE	1909	18.9
3	3	NEITHER AGREE NOR DISAGREE	1459	14.5
4	4	DISAGREE	512	5.1
5	5	STRONGLY DISAGREE	44	0.4
		Total:	10092	100.0

OS Column positions: 0384-0385 OS Field Length: 2

R00059F NUM 3 R59NF. NEEDS IMPRV: ENLISTMENT BONUS

59F. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Enlistment bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	73	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	33	0.3
1	1	STRONGLY AGREE	1786	17.7
2	2	AGREE	1815	18.0
3	3	NEITHER AGREE NOR DISAGREE	1407	13.9
4	4	DISAGREE	474	4.7
5	5	STRONGLY DISAGREE	58	0.6
		Total:	10092	99.9

OS Column positions: 0386-0387 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059G NUM 3 R59NF. NEEDS IMPRV: SEASONAL SHIPPING BONUS

59G. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Seasonal shipping bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	79	0.8
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	335	3.3
1	1	STRONGLY AGREE	1276	12.6
2	2	AGREE	1558	15.4
3	3	NEITHER AGREE NOR DISAGREE	1813	18.0
4	4	DISAGREE	511	5.1
5	5	STRONGLY DISAGREE	69	0.7
		Total:	10092	100.0

OS Column positions: 0388-0389 OS Field Length: 2

R00059H NUM 3 R59F. NEEDS IMPRV: MEPS PROCESSING

59H. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- MEPS processing

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	74	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2536	25.1
2	2	AGREE	1591	15.8
3	3	NEITHER AGREE NOR DISAGREE	1102	10.9
4	4	DISAGREE	286	2.8
5	5	STRONGLY DISAGREE	57	0.6
		Total:	10092	99.9

OS Column positions: 0390-0391 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059I NUM 3 R59F. NEEDS IMPRV: MEPS MEDICAL SCREENING

59I. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- MEPS medical screening

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	77	0.8
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2509	24.9
2	2	AGREE	1544	15.3
3	3	NEITHER AGREE NOR DISAGREE	1162	11.5
4	4	DISAGREE	286	2.8
5	5	STRONGLY DISAGREE	65	0.6
		Total:	10092	99.9

OS Column positions: 0392-0393 OS Field Length: 2

R00059J NUM 3 R59F. NEEDS IMPRV: MEPS TESTING

59J. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- MEPS testing

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	90	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1737	17.2
2	2	AGREE	1456	14.4
3	3	NEITHER AGREE NOR DISAGREE	1815	18.0
4	4	DISAGREE	478	4.7
5	5	STRONGLY DISAGREE	70	0.7
		Total:	10092	99.9

OS Column positions: 0394-0395 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059K NUM 3 R59F. NEEDS IMPRV: MEPS LIAISONS

59K. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- MEPS liaisons

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	82	0.8
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1710	16.9
2	2	AGREE	1373	13.6
3	3	NEITHER AGREE NOR DISAGREE	1715	17.0
4	4	DISAGREE	603	6.0
5	5	STRONGLY DISAGREE	160	1.6
		Total:	10092	99.9

OS Column positions: 0396-0397 OS Field Length: 2

R00059L NUM 3 R59F. NEEDS IMPRV: OFFICE COMPUTER/SOFTWARE

59L. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Office computer and software

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	73	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1488	14.7
2	2	AGREE	1727	17.1
3	3	NEITHER AGREE NOR DISAGREE	1779	17.6
4	4	DISAGREE	512	5.1
5	5	STRONGLY DISAGREE	67	0.7
		Total:	10092	99.9

OS Column positions: 0398-0399 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059M NUM 3 R59NF. NEEDS IMPRV: BEEPER OR CELLULAR PHONE

59M. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Beeper or cellular phone

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	69	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	80	0.8
1	1	STRONGLY AGREE	1676	16.6
2	2	AGREE	1252	12.4
3	3	NEITHER AGREE NOR DISAGREE	1808	17.9
4	4	DISAGREE	653	6.5
5	5	STRONGLY DISAGREE	109	1.1
		Total:	10092	100.0

OS Column positions: 0400-0401 OS Field Length: 2

R00059N NUM 3 R59NF. NEEDS IMPRV: RECRUITER INTERNET ACCESS

59N. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Recruiter Internet access

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	76	0.8
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	48	0.5
1	1	STRONGLY AGREE	1308	13.0
2	2	AGREE	1350	13.4
3	3	NEITHER AGREE NOR DISAGREE	2098	20.8
4	4	DISAGREE	649	6.4
5	5	STRONGLY DISAGREE	115	1.1
		Total:	10092	100.0

OS Column positions: 0402-0403 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059O NUM 3 R59F. NEEDS IMPRV: RECRUITING STATION LOCATION

59O. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Recruiting station location

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	69	0.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1829	18.1
2	2	AGREE	1381	13.7
3	3	NEITHER AGREE NOR DISAGREE	1625	16.1
4	4	DISAGREE	625	6.2
5	5	STRONGLY DISAGREE	117	1.2
		Total:	10092	100.0

OS Column positions: 0404-0405 OS Field Length: 2

R00059P NUM 3 R59F. NEEDS IMPRV: RECRUITING STA APPEARANCE

59P. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Recruiting station appearance

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	64	0.6
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1616	16.0
2	2	AGREE	1524	15.1
3	3	NEITHER AGREE NOR DISAGREE	1637	16.2
4	4	DISAGREE	684	6.8
5	5	STRONGLY DISAGREE	117	1.2
		Total:	10092	99.9

OS Column positions: 0406-0407 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059Q NUM 3 R59NF. NEEDS IMPRV: ACCESS TO OWN GOVT VEHICLE

59Q. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Access to own Government vehicle

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	73	0.7
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	104	1.0
1	1	STRONGLY AGREE	959	9.5
2	2	AGREE	960	9.5
3	3	NEITHER AGREE NOR DISAGREE	2349	23.3
4	4	DISAGREE	940	9.3
5	5	STRONGLY DISAGREE	256	2.5
		Total:	10092	99.9

OS Column positions: 0408-0409 OS Field Length: 2

R00059R NUM 3 R59F. NEEDS IMPRV: POSITIVE MEDIA PUBLICITY

59R. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Positive media publicity

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2103	20.8
2	2	AGREE	1968	19.5
3	3	NEITHER AGREE NOR DISAGREE	1156	11.5
4	4	DISAGREE	303	3.0
5	5	STRONGLY DISAGREE	37	0.4
		Total:	10092	100.0

OS Column positions: 0410-0411 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059S NUM 3 R59F. NEEDS IMPRV: PRO-MILITARY COMM/INFLUENCE

59S. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- Pro-military community/influencers

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1969	19.5
2	2	AGREE	1956	19.4
3	3	NEITHER AGREE NOR DISAGREE	1304	12.9
4	4	DISAGREE	297	2.9
5	5	STRONGLY DISAGREE	41	0.4
		Total:	10092	99.9

OS Column positions: 0412-0413 OS Field Length: 2

R00059T NUM 3 R59F. NEEDS IMPRV: HIGH SCHOOL ACCESS

59T. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- High school access

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	112	1.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2057	20.4
2	2	AGREE	1613	16.0
3	3	NEITHER AGREE NOR DISAGREE	1330	13.2
4	4	DISAGREE	411	4.1
5	5	STRONGLY DISAGREE	123	1.2
		Total:	10092	100.0

OS Column positions: 0414-0415 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00059U NUM 3 R59F. NEEDS IMPRV: HIGH SCHOOL STUDENT LISTS

59U. To what extent do you agree or disagree that the following recruiting resources are in need of improvement? -- High school student lists

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	115	1.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2393	23.7
2	2	AGREE	1430	14.2
3	3	NEITHER AGREE NOR DISAGREE	1229	12.2
4	4	DISAGREE	349	3.5
5	5	STRONGLY DISAGREE	130	1.3
		Total:	10092	100.0

OS Column positions: 0416-0417 OS Field Length: 2

R00060A NUM 3 R60F. CHANGE: LOCAL NEWSPAPER ADS

60A. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Local newspaper ads

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	87	0.9
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3853	38.2
2	2	KEEP THE SAME	1235	12.2
3	3	REDUCE	268	2.7
4	4	ELIMINATE	202	2.0
		Total:	10092	100.0

OS Column positions: 0418-0419 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00060B NUM 3 R60F. CHANGE: BILLBOARDS

60B. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Billboards

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	4502	44.6
2	2	KEEP THE SAME	860	8.5
3	3	REDUCE	114	1.1
4	4	ELIMINATE	93	0.9
		Total:	10092	99.9

OS Column positions: 0420-0421 OS Field Length: 2

R00060C NUM 3 R60F. CHANGE: TELEVISION ADVERTISING

60C. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Television advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	75	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	4474	44.3
2	2	KEEP THE SAME	1032	10.2
3	3	REDUCE	57	0.6
4	4	ELIMINATE	9	0.1
		Total:	10092	99.9

OS Column positions: 0422-0423 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00060D NUM 3 R60F. CHANGE: INTERNET RECRUITING WEBSITES

60D. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Internet recruiting websites

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	80	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3000	29.7
2	2	KEEP THE SAME	2382	23.6
3	3	REDUCE	145	1.4
4	4	ELIMINATE	38	0.4
		Total:	10092	99.9

OS Column positions: 0424-0425 OS Field Length: 2

R00060E NUM 3 R60F. CHANGE: RADIO ADVERTISING

60E. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Radio advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	86	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	4266	42.3
2	2	KEEP THE SAME	1158	11.5
3	3	REDUCE	106	1.1
4	4	ELIMINATE	31	0.3
		Total:	10092	100.1

OS Column positions: 0426-0427 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00060F NUM 3 R60F. CHANGE: MAGAZINE ADVERTISING

60F. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Magazine advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	84	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3401	33.7
2	2	KEEP THE SAME	1806	17.9
3	3	REDUCE	284	2.8
4	4	ELIMINATE	72	0.7
		Total:	10092	99.9

OS Column positions: 0428-0429 OS Field Length: 2

R00060G NUM 3 R60F. CHANGE: LOCALLY PRODUCED FLYERS/MAILINGS

60G. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Locally produced flyers/mailings

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	77	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3365	33.3
2	2	KEEP THE SAME	1809	17.9
3	3	REDUCE	276	2.7
4	4	ELIMINATE	120	1.2
		Total:	10092	99.9

OS Column positions: 0430-0431 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00060H NUM 3 R60F. CHANGE: FLYERS/MAILINGS FROM REC SVC

60H. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Flyers/mailings produced by the Recruiting Service

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	86	0.9
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3131	31.0
2	2	KEEP THE SAME	1988	19.7
3	3	REDUCE	332	3.3
4	4	ELIMINATE	107	1.1
		Total:	10092	100.0

OS Column positions: 0432-0433 OS Field Length: 2

R00060I NUM 3 R60F. CHANGE: JOINT SERVICE ADVERTISING

60I. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Joint (all Services together) advertising

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	92	0.9
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	1215	12.0
2	2	KEEP THE SAME	1661	16.5
3	3	REDUCE	841	8.3
4	4	ELIMINATE	1834	18.2
		Total:	10092	99.9

OS Column positions: 0434-0435 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00060J NUM 3 R60F. CHANGE: MAJOR LOCAL EVENTS

60J. If it was your decision, would you expand, keep the same, reduce, or eliminate the following advertising elements in supporting your recruiting efforts? -- Major local events

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	81	0.8
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	EXPAND	3886	38.5
2	2	KEEP THE SAME	1507	14.9
3	3	REDUCE	122	1.2
4	4	ELIMINATE	50	0.5
		Total:	10092	99.9

OS Column positions: 0436-0437 OS Field Length: 2

R00061A NUM 3 R58F. IMP/UNIMP: ENLISTMENT BONUS

61A. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Enlistment bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	97	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2898	28.7
2	2	IMPORTANT	2026	20.1
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	475	4.7
4	4	UNIMPORTANT	123	1.2
5	5	VERY UNIMPORTANT	28	0.3
		Total:	10092	100.0

OS Column positions: 0438-0439 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061B NUM 3 R58NF. IMP/UNIMP: SEASONAL SHIPPING BONUS

61B. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Seasonal shipping bonus

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	92	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	497	4.9
1	1	VERY IMPORTANT	1515	15.0
2	2	IMPORTANT	1737	17.2
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1330	13.2
4	4	UNIMPORTANT	381	3.8
5	5	VERY UNIMPORTANT	94	0.9
		Total:	10092	99.9

OS Column positions: 0440-0441 OS Field Length: 2

R00061C NUM 3 R58F. IMP/UNIMP: MONTGOMERY GI BILL BENEFITS

61C. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Montgomery GI Bill benefits

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	100	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2897	28.7
2	2	IMPORTANT	2073	20.5
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	486	4.8
4	4	UNIMPORTANT	74	0.7
5	5	VERY UNIMPORTANT	17	0.2
		Total:	10092	99.9

OS Column positions: 0442-0443 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061D NUM 3 R58NF. IMP/UNIMP: SERVICE COLLEGE FUND

61D. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Service college fund

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	93	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	538	5.3
1	1	VERY IMPORTANT	2643	26.2
2	2	IMPORTANT	1672	16.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	561	5.6
4	4	UNIMPORTANT	113	1.1
5	5	VERY UNIMPORTANT	26	0.3
		Total:	10092	100.0

OS Column positions: 0444-0445 OS Field Length: 2

R00061E NUM 3 R58F. IMP/UNIMP: MILITARY PAY AND ALLOWANCES

61E. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Military pay and allowances

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	93	0.9
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	3324	32.9
2	2	IMPORTANT	1774	17.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	380	3.8
4	4	UNIMPORTANT	67	0.7
5	5	VERY UNIMPORTANT	8	0.1
		Total:	10092	100.0

OS Column positions: 0446-0447 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061F NUM 3 R58F. IMP/UNIMP: MEDICAL BENEFITS

61F. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Medical benefits

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	109	1.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2181	21.6
2	2	IMPORTANT	1971	19.5
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1085	10.8
4	4	UNIMPORTANT	256	2.5
5	5	VERY UNIMPORTANT	44	0.4
		Total:	10092	99.9

OS Column positions: 0448-0449 OS Field Length: 2

R00061G NUM 3 R58F. IMP/UNIMP: JOB TRAINING AND EXPERIENCE

61G. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Job training and experience

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	94	0.9
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2980	29.5
2	2	IMPORTANT	2177	21.6
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	345	3.4
4	4	UNIMPORTANT	42	0.4
5	5	VERY UNIMPORTANT	7	0.1
		Total:	10092	99.9

OS Column positions: 0450-0451 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061H NUM 3 R58NF. IMP/UNIMP: IN-SERVICE EDUC OPPORTUNITIES

61H. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- In-Service educational opportunities (on or off duty)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	83	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	139	1.4
1	1	VERY IMPORTANT	2864	28.4
2	2	IMPORTANT	1960	19.4
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	507	5.0
4	4	UNIMPORTANT	83	0.8
5	5	VERY UNIMPORTANT	11	0.1
		Total:	10092	99.9

OS Column positions: 0452-0453 OS Field Length: 2

R00061I NUM 3 R58F. IMP/UNIMP: SUBSEQUENT CIV EMPL OPPOR

61I. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Subsequent civilian employment opportunities

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	105	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	2423	24.0
2	2	IMPORTANT	2145	21.3
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	808	8.0
4	4	UNIMPORTANT	143	1.4
5	5	VERY UNIMPORTANT	23	0.2
		Total:	10092	99.9

OS Column positions: 0454-0455 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061J NUM 3 R58F. IMP/UNIMP: PHYSICAL/MENTAL CHALLENGE

61J. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Physical/mental challenge

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	110	1.1
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	1411	14.0
2	2	IMPORTANT	2339	23.2
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1419	14.1
4	4	UNIMPORTANT	315	3.1
5	5	VERY UNIMPORTANT	53	0.5
		Total:	10092	100.0

OS Column positions: 0456-0457 OS Field Length: 2

R00061K NUM 3 R58F. IMP/UNIMP: OPPORTUNITY TO TRAVEL

61K. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Opportunity to travel

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	105	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY IMPORTANT	1472	14.6
2	2	IMPORTANT	2610	25.9
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	1176	11.7
4	4	UNIMPORTANT	250	2.5
5	5	VERY UNIMPORTANT	34	0.3
		Total:	10092	100.0

OS Column positions: 0458-0459 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00061L NUM 3 R58NF. IMP/UNIMP: CHOICE OF FIRST DUTY STATION

61L. In your experience, how would you rate the following benefits/incentives in terms of importance to prospects you have dealt with in the past fiscal year? -- Choice of first duty station

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	91	0.9
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	581	5.8
1	1	VERY IMPORTANT	2396	23.7
2	2	IMPORTANT	1487	14.7
3	3	NEITHER IMPORTANT NOR UNIMPORTANT	850	8.4
4	4	UNIMPORTANT	202	2.0
5	5	VERY UNIMPORTANT	38	0.4
		Total:	10092	99.9

OS Column positions: 0460-0461 OS Field Length: 2

R00062A NUM 3 R62F. AGREE/DISAGREE: CIV CONT/TELEMKT HELPFUL

62A. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor for telemarketing potential recruits would be helpful to me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	49	0.5
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2092	20.7
2	2	AGREE	1667	16.5
3	3	NEITHER AGREE NOR DISAGREE	630	6.2
4	4	DISAGREE	666	6.6
5	5	STRONGLY DISAGREE	541	5.4
		Total:	10092	99.9

OS Column positions: 0462-0463 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00062B NUM 3 R62F. AGREE/DISAGREE: CIV CONT/TMKT CONVENIENT

62B. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor for telemarketing potential recruits would be convenient for me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	52	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2072	20.5
2	2	AGREE	1877	18.6
3	3	NEITHER AGREE NOR DISAGREE	694	6.9
4	4	DISAGREE	511	5.1
5	5	STRONGLY DISAGREE	440	4.4
		Total:	10092	100.0

OS Column positions: 0464-0465 OS Field Length: 2

R00062C NUM 3 R62F. AGREE/DISAGREE: CIV CONT/TMKT HELP GOAL

62C. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor for telemarketing potential recruits would help me make my goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	56	0.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1641	16.3
2	2	AGREE	1489	14.8
3	3	NEITHER AGREE NOR DISAGREE	1360	13.5
4	4	DISAGREE	601	6.0
5	5	STRONGLY DISAGREE	499	4.9
		Total:	10092	100.1

OS Column positions: 0466-0467 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00062D NUM 3 R62F. AGREE/DISAGREE: CIV CONT/ADM HELPFUL

62D. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor as an administrative assistant would be helpful to me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	59	0.6
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2359	23.4
2	2	AGREE	1896	18.8
3	3	NEITHER AGREE NOR DISAGREE	737	7.3
4	4	DISAGREE	369	3.7
5	5	STRONGLY DISAGREE	225	2.2
		Total:	10092	100.0

OS Column positions: 0468-0469 OS Field Length: 2

R00062E NUM 3 R62F. AGREE/DISAGREE: CIV CONT/ADM CONVENIENT

62E. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor as an administrative assistant would be convenient for me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	51	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2287	22.7
2	2	AGREE	2026	20.1
3	3	NEITHER AGREE NOR DISAGREE	729	7.2
4	4	DISAGREE	337	3.3
5	5	STRONGLY DISAGREE	216	2.1
		Total:	10092	99.9

OS Column positions: 0470-0471 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00062F NUM 3 R62F. AGREE/DISAGREE: CIV CONT/ADM HELP GOAL

62F. DoD is discussing the possibility of using civilian contractors to assist recruiters. How much do you agree or disagree with the following statements? -- Using a civilian contractor as an administrative assistant would help me make my goal/mission

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	51	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1940	19.2
2	2	AGREE	1411	14.0
3	3	NEITHER AGREE NOR DISAGREE	1429	14.2
4	4	DISAGREE	530	5.3
5	5	STRONGLY DISAGREE	285	2.8
		Total:	10092	100.0

OS Column positions: 0472-0473 OS Field Length: 2

R00063A NUM 3 R62F. AGREE/DISAGREE: LOC WLD HELP RECRUIT

63A. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- Locating my station where there are a lot of potential applicants who could visit the station would help me recruit

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	69	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	3405	33.7
2	2	AGREE	1680	16.6
3	3	NEITHER AGREE NOR DISAGREE	375	3.7
4	4	DISAGREE	90	0.9
5	5	STRONGLY DISAGREE	28	0.3
		Total:	10092	99.9

OS Column positions: 0474-0475 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00063B NUM 3 R62F. AGREE/DISAGREE: REFLECT WELL ON MILITARY

63B. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- In the right mall, with a good design, the station would reflect well on the military and generate new leads

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	68	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	3397	33.7
2	2	AGREE	1686	16.7
3	3	NEITHER AGREE NOR DISAGREE	376	3.7
4	4	DISAGREE	101	1.0
5	5	STRONGLY DISAGREE	19	0.2
		Total:	10092	100.0

OS Column positions: 0476-0477 OS Field Length: 2

R00063C NUM 3 R62F. AGREE/DISAGREE: HINDRANCE FOR MEETING/PR

63C. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- A mall location would be a hindrance for meeting with prospects

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	76	0.8
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	352	3.5
2	2	AGREE	561	5.6
3	3	NEITHER AGREE NOR DISAGREE	1495	14.8
4	4	DISAGREE	2230	22.1
5	5	STRONGLY DISAGREE	930	9.2
		Total:	10092	100.0

OS Column positions: 0478-0479 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00063D NUM 3 R62F. AGREE/DISAGREE: PREFER MALL TO CURRENT

63D. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- I would prefer a location in a large mall to my current station location

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	89	0.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2442	24.2
2	2	AGREE	1257	12.5
3	3	NEITHER AGREE NOR DISAGREE	1090	10.8
4	4	DISAGREE	563	5.6
5	5	STRONGLY DISAGREE	206	2.0
		Total:	10092	100.0

OS Column positions: 0480-0481 OS Field Length: 2

R00063E NUM 3 R62F. AGREE/DISAGREE: WLD NOT CHOOSE A MALL

63E. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- If I could choose any location for my station, it would not be in a mall

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	585	5.8
2	2	AGREE	720	7.1
3	3	NEITHER AGREE NOR DISAGREE	1398	13.9
4	4	DISAGREE	1821	18.0
5	5	STRONGLY DISAGREE	1043	10.3
		Total:	10092	99.9

OS Column positions: 0482-0483 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00063F NUM 3 R62F. AGREE/DISAGREE: TEENS WLD VISIT/HI TECH

63F. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- Teenagers would visit a mall recruiting station if it looked "high-tech"

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2391	23.7
2	2	AGREE	2122	21.0
3	3	NEITHER AGREE NOR DISAGREE	851	8.4
4	4	DISAGREE	172	1.7
5	5	STRONGLY DISAGREE	33	0.3
		Total:	10092	99.9

OS Column positions: 0484-0485 OS Field Length: 2

R00063G NUM 3 R62F. AGREE/DISAGREE: TEENS MORE IMPRESSED/APP

63G. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- Teenagers today are more impressed by appearance and style

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	78	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2395	23.7
2	2	AGREE	2242	22.2
3	3	NEITHER AGREE NOR DISAGREE	759	7.5
4	4	DISAGREE	147	1.5
5	5	STRONGLY DISAGREE	26	0.3
		Total:	10092	100.0

OS Column positions: 0486-0487 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00063H NUM 3 R62F. AGREE/DISAGREE: VISIBILITY/IMP KEY INFL

63H. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- Proper visibility in a mall would positively impress key influencers

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	74	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2237	22.2
2	2	AGREE	2222	22.0
3	3	NEITHER AGREE NOR DISAGREE	952	9.4
4	4	DISAGREE	131	1.3
5	5	STRONGLY DISAGREE	31	0.3
		Total:	10092	99.9

OS Column positions: 0488-0489 OS Field Length: 2

R00063I NUM 3 R62F. AGREE/DISAGREE: SHLD MODERNIZE REC FACIL

63I. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- DoD should modernize its recruiting facilities

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	85	0.8
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	2932	29.1
2	2	AGREE	1920	19.0
3	3	NEITHER AGREE NOR DISAGREE	649	6.4
4	4	DISAGREE	48	0.5
5	5	STRONGLY DISAGREE	13	0.1
		Total:	10092	99.9

OS Column positions: 0490-0491 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00063J NUM 3 R62F. AGREE/DISAGREE: PREFER STA/EASILY ACCESS

63J. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- I would prefer working in a station that was easily accessible to the public

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	75	0.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	3182	31.5
2	2	AGREE	1898	18.8
3	3	NEITHER AGREE NOR DISAGREE	453	4.5
4	4	DISAGREE	29	0.3
5	5	STRONGLY DISAGREE	8	0.1
		Total:	10092	99.9

OS Column positions: 0492-0493 OS Field Length: 2

R00063K NUM 3 R62F. AGREE/DISAGREE: ADM ASST CREATE FRICTION

63K. DoD is evaluating putting recruiting stations in large enclosed malls. These stations would have attractive "storefronts" to attract visitors and computer terminals with information about military careers and benefits. They would also have administrative assistants who would assist all Services. How much do you agree or disagree with the following statements? -- Sharing an administrative assistant between recruiters from different Services would create friction in the office

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	77	0.8
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	3182	31.5
2	2	AGREE	1336	13.2
3	3	NEITHER AGREE NOR DISAGREE	676	6.7
4	4	DISAGREE	217	2.2
5	5	STRONGLY DISAGREE	157	1.6
		Total:	10092	100.0

OS Column positions: 0494-0495 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00064 NUM 3 R64F. HRS/WEEK SPEND CALLING/CLD BE HIRED OUT

64. How many hours per week do you spend phone calling potential recruits that could be hired out to a civilian telemarketing contractor?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	79	0.8
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	785	7.8
1	1	SOME BUT LESS THAN 6 HOURS	857	8.5
2	2	6-10 HOURS	1628	16.1
3	3	11-20 HOURS	1612	16.0
4	4	MORE THAN 20 HOURS	680	6.7
		Total:	10092	100.0

OS Column positions: 0496-0497 OS Field Length: 2

R00065 NUM 3 R64F. HRS/WEEK ADM DUTIES/CLD BE HIRED OUT

65. How many hours per week do you spend performing administrative duties that could be hired out to a civilian office administrative assistant?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	73	0.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	398	3.9
1	1	SOME BUT LESS THAN 6 HOURS	1168	11.6
2	2	6-10 HOURS	1908	18.9
3	3	11-20 HOURS	1410	14.0
4	4	MORE THAN 20 HOURS	688	6.8
		Total:	10092	99.9

OS Column positions: 0498-0499 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Supervision**

R00066A NUM 3 R62F. AGREE/DISAGREE: IMM SUPV EXPECT TOO MUCH

66A. To what extent do you agree or disagree with the following statements? -- My immediate supervisor expects too much from me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	44	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	413	4.1
2	2	AGREE	970	9.6
3	3	NEITHER AGREE NOR DISAGREE	2401	23.8
4	4	DISAGREE	1604	15.9
5	5	STRONGLY DISAGREE	215	2.1
		Total:	10092	99.9

OS Column positions: 0500-0501 OS Field Length: 2

R00066B NUM 3 R62F. AGREE/DISAGREE: IMM SUPV COACHES IF NEED

66B. To what extent do you agree or disagree with the following statements? -- My immediate supervisor coaches me if I need it

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	43	0.4
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	668	6.6
2	2	AGREE	2658	26.3
3	3	NEITHER AGREE NOR DISAGREE	1213	12.0
4	4	DISAGREE	811	8.0
5	5	STRONGLY DISAGREE	252	2.5
		Total:	10092	99.8

OS Column positions: 0502-0503 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00066C NUM 3 R62F. AGREE/DISAGREE: IMM SUPV CRITICIZES ME

66C. To what extent do you agree or disagree with the following statements? -- My immediate supervisor criticizes me even when I am doing a good job

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	53	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	385	3.8
2	2	AGREE	932	9.2
3	3	NEITHER AGREE NOR DISAGREE	1558	15.4
4	4	DISAGREE	2097	20.8
5	5	STRONGLY DISAGREE	621	6.2
		Total:	10092	99.9

OS Column positions: 0504-0505 OS Field Length: 2

R00066D NUM 3 R62F. AGREE/DISAGREE: IMM SUPV/POOR JOB MORALE

66D. To what extent do you agree or disagree with the following statements? -- My immediate supervisor does a poor job of maintaining morale among recruiters

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	46	0.5
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	693	6.9
2	2	AGREE	1018	10.1
3	3	NEITHER AGREE NOR DISAGREE	1402	13.9
4	4	DISAGREE	1788	17.7
5	5	STRONGLY DISAGREE	698	6.9
		Total:	10092	100.0

OS Column positions: 0506-0507 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00066E NUM 3 R62F. AGREE/DISAGREE: IMM SUPV STANDS UP FR ME

66E. To what extent do you agree or disagree with the following statements? -- My immediate supervisor stands up for me

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	59	0.6
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1094	10.8
2	2	AGREE	2166	21.5
3	3	NEITHER AGREE NOR DISAGREE	1409	14.0
4	4	DISAGREE	573	5.7
5	5	STRONGLY DISAGREE	344	3.4
		Total:	10092	100.0

OS Column positions: 0508-0509 OS Field Length: 2

R00066F NUM 3 R62F. AGREE/DISAGREE: FEEL SUPV TOO CLOSELY

66F. To what extent do you agree or disagree with the following statements? -- I feel I am supervised more closely than necessary

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	48	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	578	5.7
2	2	AGREE	975	9.7
3	3	NEITHER AGREE NOR DISAGREE	1853	18.4
4	4	DISAGREE	1778	17.6
5	5	STRONGLY DISAGREE	415	4.1
		Total:	10092	100.0

OS Column positions: 0510-0511 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00066G NUM 3 R62F. AGREE/DISAGREE: IMM SUPV UNDERST SALES

66G. To what extent do you agree or disagree with the following statements? -- My immediate supervisor understands the sales business

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	54	0.5
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	STRONGLY AGREE	1540	15.3
2	2	AGREE	2503	24.8
3	3	NEITHER AGREE NOR DISAGREE	988	9.8
4	4	DISAGREE	370	3.7
5	5	STRONGLY DISAGREE	191	1.9
		Total:	10092	100.0

OS Column positions: 0512-0513 OS Field Length: 2

RR00067 NUM 3 R67NF. AGREE/DISAGREE: N/A, DO NOT SUPERVISE

67. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Not applicable, I do not supervise at least one other production recruiter on a routine basis

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	2656	26.3
1	1	N/A, I DO NOT SUPERVISE RECRUITER	2988	29.6
		Total:	10092	99.9

OS Column positions: 0514-0515 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067SK NUM 3 SKF. SKIP FLAG FOR QUESTION 67

Skip flag for Question 67

SAS Value	OS Value	Label	Frequency	Percentage
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VALID SKIP	2955	29.3
2	2	VALID CONTINUATION	2045	20.3
3	3	IMPLIED CONTINUATION	33	0.3
4	4	INVALID SKIP	614	6.1
		Total:	10092	100.0

OS Column positions: 0516-0517 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 11, in Appendix D.

R00067A NUM 3 R67F. AGREE/DISAGREE: REC SHLD NOT BOTHER SUPV

67A. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Recruiters should not bother overworked supervisors with their problems

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	615	6.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	31	0.3
2	2	AGREE	93	0.9
3	3	NEITHER AGREE NOR DISAGREE	213	2.1
4	4	DISAGREE	1049	10.4
5	5	STRONGLY DISAGREE	657	6.5
		Total:	10092	99.9

OS Column positions: 0518-0519 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067B NUM 3 R67F. AGREE/DISAGREE: TEAMWK IS AS IMP AS INDV

67B. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- In reaching recruiting goals/missions, teamwork is as important as each person's own effort

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	617	6.1
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	1205	11.9
2	2	AGREE	692	6.9
3	3	NEITHER AGREE NOR DISAGREE	88	0.9
4	4	DISAGREE	42	0.4
5	5	STRONGLY DISAGREE	14	0.1
		Total:	10092	99.9

OS Column positions: 0520-0521 OS Field Length: 2

R00067C NUM 3 R67F. AGREE/DISAGREE: MY JOB TO MOTIVATE REC

67C. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- It is my job to motivate recruiters to make their goals/missions

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	621	6.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	1103	10.9
2	2	AGREE	712	7.1
3	3	NEITHER AGREE NOR DISAGREE	162	1.6
4	4	DISAGREE	48	0.5
5	5	STRONGLY DISAGREE	12	0.1
		Total:	10092	100.0

OS Column positions: 0522-0523 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067D NUM 3 R67F. AGREE/DISAGREE: LISTEN TO SUB/DO BETTER

67D. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- When I listen to my subordinates, I do my job better

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	623	6.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	595	5.9
2	2	AGREE	827	8.2
3	3	NEITHER AGREE NOR DISAGREE	520	5.2
4	4	DISAGREE	78	0.8
5	5	STRONGLY DISAGREE	16	0.2
		Total:	10092	100.1

OS Column positions: 0524-0525 OS Field Length: 2

R00067E NUM 3 R67F. AGREE/DISAGREE: MY JOB TO TEACH REC

67E. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- It is my job to teach recruiters who have not learned everything necessary from their training

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	622	6.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	1053	10.4
2	2	AGREE	802	7.9
3	3	NEITHER AGREE NOR DISAGREE	145	1.4
4	4	DISAGREE	26	0.3
5	5	STRONGLY DISAGREE	11	0.1
		Total:	10092	99.9

OS Column positions: 0526-0527 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067F NUM 3 R67F. AGREE/DISAGREE: REC NEED CONST PRESSURE

67F. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Recruiters need constant pressure in order for them to make their goals/missions

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	623	6.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	91	0.9
2	2	AGREE	353	3.5
3	3	NEITHER AGREE NOR DISAGREE	517	5.1
4	4	DISAGREE	757	7.5
5	5	STRONGLY DISAGREE	318	3.2
		Total:	10092	100.0

OS Column positions: 0528-0529 OS Field Length: 2

R00067G NUM 3 R67F. AGREE/DISAGREE: SUPV INSPIRE MAKE DIFF

67G. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Supervisors who inspire recruiters make the difference between goal/mission achievement and failure

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	626	6.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	939	9.3
2	2	AGREE	847	8.4
3	3	NEITHER AGREE NOR DISAGREE	204	2.0
4	4	DISAGREE	31	0.3
5	5	STRONGLY DISAGREE	12	0.1
		Total:	10092	99.9

OS Column positions: 0530-0531 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067H NUM 3 R67F. AGREE/DISAGREE: REC SHLD MAKE OWN DECIS

67H. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Once properly trained, recruiters should be allowed to make their own decisions

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	626	6.2
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	357	3.5
2	2	AGREE	996	9.9
3	3	NEITHER AGREE NOR DISAGREE	492	4.9
4	4	DISAGREE	169	1.7
5	5	STRONGLY DISAGREE	18	0.2
		Total:	10092	100.0

OS Column positions: 0532-0533 OS Field Length: 2

R00067I NUM 3 R67F. AGREE/DISAGREE: SUPV CAN ONLY DO SO MUCH

67I. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Supervisors can do only so much to encourage recruiters who fail to make their recruiting goals/missions

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	627	6.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	466	4.6
2	2	AGREE	991	9.8
3	3	NEITHER AGREE NOR DISAGREE	280	2.8
4	4	DISAGREE	237	2.3
5	5	STRONGLY DISAGREE	58	0.6
		Total:	10092	99.9

OS Column positions: 0534-0535 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00067J NUM 3 R67F. AGREE/DISAGREE: PUNISHING COUNTERPRODUCT

67J. If you supervise at least one other production recruiter on a routine basis, to what extent do you agree or disagree with the following statements? -- Punishing recruiters who do not make their goals/missions can be counterproductive

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	633	6.3
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE (VALID SKIP)	2988	29.6
1	1	STRONGLY AGREE	680	6.7
2	2	AGREE	814	8.1
3	3	NEITHER AGREE NOR DISAGREE	320	3.2
4	4	DISAGREE	149	1.5
5	5	STRONGLY DISAGREE	59	0.6
		Total:	10092	100.0

OS Column positions: 0536-0537 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Satisfaction**

R00068A NUM 3 R68F. SATISFACTION: IMMEDIATE SUPERVISOR

68A. In general, how satisfied are you currently with the supervision/leadership within your recruiting command? -- Immediate supervisor

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	36	0.4
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	1495	14.8
2	2	SATISFIED	2109	20.9
3	3	NEITHER SATISFIED NOR DISSATISFIED	944	9.4
4	4	DISSATISFIED	647	6.4
5	5	VERY DISSATISFIED	414	4.1
		Total:	10092	100.0

OS Column positions: 0538-0539 OS Field Length: 2

R00068B NUM 3 R68F. SATISFACTION: REC CMD BEYOND IMM SUPV

68B. In general, how satisfied are you currently with the supervision/leadership within your recruiting command? -- Recruiting command beyond immediate supervisor

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	40	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	459	4.5
2	2	SATISFIED	1698	16.8
3	3	NEITHER SATISFIED NOR DISSATISFIED	1356	13.4
4	4	DISSATISFIED	1314	13.0
5	5	VERY DISSATISFIED	780	7.7
		Total:	10092	99.8

OS Column positions: 0540-0541 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00069A NUM 3 R68F. SATISFACTION BEFORE: IMM SUPERVISOR

69A. In general, how satisfied were you with military supervision/leadership before you became a recruiter? -- Immediate supervisor

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	45	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	2300	22.8
2	2	SATISFIED	2535	25.1
3	3	NEITHER SATISFIED NOR DISSATISFIED	414	4.1
4	4	DISSATISFIED	266	2.6
5	5	VERY DISSATISFIED	87	0.9
		Total:	10092	99.9

OS Column positions: 0542-0543 OS Field Length: 2

R00069B NUM 3 R68F. SATISFACTION BEFORE: LDRSHP BEYOND SUPV

69B. In general, how satisfied were you with military supervision/leadership before you became a recruiter? -- Leadership beyond immediate supervisor

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	47	0.5
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	1769	17.5
2	2	SATISFIED	2767	27.4
3	3	NEITHER SATISFIED NOR DISSATISFIED	631	6.3
4	4	DISSATISFIED	306	3.0
5	5	VERY DISSATISFIED	127	1.3
		Total:	10092	100.0

OS Column positions: 0544-0545 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00070 NUM 3 R70F. DO YOU PLAN TO MAKE REC A CAREER

70. Do you plan to make recruiting a career?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	90	0.9
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	1862	18.5
2	2	NO	2760	27.3
3	3	UNDECIDED	933	9.2
		Total:	10092	99.9

OS Column positions: 0546-0547 OS Field Length: 2

R00071A NUM 3 R68F. SATISFACTION: RECRUITING

71A. In general, how satisfied are you with… -- Recruiting

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	28	0.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	590	5.8
2	2	SATISFIED	1846	18.3
3	3	NEITHER SATISFIED NOR DISSATISFIED	1102	10.9
4	4	DISSATISFIED	1149	11.4
5	5	VERY DISSATISFIED	929	9.2
		Total:	10092	99.9

OS Column positions: 0548-0549 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00071B NUM 3 R68F. SATISFACTION: MILITARY LIFE

71B. In general, how satisfied are you with… -- Military life

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	40	0.4
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	VERY SATISFIED	2369	23.5
2	2	SATISFIED	2463	24.4
3	3	NEITHER SATISFIED NOR DISSATISFIED	457	4.5
4	4	DISSATISFIED	240	2.4
5	5	VERY DISSATISFIED	77	0.8
		Total:	10092	100.0

OS Column positions: 0550-0551 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Medical**

R00072 NUM 8 R72F. AMT SPENT ON MED/DENT NOT REIMBURSED

72. In the past fiscal year, how much did you spend on medical and dental care for you and your dependents that was NOT reimbursed?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	324	3.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.I	-4	INCOMPLETE GRID ERROR	14	0.1
0-9999	0-9999	VALID RESPONSE	5309	52.6
		Total:	10092	99.9

OS Column positions: 0552-0555 OS Field Length: 4

This field was not checked for unlikely values. The values for non-reimbursed medical and dental expenses may range as high as 9,999.

R00073 NUM 8 R72F. AMT SPENT ON DUTIES NOT REIMBURSED

73. What do you spend (on average) each month in the performance of your official duties (e.g., driving related expenses, applicant meals, phone, etc.) that is NOT reimbursed to you?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	250	2.5
.B	-1	BLANK/NO SURVEY	4445	44.0
.I	-4	INCOMPLETE GRID ERROR	10	0.1
0-7500	0-7500	VALID RESPONSE	5387	53.4
		Total:	10092	100.0

OS Column positions: 0556-0559 OS Field Length: 4

This field was not checked for unlikely values. The values for non-reimbursed recruiting related expenses may range as high as 9,999.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00074 NUM 8 R72F. AMT SPENT ON HOUSING ABOVE BAH

74. How much do you spend monthly on housing costs, including utilities, above your Basic Allowance for Housing (BAH)?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	259	2.6
.B	-1	BLANK/NO SURVEY	4445	44.0
.I	-4	INCOMPLETE GRID ERROR	19	0.2
0-8400	0-8400	VALID RESPONSE	5369	53.2
		Total:	10092	100.0

OS Column positions: 0560-0563 OS Field Length: 4

This field was not checked for unlikely values. The values for housing expenses beyond BAH may range as high as 9,999.

RR00075A NUM 3 R75AF. TYPE OF TREATMENT FACILITY: YOURSELF

75A. At your current duty assignment, what type of treatment facility do you and members of your family usually go to when sick or in need of health advice? Please mark one answer in each column. -- Yourself

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	208	2.1
.A	-8	MULTIPLE RESPONSE ERROR	339	3.4
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	A MILITARY CLINIC OR HOSPITAL	2634	26.1
2	2	OFF-BASE, DOD CONTRACTED CLINIC	447	4.4
3	3	CIVILIAN/OTHER TREATMENT FACILITY	1561	15.5
73	73	NOT APPLICABLE, HAVEN'T NEEDED MEDICAL	458	4.5
		Total:	10092	100.0

OS Column positions: 0564-0565 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

RR00075B NUM 3 R75BF. TYPE OF TREATMENT FACILITY: FAMILY

75B. At your current duty assignment, what type of treatment facility do you and members of your family usually go to when sick or in need of health advice? Please mark one answer in each column. -- Members of your family

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	754	7.5
.A	-8	MULTIPLE RESPONSE ERROR	500	5.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	A MILITARY CLINIC OR HOSPITAL	1127	11.2
2	2	OFF-BASE, DOD CONTRACTED CLINIC	797	7.9
3	3	CIVILIAN/OTHER TREATMENT FACILITY	2282	22.6
74	74	NOT APPLICABLE, HAVEN'T NEEDED MEDICAL	187	1.9
		Total:	10092	100.1

OS Column positions: 0566-0567 OS Field Length: 2

R00076A NUM 3 R76F. TRAVEL TIME/TREATMENT: YOURSELF

76A. How long does it usually take you or members of your family to travel to this treatment facility to receive medical care? Please mark one answer in each column. -- Yourself

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	175	1.7
.A	-8	MULTIPLE RESPONSE ERROR	27	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	372	3.7
1	1	LESS THAN 15 MINUTES	1415	14.0
2	2	15 TO 30 MINUTES	1831	18.1
3	3	31 MINUTES TO 60 MINUTES	1216	12.0
4	4	61 MINUTES TO TWO HOURS	497	4.9
5	5	MORE THAN TWO HOURS	114	1.1
		Total:	10092	99.8

OS Column positions: 0568-0569 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00076B NUM 3 R76F. TRAVEL TIME/TREATMENT: FAMILY MEMBERS

76B. How long does it usually take you or members of your family to travel to this treatment facility to receive medical care? Please mark one answer in each column. -- Members of your family

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	677	6.7
.A	-8	MULTIPLE RESPONSE ERROR	30	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	262	2.6
1	1	LESS THAN 15 MINUTES	1407	13.9
2	2	15 TO 30 MINUTES	2080	20.6
3	3	31 MINUTES TO 60 MINUTES	926	9.2
4	4	61 MINUTES TO TWO HOURS	219	2.2
5	5	MORE THAN TWO HOURS	46	0.5
		Total:	10092	100.0

OS Column positions: 0570-0571 OS Field Length: 2

R00077A NUM 3 R77F. TRICARE SATISFACTION: YOURSELF

77A. In general, how satisfied are you with the medical care provided by TRICARE for yourself and/or members of your family? Please mark one answer in each column. -- Yourself

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	198	2.0
.A	-8	MULTIPLE RESPONSE ERROR	15	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	691	6.8
1	1	VERY SATISFIED	708	7.0
2	2	SATISFIED	1795	17.8
3	3	NEITHER SATISFIED NOR DISSATISFIED	812	8.0
4	4	DISSATISFIED	695	6.9
5	5	VERY DISSATISFIED	733	7.3
		Total:	10092	99.9

OS Column positions: 0572-0573 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00077B NUM 3 R77F. TRICARE SATISFACTION: FAMILY MEMBERS

77B. In general, how satisfied are you with the medical care provided by TRICARE for yourself and/or members of your family? Please mark one answer in each column. -- Members of your family

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	681	6.7
.A	-8	MULTIPLE RESPONSE ERROR	16	0.2
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	332	3.3
1	1	VERY SATISFIED	467	4.6
2	2	SATISFIED	1464	14.5
3	3	NEITHER SATISFIED NOR DISSATISFIED	673	6.7
4	4	DISSATISFIED	908	9.0
5	5	VERY DISSATISFIED	1106	11.0
		Total:	10092	100.0

OS Column positions: 0574-0575 OS Field Length: 2

R00078 NUM 3 R78F. WHAT IS YOUR CURRENT TRICARE PLAN

78. What is your current TRICARE health plan?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	250	2.5
.A	-8	MULTIPLE RESPONSE ERROR	10	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	TRICARE STANDARD	1071	10.6
2	2	TRICARE EXTRA	80	0.8
3	3	TRICARE PRIME	4236	42.0
		Total:	10092	100.0

OS Column positions: 0576-0577 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00079 NUM 3 R79F. ARE YOU/FAMILY COVERED BY TRICARE SUPPL

79. Are you or your family now covered by TRICARE Supplemental Insurance?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	136	1.3
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	779	7.7
1	1	YES	974	9.7
2	2	NO	3754	37.2
		Total:	10092	99.9

OS Column positions: 0578-0579 OS Field Length: 2

R00080 NUM 3 R79F. ARE YOU/FAMILY COVERED BY PRIVATE INS

80. Are you or your family now covered by PRIVATE medical insurance or an HMO, such as those operated by Blue Cross, Prudential, or Kaiser?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	116	1.1
.A	-8	MULTIPLE RESPONSE ERROR	6	0.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	504	5.0
1	1	YES	660	6.5
2	2	NO	4361	43.2
		Total:	10092	99.9

OS Column positions: 0580-0581 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00081 NUM 3 R3F. IS TRICARE PRIME AVAIL AT CURRENT ASSIGN

81. Is TRICARE Prime available to you at your current assignment?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	248	2.5
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4706	46.6
2	2	NO	691	6.8
		Total:	10092	99.9

OS Column positions: 0582-0583 OS Field Length: 2

R00081SK NUM 3 SKF. SKIP FLAG FOR QUESTION 81

Skip flag for Question 81

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	230	2.3
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	20	0.2
1	1	VALID SKIP	4556	45.1
2	2	VALID CONTINUATION	627	6.2
3	3	IMPLIED CONTINUATION	150	1.5
4	4	INVALID SKIP	64	0.6
		Total:	10092	99.9

OS Column positions: 0584-0585 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 16, in Appendix D.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00082 NUM 3 R82F. IF NO, WLD USE TRICARE PRIME IF AVAIL

82. If no, would you use TRICARE Prime if it were available to you?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	294	2.9
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE/VALID SKIP	4706	46.6
1	1	YES	527	5.2
2	2	NO	120	1.2
		Total:	10092	99.9

OS Column positions: 0586-0587 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

SECTION: **Computer Usage**

R00083 NUM 3 R3F. DO YOU HAVE PC IN OFFICE ISSUED TO YOU

83. Do you have a personal desktop computer (PC) in your office that was issued to you?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	64	0.6
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	3441	34.1
2	2	NO	2141	21.2
		Total:	10092	99.9

OS Column positions: 0588-0589 OS Field Length: 2

R00084 NUM 3 R3F. DO YOU HAVE PC SHARED BY YOU AND OTHERS

84. Do you have a PC in your office that is shared by you and others?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	73	0.7
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	1942	19.2
2	2	NO	3630	36.0
		Total:	10092	99.9

OS Column positions: 0590-0591 OS Field Length: 2

R00085 NUM 3 R3F. DO YOU HAVE ACCESS TO A LAPTOP COMPUTER

85. Do you have access to a laptop computer for recruiting purposes?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	66	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4979	49.3
2	2	NO	602	6.0
		Total:	10092	100.0

OS Column positions: 0592-0593 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00086 NUM 3 R3F. DO YOU HAVE A COMPUTER IN HOME/RESIDENCE

86. Do you have a computer in your home or residence?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	72	0.7
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES	4505	44.6
2	2	NO	1070	10.6
		Total:	10092	99.9

OS Column positions: 0594-0595 OS Field Length: 2

R00086SK NUM 3 SKF. SKIP FLAG FOR QUESTION 86

Skip flag for Question 86

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	65	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	7	0.1
1	1	VALID SKIP	975	9.7
2	2	VALID CONTINUATION	4133	41.0
3	3	IMPLIED CONTINUATION	95	0.9
4	4	INVALID SKIP	372	3.7
		Total:	10092	100.0

OS Column positions: 0596-0597 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 17, in Appendix D.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00087 NUM 3 R82F. DO YOU USE HOME COMPUTER FOR WORK

87. Do you use your home computer for work tasks?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	437	4.3
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE/VALID SKIP	1070	10.6
1	1	YES	2457	24.3
2	2	NO	1681	16.7
		Total:	10092	99.9

OS Column positions: 0598-0599 OS Field Length: 2

R00088AA NUM 3 MARKF. ACCESS TO INTERNET: YES, OFFICE ONLY

88AA. Do you… -- Have access to the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	63	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4514	44.7
1	1	MARKED	1070	10.6
		Total:	10092	99.9

OS Column positions: 0600-0601 OS Field Length: 2

R00088AB NUM 3 MARKF. ACCESS TO INTERNET: YES, HOME ONLY

88AB. Do you… -- Have access to the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	63	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4827	47.8
1	1	MARKED	757	7.5
		Total:	10092	99.9

OS Column positions: 0602-0603 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00088AC NUM 3 MARKF. ACCESS TO INTERNET: YES, BOTH OFC/HOME

88AC. Do you… -- Have access to the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	63	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	1999	19.8
1	1	MARKED	3585	35.5
		Total:	10092	99.9

OS Column positions: 0604-0605 OS Field Length: 2

R00088AD NUM 3 MARKF. ACCESS TO INTERNET: NO

88AD. Do you… -- Have access to the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	63	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	5329	52.8
1	1	MARKED	255	2.5
		Total:	10092	99.9

OS Column positions: 0606-0607 OS Field Length: 2

R00088A NUM 3 R88F. DO YOU HAVE ACCESS TO THE INTERNET

Constructed Variable for Question 88A

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	63	0.6
.A	-8	MULTIPLE RESPONSE ERROR	58	0.6
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES, AT OFFICE ONLY	1012	10.0
2	2	YES, AT HOME ONLY	723	7.2
3	3	YES, BOTH AT OFFICE AND HOME	3538	35.1
4	4	NO	253	2.5
		Total:	10092	100.0

OS Column positions: 0608-0609 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00088BA NUM 3 MARKF. USE INTERNET: YES, OFFICE ONLY

88BA. Do you… -- Use the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	101	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	4611	45.7
1	1	MARKED	935	9.3
		Total:	10092	100.0

OS Column positions: 0610-0611 OS Field Length: 2

R00088BB NUM 3 MARKF. USE INTERNET: YES, HOME ONLY

88BB. Do you… -- Use the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	101	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	483	44.4
1	1	MARKED	1063	10.5
		Total:	6092	99.9

OS Column positions: 0612-0613 OS Field Length: 2

R00088BC NUM 3 MARKF. USE INTERNET: YES, BOTH OFC/HOME

88BC. Do you… -- Use the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	101	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	2381	23.6
1	1	MARKED	3165	31.4
		Total:	10092	100.0

OS Column positions: 0614-0615 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00088BD NUM 3 MARKF. USE INTERNET: NO

88BD. Do you… -- Use the Internet

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	101	1.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	5125	50.8
1	1	MARKED	421	4.2
		Total:	10092	100.0

OS Column positions: 0616-0617 OS Field Length: 2

R00088B NUM 3 R88F. DO YOU USE THE INTERNET

Constructed Variable for Question 88B

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	101	1.0
.A	-8	MULTIPLE RESPONSE ERROR	28	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	YES, AT OFFICE ONLY	910	9.0
2	2	YES, AT HOME ONLY	1043	10.3
3	3	YES, BOTH AT OFFICE AND HOME	3149	31.2
4	4	NO	416	4.1
		Total:	10092	99.9

OS Column positions: 0618-0619 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089A NUM 3 R89F. HRS/WK: WORD PROCESSING

89A. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Word processing

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	102	1.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	979	9.7
1	1	LESS THAN 1	1303	12.9
2	2	1 TO LESS THAN 2	1417	14.0
3	3	2 TO LESS THAN 4	1037	10.3
4	4	4 OR MORE	807	8.0
		Total:	10092	99.9

OS Column positions: 0620-0621 OS Field Length: 2

R00089B NUM 3 R89F. HRS/WK: SPREADSHEETS

89B. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Spreadsheets

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	113	1.1
.A	-8	MULTIPLE RESPONSE ERROR	4	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	2317	23.0
1	1	LESS THAN 1	1513	15.0
2	2	1 TO LESS THAN 2	920	9.1
3	3	2 TO LESS THAN 4	452	4.5
4	4	4 OR MORE	328	3.3
		Total:	10092	100.0

OS Column positions: 0622-0623 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089C NUM 3 R89F. HRS/WK: DATABASE APPLICATIONS

89C. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Database applications

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	147	1.5
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	1670	16.5
1	1	LESS THAN 1	1110	11.0
2	2	1 TO LESS THAN 2	948	9.4
3	3	2 TO LESS THAN 4	698	6.9
4	4	4 OR MORE	1069	10.6
		Total:	10092	99.9

OS Column positions: 0624-0625 OS Field Length: 2

R00089D NUM 3 R89F. HRS/WK: CHAT ROOMS/ELECTRONIC BULLTN BRD

89D. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Chat rooms/electronic bulletin boards

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	109	1.1
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	4234	42.0
1	1	LESS THAN 1	808	8.0
2	2	1 TO LESS THAN 2	285	2.8
3	3	2 TO LESS THAN 4	130	1.3
4	4	4 OR MORE	79	0.8
		Total:	10092	100.0

OS Column positions: 0626-0627 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089E NUM 3 R89F. HRS/WK: OWN RECRUITING CMD WEB SITE

89E. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Own recruiting command web site

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	119	1.2
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	2521	25.0
1	1	LESS THAN 1	1631	16.2
2	2	1 TO LESS THAN 2	777	7.7
3	3	2 TO LESS THAN 4	316	3.1
4	4	4 OR MORE	280	2.8
		Total:	10092	100.0

OS Column positions: 0628-0629 OS Field Length: 2

R00089F NUM 3 R89F. HRS/WK: PERSONAL/LOCAL WEB SITE

89F. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Personal/Local web site

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	137	1.4
.A	-8	MULTIPLE RESPONSE ERROR	5	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	3550	35.2
1	1	LESS THAN 1	1076	10.7
2	2	1 TO LESS THAN 2	514	5.1
3	3	2 TO LESS THAN 4	222	2.2
4	4	4 OR MORE	143	1.4
		Total:	10092	100.0

OS Column positions: 0630-0631 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089G NUM 3 R89F. HRS/WK: EXCH E-MAIL WITH POTEN RECRUITS

89G. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Exchanging e-mail with potential recruits

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	102	1.0
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	2500	24.8
1	1	LESS THAN 1	1875	18.6
2	2	1 TO LESS THAN 2	732	7.3
3	3	2 TO LESS THAN 4	280	2.8
4	4	4 OR MORE	156	1.5
		Total:	10092	100.0

OS Column positions: 0632-0633 OS Field Length: 2

R00089H NUM 3 R89F. HRS/WK: WK-RELATED E-MAIL OTHER THAN

89H. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Work related e-mail, other than with potential recruits

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	119	1.2
.A	-8	MULTIPLE RESPONSE ERROR	2	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	1775	17.6
1	1	LESS THAN 1	1382	13.7
2	2	1 TO LESS THAN 2	1130	11.2
3	3	2 TO LESS THAN 4	649	6.4
4	4	4 OR MORE	590	5.8
		Total:	10092	99.9

OS Column positions: 0634-0635 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089I NUM 3 R89F. HRS/WK: DISTANCE LEARNING

89I. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Distance learning

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	134	1.3
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	4568	45.3
1	1	LESS THAN 1	495	4.9
2	2	1 TO LESS THAN 2	222	2.2
3	3	2 TO LESS THAN 4	109	1.1
4	4	4 OR MORE	116	1.1
		Total:	10092	99.9

OS Column positions: 0636-0637 OS Field Length: 2

R00089J NUM 3 R89F. HRS/WK: FILLING OUT ELECTRONIC FORMS

89J. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Filling out electronic forms

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	108	1.1
.A	-8	MULTIPLE RESPONSE ERROR	3	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	2228	22.1
1	1	LESS THAN 1	1130	11.2
2	2	1 TO LESS THAN 2	830	8.2
3	3	2 TO LESS THAN 4	656	6.5
4	4	4 OR MORE	692	6.9
		Total:	10092	100.0

OS Column positions: 0638-0639 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R00089K NUM 3 R89F. HRS/WK: OTHER

89K. How many hours per week do you spend at work or at home on each of the following for your recruiting related duties? -- Other

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	572	5.7
.A	-8	MULTIPLE RESPONSE ERROR	1	0.0
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NONE	2566	25.4
1	1	LESS THAN 1	764	7.6
2	2	1 TO LESS THAN 2	691	6.8
3	3	2 TO LESS THAN 4	423	4.2
4	4	4 OR MORE	630	6.2
		Total:	10092	99.9

OS Column positions: 0640-0641 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE TYPE LENGTH FORMAT LABEL

SECTION: **Background Information**

XRIMPPC NUM 3 GRADEF. RECODED CONSTRUCTED PAY GRADE

90. What is your current paygrade?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	4449	44.1
1	1	E-4 OR E-5	1387	13.7
2	2	E-6	2307	22.9
3	3	E-7 TO E-9	1949	19.3
		Total:	10092	100.0

OS Column positions: 0642-0643 OS Field Length: 2

RSRED NUM 3 EDUCF. WHAT IS HIGHEST GRADE/DEGREE COMPLETED

91. What is the highest grade or degree you have completed? (MARK ONLY ONE)

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	112	1.1
.A	-8	MULTIPLE RESPONSE ERROR	26	0.3
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	GED/HS CERTIFICATE/LESS THAN 12 YEARS	72	0.7
2	2	HIGH SCHOOL DIPLOMA	978	9.7
3	3	SOME COLLEGE, BUT DID NOT GRADUATE	2831	28.1
4	4	ASSOCIATE'S DEGREE (E.G., AA, AS)	1058	10.5
5	5	BACHELORS/MASTERS/DOCTORATE/PROFESSIONAL	570	5.6
		Total:	10092	100.0

OS Column positions: 0644-0645 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

R3XRETH2 NUM 3 RETHF. CONSTRUCTED RACE/ETHNICITY VARIABLE

92 & 93. Are you Spanish/Hispanic/Latino? & What is your race?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	4446	44.1
1	1	HISPANIC	583	5.8
2	2	NOT HISPANIC, WHITE	3696	36.6
3	3	NOT HISPANIC, BLACK OR AFRICAN AMERICAN	1124	11.1
4	4	NOT HISPANIC, OTHER RACE INCL > 1 RACE	243	2.4
		Total:	10092	100.0

OS Column positions: 0646-0647 OS Field Length: 2

This item is consistent with the '1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity' and the 2000 Decennial Census.

XRIMPX NUM 3 SEXF. CONSTRUCTED GENDER

94. Are you:

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	4446	44.1
1	1	MALE	5175	51.3
2	2	FEMALE	471	4.7
		Total:	10092	100.1

OS Column positions: 0648-0649 OS Field Length: 2

XRIMPM NUM 3 MARF. CONSTRUCTED MARITAL STATUS

95. What is your marital status?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	4446	44.1
1	1	MARRIED	4578	45.4
2	2	NOT MARRIED	1068	10.6
		Total:	10092	100.1

OS Column positions: 0650-0651 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

SRMARSK NUM 3 SKF. SKIP FLAG FOR QUESTION 95

Skip flag for Question 95

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	MISSING SKIP	37	0.4
.B	-1	BLANK/NO SURVEY	4445	44.0
.M	-2	MISSING CONTINUATION	11	0.1
1	1	VALID SKIP	342	3.4
2	2	VALID CONTINUATION	4924	48.8
3	3	IMPLIED CONTINUATION	61	0.6
4	4	INVALID SKIP	272	2.7
		Total:	10092	100.0

OS Column positions: 0652-0653 OS Field Length: 2

This is a skip flag indicating the result of checking the response on the parent (screening) item against the response(s) on the items within the skip pattern. See Table D-5, Note 21, in Appendix D.

RR00096 NUM 3 R96F. WHAT WAS MARITAL STATUS/BEGAN RECRUITING

96. What was your marital status when you began your first tour of recruiting duty?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	316	3.1
.B	-1	BLANK/NO SURVEY	4445	44.0
.N	-6	NOT APPLICABLE	403	4.0
1	1	MARRIED	4216	41.8
2	2	NOT MARRIED	712	7.1
		Total:	10092	100.0

OS Column positions: 0654-0655 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

SRAGE NUM 3 AGEF. HOW OLD ON LAST BIRTHDAY

97. How old were you on your last birthday?

SAS Value	OS Value	Label	Frequency	Percentage
.	-9	NO RESPONSE	195	1.9
.B	-1	BLANK/NO SURVEY	4445	44.0
1	1	LESS THAN 25 YEARS	208	2.1
2	2	25-29 YEARS	1184	11.7
3	3	30-34 YEARS	1655	16.4
4	4	35-39 YEARS	1637	16.2
5	5	40-44 YEARS	509	5.0
6	6	45 YEARS OR OLDER	259	2.6
		Total:	10092	99.9

OS Column positions: 0656-0657 OS Field Length: 2

SRDATE NUM 8 DATEF. DATE SURVEY WAS COMPLETED

99. On what date did you complete this survey?

SAS Value	OS Value	Label	Frequency	Percentage
. -54908	NO RESPONSE	232	2.3	
.B	-58073	NO SURVEY RETURNED	4445	44.0
.I	-56887	INCOMPLETE GRID ERROR	17	0.2
.O	-55701	OUT-OF-RANGE ERROR	14	0.1
14611-15320	14611-15320	VALID DATE	5384	53.3
		Total:	10092	99.9

OS Column positions: 0658-0665 OS Field Length: 8

Values checked for valid range between January 1, 2000 and December 31, 2001.

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

COMMENT1 NUM 3 MARKF. COMMENT SUPPLIED IN QUESTION 100

100. What do you believe are the most pressing problems facing recruiters today?

SAS Value	OS Value	Label	Frequency	Percentage
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	1423	14.1
1	1	MARKED	4224	41.9
		Total:	10092	100.0

OS Column positions: 0666-0667 OS Field Length: 2

COMMENT2 NUM 3 MARKF. COMMENT SUPPLIED IN QUESTION 101

101. What can DoD and your Service do to help your recruiting efforts?

SAS Value	OS Value	Label	Frequency	Percentage
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	1975	19.6
1	1	MARKED	3672	36.4
		Total:	10092	100.0

OS Column positions: 0668-0669 OS Field Length: 2

COMMENT3 NUM 3 MARKF. COMMENT SUPPLIED IN QUESTION 102

102. If you have comments that you were not able to express in answering the survey, please write them in the space provided.

SAS Value	OS Value	Label	Frequency	Percentage
.B	-1	BLANK/NO SURVEY	4445	44.0
0	0	NOT MARKED	3673	36.4
1	1	MARKED	1974	19.6
		Total:	10092	100.0

OS Column positions: 0670-0671 OS Field Length: 2

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

SECTION: **Identification**

SCSID **CHAR** **5** **UNIQUE IDENTIFIER FOR RECRUITER**

Unique identifier for case

SAS Value	OS Value	Label	Frequency	Percentage
00001-10129	00001-10129	VALID ID	10092	100.0
		Total:	10092	100.0

OS Column positions: 0672-0676 OS Field Length: 5

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

SECTION: **Weighting Variables**

DMDCELIG NUM 3 DELIGF. ELIGIBILITY FLAG FOR ANALYSIS

Eligibility Flag for Analysis

SAS Value	OS Value	Label	Frequency	Percentage
0	0	NOT ELIGIBLE	5386	53.4
1	1	ELIGIBLE	4706	46.6
		Total:	10092	100.0

OS Column positions: 0677-0677 OS Field Length: 1

CAS_ELIG CHAR 2 $CASF. CASRO ELIGIBILITY FLAG

CASRO Eligibility Flag

SAS Value	OS Value	Label	Frequency	Percentage
EN	EN	ELIGIBLE NONRESPONDENT	39	0.4
ER	ER	ELIGIBLE RESPONDENT	5616	55.6
IN	IN	INELIGIBLE	86	0.9
UN	UN	UNKNOWN ELIGIBILITY	4351	43.1
		Total:	10092	100.0

OS Column positions: 0678-0679 OS Field Length: 2

ELIGFLGW NUM 3 ELIGF. ELIGIBILITY FLAG FOR WEIGHTING

Eligibility Flag for Weighting

SAS Value	OS Value	Label	Frequency	Percentage
1	1	ELIGIBLE RESPONDENTS	5616	55.6
2	2	INELIGIBLES	86	0.9
3	3	RECORDS WITH ZERO FINAL WEIGHT	4390	43.5
		Total:	10092	100.0

OS Column positions: 0680-0680 OS Field Length: 1

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

TVSTR NUM 8 **TAYLOR SERIES VARIANCE STRATUM**

Taylor Series Variance Stratum

SAS Value	OS Value	Label	Frequency	Percentage
1-19	1-19	VALID VALUE	10092	100.0
		Total:	10092	100.0

OS Column positions: 0681-0682 OS Field Length: 2

NTVSTRAT NUM 8 **TAYLOR SERIES VARIANCE POPULATION**

Taylor Series Variance Population

SAS Value	OS Value	Label	Frequency	Percentage
14864343	14864343	VALID VALUE	10092	100.0
		Total:	10092	100.0

OS Column positions: 0683-0690 OS Field Length: 8

SMPTVSTR NUM 8 **TAYLOR SERIES ACHIEVED SAMPLE SIZE**

Taylor Series Achieved Sample Size

SAS Value	OS Value	Label	Frequency	Percentage
17-1430	17-1430	VALID VALUE	10092	100.0
		Total:	10092	100.0

OS Column positions: 0691-0694 OS Field Length: 4

FNRW0 NUM 8 **FINAL NR ADJ FULL SAMPLE WEIGHT**

Final NR Adj Full Sample Weight

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4390	43.5
2-9.8333333	2-9.8333333	VALID WEIGHT	5702	56.5
		Total:	10092	100.0

OS Column positions: 0695-0703 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW001 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 01**

Final NR Adj Replicate Weight 1

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4430	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5662	56.1
		Total:	10092	100.0

OS Column positions: 0704-0712 OS Field Length: 9

FNRW002 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 02**

Final NR Adj Replicate Weight 2

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0713-0721 OS Field Length: 9

FNRW003 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 03**

Final NR Adj Replicate Weight 3

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4437	44.0
2-10.0568182	2-10.0568182	VALID WEIGHT	5655	56.0
		Total:	10092	100.0

OS Column positions: 0722-0730 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW004 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 04**

Final NR Adj Replicate Weight 4

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4432	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5660	56.1
		Total:	10092	100.0

OS Column positions: 0731-0739 OS Field Length: 9

FNRW005 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 05**

Final NR Adj Replicate Weight 5

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0740-0748 OS Field Length: 9

FNRW006 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 06**

Final NR Adj Replicate Weight 6

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0749-0757 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW007 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 07**

Final NR Adj Replicate Weight 7

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4430	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5662	56.1
		Total:	10092	100.0

OS Column positions: 0758-0766 OS Field Length: 9

FNRW008 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 08**

Final NR Adj Replicate Weight 8

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4432	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5660	56.1
		Total:	10092	100.0

OS Column positions: 0767-0775 OS Field Length: 9

FNRW009 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 09**

Final NR Adj Replicate Weight 9

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4446	44.1
2-10.0568182	2-10.0568182	VALID WEIGHT	5646	55.9
		Total:	10092	100.0

OS Column positions: 0776-0784 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW010 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 10**

Final NR Adj Replicate Weight 10

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0785-0793 OS Field Length: 9

FNRW011 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 11**

Final NR Adj Replicate Weight 11

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4437	44.0
2-10.0568182	2-10.0568182	VALID WEIGHT	5655	56.0
		Total:	10092	100.0

OS Column positions: 0794-0802 OS Field Length: 9

FNRW012 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 12**

Final NR Adj Replicate Weight 12

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 0803-0811 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW013 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 13**

Final NR Adj Replicate Weight 13

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4441	44.0
2-10.0568182	2-10.0568182	VALID WEIGHT	5651	56.0
		Total:	10092	100.0

OS Column positions: 0812-0820 OS Field Length: 9

FNRW014 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 14**

Final NR Adj Replicate Weight 14

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4432	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5660	56.1
		Total:	10092	100.0

OS Column positions: 0821-0829 OS Field Length: 9

FNRW015 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 15**

Final NR Adj Replicate Weight 15

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4434	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5658	56.1
		Total:	10092	100.0

OS Column positions: 0830-0838 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW016 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 16**

Final NR Adj Replicate Weight 16

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4430	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5662	56.1
		Total:	10092	100.0

OS Column positions: 0839-0847 OS Field Length: 9

FNRW017 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 17**

Final NR Adj Replicate Weight 17

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4429	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5663	56.1
		Total:	10092	100.0

OS Column positions: 0848-0856 OS Field Length: 9

FNRW018 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 18**

Final NR Adj Replicate Weight 18

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4432	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5660	56.1
		Total:	10092	100.0

OS Column positions: 0857-0865 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW019 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 19**

Final NR Adj Replicate Weight 19

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4434	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5658	56.1
		Total:	10092	100.0

OS Column positions: 0866-0874 OS Field Length: 9

FNRW020 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 20**

Final NR Adj Replicate Weight 20

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 0875-0883 OS Field Length: 9

FNRW021 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 21**

Final NR Adj Replicate Weight 21

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4425	43.8
2-9.4652406	2-9.4652406	VALID WEIGHT	5667	56.2
		Total:	10092	100.0

OS Column positions: 0884-0892 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW022 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 22**

Final NR Adj Replicate Weight 22

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4434	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5658	56.1
		Total:	10092	100.0

OS Column positions: 0893-0901 OS Field Length: 9

FNRW023 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 23**

Final NR Adj Replicate Weight 23

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4437	44.0
2-9.4652406	2-9.4652406	VALID WEIGHT	5655	56.0
		Total:	10092	100.0

OS Column positions: 0902-0910 OS Field Length: 9

FNRW024 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 24**

Final NR Adj Replicate Weight 24

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4431	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5661	56.1
		Total:	10092	100.0

OS Column positions: 0911-0919 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW025 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 25**

Final NR Adj Replicate Weight 25

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4429	43.9
2-11.3582888	2-11.3582888	VALID WEIGHT	5663	56.1
		Total:	10092	100.0

OS Column positions: 0920-0928 OS Field Length: 9

FNRW026 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 26**

Final NR Adj Replicate Weight 26

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4434	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5658	56.1
		Total:	10092	100.0

OS Column positions: 0929-0937 OS Field Length: 9

FNRW027 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 27**

Final NR Adj Replicate Weight 27

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0938-0946 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW028 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 28**

Final NR Adj Replicate Weight 28

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-11.3582888	2-11.3582888	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 0947-0955 OS Field Length: 9

FNRW029 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 29**

Final NR Adj Replicate Weight 29

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4429	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5663	56.1
		Total:	10092	100.0

OS Column positions: 0956-0964 OS Field Length: 9

FNRW030 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 30**

Final NR Adj Replicate Weight 30

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4433	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5659	56.1
		Total:	10092	100.0

OS Column positions: 0965-0973 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW031 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 31**

Final NR Adj Replicate Weight 31

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4428	43.9
2-11.3582888	2-11.3582888	VALID WEIGHT	5664	56.1
		Total:	10092	100.0

OS Column positions: 0974-0982 OS Field Length: 9

FNRW032 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 32**

Final NR Adj Replicate Weight 32

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4432	43.9
2-11.3582888	2-11.3582888	VALID WEIGHT	5660	56.1
		Total:	10092	100.0

OS Column positions: 0983-0991 OS Field Length: 9

FNRW033 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 33**

Final NR Adj Replicate Weight 33

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4428	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5664	56.1
		Total:	10092	100.0

OS Column positions: 0992-1000 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW034 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 34**

Final NR Adj Replicate Weight 34

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4437	44.0
2-11.3582888	2-11.3582888	VALID WEIGHT	5655	56.0
		Total:	10092	100.0

OS Column positions: 1001-1009 OS Field Length: 9

FNRW035 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 35**

Final NR Adj Replicate Weight 35

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1010-1018 OS Field Length: 9

FNRW036 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 36**

Final NR Adj Replicate Weight 36

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4433	43.9
2-11.3582888	2-11.3582888	VALID WEIGHT	5659	56.1
		Total:	10092	100.0

OS Column positions: 1019-1027 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW037 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 37**

Final NR Adj Replicate Weight 37

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-9.4652406	2-9.4652406	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 1028-1036 OS Field Length: 9

FNRW038 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 38**

Final NR Adj Replicate Weight 38

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4435	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5657	56.1
		Total:	10092	100.0

OS Column positions: 1037-1045 OS Field Length: 9

FNRW039 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 39**

Final NR Adj Replicate Weight 39

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4431	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5661	56.1
		Total:	10092	100.0

OS Column positions: 1046-1054 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW040 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 40**

Final NR Adj Replicate Weight 40

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4430	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5662	56.1
		Total:	10092	100.0

OS Column positions: 1055-1063 OS Field Length: 9

FNRW041 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 41**

Final NR Adj Replicate Weight 41

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 1064-1072 OS Field Length: 9

FNRW042 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 42**

Final NR Adj Replicate Weight 42

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1073-1081 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW043 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 43**

Final NR Adj Replicate Weight 43

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4437	44.0
2-10.0568182	2-10.0568182	VALID WEIGHT	5655	56.0
		Total:	10092	100.0

OS Column positions: 1082-1090 OS Field Length: 9

FNRW044 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 44**

Final NR Adj Replicate Weight 44

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4433	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5659	56.1
		Total:	10092	100.0

OS Column positions: 1091-1099 OS Field Length: 9

FNRW045 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 45**

Final NR Adj Replicate Weight 45

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4430	43.9
2-10.0568182	2-10.0568182	VALID WEIGHT	5662	56.1
		Total:	10092	100.0

OS Column positions: 1100-1108 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW046 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 46**

Final NR Adj Replicate Weight 46

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 1109-1117 OS Field Length: 9

FNRW047 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 47**

Final NR Adj Replicate Weight 47

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1118-1126 OS Field Length: 9

FNRW048 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 48**

Final NR Adj Replicate Weight 48

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1127-1135 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW049 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 49**

Final NR Adj Replicate Weight 49

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 1136-1144 OS Field Length: 9

FNRW050 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 50**

Final NR Adj Replicate Weight 50

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 1145-1153 OS Field Length: 9

FNRW051 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 51**

Final NR Adj Replicate Weight 51

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4424	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5668	56.2
		Total:	10092	100.0

OS Column positions: 1154-1162 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW052 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 52**

Final NR Adj Replicate Weight 52

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1163-1171 OS Field Length: 9

FNRW053 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 53**

Final NR Adj Replicate Weight 53

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1172-1180 OS Field Length: 9

FNRW054 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 54**

Final NR Adj Replicate Weight 54

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1181-1189 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW055 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 55**

Final NR Adj Replicate Weight 55

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4424	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5668	56.2
		Total:	10092	100.0

OS Column positions: 1190-1198 OS Field Length: 9

FNRW056 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 56**

Final NR Adj Replicate Weight 56

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1199-1207 OS Field Length: 9

FNRW057 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 57**

Final NR Adj Replicate Weight 57

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1208-1216 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW058 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 58**

Final NR Adj Replicate Weight 58

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4425	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5667	56.2
		Total:	10092	100.0

OS Column positions: 1217-1225 OS Field Length: 9

FNRW059 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 59**

Final NR Adj Replicate Weight 59

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4412	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5680	56.3
		Total:	10092	100.0

OS Column positions: 1226-1234 OS Field Length: 9

FNRW060 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 60**

Final NR Adj Replicate Weight 60

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4431	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5661	56.1
		Total:	10092	100.0

OS Column positions: 1235-1243 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW061 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 61**

Final NR Adj Replicate Weight 61

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4428	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5664	56.1
		Total:	10092	100.0

OS Column positions: 1244-1252 OS Field Length: 9

FNRW062 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 62**

Final NR Adj Replicate Weight 62

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 1253-1261 OS Field Length: 9

FNRW063 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 63**

Final NR Adj Replicate Weight 63

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1262-1270 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW064 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 64**

Final NR Adj Replicate Weight 64

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1271-1279 OS Field Length: 9

FNRW065 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 65**

Final NR Adj Replicate Weight 65

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 1280-1288 OS Field Length: 9

FNRW066 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 66**

Final NR Adj Replicate Weight 66

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1289-1297 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW067 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 67**

Final NR Adj Replicate Weight 67

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 1298-1306 OS Field Length: 9

FNRW068 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 68**

Final NR Adj Replicate Weight 68

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1307-1315 OS Field Length: 9

FNRW069 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 69**

Final NR Adj Replicate Weight 69

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1316-1324 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW070 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 70**

Final NR Adj Replicate Weight 70

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1325-1333 OS Field Length: 9

FNRW071 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 71**

Final NR Adj Replicate Weight 71

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1334-1342 OS Field Length: 9

FNRW072 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 72**

Final NR Adj Replicate Weight 72

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4425	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5667	56.2
		Total:	10092	100.0

OS Column positions: 1343-1351 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW073 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 73**

Final NR Adj Replicate Weight 73

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1352-1360 OS Field Length: 9

FNRW074 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 74**

Final NR Adj Replicate Weight 74

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1361-1369 OS Field Length: 9

FNRW075 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 75**

Final NR Adj Replicate Weight 75

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1370-1378 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW076 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 76**

Final NR Adj Replicate Weight 76

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1379-1387 OS Field Length: 9

FNRW077 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 77**

Final NR Adj Replicate Weight 77

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1388-1396 OS Field Length: 9

FNRW078 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 78**

Final NR Adj Replicate Weight 78

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4428	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5664	56.1
		Total:	10092	100.0

OS Column positions: 1397-1405 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW079 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 79**

Final NR Adj Replicate Weight 79

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1406-1414 OS Field Length: 9

FNRW080 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 80**

Final NR Adj Replicate Weight 80

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1415-1423 OS Field Length: 9

FNRW081 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 81**

Final NR Adj Replicate Weight 81

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4433	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5659	56.1
		Total:	10092	100.0

OS Column positions: 1424-1432 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW082 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 82**

Final NR Adj Replicate Weight 82

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1433-1441 OS Field Length: 9

FNRW083 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 83**

Final NR Adj Replicate Weight 83

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1442-1450 OS Field Length: 9

FNRW084 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 84**

Final NR Adj Replicate Weight 84

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1451-1459 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW085 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 85**

Final NR Adj Replicate Weight 85

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1460-1468 OS Field Length: 9

FNRW086 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 86**

Final NR Adj Replicate Weight 86

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1469-1477 OS Field Length: 9

FNRW087 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 87**

Final NR Adj Replicate Weight 87

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4427	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5665	56.1
		Total:	10092	100.0

OS Column positions: 1478-1486 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW088 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 88**

Final NR Adj Replicate Weight 88

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4425	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5667	56.2
		Total:	10092	100.0

OS Column positions: 1487-1495 OS Field Length: 9

FNRW089 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 89**

Final NR Adj Replicate Weight 89

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1496-1504 OS Field Length: 9

FNRW090 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 90**

Final NR Adj Replicate Weight 90

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1505-1513 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW091 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 91**

Final NR Adj Replicate Weight 91

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1514-1522 OS Field Length: 9

FNRW092 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 92**

Final NR Adj Replicate Weight 92

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4425	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5667	56.2
		Total:	10092	100.0

OS Column positions: 1523-1531 OS Field Length: 9

FNRW093 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 93**

Final NR Adj Replicate Weight 93

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4412	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5680	56.3
		Total:	10092	100.0

OS Column positions: 1532-1540 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW094 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 94**

Final NR Adj Replicate Weight 94

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1541-1549 OS Field Length: 9

FNRW095 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 95**

Final NR Adj Replicate Weight 95

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1550-1558 OS Field Length: 9

FNRW096 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 96**

Final NR Adj Replicate Weight 96

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1559-1567 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW097 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 97**

Final NR Adj Replicate Weight 97

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1568-1576 OS Field Length: 9

FNRW098 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 98**

Final NR Adj Replicate Weight 98

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1577-1585 OS Field Length: 9

FNRW099 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 99**

Final NR Adj Replicate Weight 99

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1586-1594 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW100 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 100**

Final NR Adj Replicate Weight 100

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1595-1603 OS Field Length: 9

FNRW101 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 101**

Final NR Adj Replicate Weight 101

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 1604-1612 OS Field Length: 9

FNRW102 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 102**

Final NR Adj Replicate Weight 102

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4424	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5668	56.2
		Total:	10092	100.0

OS Column positions: 1613-1621 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW103 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 103**

Final NR Adj Replicate Weight 103

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1622-1630 OS Field Length: 9

FNRW104 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 104**

Final NR Adj Replicate Weight 104

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4412	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5680	56.3
		Total:	10092	100.0

OS Column positions: 1631-1639 OS Field Length: 9

FNRW105 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 105**

Final NR Adj Replicate Weight 105

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1640-1648 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW106 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 106**

Final NR Adj Replicate Weight 106

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 1649-1657 OS Field Length: 9

FNRW107 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 107**

Final NR Adj Replicate Weight 107

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1658-1666 OS Field Length: 9

FNRW108 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 108**

Final NR Adj Replicate Weight 108

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4422	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5670	56.2
		Total:	10092	100.0

OS Column positions: 1667-1675 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW109 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 109**

Final NR Adj Replicate Weight 109

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1676-1684 OS Field Length: 9

FNRW110 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 110**

Final NR Adj Replicate Weight 110

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1685-1693 OS Field Length: 9

FNRW111 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 111**

Final NR Adj Replicate Weight 111

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 1694-1702 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW112 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 112**

Final NR Adj Replicate Weight 112

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1703-1711 OS Field Length: 9

FNRW113 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 113**

Final NR Adj Replicate Weight 113

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1712-1720 OS Field Length: 9

FNRW114 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 114**

Final NR Adj Replicate Weight 114

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1721-1729 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW115 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 115**

Final NR Adj Replicate Weight 115

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4426	43.9
2-9.8333333	2-9.8333333	VALID WEIGHT	5666	56.1
		Total:	10092	100.0

OS Column positions: 1730-1738 OS Field Length: 9

FNRW116 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 116**

Final NR Adj Replicate Weight 116

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 1739-1747 OS Field Length: 9

FNRW117 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 117**

Final NR Adj Replicate Weight 117

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1748-1756 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW118 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 118**

Final NR Adj Replicate Weight 118

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1757-1765 OS Field Length: 9

FNRW119 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 119**

Final NR Adj Replicate Weight 119

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1766-1774 OS Field Length: 9

FNRW120 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 120**

Final NR Adj Replicate Weight 120

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1775-1783 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW121 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 121**

Final NR Adj Replicate Weight 121

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1784-1792 OS Field Length: 9

FNRW122 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 122**

Final NR Adj Replicate Weight 122

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4421	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5671	56.2
		Total:	10092	100.0

OS Column positions: 1793-1801 OS Field Length: 9

FNRW123 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 123**

Final NR Adj Replicate Weight 123

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1802-1810 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW124 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 124**

Final NR Adj Replicate Weight 124

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 1811-1819 OS Field Length: 9

FNRW125 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 125**

Final NR Adj Replicate Weight 125

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1820-1828 OS Field Length: 9

FNRW126 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 126**

Final NR Adj Replicate Weight 126

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1829-1837 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW127 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 127**

Final NR Adj Replicate Weight 127

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1838-1846 OS Field Length: 9

FNRW128 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 128**

Final NR Adj Replicate Weight 128

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1847-1855 OS Field Length: 9

FNRW129 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 129**

Final NR Adj Replicate Weight 129

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1856-1864 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW130 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 130**

Final NR Adj Replicate Weight 130

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1865-1873 OS Field Length: 9

FNRW131 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 131**

Final NR Adj Replicate Weight 131

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4420	43.8
2-9.8333333	2-9.83333332	VALID WEIGHT	5672	56.2
		Total:	10092	100.0

OS Column positions: 1874-1882 OS Field Length: 9

FNRW132 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 132**

Final NR Adj Replicate Weight 132

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 1883-1891 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW133 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 133**

Final NR Adj Replicate Weight 133

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 1892-1900 OS Field Length: 9

FNRW134 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 134**

Final NR Adj Replicate Weight 134

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 1901-1909 OS Field Length: 9

FNRW135 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 135**

Final NR Adj Replicate Weight 135

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 1910-1918 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW136 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 136**

Final NR Adj Replicate Weight 136

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 1919-1927 OS Field Length: 9

FNRW137 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 137**

Final NR Adj Replicate Weight 137

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 1928-1936 OS Field Length: 9

FNRW138 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 138**

Final NR Adj Replicate Weight 138

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4415	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5677	56.3
		Total:	10092	100.0

OS Column positions: 1937-1945 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW139 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 139**

Final NR Adj Replicate Weight 139

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4412	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5680	56.3
		Total:	10092	100.0

OS Column positions: 1946-1954 OS Field Length: 9

FNRW140 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 140**

Final NR Adj Replicate Weight 140

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 1955-1963 OS Field Length: 9

FNRW141 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 141**

Final NR Adj Replicate Weight 141

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4409	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5683	56.3
		Total:	10092	100.0

OS Column positions: 1964-1972 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW142 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 142**

Final NR Adj Replicate Weight 142

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 1973-1981 OS Field Length: 9

FNRW143 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 143**

Final NR Adj Replicate Weight 143

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4410	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5682	56.3
		Total:	10092	100.0

OS Column positions: 1982-1990 OS Field Length: 9

FNRW144 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 144**

Final NR Adj Replicate Weight 144

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 1991-1999 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW145 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 145**

Final NR Adj Replicate Weight 145

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 2000-2008 OS Field Length: 9

FNRW146 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 146**

Final NR Adj Replicate Weight 146

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 2009-2017 OS Field Length: 9

FNRW147 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 147**

Final NR Adj Replicate Weight 147

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 2018-2026 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW148 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 148**

Final NR Adj Replicate Weight 148

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4418	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5674	56.2
		Total:	10092	100.0

OS Column positions: 2027-2035 OS Field Length: 9

FNRW149 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 149**

Final NR Adj Replicate Weight 149

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 2036-2044 OS Field Length: 9

FNRW150 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 150**

Final NR Adj Replicate Weight 150

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4415	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5677	56.3
		Total:	10092	100.0

OS Column positions: 2045-2053 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW151 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 151**

Final NR Adj Replicate Weight 151

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2054-2062 OS Field Length: 9

FNRW152 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 152**

Final NR Adj Replicate Weight 152

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4415	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5677	56.3
		Total:	10092	100.0

OS Column positions: 2063-2071 OS Field Length: 9

FNRW153 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 153**

Final NR Adj Replicate Weight 153

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 2072-2080 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW154 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 154**

Final NR Adj Replicate Weight 154

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4407	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5685	56.3
		Total:	10092	100.0

OS Column positions: 2081-2089 OS Field Length: 9

FNRW155 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 155**

Final NR Adj Replicate Weight 155

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 2090-2098 OS Field Length: 9

FNRW156 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 156**

Final NR Adj Replicate Weight 156

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2099-2107 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW157 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 157**

Final NR Adj Replicate Weight 157

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4423	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5669	56.2
		Total:	10092	100.0

OS Column positions: 2108-2116 OS Field Length: 9

FNRW158 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 158**

Final NR Adj Replicate Weight 158

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4419	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5673	56.2
		Total:	10092	100.0

OS Column positions: 2117-2125 OS Field Length: 9

FNRW159 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 159**

Final NR Adj Replicate Weight 159

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 2126-2134 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW160 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 160**

Final NR Adj Replicate Weight 160

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2135-2143 OS Field Length: 9

FNRW161 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 161**

Final NR Adj Replicate Weight 161

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4410	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5682	56.3
		Total:	10092	100.0

OS Column positions: 2144-2152 OS Field Length: 9

FNRW162 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 162**

Final NR Adj Replicate Weight 162

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 2153-2161 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW163 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 163**

Final NR Adj Replicate Weight 163

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4415	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5677	56.3
		Total:	10092	100.0

OS Column positions: 2162-2170 OS Field Length: 9

FNRW164 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 164**

Final NR Adj Replicate Weight 164

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 2171-2179 OS Field Length: 9

FNRW165 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 165**

Final NR Adj Replicate Weight 165

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2180-2188 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW166 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 166**

Final NR Adj Replicate Weight 166

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4409	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5683	56.3
		Total:	10092	100.0

OS Column positions: 2189-2197 OS Field Length: 9

FNRW167 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 167**

Final NR Adj Replicate Weight 167

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2198-2206 OS Field Length: 9

FNRW168 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 168**

Final NR Adj Replicate Weight 168

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 2207-2215 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW169 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 169**

Final NR Adj Replicate Weight 169

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4410	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5682	56.3
		Total:	10092	100.0

OS Column positions: 2216-2224 OS Field Length: 9

FNRW170 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 170**

Final NR Adj Replicate Weight 170

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4409	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5683	56.3
		Total:	10092	100.0

OS Column positions: 2225-2233 OS Field Length: 9

FNRW171 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 171**

Final NR Adj Replicate Weight 171

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4416	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5676	56.2
		Total:	10092	100.0

OS Column positions: 2234-2242 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW172 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 172**

Final NR Adj Replicate Weight 172

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 2243-2251 OS Field Length: 9

FNRW173 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 173**

Final NR Adj Replicate Weight 173

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4415	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5677	56.3
		Total:	10092	100.0

OS Column positions: 2252-2260 OS Field Length: 9

FNRW174 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 174**

Final NR Adj Replicate Weight 174

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4411	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5681	56.3
		Total:	10092	100.0

OS Column positions: 2261-2269 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW175 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 175**

Final NR Adj Replicate Weight 175

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 2270-2278 OS Field Length: 9

FNRW176 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 176**

Final NR Adj Replicate Weight 176

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4414	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5678	56.3
		Total:	10092	100.0

OS Column positions: 2279-2287 OS Field Length: 9

FNRW177 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 177**

Final NR Adj Replicate Weight 177

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4413	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5679	56.3
		Total:	10092	100.0

OS Column positions: 2288-2296 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

SAS VARIABLE	TYPE	LENGTH	FORMAT	LABEL

FNRW178 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 178**

Final NR Adj Replicate Weight 178

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4412	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5680	56.3
		Total:	10092	100.0

OS Column positions: 2297-2305 OS Field Length: 9

FNRW179 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 179**

Final NR Adj Replicate Weight 179

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4410	43.7
2-9.8333333	2-9.8333333	VALID WEIGHT	5682	56.3
		Total:	10092	100.0

OS Column positions: 2306-2314 OS Field Length: 9

FNRW180 **NUM** **8** **FINAL NR ADJ REPLICATE WEIGHT 180**

Final NR Adj Replicate Weight 180

SAS Value	OS Value	Label	Frequency	Percentage
0	0	ZERO	4417	43.8
2-9.8333333	2-9.8333333	VALID WEIGHT	5675	56.2
		Total:	10092	100.0

OS Column positions: 2315-2323 OS Field Length: 9

Percentage total may not equal 100.0 due to rounding.

Appendix H:

Flat File Layout

APPENDIX H. Flat File Layout

SAS Variable	Label	Columns	Type	Width
TSVC	SERVICE PROVIDED BY RECRUITING COMMAND	0001-0002	Num	2
XRIMPC	CONSTRUCTED MEMBER SERVICE COMPONENT	0003-0004	Num	2
RR00002	HOW LONG ASSIGNED TO RECRUITING DUTY	0005-0006	Num	2
RR00003	IS THIS YOUR FIRST TOUR IN RECRUITING	0007-0008	Num	2
R00004A	SPECIFIC GOALS/MISSIONS: PERSONAL MTHLY	0009-0010	Num	2
R00004B	SPECIFIC GOALS/MISSIONS: PERSONAL ANNUAL	0011-0012	Num	2
R00004C	SPECIFIC GOALS/MISSIONS: TEAM MONTHLY	0013-0014	Num	2
R00004D	SPECIFIC GOALS/MISSIONS: TEAM ANNUAL	0015-0016	Num	2
R00004E	SPECIFIC GOALS/MISSIONS: NO, NEITHER	0017-0018	Num	2
R00005A	REASONS: ABLE TO CHOOSE LOCATION OF DUTY	0019-0020	Num	2
R00005B	REASONS: WANTED CHANGE FROM SPECIALTY/OC	0021-0022	Num	2
R00005C	REASONS: RECRUITING DUTY IS CAREER ENHAN	0023-0024	Num	2
R00005D	REASONS: RECRUITING DUTY NEC. FOR PROMO	0025-0026	Num	2
R00005E	REASONS: BELIEVE IN SVC/WANT TO SHARE IT	0027-0028	Num	2
R00005F	REASONS: WANT TO HELP YOUNG PEOPLE	0029-0030	Num	2
R00005G	REASONS: I HAD NO CHOICE	0031-0032	Num	2
R00005H	REASONS: OTHER, PLEASE SPECIFY	0033-0034	Num	2
R00005SP	SPECIFY FLAG FOR Q5	0035-0036	Num	2
RR00006	DID YOU VOLUNTEER TO BE A RECRUITER	0037-0038	Num	2
RR00007	HOW MANY OTHER REC IN SAME LOCATION	0039-0040	Num	2
RR00008	HOW MANY REC/OWN SVC IN REC STATION	0041-0042	Num	2
R00009	WERE PREFERENCES CONSIDERED IN ASSIGNMT	0043-0044	Num	2
R00010	ON AVG, TOTAL HRS/WK RECRUITING	0045-0046	Num	2
R00011	ON AVG, TOTAL HRS/WK ADMIN DUTIES	0047-0048	Num	2
R00012	ON AVG, TOTAL HRS/WK ON PHONE W/PROSPECT	0049-0050	Num	2
R00013	PAST YR, VOLUNTARILY NOT TAKEN LEAVE	0051-0052	Num	2
RR00014	PAST YR, REQUEST ANNUAL LEAVE/DENIED	0053-0054	Num	2
RR00015	HOW MANY DAYS/ANNUAL LEAVE TAKEN PAST YR	0055-0056	Num	2
R00016	PAST YR, PCT OF ANNUAL LEAVE DAYS WORKED	0057-0058	Num	2
R00017	HOW MANY DAYS OF ANNUAL LEAVE LOST/DUTY	0059-0060	Num	2
RR00018A	HOW RATE CURRENT LIVING COND/NOT APP	0061-0062	Num	2
R00018SK	SKIP FLAG FOR QUESTION 18A	0063-0064	Num	2
R00018B	HOW RATE CURRENT LIVING COND/QUALITY	0065-0066	Num	2
R00018C	HOW RATE CURRENT LIVING COND/COST	0067-0068	Num	2
RR00019	AVERAGE ONE-WAY DRIVING TIME/DUTY LOC	0069-0070	Num	2
RR00020A	TRAVEL TIME FROM RES TO MILITARY EXCHG	0071-0072	Num	2
RR00020B	TRAVEL TIME FROM RES TO COMMISSARY	0073-0074	Num	2
RR00020C	TRAVEL TIME FROM RES TO MIL HOSP/CLINIC	0075-0076	Num	2
R00021A	SATISFACTION: COST OF RESIDENCE	0077-0078	Num	2
R00021B	SATISFACTION: SCHOOLS	0079-0080	Num	2
R00021C	SATISFACTION: AVAILABILITY OF CHILD CARE	0081-0082	Num	2
R00021D	SATISFACTION: SPOUSE EMPLOYMENT	0083-0084	Num	2
R00022A	AGREE/DISAGREE: OFFICE PRESENTS PROF ENV	0085-0086	Num	2
R00022B	AGREE/DISAGREE: OFFICE PLEASANT ENVIRON	0087-0088	Num	2
R00022C	AGREE/DISAGREE: OFFICE CONTRIB/SUCCESS	0089-0090	Num	2
R00022D	AGREE/DISAGREE: OFFICE GETS FEW WALK-INS	0091-0092	Num	2
R00022E	AGREE/DISAGREE: MORE SUCCESS IF HI TECH	0093-0094	Num	2

SAS Variable	Label	Columns	Type	Width
R00022F	AGREE/DISAGREE: GD RELA W/OTHER TENANTS	0095-0096	Num	2
R00022G	AGREE/DISAGREE: GD RELA LANDLORD/RECR	0097-0098	Num	2
R00022H	AGREE/DISAGREE: OFFICE CONVENIENTLY LOC	0099-0100	Num	2
R00022I	AGREE/DISAGREE: LITTLE TROUBLE FINDING	0101-0102	Num	2
R00022J	AGREE/DISAGREE: CLOSE TO HIGH SCHOOLS	0103-0104	Num	2
R00022K	AGREE/DISAGREE: ACCESSIBLE TO APPLICANTS	0105-0106	Num	2
R00022L	AGREE/DISAGREE: PARKING AVAILABLE/APPS	0107-0108	Num	2
R00022M	AGREE/DISAGREE: PARKING CONVENIENT/APPS	0109-0110	Num	2
R00022N	AGREE/DISAGREE: PARKING AVAILABLE/RECS	0111-0112	Num	2
R00022O	AGREE/DISAGREE: PARKING CONVENIENT/RECS	0113-0114	Num	2
RR00023	HOW MUCH SPEND MTHLY TO PARK POV AT WORK	0115-0116	Num	2
RR00024	HOW MUCH SPEND MTHLY TO USE PUB TRANSP	0117-0118	Num	2
RR00025	REC HQ PROV FITNESS CTR AT NO EXPENSE	0119-0120	Num	2
R00026A	AGREE/DISAGREE: GIVEN REALISTIC PREVIEW	0121-0122	Num	2
R00026B	AGREE/DISAGREE: FAMILY PREPARED/DEMANDS	0123-0124	Num	2
R00026C	AGREE/DISAGREE: GD PROFESSIONAL TRAINING	0125-0126	Num	2
R00026D	AGREE/DISAGREE: TRNG HELPFUL/RELEVANT	0127-0128	Num	2
R00026E	AGREE/DISAGREE: TRNG INSUFFICIENT	0129-0130	Num	2
R00026F	AGREE/DISAGREE: TIME IN TRAINING SUFF	0131-0132	Num	2
R00027	DID IMMED SUPERVISOR TRAIN YOU AS REC	0133-0134	Num	2
R00028	HOW FREQ DID EXP REC HELP DURING OJT	0135-0136	Num	2
R00029A	AGREE/DISAGREE: RCV ADEQUATE REFRESHER	0137-0138	Num	2
R00029B	AGREE/DISAGREE: RCV ADEQ REFRESH TRN/SUP	0139-0140	Num	2
R00029C	AGREE/DISAGREE: RCV ADEQ REFR TRN/TRAINR	0141-0142	Num	2
R00030A	IMPRV REFR TRN: MORE FREQ TRN SESSIONS	0143-0144	Num	2
R00030B	IMPRV REFR TRN: REG SCHED TRAINING	0145-0146	Num	2
R00030C	IMPRV REFR TRN: MORE ALL HANDS TRNG	0147-0148	Num	2
R00030D	IMPRV REFR TRN: MORE INDIV TRAINING	0149-0150	Num	2
R00030E	IMPRV REFR TRN: HAVE REC TRN EACH OTHER	0151-0152	Num	2
R00030F	IMPRV REFR TRN: SHADOW EXP RECRUITER	0153-0154	Num	2
R00030G	IMPRV REFR TRN: OTHER, PLEASE SPECIFY	0155-0156	Num	2
R00030SP	SPECIFY FLAG FOR Q30	0157-0158	Num	2
R00031	HOW LONG BEFORE NEW REC CAN PERF/TOP EFF	0159-0160	Num	2
R00032A	AGREE/DISAGREE: MTHLY GOALS/MISSIONS ACH	0161-0162	Num	2
R00032B	AGREE/DISAGREE: MKT AREA ADEQUATE	0163-0164	Num	2
R00032C	AGREE/DISAGREE: SUCCESS/MAKE OR BRK EFF	0165-0166	Num	2
R00032D	AGREE/DISAGREE: PRESSURED TO CONTINUE	0167-0168	Num	2
R00032E	AGREE/DISAGREE: PUNISHED IF FALL SHORT	0169-0170	Num	2
R00032F	AGREE/DISAGREE: CAN MAKE UP G/M NEXT MTH	0171-0172	Num	2
R00032G	AGREE/DISAGREE: RCV ADEQ SUPPORT TO HELP	0173-0174	Num	2
R00032H	AGREE/DISAGREE: REQ PAPERWORK INTERFERES	0175-0176	Num	2
R00032I	AGREE/DISAGREE: SUPV WILL HELP ME	0177-0178	Num	2
RR00033	IN HOW MANY MTHS/ACHIEVE GOAL/MISSION	0179-0180	Num	2
RR00034	WHAT PCT GOAL/MISSION DID YOU ACHIEVE	0181-0182	Num	2
R00035	LIKELIHOOD/EXP REC CAN MAKE GOAL/MISSION	0183-0184	Num	2
R00036	COMP TO OTHER REC IN YOUR SVC	0185-0186	Num	2
RR00037	DO YOU RECRUIT NPS APPLICANTS	0187-0188	Num	2
R00037SK	SKIP FLAG FOR QUESTION 37	0189-0190	Num	2
RR00038A	HOW MANY NPS APPLICANTS/PAST YEAR	0191-0192	Num	2
R00038B	HOW MANY FROM ASVAB STP LEADS	0193-0195	Num	3

SAS Variable	Label	Columns	Type	Width
R00039A	HOW RATE: ASVAB STUDENT TESTING PROGRAM	0196-0197	Num	2
R00039B	HOW RATE: HIGH SCHOOL LISTS/STUD DIRS	0198-0199	Num	2
R00039C	HOW RATE: REFERRALS FROM APPLICANTS	0200-0201	Num	2
R00039D	HOW RATE: LOCAL ADVERTISING	0202-0203	Num	2
R00039E	HOW RATE: NATIONAL LEADS	0204-0205	Num	2
R00039F	HOW RATE: COMMUNITY COLLEGES	0206-0207	Num	2
R00039G	HOW RATE: 4-YR COLLEGES/UNIVERSITIES	0208-0209	Num	2
R00039H	HOW RATE: LOCAL MERCHANTS/COMM CONTACTS	0210-0211	Num	2
R00039I	HOW RATE: RECRUITER ASSISTANCE	0212-0213	Num	2
R00039J	HOW RATE: RECRUITING STATION WALK-INS	0214-0215	Num	2
R00040A	AGREE/DISAGREE: OPP EARN AWARD FOR PROD	0216-0217	Num	2
R00040B	AGREE/DISAGREE: AWARDS HAVE IMPT EFFECTS	0218-0219	Num	2
R00040C	AGREE/DISAGREE: SOM REC LACK APTITUDE	0220-0221	Num	2
R00040D	AGREE/DISAGREE: GD REC MAKE UP FOR OTHER	0222-0223	Num	2
R00040E	AGREE/DISAGREE: QUOTAS REFL ACTUAL REQ	0224-0225	Num	2
R00040F	AGREE/DISAGREE: WKG HARD MAKES MORE WORK	0226-0227	Num	2
R00040G	AGREE/DISAGREE: LDRSHP KPS REC INFORMED	0228-0229	Num	2
R00040H	AGREE/DISAGREE: MORALE OF RECS IS GOOD	0230-0231	Num	2
R00040I	AGREE/DISAGREE: PAY APPROP FOR JOB I DO	0232-0233	Num	2
R00040J	AGREE/DISAGREE: WLD REFER CAND OTH SVC	0234-0235	Num	2
R00041A	AGREE/DISAGREE: MILEAGE REST INTERFERES	0236-0237	Num	2
R00041B	AGREE/DISAGREE: HAVE FREEDOM TO PLAN WRK	0238-0239	Num	2
R00041C	AGREE/DISAGREE: RCV GD SUPPORT FR SUPV	0240-0241	Num	2
R00041D	AGREE/DISAGREE: SUPERIORS/I WORK AS TEAM	0242-0243	Num	2
R00042A	AGREE/DISAGREE: SUPV UNDERSTAND/HELP REC	0244-0245	Num	2
R00042B	AGREE/DISAGREE: REC ARE RECOGNIZED/GD JB	0246-0247	Num	2
R00042C	AGREE/DISAGREE: SKILLS HELPFUL/CIVILIAN	0248-0249	Num	2
R00042D	AGREE/DISAGREE: REC IS IMPORTANT WORK	0250-0251	Num	2
R00042E	AGREE/DISAGREE: REC IS CHALLENGING WORK	0252-0253	Num	2
R00042F	AGREE/DISAGREE: PAY SUFF/MEET EXPENSES	0254-0255	Num	2
R00042G	AGREE/DISAGREE: PROMOTION OPP BETTER	0256-0257	Num	2
R00042H	AGREE/DISAGREE: ENCOURAGE FR TO BE REC	0258-0259	Num	2
R00042I	AGREE/DISAGREE: FEEL EMOTIONALLY DRAINED	0260-0261	Num	2
R00042J	AGREE/DISAGREE: FEEL FATIGUED IN MORNING	0262-0263	Num	2
R00042K	AGREE/DISAGREE: WKG/PEOPLE STRAIN FOR ME	0264-0265	Num	2
R00042L	AGREE/DISAGREE: FEEL BURNED OUT FR JOB	0266-0267	Num	2
R00042M	AGREE/DISAGREE: FEEL FRUSTRATED BY JOB	0268-0269	Num	2
R00042N	AGREE/DISAGREE: FEEL AT END OF MY ROPE	0270-0271	Num	2
R00043A	WK CHG: AMOUNT OF CONTACT W/KEY INFL	0272-0273	Num	2
R00043B	WK CHG: NUMBER OF TIMES VISIT HIGH SCHLS	0274-0275	Num	2
R00043C	WK CHG: TYPES/VALUES OF INCENTIVE PKGS	0276-0277	Num	2
R00043D	WK CHG: OVERSEAS ASSIGNMENT OPPS	0278-0279	Num	2
R00043E	WK CHG: AMT OF TIME SPENT PRE-PROSPECTG	0280-0281	Num	2
R00043F	WK CHG: AMT OF TIME SPENT PROSPECTING	0282-0283	Num	2
R00043G	WK CHG: NUMBER HRS PER WK DUTY RELATED	0284-0285	Num	2
R00043H	WK CHG: AMT OF PARTICIPATION IN COMM EVT	0286-0287	Num	2
R00043I	WK CHG: NUMBER OF WK HRS REQ/MEET GOAL	0288-0289	Num	2
R00043J	WK CHG: AMT OF PAPERWORK REQ FOR REIMBUR	0290-0291	Num	2
R00043K	WK CHG: AMT OF MONEY PD FOR MED EXP	0292-0293	Num	2
R00043L	WK CHG: AMT OF FREE/PERSONAL TIME	0294-0295	Num	2

SAS Variable	Label	Columns	Type	Width
R00043M	WK CHG: STAFFING LEVEL FOR RECRUITERS	0296-0297	Num	2
R00043N	WK CHG: EXPERIENCE LEVEL OF FELLOW RECS	0298-0299	Num	2
R00044	HOW FREQ/RECRUITER IMPROPRIETIES OCCUR	0300-0301	Num	2
R00045	HOW FREQ/SEXUAL MISCONDUCT OCCURS	0302-0303	Num	2
R00046	WHICH ASSIGNMENT WOULD YOU CHOOSE	0304-0305	Num	2
RR00047	HOW MANY HIGH SCHL SENIORS/PROSPECT	0306-0307	Num	2
R00047SK	SKIP FLAG FOR QUESTION 47	0308-0309	Num	2
R00048	HOW RATE PROSPECTS/SENIORS FT JOB	0310-0311	Num	2
R00049	COMP TO CIV PAY, STARTING MIL PAY IS	0312-0313	Num	2
R00050A	AGREE/DISAGREE: CAN TALK W/SENIORS ANYTM	0314-0315	Num	2
R00050B	AGREE/DISAGREE: HS DIR AVAILABLE TO ME	0316-0317	Num	2
R00050C	AGREE/DISAGREE: CAN DISP POSTERS/BROCHUR	0318-0319	Num	2
R00050D	AGREE/DISAGREE: INVITED TO SPEAK TO CLAS	0320-0321	Num	2
R00050E	AGREE/DISAGREE: SCH COUNS ENC SENIORS	0322-0323	Num	2
R00050F	AGREE/DISAGREE: SCH COUN/CONS COLL MONEY	0324-0325	Num	2
R00051	ARE YOU INVITED TO CAREER DAY IN MKT	0326-0327	Num	2
R00052	WHAT PCT HS COOPERATE/PROV LISTS/DIR	0328-0329	Num	2
R00053	WHAT PCT HS COOPERATE/PROV ACCESS TO STU	0330-0331	Num	2
R00054	WHAT PCT HS SR NAMES HAVE/ALL LEAD SOURC	0332-0333	Num	2
R00055	DO SUPV ACTIVELY ASSIST REC	0334-0335	Num	2
R00056	WHAT DO HH MEM/IMM FAM THINK OF REC ASSG	0336-0337	Num	2
R00057	ARE ACTIVE ATTEMPTS MADE/INVOLVE FAMILY	0338-0339	Num	2
R00058A	IMP/UNIMP: FORMAL TRAINING	0340-0341	Num	2
R00058B	IMP/UNIMP: ON-THE-JOB TRAINING	0342-0343	Num	2
R00058C	IMP/UNIMP: ADVERTISING	0344-0345	Num	2
R00058D	IMP/UNIMP: PROMOTIONAL ITEMS	0346-0347	Num	2
R00058E	IMP/UNIMP: EDUCATIONAL BENEFITS FOR PROS	0348-0349	Num	2
R00058F	IMP/UNIMP: ENLISTMENT BONUS	0350-0351	Num	2
R00058G	IMP/UNIMP: SEASONAL SHIPPING BONUS	0352-0353	Num	2
R00058H	IMP/UNIMP: MEPS PROCESSING	0354-0355	Num	2
R00058I	IMP/UNIMP: OFFICE COMPUTER/SOFTWARE	0356-0357	Num	2
R00058J	IMP/UNIMP: BEEPER OR CELLULAR PHONE	0358-0359	Num	2
R00058K	IMP/UNIMP: RECRUITER INTERNET ACCESS	0360-0361	Num	2
R00058L	IMP/UNIMP: RECRUITING STATION LOCATION	0362-0363	Num	2
R00058M	IMP/UNIMP: RECRUITING STATION APPEARANCE	0364-0365	Num	2
R00058N	IMP/UNIMP: ACCESS TO OWN GOVT VEHICLE	0366-0367	Num	2
R00058O	IMP/UNIMP: POSITIVE MEDIA PUBLICITY	0368-0369	Num	2
R00058P	IMP/UNIMP: PRO-MILITARY COMM/INFLUENCERS	0370-0371	Num	2
R00058Q	IMP/UNIMP: HIGH SCHOOL ACCESS	0372-0373	Num	2
R00058R	IMP/UNIMP: HIGH SCHOOL STUDENT LISTS	0374-0375	Num	2
R00059A	NEEDS IMPRV: FORMAL TRAINING	0376-0377	Num	2
R00059B	NEEDS IMPRV: ON-THE-JOB TRAINING	0378-0379	Num	2
R00059C	NEEDS IMPRV: ADVERTISING	0380-0381	Num	2
R00059D	NEEDS IMPRV: PROMOTIONAL ITEMS	0382-0383	Num	2
R00059E	NEEDS IMPRV: EDUCATIONAL BENEFITS FOR PR	0384-0385	Num	2
R00059F	NEEDS IMPRV: ENLISTMENT BONUS	0386-0387	Num	2
R00059G	NEEDS IMPRV: SEASONAL SHIPPING BONUS	0388-0389	Num	2
R00059H	NEEDS IMPRV: MEPS PROCESSING	0390-0391	Num	2
R00059I	NEEDS IMPRV: MEPS MEDICAL SCREENING	0392-0393	Num	2
R00059J	NEEDS IMPRV: MEPS TESTING	0394-0395	Num	2

SAS Variable	Label	Columns	Type	Width
R00059K	NEEDS IMPRV: MEPS LIAISONS	0396-0397	Num	2
R00059L	NEEDS IMPRV: OFFICE COMPUTER/SOFTWARE	0398-0399	Num	2
R00059M	NEEDS IMPRV: BEEPER OR CELLULAR PHONE	0400-0401	Num	2
R00059N	NEEDS IMPRV: RECRUITER INTERNET ACCESS	0402-0403	Num	2
R00059O	NEEDS IMPRV: RECRUITING STATION LOCATION	0404-0405	Num	2
R00059P	NEEDS IMPRV: RECRUITING STA APPEARANCE	0406-0407	Num	2
R00059Q	NEEDS IMPRV: ACCESS TO OWN GOVT VEHICLE	0408-0409	Num	2
R00059R	NEEDS IMPRV: POSITIVE MEDIA PUBLICITY	0410-0411	Num	2
R00059S	NEEDS IMPRV: PRO-MILITARY COMM/INFLUENCE	0412-0413	Num	2
R00059T	NEEDS IMPRV: HIGH SCHOOL ACCESS	0414-0415	Num	2
R00059U	NEEDS IMPRV: HIGH SCHOOL STUDENT LISTS	0416-0417	Num	2
R00060A	CHANGE: LOCAL NEWSPAPER ADS	0418-0419	Num	2
R00060B	CHANGE: BILLBOARDS	0420-0421	Num	2
R00060C	CHANGE: TELEVISION ADVERTISING	0422-0423	Num	2
R00060D	CHANGE: INTERNET RECRUITING WEBSITES	0424-0425	Num	2
R00060E	CHANGE: RADIO ADVERTISING	0426-0427	Num	2
R00060F	CHANGE: MAGAZINE ADVERTISING	0428-0429	Num	2
R00060G	CHANGE: LOCALLY PRODUCED FLYERS/MAILINGS	0430-0431	Num	2
R00060H	CHANGE: FLYERS/MAILINGS FROM REC SVC	0432-0433	Num	2
R00060I	CHANGE: JOINT SERVICE ADVERTISING	0434-0435	Num	2
R00060J	CHANGE: MAJOR LOCAL EVENTS	0436-0437	Num	2
R00061A	IMP/UNIMP: ENLISTMENT BONUS	0438-0439	Num	2
R00061B	IMP/UNIMP: SEASONAL SHIPPING BONUS	0440-0441	Num	2
R00061C	IMP/UNIMP: MONTGOMERY GI BILL BENEFITS	0442-0443	Num	2
R00061D	IMP/UNIMP: SERVICE COLLEGE FUND	0444-0445	Num	2
R00061E	IMP/UNIMP: MILITARY PAY AND ALLOWANCES	0446-0447	Num	2
R00061F	IMP/UNIMP: MEDICAL BENEFITS	0448-0449	Num	2
R00061G	IMP/UNIMP: JOB TRAINING AND EXPERIENCE	0450-0451	Num	2
R00061H	IMP/UNIMP: IN-SERVICE EDUC OPPORTUNITIES	0452-0453	Num	2
R00061I	IMP/UNIMP: SUBSEQUENT CIV EMPL OPPOR	0454-0455	Num	2
R00061J	IMP/UNIMP: PHYSICAL/MENTAL CHALLENGE	0456-0457	Num	2
R00061K	IMP/UNIMP: OPPORTUNITY TO TRAVEL	0458-0459	Num	2
R00061L	IMP/UNIMP: CHOICE OF FIRST DUTY STATION	0460-0461	Num	2
R00062A	AGREE/DISAGREE: CIV CONT/TELEMKT HELPFUL	0462-0463	Num	2
R00062B	AGREE/DISAGREE: CIV CONT/TMKT CONVENIENT	0464-0465	Num	2
R00062C	AGREE/DISAGREE: CIV CONT/TMKT HELP GOAL	0466-0467	Num	2
R00062D	AGREE/DISAGREE: CIV CONT/ADM HELPFUL	0468-0469	Num	2
R00062E	AGREE/DISAGREE: CIV CONT/ADM CONVENIENT	0470-0471	Num	2
R00062F	AGREE/DISAGREE: CIV CONT/ADM HELP GOAL	0472-0473	Num	2
R00063A	AGREE/DISAGREE: LOC WLD HELP RECRUIT	0474-0475	Num	2
R00063B	AGREE/DISAGREE: REFLECT WELL ON MILITARY	0476-0477	Num	2
R00063C	AGREE/DISAGREE: HINDRANCE FOR MEETING/PR	0478-0479	Num	2
R00063D	AGREE/DISAGREE: PREFER MALL TO CURRENT	0480-0481	Num	2
R00063E	AGREE/DISAGREE: WLD NOT CHOOSE A MALL	0482-0483	Num	2
R00063F	AGREE/DISAGREE: TEENS WLD VISIT/HI TECH	0484-0485	Num	2
R00063G	AGREE/DISAGREE: TEENS MORE IMPRESSED/APP	0486-0487	Num	2
R00063H	AGREE/DISAGREE: VISIBILITY/IMP KEY INFL	0488-0489	Num	2
R00063I	AGREE/DISAGREE: SHLD MODERNIZE REC FACIL	0490-0491	Num	2
R00063J	AGREE/DISAGREE: PREFER STA/EASILY ACCESS	0492-0493	Num	2
R00063K	AGREE/DISAGREE: ADM ASST CREATE FRICTION	0494-0495	Num	2

SAS Variable	Label	Columns	Type	Width
R00064	HRS/WEEK SPEND CALLING/CLD BE HIRED OUT	0496-0497	Num	2
R00065	HRS/WEEK ADM DUTIES/CLD BE HIRED OUT	0498-0499	Num	2
R00066A	AGREE/DISAGREE: IMM SUPV EXPECT TOO MUCH	0500-0501	Num	2
R00066B	AGREE/DISAGREE: IMM SUPV COACHES IF NEED	0502-0503	Num	2
R00066C	AGREE/DISAGREE: IMM SUPV CRITICIZES ME	0504-0505	Num	2
R00066D	AGREE/DISAGREE: IMM SUPV/POOR JOB MORALE	0506-0507	Num	2
R00066E	AGREE/DISAGREE: IMM SUPV STANDS UP FR ME	0508-0509	Num	2
R00066F	AGREE/DISAGREE: FEEL SUPV TOO CLOSELY	0510-0511	Num	2
R00066G	AGREE/DISAGREE: IMM SUPV UNDERST SALES	0512-0513	Num	2
RR00067	AGREE/DISAGREE: N/A, DO NOT SUPERVISE	0514-0515	Num	2
R00067SK	SKIP FLAG FOR QUESTION 67	0516-0517	Num	2
R00067A	AGREE/DISAGREE: REC SHLD NOT BOTHER SUPV	0518-0519	Num	2
R00067B	AGREE/DISAGREE: TEAMWK IS AS IMP AS INDV	0520-0521	Num	2
R00067C	AGREE/DISAGREE: MY JOB TO MOTIVATE REC	0522-0523	Num	2
R00067D	AGREE/DISAGREE: LISTEN TO SUB/DO BETTER	0524-0525	Num	2
R00067E	AGREE/DISAGREE: MY JOB TO TEACH REC	0526-0527	Num	2
R00067F	AGREE/DISAGREE: REC NEED CONST PRESSURE	0528-0529	Num	2
R00067G	AGREE/DISAGREE: SUPV INSPIRE MAKE DIFF	0530-0531	Num	2
R00067H	AGREE/DISAGREE: REC SHLD MAKE OWN DECIS	0532-0533	Num	2
R00067I	AGREE/DISAGREE: SUPV CAN ONLY DO SO MUCH	0534-0535	Num	2
R00067J	AGREE/DISAGREE: PUNISHING COUNTERPRODUCT	0536-0537	Num	2
R00068A	SATISFACTION: IMMEDIATE SUPERVISOR	0538-0539	Num	2
R00068B	SATISFACTION: REC CMD BEYOND IMM SUPV	0540-0541	Num	2
R00069A	SATISFACTION BEFORE: IMM SUPERVISOR	0542-0543	Num	2
R00069B	SATISFACTION BEFORE: LDRSHP BEYOND SUPV	0544-0545	Num	2
R00070	DO YOU PLAN TO MAKE REC A CAREER	0546-0547	Num	2
R00071A	SATISFACTION: RECRUITING	0548-0549	Num	2
R00071B	SATISFACTION: MILITARY LIFE	0550-0551	Num	2
R00072	AMT SPENT ON MED/DENT NOT REIMBURSED	0552-0555	Num	4
R00073	AMT SPENT ON DUTIES NOT REIMBURSED	0556-0559	Num	4
R00074	AMT SPENT ON HOUSING ABOVE BAH	0560-0563	Num	4
RR00075A	TYPE OF TREATMENT FACILITY: YOURSELF	0564-0565	Num	2
RR00075B	TYPE OF TREATMENT FACILITY: FAMILY	0566-0567	Num	2
R00076A	TRAVEL TIME/TREATMENT: YOURSELF	0568-0569	Num	2
R00076B	TRAVEL TIME/TREATMENT: FAMILY MEMBERS	0570-0571	Num	2
R00077A	TRICARE SATISFACTION: YOURSELF	0572-0573	Num	2
R00077B	TRICARE SATISFACTION: FAMILY MEMBERS	0574-0575	Num	2
R00078	WHAT IS YOUR CURRENT TRICARE PLAN	0576-0577	Num	2
R00079	ARE YOU/FAMILY COVERED BY TRICARE SUPPL	0578-0579	Num	2
R00080	ARE YOU/FAMILY COVERED BY PRIVATE INS	0580-0581	Num	2
R00081	IS TRICARE PRIME AVAIL AT CURRENT ASSIGN	0582-0583	Num	2
R00081SK	SKIP FLAG FOR QUESTION 81	0584-0585	Num	2
R00082	IF NO, WLD USE TRICARE PRIME IF AVAIL	0586-0587	Num	2
R00083	DO YOU HAVE PC IN OFFICE ISSUED TO YOU	0588-0589	Num	2
R00084	DO YOU HAVE PC SHARED BY YOU AND OTHERS	0590-0591	Num	2
R00085	DO YOU HAVE ACCESS TO A LAPTOP COMPUTER	0592-0593	Num	2
R00086	DO YOU HAVE A COMPUTER IN HOME/RESIDENCE	0594-0595	Num	2
R00086SK	SKIP FLAG FOR QUESTION 86	0596-0597	Num	2
R00087	DO YOU USE HOME COMPUTER FOR WORK	0598-0599	Num	2
R00088AA	ACCESS TO INTERNET: YES, OFFICE ONLY	0600-0601	Num	2

SAS Variable	Label	Columns	Type	Width
R00088AB	ACCESS TO INTERNET: YES, HOME ONLY	0602-0603	Num	2
R00088AC	ACCESS TO INTERNET: YES, BOTH OFC/HOME	0604-0605	Num	2
R00088AD	ACCESS TO INTERNET: NO	0606-0607	Num	2
R00088A	DO YOU HAVE ACCESS TO THE INTERNET	0608-0609	Num	2
R00088BA	USE INTERNET: YES, OFFICE ONLY	0610-0611	Num	2
R00088BB	USE INTERNET: YES, HOME ONLY	0612-0613	Num	2
R00088BC	USE INTERNET: YES, BOTH OFC/HOME	0614-0615	Num	2
R00088BD	USE INTERNET: NO	0616-0617	Num	2
R00088B	DO YOU USE THE INTERNET	0618-0619	Num	2
R00089A	HRS/WK: WORD PROCESSING	0620-0621	Num	2
R00089B	HRS/WK: SPREADSHEETS	0622-0623	Num	2
R00089C	HRS/WK: DATABASE APPLICATIONS	0624-0625	Num	2
R00089D	HRS/WK: CHAT ROOMS/ELECTRONIC BULLTN BRD	0626-0627	Num	2
R00089E	HRS/WK: OWN RECRUITING CMD WEB SITE	0628-0629	Num	2
R00089F	HRS/WK: PERSONAL/LOCAL WEB SITE	0630-0631	Num	2
R00089G	HRS/WK: EXCH E-MAIL WITH POTEN RECRUITS	0632-0633	Num	2
R00089H	HRS/WK: WK-RELATED E-MAIL OTHER THAN	0634-0635	Num	2
R00089I	HRS/WK: DISTANCE LEARNING	0636-0637	Num	2
R00089J	HRS/WK: FILLING OUT ELECTRONIC FORMS	0638-0639	Num	2
R00089K	HRS/WK: OTHER	0640-0641	Num	2
XRIMPPC	RECODED CONSTRUCTED PAY GRADE	0642-0643	Num	2
RSRED	WHAT IS HIGHEST GRADE/DEGREE COMPLETED	0644-0645	Num	2
R3XRETH2	CONSTRUCTED RACE/ETHNICITY VARIABLE	0646-0647	Num	2
XRIMPX	CONSTRUCTED GENDER	0648-0649	Num	2
XRIMPM	CONSTRUCTED MARITAL STATUS	0650-0651	Num	2
SRMARSK	SKIP FLAG FOR QUESTION 95	0652-0653	Num	2
RR00096	WHAT WAS MARITAL STATUS/BEGAN RECRUITING	0654-0655	Num	2
SRAGE	HOW OLD ON LAST BIRTHDAY	0656-0657	Num	2
SRDATE	DATE SURVEY WAS COMPLETED	0658-0665	Num	8
COMMENT1	COMMENT SUPPLIED IN QUESTION 100	0666-0667	Num	2
COMMENT2	COMMENT SUPPLIED IN QUESTION 101	0668-0669	Num	2
COMMENT3	COMMENT SUPPLIED IN QUESTION 102	0670-0671	Num	2
SCSID	UNIQUE IDENTIFIER FOR RECRUITER	0672-0676	Char	5
DMDCELIG	ELIGIBILITY FLAG FOR ANALYSIS	0677-0677	Num	1
CAS_ELIG	CASRO ELIGIBILITY FLAG	0678-0679	Char	2
ELIGFLGW	ELIGIBILITY FLAG FOR WEIGHTING	0680-0680	Num	1
TVSTR	TAYLOR SERIES VARIANCE STRATUM	0681-0682	Num	2
NTVSTRAT	TAYLOR SERIES VARIANCE POPULATION	0683-0690	Num	8
SMPTVSTR	TAYLOR SERIES ACHIEVED SAMPLE SIZE	0691-0694	Num	4
FNRW0	FINAL NR ADJ FULL SAMPLE WEIGHT	0695-0703	Num	9.7
FNRW001	FINAL NR ADJ REPLICATE WEIGHT 01	0704-0712	Num	9.7
FNRW002	FINAL NR ADJ REPLICATE WEIGHT 02	0713-0721	Num	9.7
FNRW003	FINAL NR ADJ REPLICATE WEIGHT 03	0722-0730	Num	9.7
FNRW004	FINAL NR ADJ REPLICATE WEIGHT 04	0731-0739	Num	9.7
FNRW005	FINAL NR ADJ REPLICATE WEIGHT 05	0740-0748	Num	9.7
FNRW006	FINAL NR ADJ REPLICATE WEIGHT 06	0749-0757	Num	9.7
FNRW007	FINAL NR ADJ REPLICATE WEIGHT 07	0758-0766	Num	9.7
FNRW008	FINAL NR ADJ REPLICATE WEIGHT 08	0767-0775	Num	9.7
FNRW009	FINAL NR ADJ REPLICATE WEIGHT 09	0776-0784	Num	9.7
FNRW010	FINAL NR ADJ REPLICATE WEIGHT 10	0785-0793	Num	9.7

SAS Variable	Label	Columns	Type	Width
FNRW011	FINAL NR ADJ REPLICATE WEIGHT 11	0794-0802	Num	9.7
FNRW012	FINAL NR ADJ REPLICATE WEIGHT 12	0803-0811	Num	9.7
FNRW013	FINAL NR ADJ REPLICATE WEIGHT 13	0812-0820	Num	9.7
FNRW014	FINAL NR ADJ REPLICATE WEIGHT 14	0821-0829	Num	9.7
FNRW015	FINAL NR ADJ REPLICATE WEIGHT 15	0830-0838	Num	9.7
FNRW016	FINAL NR ADJ REPLICATE WEIGHT 16	0839-0847	Num	9.7
FNRW017	FINAL NR ADJ REPLICATE WEIGHT 17	0848-0856	Num	9.7
FNRW018	FINAL NR ADJ REPLICATE WEIGHT 18	0857-0865	Num	9.7
FNRW019	FINAL NR ADJ REPLICATE WEIGHT 19	0866-0874	Num	9.7
FNRW020	FINAL NR ADJ REPLICATE WEIGHT 20	0875-0883	Num	9.7
FNRW021	FINAL NR ADJ REPLICATE WEIGHT 21	0884-0892	Num	9.7
FNRW022	FINAL NR ADJ REPLICATE WEIGHT 22	0893-0901	Num	9.7
FNRW023	FINAL NR ADJ REPLICATE WEIGHT 23	0902-0910	Num	9.7
FNRW024	FINAL NR ADJ REPLICATE WEIGHT 24	0911-0919	Num	9.7
FNRW025	FINAL NR ADJ REPLICATE WEIGHT 25	0920-0928	Num	9.7
FNRW026	FINAL NR ADJ REPLICATE WEIGHT 26	0929-0937	Num	9.7
FNRW027	FINAL NR ADJ REPLICATE WEIGHT 27	0938-0946	Num	9.7
FNRW028	FINAL NR ADJ REPLICATE WEIGHT 28	0947-0955	Num	9.7
FNRW029	FINAL NR ADJ REPLICATE WEIGHT 29	0956-0964	Num	9.7
FNRW030	FINAL NR ADJ REPLICATE WEIGHT 30	0965-0973	Num	9.7
FNRW031	FINAL NR ADJ REPLICATE WEIGHT 31	0974-0982	Num	9.7
FNRW032	FINAL NR ADJ REPLICATE WEIGHT 32	0983-0991	Num	9.7
FNRW033	FINAL NR ADJ REPLICATE WEIGHT 33	0992-1000	Num	9.7
FNRW034	FINAL NR ADJ REPLICATE WEIGHT 34	1001-1009	Num	9.7
FNRW035	FINAL NR ADJ REPLICATE WEIGHT 35	1010-1018	Num	9.7
FNRW036	FINAL NR ADJ REPLICATE WEIGHT 36	1019-1027	Num	9.7
FNRW037	FINAL NR ADJ REPLICATE WEIGHT 37	1028-1036	Num	9.7
FNRW038	FINAL NR ADJ REPLICATE WEIGHT 38	1037-1045	Num	9.7
FNRW039	FINAL NR ADJ REPLICATE WEIGHT 39	1046-1054	Num	9.7
FNRW040	FINAL NR ADJ REPLICATE WEIGHT 40	1055-1063	Num	9.7
FNRW041	FINAL NR ADJ REPLICATE WEIGHT 41	1064-1072	Num	9.7
FNRW042	FINAL NR ADJ REPLICATE WEIGHT 42	1073-1081	Num	9.7
FNRW043	FINAL NR ADJ REPLICATE WEIGHT 43	1082-1090	Num	9.7
FNRW044	FINAL NR ADJ REPLICATE WEIGHT 44	1091-1099	Num	9.7
FNRW045	FINAL NR ADJ REPLICATE WEIGHT 45	1100-1108	Num	9.7
FNRW046	FINAL NR ADJ REPLICATE WEIGHT 46	1109-1117	Num	9.7
FNRW047	FINAL NR ADJ REPLICATE WEIGHT 47	1118-1126	Num	9.7
FNRW048	FINAL NR ADJ REPLICATE WEIGHT 48	1127-1135	Num	9.7
FNRW049	FINAL NR ADJ REPLICATE WEIGHT 49	1136-1144	Num	9.7
FNRW050	FINAL NR ADJ REPLICATE WEIGHT 50	1145-1153	Num	9.7
FNRW051	FINAL NR ADJ REPLICATE WEIGHT 51	1154-1162	Num	9.7
FNRW052	FINAL NR ADJ REPLICATE WEIGHT 52	1163-1171	Num	9.7
FNRW053	FINAL NR ADJ REPLICATE WEIGHT 53	1172-1180	Num	9.7
FNRW054	FINAL NR ADJ REPLICATE WEIGHT 54	1181-1189	Num	9.7
FNRW055	FINAL NR ADJ REPLICATE WEIGHT 55	1190-1198	Num	9.7
FNRW056	FINAL NR ADJ REPLICATE WEIGHT 56	1199-1207	Num	9.7
FNRW057	FINAL NR ADJ REPLICATE WEIGHT 57	1208-1216	Num	9.7
FNRW058	FINAL NR ADJ REPLICATE WEIGHT 58	1217-1225	Num	9.7
FNRW059	FINAL NR ADJ REPLICATE WEIGHT 59	1226-1234	Num	9.7
FNRW060	FINAL NR ADJ REPLICATE WEIGHT 60	1235-1243	Num	9.7

SAS Variable	Label	Columns	Type	Width
FNRW061	FINAL NR ADJ REPLICATE WEIGHT 61	1244-1252	Num	9.7
FNRW062	FINAL NR ADJ REPLICATE WEIGHT 62	1253-1261	Num	9.7
FNRW063	FINAL NR ADJ REPLICATE WEIGHT 63	1262-1270	Num	9.7
FNRW064	FINAL NR ADJ REPLICATE WEIGHT 64	1271-1279	Num	9.7
FNRW065	FINAL NR ADJ REPLICATE WEIGHT 65	1280-1288	Num	9.7
FNRW066	FINAL NR ADJ REPLICATE WEIGHT 66	1289-1297	Num	9.7
FNRW067	FINAL NR ADJ REPLICATE WEIGHT 67	1298-1306	Num	9.7
FNRW068	FINAL NR ADJ REPLICATE WEIGHT 68	1307-1315	Num	9.7
FNRW069	FINAL NR ADJ REPLICATE WEIGHT 69	1316-1324	Num	9.7
FNRW070	FINAL NR ADJ REPLICATE WEIGHT 70	1325-1333	Num	9.7
FNRW071	FINAL NR ADJ REPLICATE WEIGHT 71	1334-1342	Num	9.7
FNRW072	FINAL NR ADJ REPLICATE WEIGHT 72	1343-1351	Num	9.7
FNRW073	FINAL NR ADJ REPLICATE WEIGHT 73	1352-1360	Num	9.7
FNRW074	FINAL NR ADJ REPLICATE WEIGHT 74	1361-1369	Num	9.7
FNRW075	FINAL NR ADJ REPLICATE WEIGHT 75	1370-1378	Num	9.7
FNRW076	FINAL NR ADJ REPLICATE WEIGHT 76	1379-1387	Num	9.7
FNRW077	FINAL NR ADJ REPLICATE WEIGHT 77	1388-1396	Num	9.7
FNRW078	FINAL NR ADJ REPLICATE WEIGHT 78	1397-1405	Num	9.7
FNRW079	FINAL NR ADJ REPLICATE WEIGHT 79	1406-1414	Num	9.7
FNRW080	FINAL NR ADJ REPLICATE WEIGHT 80	1415-1423	Num	9.7
FNRW081	FINAL NR ADJ REPLICATE WEIGHT 81	1424-1432	Num	9.7
FNRW082	FINAL NR ADJ REPLICATE WEIGHT 82	1433-1441	Num	9.7
FNRW083	FINAL NR ADJ REPLICATE WEIGHT 83	1442-1450	Num	9.7
FNRW084	FINAL NR ADJ REPLICATE WEIGHT 84	1451-1459	Num	9.7
FNRW085	FINAL NR ADJ REPLICATE WEIGHT 85	1460-1468	Num	9.7
FNRW086	FINAL NR ADJ REPLICATE WEIGHT 86	1469-1477	Num	9.7
FNRW087	FINAL NR ADJ REPLICATE WEIGHT 87	1478-1486	Num	9.7
FNRW088	FINAL NR ADJ REPLICATE WEIGHT 88	1487-1495	Num	9.7
FNRW089	FINAL NR ADJ REPLICATE WEIGHT 89	1496-1504	Num	9.7
FNRW090	FINAL NR ADJ REPLICATE WEIGHT 90	1505-1513	Num	9.7
FNRW091	FINAL NR ADJ REPLICATE WEIGHT 91	1514-1522	Num	9.7
FNRW092	FINAL NR ADJ REPLICATE WEIGHT 92	1523-1531	Num	9.7
FNRW093	FINAL NR ADJ REPLICATE WEIGHT 93	1532-1540	Num	9.7
FNRW094	FINAL NR ADJ REPLICATE WEIGHT 94	1541-1549	Num	9.7
FNRW095	FINAL NR ADJ REPLICATE WEIGHT 95	1550-1558	Num	9.7
FNRW096	FINAL NR ADJ REPLICATE WEIGHT 96	1559-1567	Num	9.7
FNRW097	FINAL NR ADJ REPLICATE WEIGHT 97	1568-1576	Num	9.7
FNRW098	FINAL NR ADJ REPLICATE WEIGHT 98	1577-1585	Num	9.7
FNRW099	FINAL NR ADJ REPLICATE WEIGHT 99	1586-1594	Num	9.7
FNRW100	FINAL NR ADJ REPLICATE WEIGHT 100	1595-1603	Num	9.7
FNRW101	FINAL NR ADJ REPLICATE WEIGHT 101	1604-1612	Num	9.7
FNRW102	FINAL NR ADJ REPLICATE WEIGHT 102	1613-1621	Num	9.7
FNRW103	FINAL NR ADJ REPLICATE WEIGHT 103	1622-1630	Num	9.7
FNRW104	FINAL NR ADJ REPLICATE WEIGHT 104	1631-1639	Num	9.7
FNRW105	FINAL NR ADJ REPLICATE WEIGHT 105	1640-1648	Num	9.7
FNRW106	FINAL NR ADJ REPLICATE WEIGHT 106	1649-1657	Num	9.7
FNRW107	FINAL NR ADJ REPLICATE WEIGHT 107	1658-1666	Num	9.7
FNRW108	FINAL NR ADJ REPLICATE WEIGHT 108	1667-1675	Num	9.7
FNRW109	FINAL NR ADJ REPLICATE WEIGHT 109	1676-1684	Num	9.7
FNRW110	FINAL NR ADJ REPLICATE WEIGHT 110	1685-1693	Num	9.7

SAS Variable	Label	Columns	Type	Width
FNRW111	FINAL NR ADJ REPLICATE WEIGHT 111	1694-1702	Num	9.7
FNRW112	FINAL NR ADJ REPLICATE WEIGHT 112	1703-1711	Num	9.7
FNRW113	FINAL NR ADJ REPLICATE WEIGHT 113	1712-1720	Num	9.7
FNRW114	FINAL NR ADJ REPLICATE WEIGHT 114	1721-1729	Num	9.7
FNRW115	FINAL NR ADJ REPLICATE WEIGHT 115	1730-1738	Num	9.7
FNRW116	FINAL NR ADJ REPLICATE WEIGHT 116	1739-1747	Num	9.7
FNRW117	FINAL NR ADJ REPLICATE WEIGHT 117	1748-1756	Num	9.7
FNRW118	FINAL NR ADJ REPLICATE WEIGHT 118	1757-1765	Num	9.7
FNRW119	FINAL NR ADJ REPLICATE WEIGHT 119	1766-1774	Num	9.7
FNRW120	FINAL NR ADJ REPLICATE WEIGHT 120	1775-1783	Num	9.7
FNRW121	FINAL NR ADJ REPLICATE WEIGHT 121	1784-1792	Num	9.7
FNRW122	FINAL NR ADJ REPLICATE WEIGHT 122	1793-1801	Num	9.7
FNRW123	FINAL NR ADJ REPLICATE WEIGHT 123	1802-1810	Num	9.7
FNRW124	FINAL NR ADJ REPLICATE WEIGHT 124	1811-1819	Num	9.7
FNRW125	FINAL NR ADJ REPLICATE WEIGHT 125	1820-1828	Num	9.7
FNRW126	FINAL NR ADJ REPLICATE WEIGHT 126	1829-1837	Num	9.7
FNRW127	FINAL NR ADJ REPLICATE WEIGHT 127	1838-1846	Num	9.7
FNRW128	FINAL NR ADJ REPLICATE WEIGHT 128	1847-1855	Num	9.7
FNRW129	FINAL NR ADJ REPLICATE WEIGHT 129	1856-1864	Num	9.7
FNRW130	FINAL NR ADJ REPLICATE WEIGHT 130	1865-1873	Num	9.7
FNRW131	FINAL NR ADJ REPLICATE WEIGHT 131	1874-1882	Num	9.7
FNRW132	FINAL NR ADJ REPLICATE WEIGHT 132	1883-1891	Num	9.7
FNRW133	FINAL NR ADJ REPLICATE WEIGHT 133	1892-1900	Num	9.7
FNRW134	FINAL NR ADJ REPLICATE WEIGHT 134	1901-1909	Num	9.7
FNRW135	FINAL NR ADJ REPLICATE WEIGHT 135	1910-1918	Num	9.7
FNRW136	FINAL NR ADJ REPLICATE WEIGHT 136	1919-1927	Num	9.7
FNRW137	FINAL NR ADJ REPLICATE WEIGHT 137	1928-1936	Num	9.7
FNRW138	FINAL NR ADJ REPLICATE WEIGHT 138	1937-1945	Num	9.7
FNRW139	FINAL NR ADJ REPLICATE WEIGHT 139	1946-1954	Num	9.7
FNRW140	FINAL NR ADJ REPLICATE WEIGHT 140	1955-1963	Num	9.7
FNRW141	FINAL NR ADJ REPLICATE WEIGHT 141	1964-1972	Num	9.7
FNRW142	FINAL NR ADJ REPLICATE WEIGHT 142	1973-1981	Num	9.7
FNRW143	FINAL NR ADJ REPLICATE WEIGHT 143	1982-1990	Num	9.7
FNRW144	FINAL NR ADJ REPLICATE WEIGHT 144	1991-1999	Num	9.7
FNRW145	FINAL NR ADJ REPLICATE WEIGHT 145	2000-2008	Num	9.7
FNRW146	FINAL NR ADJ REPLICATE WEIGHT 146	2009-2017	Num	9.7
FNRW147	FINAL NR ADJ REPLICATE WEIGHT 147	2018-2026	Num	9.7
FNRW148	FINAL NR ADJ REPLICATE WEIGHT 148	2027-2035	Num	9.7
FNRW149	FINAL NR ADJ REPLICATE WEIGHT 149	2036-2044	Num	9.7
FNRW150	FINAL NR ADJ REPLICATE WEIGHT 150	2045-2053	Num	9.7
FNRW151	FINAL NR ADJ REPLICATE WEIGHT 151	2054-2062	Num	9.7
FNRW152	FINAL NR ADJ REPLICATE WEIGHT 152	2063-2071	Num	9.7
FNRW153	FINAL NR ADJ REPLICATE WEIGHT 153	2072-2080	Num	9.7
FNRW154	FINAL NR ADJ REPLICATE WEIGHT 154	2081-2089	Num	9.7
FNRW155	FINAL NR ADJ REPLICATE WEIGHT 155	2090-2098	Num	9.7
FNRW156	FINAL NR ADJ REPLICATE WEIGHT 156	2099-2107	Num	9.7
FNRW157	FINAL NR ADJ REPLICATE WEIGHT 157	2108-2116	Num	9.7
FNRW158	FINAL NR ADJ REPLICATE WEIGHT 158	2117-2125	Num	9.7
FNRW159	FINAL NR ADJ REPLICATE WEIGHT 159	2126-2134	Num	9.7
FNRW160	FINAL NR ADJ REPLICATE WEIGHT 160	2135-2143	Num	9.7

SAS Variable	Label	Columns	Type	Width
FNRW161	FINAL NR ADJ REPLICATE WEIGHT 161	2144-2152	Num	9.7
FNRW162	FINAL NR ADJ REPLICATE WEIGHT 162	2153-2161	Num	9.7
FNRW163	FINAL NR ADJ REPLICATE WEIGHT 163	2162-2170	Num	9.7
FNRW164	FINAL NR ADJ REPLICATE WEIGHT 164	2171-2179	Num	9.7
FNRW165	FINAL NR ADJ REPLICATE WEIGHT 165	2180-2188	Num	9.7
FNRW166	FINAL NR ADJ REPLICATE WEIGHT 166	2189-2197	Num	9.7
FNRW167	FINAL NR ADJ REPLICATE WEIGHT 167	2198-2206	Num	9.7
FNRW168	FINAL NR ADJ REPLICATE WEIGHT 168	2207-2215	Num	9.7
FNRW169	FINAL NR ADJ REPLICATE WEIGHT 169	2216-2224	Num	9.7
FNRW170	FINAL NR ADJ REPLICATE WEIGHT 170	2225-2233	Num	9.7
FNRW171	FINAL NR ADJ REPLICATE WEIGHT 171	2234-2242	Num	9.7
FNRW172	FINAL NR ADJ REPLICATE WEIGHT 172	2243-2251	Num	9.7
FNRW173	FINAL NR ADJ REPLICATE WEIGHT 173	2252-2260	Num	9.7
FNRW174	FINAL NR ADJ REPLICATE WEIGHT 174	2261-2269	Num	9.7
FNRW175	FINAL NR ADJ REPLICATE WEIGHT 175	2270-2278	Num	9.7
FNRW176	FINAL NR ADJ REPLICATE WEIGHT 176	2279-2287	Num	9.7
FNRW177	FINAL NR ADJ REPLICATE WEIGHT 177	2288-2296	Num	9.7
FNRW178	FINAL NR ADJ REPLICATE WEIGHT 178	2297-2305	Num	9.7
FNRW179	FINAL NR ADJ REPLICATE WEIGHT 179	2306-2314	Num	9.7
FNRW180	FINAL NR ADJ REPLICATE WEIGHT 180	2315-2323	Num	9.7

Appendix I

Notes on Imputed Variables in the 2000 Military Recruiter Survey Dataset

Notes on Analysis of the 2000 Military Recruiter Survey

Demographic data are obtained both from respondents' self-reports on the questionnaire and from the Active Duty Master File (ADMF) and Reserve Components Common Personnel Data System (RCCPDS) for Active Duty and Reserve and Guard personnel, respectively. Where self-reported data were missing, values were imputed through the use of master file data extracted from the December 2000 ADMF for active-duty personnel and from the December 2000 RCCPDS for Reserve and Guard personnel. These imputed variables are referred to as X (crossing) variables. The only variables that were imputed are those crucial to the tabulation of data.

In every case where a crossing of demographic variables would allow the isolation of one or two respondents, either a variable was collapsed into broader categories or some case(s) was set to missing in the public-release variables in order to preserve respondents' confidentiality.

Race and Ethnicity. SRRETH2 implements the U.S. Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. SRRETH2 groups the responses to SRRACEA-SRRACEF into racial/ethnic categories, which include multi-racial combinations. The categories are broken down by whether or not the respondent indicates Hispanic descent (from variable SRHISPA2). Each description in the "RACIAL CATEGORY" column of Table I.1. is preceded by an H for "Hispanic" if the respondent has a value greater than or equal of 2 for SRHISPA2, and by a NH for "Non-Hispanic" if SRHISPA2 has the value of 1. The columns to the right of the descriptions show the Hispanic and race/ethnicity codes matching each description. The coding for SRRETH2 follows the coding provided in Table I.1. For example, Hispanic single-race respondents who mark only one of SRRACEA-SRRACEF are assigned the corresponding code (1 to 6) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. The categories for Non-Hispanics are similar, except that some specific racial combinations form their own categories (codes 15-18). The remaining racial combinations reported by Non-Hispanics are coded 19. This variable was imputed using values RETH and RACECAT from either the DMDC ADMF (for active-duty members) or the DMDC RCCPDS (for Reserve members).
The variables R3XRETH2 collapses SRRETH2 into four categories.

Figure I.1 provides SAS code for the imputation and creation of the DMDC standard for reporting Federal data on race and ethnicity. SAS code of the crossing variables for location, Service, gender, paygrade and marital status are not provided, but can be assumed from the race-ethnicity example.

Table I.1.
Coding for Race/Ethnicity Variables

CODE	RACIAL CATEGORY (SRRETH2)	SR-HISPA2	SR-RACEA	SR-RACEB	SR-RACEC	SR-RACED	SR-RACEE
1	H American Indian or Alaska Native	2	0	0	1	0	0
2	H Asian	2	0	0	0	1	0
3	H Black or African American	2	0	1	0	0	0
4	H Native Hawaiian or Other Pacific Islander	2	0	0	0	0	1
5	H White	2	1	0	0	0	0
6	(H Some other race)	This category not reported in the MRS					
7	H Hispanic/Latino reporting more than one race	2	(Any combination of more than one 1 in SRRACEA-E)				
8	H Unknown race	2	-9 (.)	-9 (.)	-9 (.)	-9 (.)	-9 (.)
9	NH American Indian or Alaska Native	1	0	0	1	0	0
10	NH Asian	1	0	0	0	1	0
11	NH Black or African American	1	0	1	0	0	0
12	NH Native Hawaiian or Other Pacific Islander	1	0	0	0	0	1
13	NH White	1	1	0	0	0	0
14	(NH Some other race)	This category not reported in the MRS					
15	NH American Indian or Alaska Native & White	1	1	0	1	0	0
16	NH Asian & White	1	1	0	0	1	0
17	NH Black or African American & White	1	1	1	0	0	0
18	NH American Indian or Alaska Native & Black or African American	1	0	1	1	0	0
19	NH Balance of individuals reporting more than one race	1	(Any other combination of more than one 1 in SRRACEA-E)				
-9 (.)	Remaining combinations, not described above						

Figure I.1.
SAS Code for Race/Ethnicity

```
/* CONSTRUCT SRRETH2 FROM SRHISPA2, SRRACEA-SRRACEE */
  IF SRHISPA2=2 THEN DO;
    IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=1 AND SRRACED=0 AND SRRACEE=0
      THEN SRRETH2=1;
    ELSE IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=1 AND
      SRRACEE=0 THEN SRRETH2=2;
    ELSE IF SRRACEA=0 AND SRRACEB=1 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=3;
    ELSE IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=1 THEN SRRETH2=4;
    ELSE IF SRRACEA=1 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=5;
    ELSE IF SRRACEA=. AND SRRACEB=. AND SRRACEC=. AND SRRACED=. AND
      SRRACEE=. THEN SRRETH2=8;
    ELSE
      SRRETH2=7;
  END;

  ELSE IF SRHISPA2=1 THEN DO;
    IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=1 AND SRRACED=0 AND SRRACEE=0
      THEN SRRETH2=9;
    ELSE IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=1 AND
      SRRACEE=0 THEN SRRETH2=10;
    ELSE IF SRRACEA=0 AND SRRACEB=1 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=11;
    ELSE IF SRRACEA=0 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=1 THEN SRRETH2=12;
    ELSE IF SRRACEA=1 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=13;
    ELSE IF SRRACEA=1 AND SRRACEB=0 AND SRRACEC=1 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=15;
    ELSE IF SRRACEA=1 AND SRRACEB=0 AND SRRACEC=0 AND SRRACED=1 AND
      SRRACEE=0 THEN SRRETH2=16;
    ELSE IF SRRACEA=1 AND SRRACEB=1 AND SRRACEC=0 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=17;
    ELSE IF SRRACEA=0 AND SRRACEB=1 AND SRRACEC=1 AND SRRACED=0 AND
      SRRACEE=0 THEN SRRETH2=18;
    ELSE IF SRRACEA^=. AND SRRACEB^=. AND SRRACEC^=. AND SRRACED^=. AND
      SRRACEE^=. THEN SRRETH2=19;
    ELSE
      SRRETH2=.;
  END;

  ELSE SRRETH2=.;
```

Figure I. 1. (continued)
SAS Code for Race/Ethnicity

```
*XRETH2 was created during the initial analysis as a copy of SRRETH2:;

IF SRRETH2 ^= . THEN XRETH2 = SRRETH2 ;
      ELSE XRETH2 = . ;

*R2XRETH2 was created from XRETH2:;

IF 1 <= XRETH2 <= 8 THEN R2XRETH2 = 1 ;
      ELSE IF  XRETH2 = 13 THEN R2XRETH2 = 2 ;
      ELSE IF  XRETH2 = 11 THEN R2XRETH2 = 3 ;
      ELSE IF  XRETH2 IN (9,10,12) THEN R2XRETH2 = 4 ;
      ELSE IF 15 <= XRETH2 <= 19 THEN R2XRETH2 = 5 ;

*R3XRETH3 was created during confidentiality processing:;

IF R2XRETH2 = 1 THEN R3XRETH2 = 1;       ELSE
IF R2XRETH2 = 2 THEN R3XRETH2 = 2;       ELSE
IF R2XRETH2 = 3 THEN R3XRETH2 = 3;       ELSE
IF R2XRETH2 IN (4, 5) THEN R3XRETH2 = 4; ELSE
                           R3XRETH2 = R2XRETH2;
```

APPENDIX J

SOFTWARE APPLICATIONS FOR THE ANALYSIS OF THE 2000 MRS

Appendix J
Software Applications for the Analysis of the 2000 MRS

Variance estimation procedures have been developed to account for complex sample designs. Using these procedures, factors such as the selection of the sample in multiple stages and the use of differential sampling rates to oversample a targeted subpopulation can be appropriately reflected in estimates of sampling error. The two main methods for estimating variances from a complex survey are known as Taylor series variance estimation and replication. Wolter (1985) is a useful reference on the theory and applications of these methods. Shao (1996) is a more recent review paper that compares these methods.

Standard statistical software packages that assume a simple random sampling design may not properly compute variance estimates from weighted data collected under a design other than simple random sampling. Analyzing the 2000 Military Recruiter Survey (MRS) data file with the proper use of the variable FNRW0 as the weighting factor in standard statistical programs will result in accurate point estimates[1] but will not result in accurate variance estimates.

This appendix gives guidance for analyzing[2] the data from MRS using three software packages (WesVar, SUDAAN, and SAS) that take into account the sampling design of survey. In general, SUDAAN, WesVar, and SAS produce the same point estimates.[3] The differences are in the methods used to compute the variances. While WesVar uses only replication methods and SUDAAN can use both replication methods and Taylor series expansions, SAS uses only Taylor series expansions. While SAS has a more limited set of statistics available at this time, it can still produce most of the statistics typically reported from survey data. In version 7, SAS first introduced procedures for estimating variances in data with complex variance structures. However, in Version 8 an important option was added with the *DOMAIN* statement.

For reference, Table J-1 lists some of the features available in SUDAAN, SAS, and WesVar that are relevant to DMDC survey analysis. This list is not exhaustive, particularly for SUDAAN and WesVar. SUDAAN and WesVar have additional analysis features that may be of interest to some data users.

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[1] Differences may occur in point estimates (e.g., means, percentages, and correlations) for different statistical packages as the result of different methods of handling missing data by some procedures.

[2] While all three packages can handle at least some regression functions, this introduction is limited to estimating percentages.

[3] Because the programs may handle missing values differently, estimates may be different when missing values are present.

Table 7.
Some Features of Three Software Packages for the Analysis of Survey Data

Feature	SUDAAN	SAS	WesVar
Estimation features reflected in variance estimates			
Stratification	x	x	x
Ineligible cases in poststratification frame	x	x	x
Differential weights among cases	x	x	x
Nonresponse adjustments (unknown eligibility, eligible nonrepondents)	x*	NA	x
Poststratification	x	NA	x
Finite population correction factors	x	x	x**
Tables			
Totals/standard errors	x	x	x
Means/standard errors	x	x	x
Proportions/standard errors	x	x	x
Multi-way tables	x	x	x
Differences of cell estimates/standard errors	x	NA	x
Ratios of cell estimates	x	NA	x
Linear regression			
Parameter estimates/standard errors	x	x	x
Confidence intervals for parameters	x	x	x
Logistic regression			
Parameter estimates/standard errors	x	NA	x
Confidence intervals for parameters	x	NA	x
Odds ratios/confidence intervals	x	NA	x
Multinomial logistic regression (unordered categories)			
Parameter estimates/standard errors	x	NA	x
Odds ratios/confidence intervals	x	NA	x
Multinomial logistic regression (ordered categories)			
Parameter estimates/standard errors	x	NA	NA
Odds ratios/confidence intervals	x	NA	NA

Note: NA= not available.
* Available in SUDAAN when estimates of variance based on replication methods are used
** Common fpc's at the replicate level

Structure of Datasets

The public-release MRS file contains 10,126 records, one for every sampled individual. These 10,126 records can be divided into three subgroups, which are used for different analytic purposes and may be required by different analytic packages. The primary analytic subgroup (records with ELIGFLGW = 1) is comprised of the records for eligible respondent members and these records are typically all that are required for analyses.

The second subgroup (ELIGFLGW = 2) includes the known ineligibles and these records are used along with the eligible respondents to develop weights that sum to the population total. Records for the respondents and the known ineligibles (ELIGFLGW = 1 and 2, respectively) are used to compute variance estimates based on the Taylor series linearization method implemented in SUDAAN and SAS Version 8. All 5,725 records with ELIGFLGW equal to 1 or 2 should be used in the analytic dataset for SUDAAN and SAS.[4] The records for known ineligibles are not used in the point estimates, but they are used in computing variances.

The last subgroup (ELIGFLGW = 3) is composed of nonrespondents. These records are needed only to analyze response rates to the survey and are not retained for any other analysis.

The effect of excluding the records for ineligible members may be small on Taylor series variance estimates. However, additional steps to further subset the dataset before passing it to SUDAAN may lead to more serious errors in the variance estimates because SUDAAN would not properly treat the subset as an estimation domain. In this particular situation, SUDAAN could still estimate the variances though they would be different than the same estimates computed using the full dataset of 5,725 records.

Analysis of the 2000 MRS Using WesVar

This section describes the use of WesVar to analyze data for the 2000 MRS survey in order to compute sample estimates and their corresponding standard errors.

WesVar is a package developed by Westat that uses replication methods to compute variance estimates. Through the use of replicates, adjustments made during the weighting process (e.g., nonresponse, poststratification) can be taken into account by applying the same adjustments to each replicate separately. Replication is computer intensive, but powerful personal computers have largely eliminated this as an issue. However, it is still possible that for very large datasets the computations will exceed the capacity of the machine or take a long time. Although replication can be used for most estimates, replication techniques are not necessarily appropriate for all sample statistics of interest. Special care is needed when trying to estimate the median, quartiles, or any other quantiles. Direct estimates of sampling errors for quantiles are not supported, although an alternative method due to Woodruff (1952) is available in WesVar.

---

[4] SUDAAN could also process all records in the file. It would simply skip the 4,401 records with zero weights (FNRW0 = 0).

WesVar is an interactive program centered on sessions called "workbooks." A workbook is a file linked to a specific WesVar dataset. In a workbook, the user can request descriptive statistics, as well as analyze and create new statistics. The information about the design is incorporated into the replicate weights when the WesVar data file is created. For descriptive statistics and analysis variables, "requests" are defined within a workbook. Regression requests support both linear and logistic models. Output listings include statistics such as the sum of weights, means, and percentages, along with their corresponding standard errors, design effects, coefficients of variation (CV), and confidence intervals.

Creation of WesVar Files

WesVar uses special files to compute statistics.[5] The first step is to transform the SAS files into a WesVar data file known as a VAR file. It is recommended that users include only the 5,639 eligible records (ELIGFLGW=1) during the creation of the VAR file. In this way, there is no need to use a subpopulation option to run statistics for the eligible population. During the creation of the VAR file, additional information about the design is required. In the case of the MRS, the information about the design (variance strata and weight adjustments) has been incorporated when the replicate weights were created. The variance estimation method used in MRS is called JKn and requires two additional files: 1) a file with the finite population factors (FPC.DAT) and 2) a file with the JKn factors (JKN.DAT).

Specifying a Workbook and Running a Simple Table

To create a workbook, select the button "New WesVar Workbook" on the opening WesVar screen, which brings up the screen shown in Figure J-1.[6] The "Add Table Set (Single)" and "Add Table Set (Multiple)" buttons are alternative ways of defining tables. The first example discussed here will be to create a one-way table of the numbers of persons in each level of the computed service component determined by variable TSVC in the data file.

To define this table, click the button "Add Table Set (Single)," which brings up the screen shown in Figure J-2. From the Source Variables list box on the right-hand panel, select and drag the variable TSVC to the Selected box. Then click the button "Add as New Entry" to add the table as a new node to the workbook tree on the left-hand panel. In the column labeled "Sum of Weights," the checked boxes indicate that estimated totals (Value) and the cell percentages (Percent) associated with each cell total will be printed in the output.

You can give more descriptive labels to the nodes of the workbook tree if desired. For example, you can highlight the "Table Request One" node in the left-hand panel in the screen shown in Figure J-1 and change the request name to "Simple Tabulations" in the right-hand panel.

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[5] These files are available on CD-ROM for the MRS (2000 Military Recruiter Survey, 2002).

[6] The examples and screenshots in this section were done using WesVar Version 4.1. Version 3 is similar.

To run the TSVC table, select the menu items "Requests/Run Workbook Requests" or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray. You can then view the output by selecting the menu items "Requests/View Output" or by clicking the book icon. The output of this run is shown in Listing J-1. The particular statistics to be printed are selected in the "Options/Generated Statistics" node in the screen shown in Figure J-2. The statistics shown in Listing J-1 are the estimate, standard error, CV (%), numerator and denominator sample sizes for percentages (CELL_n and DENOM_n in the output), and design effect. Other choices are confidence intervals (computed using either the *t* approximation or the Wilson method for percentages), the effective sample size (defined as the actual sample size divided by the design effect), and the *p*-values for testing whether parameters are zero.

Figure J-1.
A WesVar Workbook

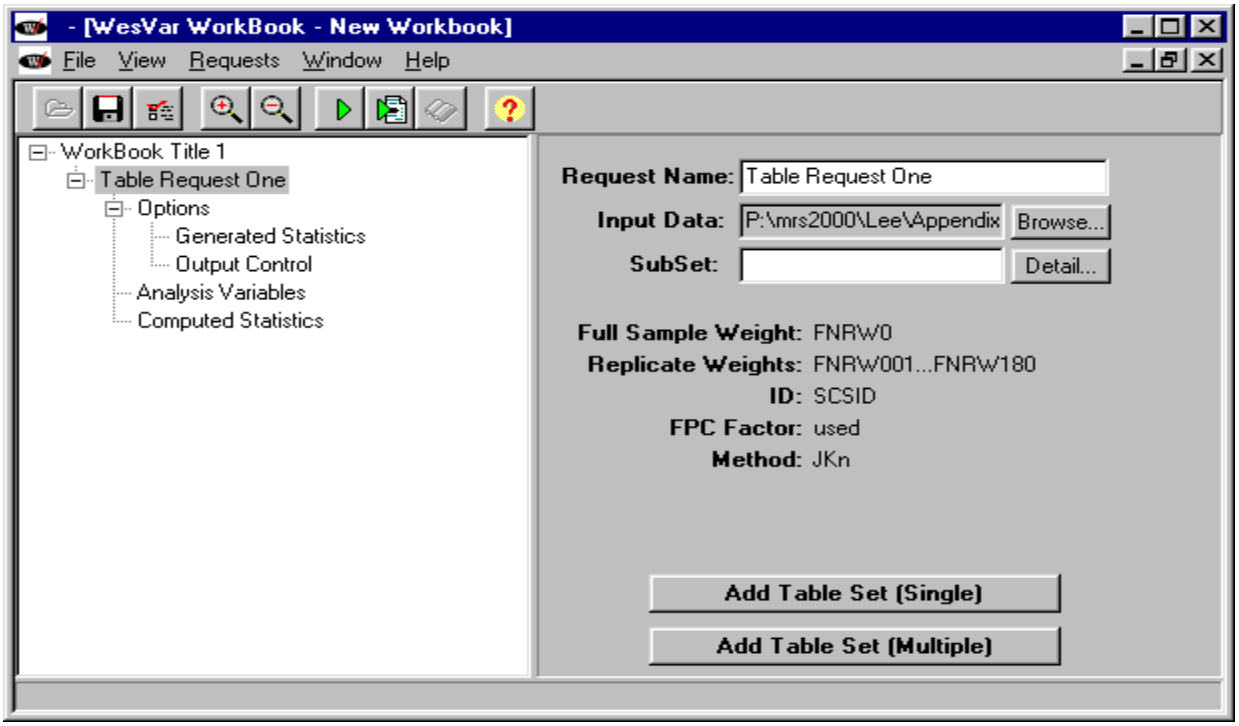
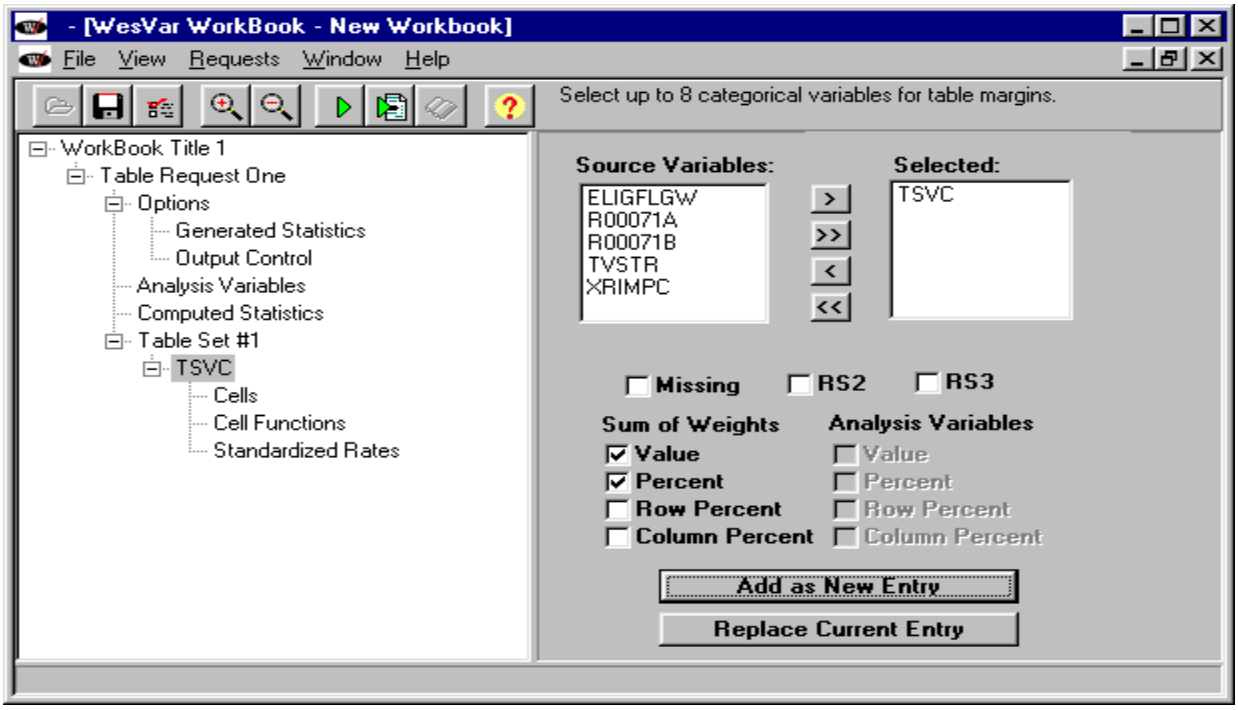


Figure J-2.
Defining a WesVar Table Request



Listing J-1.
WesVar Output Sample of Totals, Percentages, and Standard Errors

```
Summary Information of Table Request One
                 WESVAR VERSION NUMBER :                          v4.1
                 TIME THE JOB EXECUTED :                 3/27/02 14:07
                    INPUT DATASET NAME :  P:\mrs2000\Lee\AppendixJ.var
       TIME THE INPUT DATASET CREATED :                 3/26/02 14:52
                   FULL SAMPLE WEIGHT :                         FNRW0
                    REPLICATE WEIGHTS :             FNRW001...FNRW180
           VARIANCE ESTIMATION METHOD :                          JKn

                     OPTION COMPLETE :                           ON
                  OPTION FUNCTION LOG :                           ON
                OPTION VARIABLE LABEL :                          OFF
                  OPTION VALUE LABEL :                          OFF
    OPTION OUTPUT REPLICATE ESTIMATES :                          OFF
  FINITE POPULATION CORRECTION FACTOR :                            1
  VALUE OF ALPHA (CONFIDENCE LEVEL %) :          0.05000 (95.00000 %)
                   DEGREES OF FREEDOM :                          180
                              t VALUE :                        1.973

                   ANALYSIS VARIABLES :              None Specified.
                   COMPUTED STATISTIC :              None Specified.
                             TABLE(S) :                         TSVC
```

Listing J-1.
WesVar Output Sample of Totals, Percentages, and Standard Errors (continued)

Summary Information of Table Request One

```
                          FACTOR(S) :   0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                        0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                        0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                        0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                        0.90 0.90 0.90 0.90 0.90 0.76 0.76 0.76 0.76 0.76
                                        0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                        0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                        0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                        0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                        0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                        0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                        0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                        0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                        0.68 0.68 0.68 0.68 0.68 0.60 0.60 0.60 0.60 0.60
                                        0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                        0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                        0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                        0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                      JKn FACTOR(S) :                                                 0.98

                 NUMBER OF REPLICATES :       180
           NUMBER OF OBSERVATIONS READ :      4706
  WEIGHTED NUMBER OF OBSERVATIONS READ : 19188.854
```

TSVC	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	CV(%)	CELL_n	DENOM_n	DEFF
1	SUM_WTS	VALUE	5921.4	88.758	1.499	1129	N/A	N/A
2	SUM_WTS	VALUE	4422.39	46.318	1.047	1046	N/A	N/A
3	SUM_WTS	VALUE	2062.85	24.38	1.182	713	N/A	N/A
4	SUM_WTS	VALUE	1506	26.344	1.749	584	N/A	N/A
5	SUM_WTS	VALUE	354.65	7.081	1.997	168	N/A	N/A
6	SUM_WTS	VALUE	1312.82	28.499	2.171	223	N/A	N/A
7	SUM_WTS	VALUE	2416.73	29.907	1.237	459	N/A	N/A
8	SUM_WTS	VALUE	542.1	20.052	3.699	149	N/A	N/A
9	SUM_WTS	VALUE	275.03	7.831	2.847	99	N/A	N/A
10	SUM_WTS	VALUE	374.87	13.073	3.487	136	N/A	N/A
MARGINAL	SUM_WTS	VALUE	19188.85	111.199	0.579	4706	N/A	N/A
1	SUM_WTS	PERCENT	30.86	0.353	1.143	1129	4706	0.275
2	SUM_WTS	PERCENT	23.05	0.216	0.937	1046	4706	0.124
3	SUM_WTS	PERCENT	10.75	0.128	1.189	713	4706	0.08
4	SUM_WTS	PERCENT	7.85	0.134	1.704	584	4706	0.116
5	SUM_WTS	PERCENT	1.85	0.038	2.054	168	4706	0.037
6	SUM_WTS	PERCENT	6.84	0.15	2.189	223	4706	0.166
7	SUM_WTS	PERCENT	12.59	0.163	1.297	459	4706	0.114
8	SUM_WTS	PERCENT	2.83	0.103	3.658	149	4706	0.183
9	SUM_WTS	PERCENT	1.43	0.041	2.849	99	4706	0.056
10	SUM_WTS	PERCENT	1.95	0.067	3.447	136	4706	0.111
MARGINAL	SUM_WTS	PERCENT	100	.	.	4706	4706	.

Comparing Two Subgroups Using WesVar

The second example discussed here will compare the percentages of two subgroups of members who reported being satisfied with recruiting (Question 71A, variable R00071A). The subgroups are the Army members and the Navy members.

To compare the two subgroups, specify a workbook as in the previous example. Then, create a two-way table comparing the service branches' (TSVC) responses to question R00071A. To define this table, click the button "Add Table Set (Single)" in the screen in Figure J-1, which brings up the screen shown in Figure J-2. From the "Source Variables" list box in the right-hand panel, select the variables TSVC and R00071A and drag them to the "Selected" box. Then click the "Add as New Entry" button to add the table as a new node in the workbook tree on the left-hand panel.

The levels of the variable TSVC define the rows of the table while the levels of R00071A define the columns. The values of TSVC equal to 1 and 2 identify the Army and Navy members, respectively. The value of R00071A equal to 2 indicates that the member reported being satisfied with recruiting. The following discussion illustrates how to compute the difference between the percentages of Army and Navy members who reported being satisfied.

At this point, the workbook tree will have a node labeled "TSVC*R00071A" as shown in Figure J-3. Notice that the node TSVC*R00071A has three branches labeled "Cells," "Cell Functions," and "Standardized Rates." To calculate the desired difference in percentages, you must define the cells of the table and then combine the estimates for the cells with a cell function.

Click the node "Cells" in Figure J-3. From the TSVC list box in the right-hand panel, select the value 1 for Army members and from the R00071A box list select the value 2 for members who answered "they are satisfied with recruiting." A default name for the cell will appear in the "Label" box. By selecting the "Label" box, you can give the cell a more descriptive name (e.g., ArmySatisfied) as shown in Figure J-3. Then click the "Add as New Entry" button to add the cell to the workbook tree. Repeat this step but instead of selecting the value 1 for Army members in the TSVC list box, select the value 2 for Navy members. From the R00071A list box select 2 again and give the cell a more descriptive name (e.g., NavySatisfied). Click the button "Add as New Entry" to add the cell as a new node in the workbook tree on the left.

To compare the new cells you have created, click the node "Cell Functions" in the workbook tree, which brings up the screen shown in Figure J-4. In the "Function Statistic" box, type "Diff =". "Diff" is a user-specified name that will be printed in the output. Then, from the "Source Cells" list box, select and drag ArmySatisfied into the "Function Statistic" box. Click (or type) the minus sign. Select and drag NavySatisfied into the "Function Statistic" box and click the "Add as New Entry" button to add the function as a new node in the workbook tree. The screen should now look like Figure J-4.

In the "For" node under the "Cell Functions" node, the statistic SUM_WTS (sum of weights) will be selected by default, which is the appropriate choice in this example. With the "For" node selected, check the boxes for "Value" and "Row Percent" under "Sum of Weights." By selecting the check box for "Value," the differences in the estimated numbers in the Army members and Navy members who said they were satisfied will be computed and printed in the output along with its standard error. Selecting the check box for "Row Percent" will give the difference in the percentages for the Army members and Navy members and the standard error of the difference. Other statistics, such as a confidence interval, can be requested in the "Generated Statistics" node of the workbook tree shown in Figure J-2.

To run the table, select "Requests/Run Workbook Requests" from the menu or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray (inactive). You can then view the output by selecting the menu items "Requests/View Output" or by clicking the book icon. The output is shown in Listing J-2. The last line of the listing shows the estimate of the difference to be -0.54 percent, with a 95% confidence interval from -3.90 to 2.82 percent. The *t*-statistic for testing if this difference is significantly different from zero is -0.316, which is not significant.

Figure J-3.
Defining a Cell in a Workbook

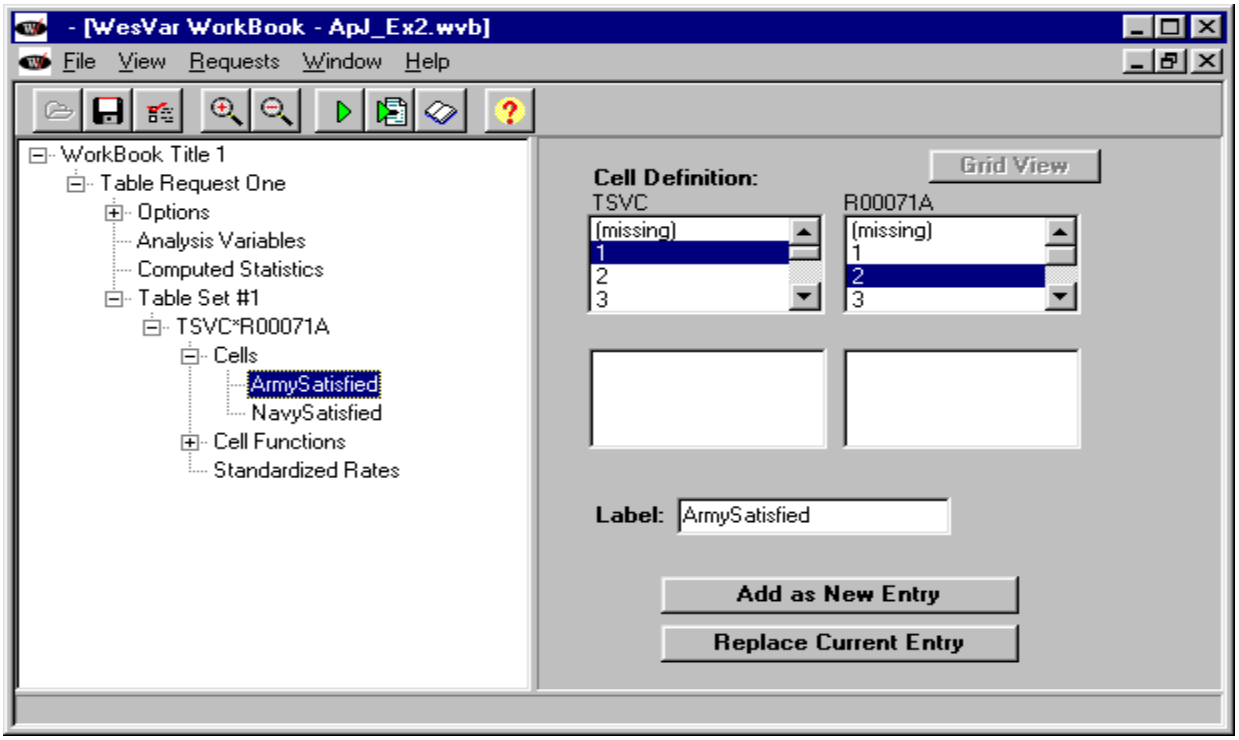
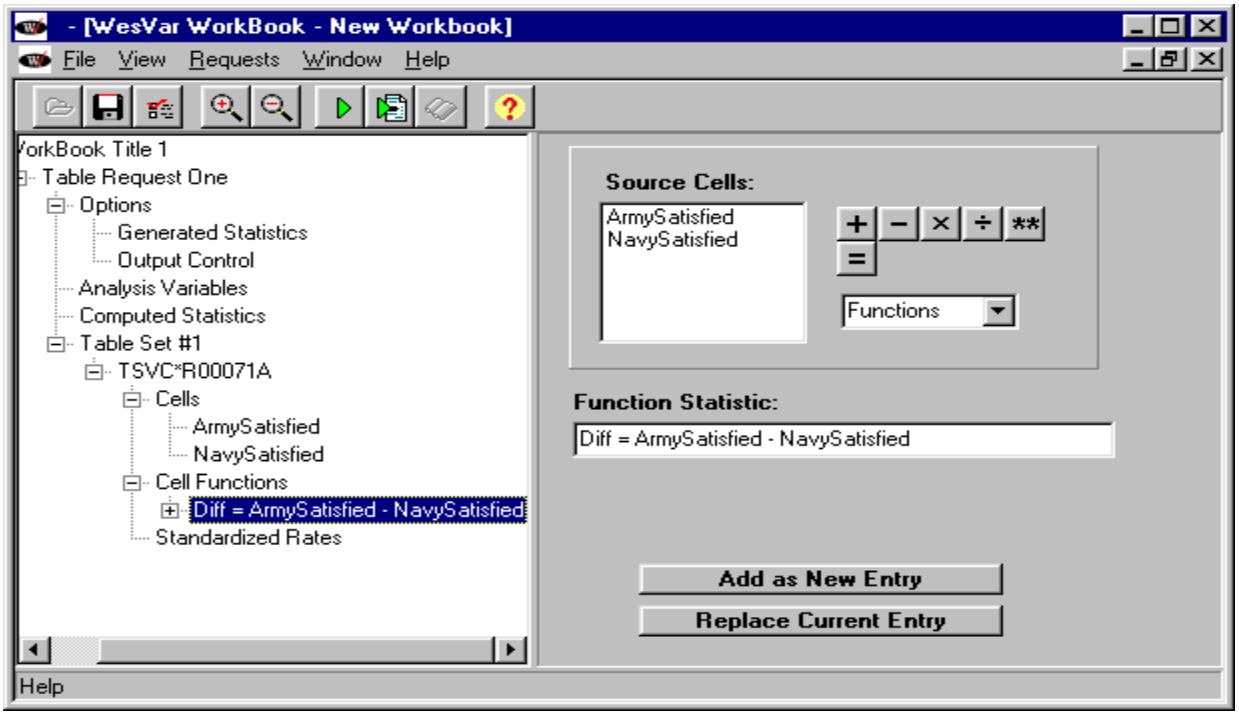


Figure J-4.
Defining a Cell Function



Listing J-2.
Sample WesVar Comparison of Two Subgroups

```
                WESVAR VERSION NUMBER :                                  v4.1
                TIME THE JOB EXECUTED :                          3/27/02 15:11
                   INPUT DATASET NAME :          P:\mrs2000\Lee\AppendixJ.var
       TIME THE INPUT DATASET CREATED :                          3/26/02 14:52
                  FULL SAMPLE WEIGHT :                                 FNRW0
                   REPLICATE WEIGHTS :                       FNRW001...FNRW180
          VARIANCE ESTIMATION METHOD :                                   JKn

                     OPTION COMPLETE :                                    ON
                  OPTION FUNCTION LOG :                                   ON
                OPTION VARIABLE LABEL :                                  OFF
                  OPTION VALUE LABEL :                                   OFF
    OPTION OUTPUT REPLICATE ESTIMATES :                                  OFF
  FINITE POPULATION CORRECTION FACTOR :                                    1
  VALUE OF ALPHA (CONFIDENCE LEVEL %) :                 0.05000 (95.00000 %)
                  DEGREES OF FREEDOM :                                   180
                             t VALUE :                                 1.973

                  ANALYSIS VARIABLES :                       None Specified.
                  COMPUTED STATISTIC :                       None Specified.
                            TABLE(S) :                          TSVC*R00071A
```

Listing J-2.
Sample WesVar Comparison of Two Subgroups (continued)

```
                          FACTOR(S) :  0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                       0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                       0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                       0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90 0.90
                                       0.90 0.90 0.90 0.90 0.90 0.76 0.76 0.76 0.76 0.76
                                       0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                       0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                       0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                       0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76 0.76
                                       0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                       0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                       0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                       0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68 0.68
                                       0.68 0.68 0.68 0.68 0.68 0.60 0.60 0.60 0.60 0.60
                                       0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                       0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                       0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                                       0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60 0.60
                      JKn FACTOR(S) :                                                0.98

                 NUMBER OF REPLICATES :        180
           NUMBER OF OBSERVATIONS READ :       4706
  WEIGHTED NUMBER OF OBSERVATIONS READ :  19188.854
                               TABLE :                        TSVC * R00071A
                    Cell Definition :              ArmySatisfied : TSVC = 1
                                                                R00071A = 2
                                                   NavySatisfied : TSVC = 2
                                                                R00071A = 2
                  Function Statistics :  Diff = ArmySatisfied - NavySatisfied
                                                              FOR--    SUM_WTS
```

Listing J-2.
Sample WesVar Comparison of Two Subgroups (continued)

TSVC	R00071A	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	LOWER 95%	UPPER 95%	t VALUE	PROB>|T|	CV(%)	CELL_n	DENOM_n	DEFF
1	1	SUM_WTS	VALUE	277.18	33.656	210.77	343.59	8.236	0	12.142	52	N/A	N/A
1	2	SUM_WTS	VALUE	1592.96	69.066	1456.68	1729.25	23.064	0	4.336	304	N/A	N/A
1	3	SUM_WTS	VALUE	1181.28	64.608	1053.79	1308.76	18.284	0	5.469	228	N/A	N/A
1	4	SUM_WTS	VALUE	1523.95	78.338	1369.37	1678.53	19.453	0	5.14	289	N/A	N/A
1	5	SUM_WTS	VALUE	1335.69	73.484	1190.69	1480.69	18.177	0	5.502	254	N/A	N/A
1	MARGINAL	SUM_WTS	VALUE	5911.05	87.818	5737.76	6084.33	67.31	0	1.486	1127	N/A	N/A
2	1	SUM_WTS	VALUE	328.81	31.708	266.25	391.38	10.37	0	9.643	76	N/A	N/A
2	2	SUM_WTS	VALUE	1208.55	56.914	1096.25	1320.86	21.235	0	4.709	287	N/A	N/A
2	3	SUM_WTS	VALUE	835.39	40.625	755.23	915.55	20.563	0	4.863	198	N/A	N/A
2	4	SUM_WTS	VALUE	1042.38	52.633	938.52	1146.23	19.805	0	5.049	247	N/A	N/A
2	5	SUM_WTS	VALUE	981.7	46.524	889.9	1073.5	21.101	0	4.739	232	N/A	N/A
2	MARGINAL	SUM_WTS	VALUE	4396.83	46.352	4305.37	4488.3	94.857	0	1.054	1040	N/A	N/A
3	1	SUM_WTS	VALUE	172.16	14.067	144.4	199.92	12.238	0	8.171	60	N/A	N/A
3	2	SUM_WTS	VALUE	600.24	32.984	535.15	665.32	18.198	0	5.495	209	N/A	N/A
3	3	SUM_WTS	VALUE	473.66	28.225	417.96	529.35	16.781	0	5.959	164	N/A	N/A
3	4	SUM_WTS	VALUE	397.62	29.508	339.39	455.84	13.475	0	7.421	136	N/A	N/A
3	5	SUM_WTS	VALUE	404.76	27.744	350.01	459.5	14.589	0	6.854	139	N/A	N/A
3	MARGINAL	SUM_WTS	VALUE	2048.43	25.358	1998.39	2098.46	80.78	0	1.238	708	N/A	N/A
4	1	SUM_WTS	VALUE	203.72	15.094	173.94	233.51	13.497	0	7.409	79	N/A	N/A
4	2	SUM_WTS	VALUE	616.33	28.176	560.73	671.92	21.874	0	4.572	239	N/A	N/A
4	3	SUM_WTS	VALUE	306.87	20.075	267.26	346.49	15.287	0	6.542	119	N/A	N/A
4	4	SUM_WTS	VALUE	221.77	18.971	184.34	259.21	11.69	0	8.554	86	N/A	N/A
4	5	SUM_WTS	VALUE	152.15	14.027	124.47	179.83	10.847	0	9.219	59	N/A	N/A
4	MARGINAL	SUM_WTS	VALUE	1500.85	26.346	1448.86	1552.83	56.968	0	1.755	582	N/A	N/A
5	1	SUM_WTS	VALUE	109.77	9.621	90.79	128.76	11.41	0	8.764	52	N/A	N/A
5	2	SUM_WTS	VALUE	168.88	10.77	147.63	190.13	15.681	0	6.377	80	N/A	N/A
5	3	SUM_WTS	VALUE	35.89	5.761	24.52	47.25	6.229	0	16.053	17	N/A	N/A
5	4	SUM_WTS	VALUE	23.22	4.684	13.98	32.46	4.957	0	20.172	11	N/A	N/A
5	5	SUM_WTS	VALUE	14.78	3.991	6.9	22.65	3.702	0	27.011	7	N/A	N/A
5	MARGINAL	SUM_WTS	VALUE	352.54	7.086	338.56	366.52	49.752	0	2.01	167	N/A	N/A
6	1	SUM_WTS	VALUE	100.08	24.486	51.76	148.4	4.087	0	24.466	17	N/A	N/A
6	2	SUM_WTS	VALUE	447.42	44.854	358.91	535.93	9.975	0	10.025	76	N/A	N/A

Listing J-2.
Sample WesVar Comparison of Two Subgroups (continued)

6	3	SUM_WTS	VALUE	253.14	34.208	185.65	320.64	7.4	0	13.513	43	N/A	N/A
6	4	SUM_WTS	VALUE	288.47	38.003	213.48	363.46	7.591	0	13.174	49	N/A	N/A
6	5	SUM_WTS	VALUE	217.82	33.083	152.54	283.1	6.584	0	15.188	37	N/A	N/A
6	MARGINAL	SUM_WTS	VALUE	1306.93	27.56	1252.55	1361.31	47.421	0	2.109	222	N/A	N/A
7	1	SUM_WTS	VALUE	494.93	48.361	399.5	590.36	10.234	0	9.771	94	N/A	N/A
7	2	SUM_WTS	VALUE	1068.84	54.233	961.82	1175.85	19.708	0	5.074	203	N/A	N/A
7	3	SUM_WTS	VALUE	352.77	39.171	275.48	430.06	9.006	0	11.104	67	N/A	N/A
7	4	SUM_WTS	VALUE	373.83	36.524	301.76	445.9	10.235	0	9.77	71	N/A	N/A
7	5	SUM_WTS	VALUE	110.57	23.73	63.74	157.4	4.659	0	21.462	21	N/A	N/A
7	MARGINAL	SUM_WTS	VALUE	2400.94	28.531	2344.64	2457.23	84.153	0	1.188	456	N/A	N/A
8	1	SUM_WTS	VALUE	76.4	12.425	51.89	100.92	6.149	0	16.263	21	N/A	N/A
8	2	SUM_WTS	VALUE	265.59	19.124	227.86	303.33	13.888	0	7.201	73	N/A	N/A
8	3	SUM_WTS	VALUE	83.68	12.866	58.29	109.07	6.504	0	15.375	23	N/A	N/A
8	4	SUM_WTS	VALUE	98.23	14.802	69.03	127.44	6.637	0	15.068	27	N/A	N/A
8	5	SUM_WTS	VALUE	18.19	7.706	2.99	33.4	2.361	0.019	42.362	5	N/A	N/A
8	MARGINAL	SUM_WTS	VALUE	542.1	20.052	502.54	581.67	27.035	0	3.699	149	N/A	N/A
9	1	SUM_WTS	VALUE	66.67	8.368	50.16	83.19	7.968	0	12.551	24	N/A	N/A
9	2	SUM_WTS	VALUE	130.57	10.794	109.27	151.87	12.096	0	8.267	47	N/A	N/A
9	3	SUM_WTS	VALUE	30.56	7.165	16.42	44.7	4.265	0	23.447	11	N/A	N/A
9	4	SUM_WTS	VALUE	38.89	6.942	25.2	52.59	5.603	0	17.848	14	N/A	N/A
9	5	SUM_WTS	VALUE	8.33	3.617	1.2	15.47	2.304	0.022	43.404	3	N/A	N/A
9	MARGINAL	SUM_WTS	VALUE	275.03	7.831	259.58	290.48	35.122	0	2.847	99	N/A	N/A
10	1	SUM_WTS	VALUE	115.77	10.037	95.96	135.57	11.534	0	8.67	42	N/A	N/A
10	2	SUM_WTS	VALUE	192.95	15.919	161.53	224.36	12.121	0	8.25	70	N/A	N/A
10	3	SUM_WTS	VALUE	30.32	6.464	17.56	43.08	4.69	0	21.321	11	N/A	N/A
10	4	SUM_WTS	VALUE	27.56	6.893	13.96	41.16	3.999	0	25.007	10	N/A	N/A
10	5	SUM_WTS	VALUE	2.76	2.276	-1.74	7.25	1.211	0.228	82.583	1	N/A	N/A
10	MARGINAL	SUM_WTS	VALUE	369.35	12.732	344.23	394.48	29.01	0	3.447	134	N/A	N/A
MARGINAL	1	SUM_WTS	VALUE	1945.51	81.017	1785.64	2105.37	24.013	0	4.164	517	N/A	N/A
MARGINAL	2	SUM_WTS	VALUE	6292.33	121.726	6052.13	6532.52	51.693	0	1.935	1588	N/A	N/A
MARGINAL	3	SUM_WTS	VALUE	3583.56	100.901	3384.46	3782.66	35.516	0	2.816	881	N/A	N/A
MARGINAL	4	SUM_WTS	VALUE	4035.93	120.074	3798.99	4272.86	33.612	0	2.975	940	N/A	N/A
MARGINAL	5	SUM_WTS	VALUE	3246.74	103.014	3043.47	3450.01	31.517	0	3.173	758	N/A	N/A

Listing J-2.
Sample WesVar Comparison of Two Subgroups (continued)

MARGINAL	MARGINAL	SUM_WTS	VALUE	19104.06	110.417	18886.18	19321.93	173.018	0	0.578	4684	N/A	N/A
1	1	SUM_WTS	ROWPCT	4.69	0.569	3.57	5.81	8.24	0	12.136	52	1127	0.817
1	2	SUM_WTS	ROWPCT	26.95	1.171	24.64	29.26	23.013	0	4.345	304	1127	0.785
1	3	SUM_WTS	ROWPCT	19.98	1.063	17.89	22.08	18.797	0	5.32	228	1127	0.797
1	4	SUM_WTS	ROWPCT	25.78	1.254	23.31	28.26	20.557	0	4.865	289	1127	0.926
1	5	SUM_WTS	ROWPCT	22.6	1.133	20.36	24.83	19.944	0	5.014	254	1127	0.827
1	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	1127	1127	.
2	1	SUM_WTS	ROWPCT	7.48	0.713	6.07	8.89	10.482	0	9.54	76	1040	0.765
2	2	SUM_WTS	ROWPCT	27.49	1.285	24.95	30.02	21.389	0	4.675	287	1040	0.862
2	3	SUM_WTS	ROWPCT	19	0.89	17.24	20.76	21.337	0	4.687	198	1040	0.536
2	4	SUM_WTS	ROWPCT	23.71	1.151	21.44	25.98	20.603	0	4.854	247	1040	0.761
2	5	SUM_WTS	ROWPCT	22.33	1.047	20.26	24.39	21.327	0	4.689	232	1040	0.657
2	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	1040	1040	.
3	1	SUM_WTS	ROWPCT	8.4	0.658	7.11	9.7	12.779	0	7.825	60	708	0.398
3	2	SUM_WTS	ROWPCT	29.3	1.592	26.16	32.44	18.402	0	5.434	209	708	0.867
3	3	SUM_WTS	ROWPCT	23.12	1.415	20.33	25.91	16.345	0	6.118	164	708	0.797
3	4	SUM_WTS	ROWPCT	19.41	1.416	16.62	22.21	13.706	0	7.296	136	708	0.908
3	5	SUM_WTS	ROWPCT	19.76	1.283	17.23	22.29	15.399	0	6.494	139	708	0.735
3	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	708	708	.
4	1	SUM_WTS	ROWPCT	13.57	0.972	11.66	15.49	13.972	0	7.157	79	582	0.468
4	2	SUM_WTS	ROWPCT	41.07	1.651	37.81	44.32	24.874	0	4.02	239	582	0.655
4	3	SUM_WTS	ROWPCT	20.45	1.318	17.85	23.05	15.509	0	6.448	119	582	0.622
4	4	SUM_WTS	ROWPCT	14.78	1.288	12.23	17.32	11.472	0	8.717	86	582	0.767
4	5	SUM_WTS	ROWPCT	10.14	0.892	8.38	11.9	11.365	0	8.799	59	582	0.508
4	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	582	582	.
5	1	SUM_WTS	ROWPCT	31.14	2.7	25.81	36.47	11.532	0	8.671	52	167	0.568
5	2	SUM_WTS	ROWPCT	47.9	2.914	42.15	53.65	16.437	0	6.084	80	167	0.568
5	3	SUM_WTS	ROWPCT	10.18	1.597	7.03	13.33	6.375	0	15.686	17	167	0.466
5	4	SUM_WTS	ROWPCT	6.59	1.328	3.97	9.21	4.96	0	20.163	11	167	0.479
5	5	SUM_WTS	ROWPCT	4.19	1.126	1.97	6.41	3.722	0	26.871	7	167	0.528
5	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	167	167	.
6	1	SUM_WTS	ROWPCT	7.66	1.847	4.01	11.3	4.146	0	24.118	17	222	1.071
6	2	SUM_WTS	ROWPCT	34.23	3.264	27.79	40.67	10.49	0	9.533	76	222	1.05
6	3	SUM_WTS	ROWPCT	19.37	2.612	14.22	24.52	7.416	0	13.484	43	222	0.97
6	4	SUM_WTS	ROWPCT	22.07	2.907	16.34	27.81	7.593	0	13.17	49	222	1.091
6	5	SUM_WTS	ROWPCT	16.67	2.547	11.64	21.69	6.543	0	15.284	37	222	1.037

Listing J-2.
Sample WesVar Comparison of Two Subgroups (continued)

6	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	222	222	.
7	1	SUM_WTS	ROWPCT	20.61	2.006	16.66	24.57	10.278	0	9.729	94	456	1.121
7	2	SUM_WTS	ROWPCT	44.52	2.17	40.23	48.8	20.511	0	4.875	203	456	0.87
7	3	SUM_WTS	ROWPCT	14.69	1.607	11.52	17.86	9.145	0	10.935	67	456	0.939
7	4	SUM_WTS	ROWPCT	15.57	1.521	12.57	18.57	10.235	0	9.77	71	456	0.803
7	5	SUM_WTS	ROWPCT	4.61	0.992	2.65	6.56	4.64	0	21.551	21	456	1.022
7	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	456	456	.
8	1	SUM_WTS	ROWPCT	14.09	2.322	9.51	18.68	6.071	0	16.473	21	149	0.663
8	2	SUM_WTS	ROWPCT	48.99	3.169	42.74	55.25	15.461	0	6.468	73	149	0.599
8	3	SUM_WTS	ROWPCT	15.44	2.106	11.28	19.59	7.328	0	13.646	23	149	0.506
8	4	SUM_WTS	ROWPCT	18.12	2.635	12.92	23.32	6.878	0	14.54	27	149	0.697
8	5	SUM_WTS	ROWPCT	3.36	1.432	0.53	6.18	2.343	0.02	42.682	5	149	0.943
8	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	149	149	.
9	1	SUM_WTS	ROWPCT	24.24	2.809	18.7	29.78	8.631	0	11.586	24	99	0.425
9	2	SUM_WTS	ROWPCT	47.47	3.648	40.28	54.67	13.013	0	7.684	47	99	0.528
9	3	SUM_WTS	ROWPCT	11.11	2.654	5.88	16.35	4.187	0	23.882	11	99	0.706
9	4	SUM_WTS	ROWPCT	14.14	2.501	9.21	19.08	5.654	0	17.688	14	99	0.51
9	5	SUM_WTS	ROWPCT	3.03	1.321	0.42	5.64	2.294	0.023	43.583	3	99	0.588
9	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	99	99	.
10	1	SUM_WTS	ROWPCT	31.34	2.747	25.92	36.76	11.411	0	8.763	42	134	0.47
10	2	SUM_WTS	ROWPCT	52.24	3.638	45.06	59.42	14.358	0	6.965	70	134	0.711
10	3	SUM_WTS	ROWPCT	8.21	1.793	4.67	11.75	4.579	0	21.837	11	134	0.571
10	4	SUM_WTS	ROWPCT	7.46	1.802	3.91	11.02	4.142	0	24.146	10	134	0.63
10	5	SUM_WTS	ROWPCT	0.75	0.617	-0.47	1.96	1.21	0.228	82.667	1	134	0.689
10	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	134	134	.
MARGINAL	1	SUM_WTS	ROWPCT	10.18	0.414	9.37	11	24.577	0	4.069	517	4684	0.879
MARGINAL	2	SUM_WTS	ROWPCT	32.94	0.652	31.65	34.22	50.543	0	1.979	1588	4684	0.901
MARGINAL	3	SUM_WTS	ROWPCT	18.76	0.524	17.72	19.79	35.768	0	2.796	881	4684	0.845
MARGINAL	4	SUM_WTS	ROWPCT	21.13	0.607	19.93	22.32	34.813	0	2.872	940	4684	1.035
MARGINAL	5	SUM_WTS	ROWPCT	17	0.513	15.98	18.01	33.125	0	3.019	758	4684	0.874
MARGINAL	MARGINAL	SUM_WTS	ROWPCT	100	.	.	.	.	.	.	4684	4684	.

LABEL	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	LOWER	UPPER	t VALUE	PROB>|T|	CV(%)
Diff	SUM_WTS	VALUE	384.41	87.275	212.19	556.62	4.405	0.000	22.704
Diff	SUM_WTS	ROWPCT	-0.54	1.704	-3.90	2.82	-0.316	0.753	316.696

Comparing Two Analysis Variables Using WesVar

The third example discussed here will compare the response to two questions within subgroups defined by branch of the service. The questions are: (1) the member's level of satisfaction with recruiting (Question 71A, variable R00071A) versus (2) the member's level of satisfaction with military life (Question 71B, variable R00071B). The subgroups will be the Army, the Navy, and the Air Force.

To compare the two questions within subgroups, specify a workbook as in the previous two examples. Then define a three-way table comparing the two questions (R00071A and R00071B) within each branch of service (TSVC). The output will be three sub-tables, one for each subgroup, comparing the percentages of members who report being satisfied with recruiting versus being satisfied with military life. To define this table, click the button "Add Table Set (Single)" in the screen in Figure J-1, which brings up the screen in Figure J-2. From the "Source Variables" list box in the right-hand panel, select the variables TSVC, R00071A and R00071B in that order and drag them to the "Selected" box. Then click the "Add as New Entry" button to add the table as a new node to the workbook tree on the left panel.

The levels of the variable TSVC define the sub-tables while R00071A define the rows and R00071B define the columns. The values of TSVC = 1, 2, and 4 identify the members of the Army, Navy, and the Air Force, respectively. The value of R00071A = 2 indicates that the member reported being satisfied with recruiting. The value of R00071B = 2 indicates that the member reported being satisfied with military life.

The workbook tree will now have a node labeled "TSVC*R00071A*R00071B" as shown in Figure J-5. Notice that the node for the table TSVC*R00071A*R00071B has three branches labeled "Cells," "Cell Functions," and "Standardized Rates." To calculate the desired difference in percentages, you must define the cells of the table that will be used and then combine estimates for the cells with a cell function.

Click the node "Cells" in the screen shown in Figure J-5. From the TSVC list box in the right-hand panel, select the value of 1 for all the Army members. From the R00071A list box, select the value of 2. From the R00071B list, select MARGINAL. The cell (R00071A, R00071B) = (2, MARGINAL) for the Army members will be used to obtain the percentage of the Army members who reported being satisfied with recruiting. A default name for the cell will appear in the "Label" box. By selecting the "Label" box, you can give the cell a more descriptive name (e.g., ArmyRec) as shown in Figure J-5. You then click the button "Add as New Entry" to add the cell to the workbook tree. Now, from the TSVC list box in the right-hand panel, select 1 again for all the Army members. From the R00071A list box, select the item MARGINAL. From the R00071B list box, select 2. The cell (R00071A, R00071B) = (MARGINAL, 2) will be used to get the percentage of members who reported being satisfied with military life. By selecting the "Label" box, you can also give this cell a more descriptive name (e.g., ArmyLife) also shown in Figure J-5. You then click the button "Add as New Entry" to add the cell as a new node in the workbook tree. Repeat these steps for the Navy (TSVC = 2) and the Air Force (TSVC = 4).

To compare the new cells you have created, click the node “Cell Functions” in the workbook tree. This brings up the screen shown in Figure J-6. In the “Function Statistic” box, type “DArmy =”. “DArmy” is a user-specified name for the difference in the two questions for the Army and will be printed in the output. Then, from the “Source Cells” list box, select and drag the item ArmyRec into the “Function Statistic” box. Click (or type) the minus sign. Select and drag the item ArmyLife into the “Function Statistic” box and click the “Add as New Entry” button to add the function to the workbook tree. In the “Function Statistic” box, type “DNavy =.” Then, from the “Source Cells” list box, select and drag the item NavyRec into the “Function Statistic” box. Click (or type) the minus sign. Select and drag the item NavyLife into the “Function Statistic” box and click the "Add as New Entry" button. Finally, in the “Function Statistic” box, type “DAirF =.” From the “Source Cells” list box, select and drag the item AirRec into the “Function Statistic” box. Click (or type) the minus sign and then, select and drag the item AirLife into the “Function Statistic” box. Click the “Add as New Entry” button. The screen should now look like Figure J-6.

In the “For” node under the “Cell Functions” node, the statistic SUM_WTS (sum of weights) will be selected by default. This is the appropriate choice in this example. With the “For” node selected, check the boxes for “Value” and “Percent” under Sum of Weights. By selecting Value, the differences in the estimated numbers for the two questions R00071A and R00071B will be computed and printed in the output listing along with their standard errors. Selecting the check box for Percent will produce the difference in percentages for the two questions and the standard error of such difference. Other statistics, such as a confidence interval, can be requested in the “Generated Statistics” node of the workbook tree shown in Figure J-2.

To run the table, select the menu items “Request/Run Workbook Requests” or click the green triangle button in the toolbar. When the calculation has been completed, the book icon in the toolbar will no longer be gray (inactive). You can then view the output listing by selecting the menu items “Requests/View Output” or by clicking the book icon. An extract of the output listing is shown in Listing J-3. In this example, a significantly smaller percentage of members were satisfied with recruiting than satisfied with military life in the Army and Navy. In the Air Force, the difference in percentages was not significant.

Figure J-5.
Defining a Cell in a Workbook

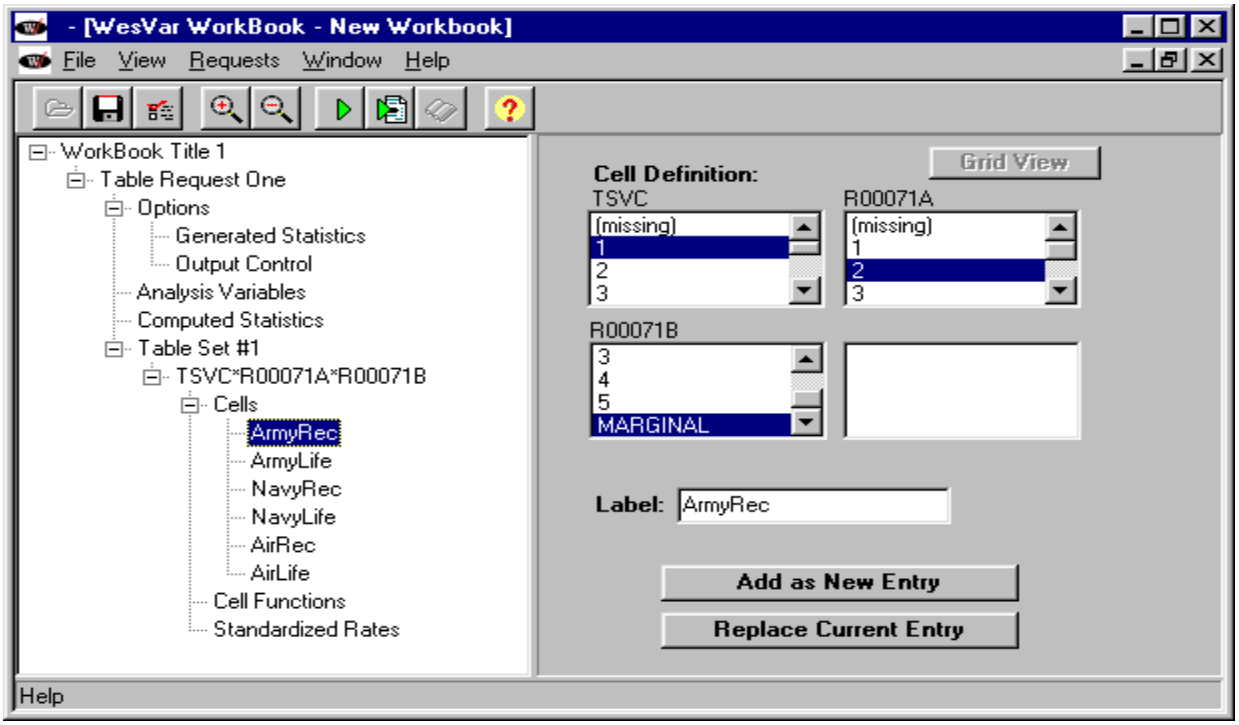
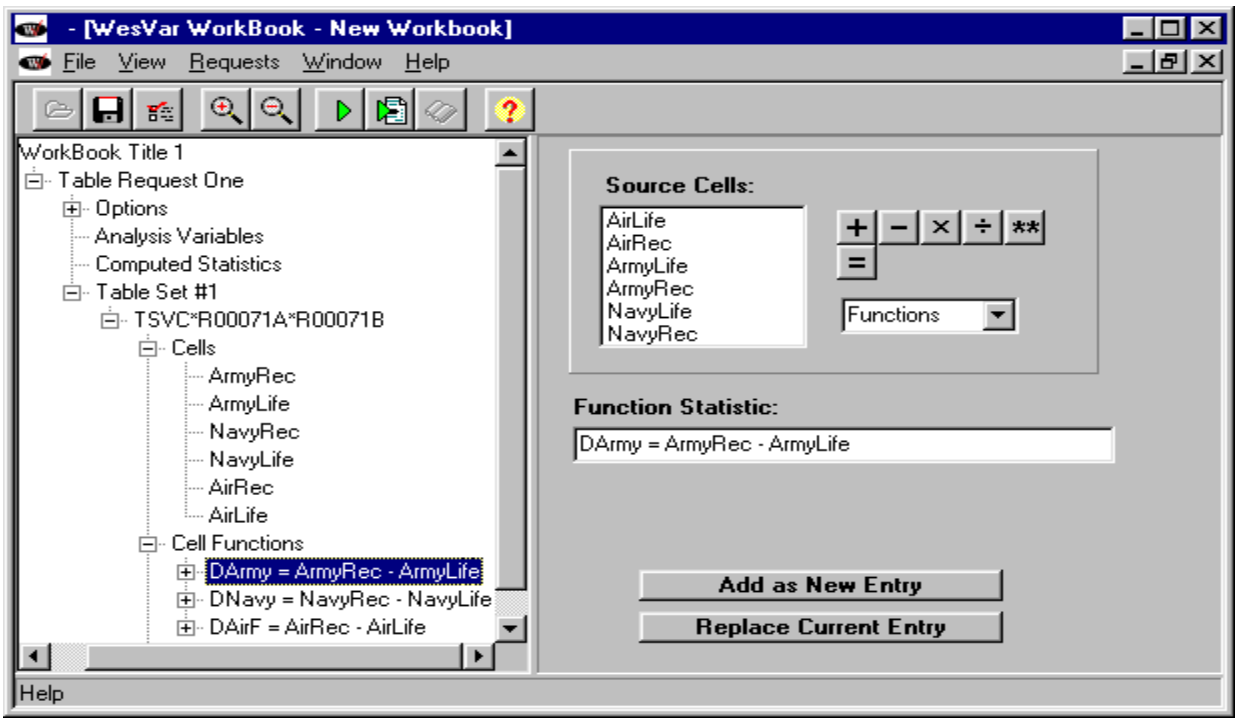


Figure J-6.
Defining a Cell Function



Listing J-3.
Sample WesVar Comparison of Two Analysis Variables

TSVC	R00071A	R00071B	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	t VALUE	PROB>|T|	CV(%)	CELL_n	DENOM_n	DEFF
1	2	1	SUM_WTS	PERCENT	13.02	0.901	14.456	0	6.918	146	1122	0.8
1	2	2	SUM_WTS	PERCENT	11.81	0.839	14.068	0	7.108	133	1122	0.76
1	2	3	SUM_WTS	PERCENT	1.52	0.342	4.453	0	22.45	17	1122	0.88
1	2	4	SUM_WTS	PERCENT	0.46	0.189	2.455	0.015	40.73	5	1122	0.87
1	2	5	SUM_WTS	PERCENT	0.16	0.103	1.525	0.129	65.58	2	1122	0.76
1	2	MARGINAL	SUM_WTS	PERCENT	26.97	1.188	22.714	0	4.403	303	1122	0.8
1	MARGINAL	1	SUM_WTS	PERCENT	43.56	1.363	31.955	0	3.129	487	1122	0.85
1	MARGINAL	2	SUM_WTS	PERCENT	42.2	1.331	31.703	0	3.154	473	1122	0.82
1	MARGINAL	3	SUM_WTS	PERCENT	8.6	0.733	11.722	0	8.531	98	1122	0.77
1	MARGINAL	4	SUM_WTS	PERCENT	4.09	0.594	6.886	0	14.52	46	1122	1.01
1	MARGINAL	5	SUM_WTS	PERCENT	1.55	0.366	4.246	0	23.55	18	1122	0.98
1	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100	.	.	.	.	1122	1122	.
2	2	1	SUM_WTS	PERCENT	10.99	0.879	12.499	0	8.001	115	1039	0.82
2	2	2	SUM_WTS	PERCENT	14.61	1.107	13.201	0	7.575	152	1039	1.02
2	2	3	SUM_WTS	PERCENT	0.87	0.259	3.367	0.001	29.7	9	1039	0.81
2	2	4	SUM_WTS	PERCENT	0.84	0.274	3.07	0.002	32.58	9	1039	0.94
2	2	5	SUM_WTS	PERCENT	0.1	0.085	1.149	0.252	87.01	1	1039	0.77
2	2	MARGINAL	SUM_WTS	PERCENT	27.42	1.267	21.643	0	4.62	286	1039	0.84
2	MARGINAL	1	SUM_WTS	PERCENT	36.9	1.079	34.214	0	2.923	383	1039	0.52
2	MARGINAL	2	SUM_WTS	PERCENT	47.07	1.489	31.615	0	3.163	489	1039	0.92
2	MARGINAL	3	SUM_WTS	PERCENT	8.8	0.908	9.69	0	10.32	92	1039	1.07
2	MARGINAL	4	SUM_WTS	PERCENT	5.9	0.703	8.392	0	11.92	61	1039	0.93
2	MARGINAL	5	SUM_WTS	PERCENT	1.33	0.314	4.252	0	23.52	14	1039	0.78
2	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100	.	.	.	.	1039	1039	.
4	2	1	SUM_WTS	PERCENT	18.31	1.274	14.373	0	6.958	106	579	0.63
4	2	2	SUM_WTS	PERCENT	20.03	1.252	15.997	0	6.251	116	579	0.57
4	2	3	SUM_WTS	PERCENT	2.07	0.446	4.642	0	21.54	12	579	0.57
4	2	4	SUM_WTS	PERCENT	0.86	0.286	3.015	0.003	33.17	5	579	0.56
4	2	5	SUM_WTS	PERCENT	.	.	.	.	.	0	579	N/A
4	2	MARGINAL	SUM_WTS	PERCENT	41.28	1.677	24.611	0	4.063	239	579	0.67
4	MARGINAL	1	SUM_WTS	PERCENT	49.91	1.399	35.679	0	2.803	289	579	0.45
4	MARGINAL	2	SUM_WTS	PERCENT	39.9	1.632	24.452	0	4.09	231	579	0.64
4	MARGINAL	3	SUM_WTS	PERCENT	7.25	0.926	7.83	0	12.77	42	579	0.74
4	MARGINAL	4	SUM_WTS	PERCENT	2.25	0.457	4.916	0	20.34	13	579	0.55
4	MARGINAL	5	SUM_WTS	PERCENT	0.69	0.257	2.687	0.008	37.22	4	579	0.56
4	MARGINAL	MARGINAL	SUM_WTS	PERCENT	100	.	.	.	.	579	579	.

Listing J-3.
Sample WesVar Comparison of Two Analysis Variables (Continued)

LABEL	STATISTIC	EST_TYPE	ESTIMATE	STDERROR	t VALUE	PROB>|T|	CV(%)
DArmy	SUM_WTS	VALUE	-896.49	106.174	-8.444	0	11.843
DArmy	SUM_WTS	PERCENT	-15.23	1.771	-8.602	0	11.625
Dnavy	SUM_WTS	VALUE	-863.16	83.721	-10.31	0	9.699
Dnavy	SUM_WTS	PERCENT	-19.65	1.886	-10.421	0	9.596
DairF	SUM_WTS	VALUE	20.63	34.37	0.6	0.549	166.602
DairF	SUM_WTS	PERCENT	1.38	2.303	0.6	0.549	166.695

Comparing Estimates from Different Surveys Using WesVar

The fourth example uses a *t*-statistic to compare an estimate from one survey with an estimate from an independently selected sample from another survey. The surveys used in this example are the *2000 Military Recruiter Survey* (MRS) and the *1998 Military Recruiter Survey* (MRS), which are independent of one another. This example will compare the proportion of Army members who reported being satisfied with recruiting in the 2000 MRS (Question 71A) with the proportion of Army members who reported being satisfied with recruiting in the 1998 MRS (Question 43A).

To compare the proportions of Army members, who reported being satisfied with military recruiting, first use WesVar to compute the proportion and standard error for this group using the 2000 MRS data. Specify a workbook as in the previous examples; and create a two-way table comparing the service branches' (TSVC) by the member's satisfaction with military recruiting (R00071A), as in the second example. After creating the table TSVC*R00071A, run the table as described before. The output will look like the top section in listing J-2. Then obtain the proportion estimate of Army members who reported being satisfied with military recruiting in the 1998 MRS and the standard error of that estimate. In the 1998 MRS, the proportion of Army members who reported being satisfied with military was 21.0 percent with a standard error of 1.2.

The difference between the Army members in the 2000 MRS and the Army members in the 1998 MRS is 26.95 – 21.0 = 5.95 percentage points. To compare the proportions p_{Army00} and p_{Army98}, use the following formula to compute the standard error of the difference:

$$se_{Army00-Army98} = \sqrt{se^2_{Army00} + se^2_{Army98}}$$

and this formula to compute the *t*-statistic for testing the difference:

$$t = \frac{p_{Army00} - p_{Army98}}{se_{Army00-Army98}}.$$

In the example above, $se_{Army00\text{-}Army98} = 100 * \sqrt{(0.0171)^2 + (0.012)^2} = 2.09$ percent and $t = \frac{5.95}{2.09} = 2.85$, which shows there is a significant difference between Army members in the 2000 MRS and Army members in the 1998 MRS.

Analysis of the 2000 MRS Using SUDAAN

This section describes how to use SUDAAN for the analysis of the 2000 MRS data and details which options are appropriate to use.

SUDAAN (Software for the Statistical Analysis of Correlated Data) is a statistical package developed by Research Triangle Institute (RTI) to analyze data from complex sample surveys. Like WesVar, SUDAAN computes the standard errors of the estimates taking the survey design into account. While SUDAAN can also use replication methods, it is most often used for computing variances based on the first-order Taylor series approximation also known as linerization.

As mentioned above, all weighted cases are typically kept in the analysis file, even cases not in the subpopulation of interest, because all weighted cases should be used to estimate variances. This applies in the general case of ineligibility but it is most important for analyses focused on a subgroup of the population. See below for an example of use of the *SUBPOPN* statement.

Required Variables

The variables that provide information about the sample design in SUDAAN are:

- Variable TVSTR (Taylor's series variance strata). The variable TVSTR indicates the variance strata to be used for computing the estimates of variance using the Taylor series method. The variable TVSTR was created using the sampling strata. Strata with fewer than 25 records with positive final weights were collapsed with similar strata.

- Variable ELIGFLGW (final eligibility indicator). The variable ELIGFLGW indicates the final eligibility of the member. Eligible members have ELIGFLGW =1 while ineligibles have ELIGFLGW=2. Records with zero final weight have ELIGFLGW=3.

- Variable FNRW0 (final nonresponse adjusted full sample weight). The variable FNRW0 contains the final nonresponse adjusted weight for the full sample. This weight is positive for all the records where ELIGFLGW = 1 or 2.

- Variable POPTVSTR (total population in variance strata). The variable POPTVSTR contains the total population for the variance stratum defined by the variable TVSTR. It is required to compute the finite population correction factors (fpc) for the estimates of variance.

- Variables FNRW1- FNRW180 (final nonresponse adjusted replicate weights). The variables FNRW1- FNRW180 contains final nonresponse adjusted for the 180 replicates created for the 2000 MRS. These variables are required when variance estimates based on replication methods are computed.

SUDAAN Keywords

The statements and keywords needed to run SUDAAN to compute variance estimates based on the Taylor Series approximation are:

- DESIGN=STRWOR (required). The 2000 MRS is a stratified simple random sample selected without replacement. In some strata the sampling fraction is so large that the fpc used in the variance estimation formula is not negligible.

- NEST TVSTR/ MISSUNIT (required). The keyword NEST lists the variables whose values identify the sampling stages. In this case, the sample was drawn within strata. The Option /MISSUNIT instructs SUDAAN to compute the variance contribution of the stratum with only one primary sampling unit (PSU) using the difference of that unit's value and the overall mean value of the population. The dataset must be sorted by the variable listed in the NEST statement. In the examples that follow this list of statements and keywords, the datasets are already sorted by the variable TVSTR.

- WEIGHT FNRW0 (required). The keyword WEIGHT lists the final weight to be used in the analysis. In this case, the variable for the weight is the final nonresponse adjusted full sample weight FNRW0.

- TOTCNT POPTVSTR (required if DESIGN=STRWOR). The keyword TOTCNT lists the variable containing the total population count of the strata. In this case, the variable POPTVSTR contains the population count for the variance stratum TVSTR.

- SUBPOPN ELIGFLGW=1 (typically required). The keyword SUBPOPN lists the variables and conditions that define the population of interest. The 2000 MRS data file includes ineligible members with a final positive weight. To compute the correct fpc's, the ineligible members should be included in the file. Analyses, however, should be limited to eligible members (ELIGFLGW=1). Additional conditions can be included. For example if members in the U.S. Navy (TSVC = 2) are to be excluded, the statement should be SUBPOPN ELIGFLGW=1 & TSVC < 2.

The additional statements and keywords needed to run SUDAAN to compute estimates of variance based on replication methods are:

- DESIGN= JACKKNIFE (required). The 2000 MRS data file include replicate weights that can be used in SUDAAN. The replication method used to create the weights is a form of the jackknife method. If estimates of variance based on replication methods are computed, the option JACKKNIFE should be used in the design statement.

- JACKWGTS FNRW1- FNRW180 (required). The keyword JACKWGTS lists the variable names for the 180 replicate weights created for the MRS data.

- JACKMULT 45*0.87834775518 45*0.73948372362 45*0.66580815132 45*0.58477968846 (required). The keyword JACKMULT lists the 180 replicate factors to be applied to each replicate weight. The factors are computed by multiplying separately the finite population factors found in the file FPC.DAT by the JKn factor found in the file JKN.DAT for each replicate. Special care is needed so that the order of the factors and the weights is not changed after the keywords JACKWGTS and JACKMULT in the SUDAAN statements and in the files containing the factors.

Estimates Using SUDAAN based on the Taylor Series approximation

Listing J-4 shows an example of running SUDAAN's PROC CROSSTAB to compute totals, percentages and standard errors for the variable TSVC based on the Taylor Series approximation. The procedure CROSSTAB produces weighted frequencies and percentage distributions for univariate and multivariate (single variable or multiple variable) tabulations. The following statements were used to produce the output in Listing J-4:

```
proc crosstab data=rmret
design=strwor deft2;
weight FNRW0;          /* final fs weight */
nest TVSTR /missunit;  /*taylor series strata */
totcnt POPTVSTR;              /*total population in taylor series strata */
subpopn ELIGFLGW = 1; /*eligibles only*/
subgroup TSVC ;
  levels 10;
  tables TSVC ;
title 'proc crosstab sample';
print nsum wsum sewgt deffwgt totper setot defftot  /style=nchs ;
```

Listing J-4.
Sample PROC CROSSTAB Output of Marginal Tools, Percentages, and Standard Errors

```
S U D A A N
            Software for the Statistical Analysis of Correlated Data
           Copyright      Research Triangle Institute        July 2001
                                  Release 8.0.0


Number of observations read    :   4706    Weighted count :    19189
Observations in subpopulation  :   4706    Weighted count:    19189
Denominator degrees of freedom :   4687


Date: 04-09-2002              Research Triangle Institute                 Page  : 1
Time: 14:53:03                   The CROSSTAB Procedure                   Table : 1

Variance Estimation Method: Taylor Series (STRWOR)
For Subpopulation: ELIGFLGW = 1
by: TSVC.
```

TSVC	Sample Size	Weighted Size	SE Weighted	DEFF Weighted	Tot Percent	SE Tot Percent	DEFF Tot Percent #2
Total	4706	19188.85	0	.	100	0	.
1	1129	5921.40	.	.	30.86	.	.
2	1046	4422.39	0	0	23.05	0	0
3	713	2062.85	0	0	10.75	0	0
4	584	1506.00	0	0	7.85	.	.
5	168	354.65	.	.	1.85	.	.
6	223	1312.82	.	.	6.84	.	.
7	459	2416.73	0	0	12.59	0	0
8	149	542.10	.	.	2.83	.	.
9	99	275.03	0	0	1.43	0	0
10	136	374.87	.	.	1.95	.	.

Comparing Two Subgroups Using SUDAAN

For comparing two subgroups within a survey (e.g., Army vs. Navy), contrasts can be performed in the **DESCRIPT**[7] procedure. The following statements were used to produce the output in Listing J-6. This example assumes that the SAS callable version of SUDAAN is used.

```
proc descript data=rmret design=strwor;
  weight FNRW0;               /* final fs weight */
  nest TVSTR /missunit;       /*taylor series strata */
  totcnt POPTVSTR;            /*total population in taylor series strata */
  subpopn ELIGFLGW=1;         /*eligibles only */
  subgroup R00071A TSVC _ONE_;
  levels   5       10    1 ;
   var R00071A ;
  catlevel 2 ;
  /* the catlevel statement acts as a where statement restricting the analysis to the second
level
     (in this case) of the variable R00071A (How satisfied are you with recruiting?)*/
  contrast TSVC = (1 -1 0 0 0) / name = "Army vs Navy";
  table _ONE_ ;
  print ;
run ;
```

As can be seen in comparing Listings J-2 and J-6, the estimate of the difference between the groups is the same at -0.54, although the *t*-test values, which depend on variances, differ slightly. For example, the WesVar using JKn replication method $t = -0.316$ while SUDAAN using linearization $t = -0.31$.

Listing J-6.
Sample PROC DESCRIPT Comparison of Two Subgroups

```
                                    S U D A A N
            Software for the Statistical Analysis of Correlated Data
          Copyright      Research Triangle Institute        July 2001
                                 Release 8.0.0

Number of observations read    :   4706    Weighted count :    19189
Observations in subpopulation  :   4706    Weighted count:     19189
Denominator degrees of freedom :   4687

Date: 04-09-2002      Research Triangle Institute   Page  : 1
Time: 14:53:05               The DESCRIPT Procedure                      Table : 1

Variance Estimation Method: Taylor Series (STRWOR)
For Subpopulation: ELIGFLGW = 1
by: Variable, One, Contrast.
for: Variable = SATISFACTION: RECRUITING:    2.
```

[7] The procedure DESCRIPT was designed to produce descriptive statistics for continuous variables, but it can also be used for discrete (categorical) variables through combinations of the statements CATLEVEL and VAR and the use of SUDAAN's variable _ONE_.

One		Contrast
		Army vs Navy
Total	Sample Size	2167
	Weighted Size	10307.88
	Cntrst Total	384.41
	Cntrst Pct	-0.54
	SE Cntrst Pct	1.74
	T-Test	
	Cont.Pct=0	-0.31
	P-value T-Test	
	Cont.Pct=0	0.7571
1	Sample Size	2167
	Weighted Size	10307.88
	Cntrst Total	384.41
	Cntrst Pct	-0.54
	SE Cntrst Pct	1.74
	T-Test	
	Cont.Pct=0	-0.31
	P-value T-Test	
	Cont.Pct=0	0.7571

Comparing Two Analysis Variables Using SUDAAN

To compare two questions within subgroups requires that you work with the data to compute a statistical test. SUDAAN does not have an option that will easily allow you to compare two analysis variables. If the missing data patterns are the same for the two variables then you can use SAS to create a new variable containing the differences between the two questions and, by using the new variable on the VAR statement of the SUDAAN PROC DESCRIPT, produce the *t*-statistic in SAS.

To illustrate this, we use the same questions shown in the WesVar example (Listing J-3): Question 71A, variable R00071A versus Question 71B, variable R00071B. In addition, we limit our analysis to the Army, Navy, and the Air Force subgroups. The SAS code to compute the differences between the two variables (those members who were satisfied with recruiting versus those who were satisfied with military life) consists of the following statements:

```
if R00071A = 2 then a=1; else if R00071A gt 0 then a=0;
if R00071B = 2 then b=1; else if R00071B gt 0 then b=0;
DIFF=a-b;

if TSVC in (1) then RTSVC =1;
   else
if TSVC in (2) then RTSVC=2;
   else if TSVC in (4) then RTSVC=3;
/*recodes Army to 1, Navy to 2, and Air Force to 3 because SUDAAN requires no breaks in code*/
```

To obtain the total and mean differences between the two variables of each subgroup and their standard errors, use the following statements:

```
proc descript data=temp
design=strwor;
weight FNRW0;          /* final fs weight */
nest TVSTR /missunit;  /*taylor series strata */
totcnt POPTVSTR;              /*total population in taylor series strata */
subpopn ELIGFLGW=1;    /*eligibles only */
subgroup RTSVC;
  levels 3;
  tables RTSVC;
var DIFF ; /*computed difference-R00071B vs R00071A*/

print total setotal mean semean/meanfmt=f10.7 semeanfmt=f10.7;
/*output total and mean differences by subgroups*/
output total setotal mean semean/meanfmt=f10.7 semeanfmt=f10.7
filename = means filetype = SAS ;
```

The mean and standard error of the mean produced by SUDAAN are written to a SAS dataset to facilitate the analysis. Next, to compute the *t*-value, i.e., the difference in the proportions:

```
data means ;
    set means ;
    mean2 = mean * 100;
    semean2 = semean * 100;
    label mean2 = "% estimate";
    label semean2 = "% stderror";
    tdiff = mean2 / semean2;
    label tdiff = "t value";
    proc print label;
    var RTSVC total setotal mean2 semean2 tdiff;
run ;
```

As shown in Listing J-7, the estimated total and percentage differences match the output from the WesVar Listing J-3. Standard error estimates and *t*-values are very close.

Listing J-7.
Sample PROC DESCRIPT Comparison of Two Analysis Variables

```
                                S U D A A N
            Software for the Statistical Analysis of Correlated Data
           Copyright      Research Triangle Institute        July 2001
                                 Release 8.0.0

Number of observations read    :   4706    Weighted count :    19189
Observations in subpopulation  :   4706    Weighted count:     19189
Denominator degrees of freedom :   4687

Date: 04-09-2002              Research Triangle Institute                 Page  : 1
Time: 14:53:07                   The DESCRIPT Procedure                   Table : 1

Variance Estimation Method: Taylor Series (STRWOR)
For Subpopulation: ELIGFLGW = 1
by: Variable, RTSVC.
```

Variable		RTSVC Total	1	2	3
DIFF	Total	-1739.02	-896.49	-863.16	20.63
	SE Total	136.63	107.35	77.68	33.33
	Mean	-0.1477257	-0.1523007	-0.1965061	0.0138169
	SE Mean	0.0116045	0.0182341	0.0176790	0.0223195

```
proc crosstab sample                                  14:52 Tuesday, April 9, 2002   7
```

Obs	RTSVC	Total	SE Total	% estimate	% stderror	t value
1	0	-1739.02	136.63	-14.7726	1.16045	-12.7300
2	1	-896.49	107.35	-15.2301	1.82341	-8.3525
3	2	-863.16	77.68	-19.6506	1.76790	-11.1153
4	3	20.63	33.33	1.3817	2.23195	0.6191

Comparing Estimates from Different Surveys Using SUDAAN

This example compares the percentage of Army members who reported being satisfied with military recruiting in the 2000 MRS with the Army members in the 1998 MRS. Similar to the WesVar example, comparing estimates from different surveys, a *t*-statistic will be used.

To compare the proportions of Army members, who reported being satisfied with military recruiting, first use SUDAAN to compute the proportion and standard error for this group using the 2000 MRS data. Change the following statements in the code for the PROC CROSSTAB example in SUDAAN to get the proportion and standard error:

```
Subgroup TSVC  R00071A ;
levels  10     5 ;
tables  TSVC*R00071A ;
```

Then obtain the proportion estimate of Army members who reported being satisfied with military recruiting in the 1998 MRS and the standard error of that estimate. In the 1998 MRS, the proportion of Army members who reported being satisfied with military was 21.0 percent with a standard error of 1.2.

The difference between the Army members in the 2000 MRS and the Army members in the 1998 MRS is 26.95 – 21.0 = 5.95 percentage points. Use the same formula as in the WesVar example to calculate a standard error of the difference of 1.72 and a *t*-statistic of 3.46. The point estimate of the difference between the Army members in the 2000 MRS and the 1998 MRS is the same for both WesVar and SUDAAN but the *t*-statistics, which depend on variances, are different. In WesVar using the JKn replication method t=2.85 while in SUDAAN, using linearization, *t*=3.46.

Estimates Using SUDAAN based on Replication

The following SUDAAN statements produce a table for the variable TSVC similar to the WesVar table in Listing J-1.

```
proc crosstab data = appendj2  design = JACKKNIFE  ;
  weight FNRW0;               /* final fs weight */
  JACKWGTS FNRW001-FNRW180 ;
  JACKMULT  45*0.87834775518 45*0.73948372362 45*0.66580815132 45*0.58477968846 ;
  subpopn ELIGFLGW = 1 ; /* eligibles only */
  subgroup TSVC ;
    levels 10;
    tables TSVC ;
  title 'proc crosstab sample';
    print nsum wsum sewgt deffwgt totper setot defftot  /style=nchs ;
run ;
```

Analysis of 2000 MRS Using SAS

This section describes how to use SAS Version 8.0 or later to analyze the 2000 MRS data files [8]. As mentioned above, because all weighted cases should be used to estimate the variance, all weighted cases should be kept in the analysis file, even cases not in the subpopulation of interest. This applies both in the general case of ineligibility and specific cases of analyses focused on a part of the population. See below for an example of the use of the *DOMAIN* statement.

Required Variables

The variables that provide information about the sample design in SAS are:

- Variable TVSTR (Taylor's series variance strata). As in SUDAAN, the variable TVSTR indicates the variance strata to be used for computing the estimates of variance using the Taylor series method

- Variable ELIGFLGW (final eligibility indicator). The variable ELIGFLGW indicates the final eligibility of the member. Eligible members have ELIGFLGW =1 while ineligibles have ELIGFLGW=2. Records with zero final weight have ELIGFLGW=3.

- Variable FNRW0 (final nonresponse adjusted full sample weight). The variable FNRW0 contains the final nonresponse adjusted weight for the full sample. This weight is positive for all the records where ELIGFLGW = 1 or 2.

- Variable _TOTAL_. SAS requires that the reserved variable name _TOTAL_ be used for the variable that was saved on the dataset as POPTVSTR. This variable contains the population counts for the variance strata (variable TVSTR). It is required to compute the fpc for the estimates of variance.

The following statements[9] are available in PROC SURVEYMEANS:

```
PROC SURVEYMEANS < options > < statistic-keywords >;
CLASS variables;
DOMAIN variables < variable*variable variable*variable*variable ... > ;
STRATA variables < / option > ;
VAR variables ;
WEIGHT variable ;
```

[8] Examples given in this report were produced using SAS Version Release 8.2 (TS2M0).

[9] A CLUSTER statement can also be used to specify cluster identification variables in a clustered sample design. A BY statement can be used with PROC SURVEYMEANS to obtain separate analyses for groups defined by the BY variables. Note that using a BY statement provides completely separate analyses of the BY groups unlike the variance estimates when using a DOMAIN statement that takes into account the full variance structure. When a BY statement appears, the procedure expects the input data sets to be sorted in order of the BY variables. The variables are one or more variables in the input data set. If you specify more than one BY statement, the procedure uses only the latest BY statement and ignores any previous ones.

The PROC SURVEYMEANS statement invokes the procedure. It optionally names the input datasets and specifies statistics for the procedure to compute. The PROC SURVEYMEANS statement is required.

The VAR statement identifies the variables to be analyzed. The CLASS statement identifies those numeric variables that are to be analyzed as categorical variables. The STRATA statement lists the variables that form the strata in a stratified sample design. The DOMAIN statement lists the variables that define domains for subpopulation analysis. The WEIGHT statement names the sampling weight variable. All statements can appear multiple times except the PROC SURVEYMEANS statement and the WEIGHT statement, which can appear only once.

In order to take into account finite population correction factors, a dataset has to be named that includes the reserved variable _TOTAL_. This dataset can either be the same dataset as the one containing the variables to be analyzed, or a new condensed dataset that is created to speed processing. The following statements can be used to create a working dataset (main) and a condensed dataset (tots4fpc) with the stratum population counts. Note that in creating this condensed dataset, the class statement has to contain the stratification variable (i.e., TVSTR) and any variables that are subsequently used in a WHERE statement (e.g., ELIGFLGW).[10]

```
data main ;
  set rmret
  (keep = ELIGFLGW TVSTR POPTVSTR TSVC FNRW0 R00071A R00071B) ;
  *limited variables kept to speed processing ;
  if ELIGFLGW in (1,2) ; *keeps all weighted records ;
  _TOTAL_ = POPTVSTR ; * creates the variable with the SAS required name ;
run ;
proc means data = main noprint;
   var _TOTAL_;
    output out=tots4fpc max=;
   class TVSTR ELIGFLGW;
run ;
```

Point Estimates Using SAS

The following statements can be used to compute the proportions of the Services using the variable TSVC.

```
proc surveymeans data = main total = tots4fpc mean stderr;
strata TVSTR;
var TSVC;
class TSVC;
domain ELIGFLGW;
weight FNRW0 ;
run ;
```

[10] It also has to contain any variables to appear in a BY statement to be used in PROC SURVEYMEANS.

The output is shown in Listing J-9. The procedure SURVEYMEANS produces proportions and standard errors of proportions, both of which can be converted to percentages by multiplying by 100. The percentages for eligibles match those produced by WesVar (Listing J-1) and SUDAAN (Listings J-4 and J-5).

As mentioned above, the dataset could be subset to just those who are eligible in a data step or by using a WHERE statement. The following statements can be used to compute the proportion of the member in each of the services using the variable TSVC.[11]

```
proc surveymeans data = main total = tots4fpc mean stderr;
strata TVSTR;
var TSVC;
class TSVC;
where ELIGFLGW=1;
weight FNRW0 ;
run;
```

The output is shown in Listing J-10. The percentages match those produced by the other procedures, but the variances are often smaller than those estimated by SAS when the DOMAIN statement is used so that all weighted cases are used to estimate the variance structure. This method of using the WHERE statement is not optimum because it does not take into account the complete probability structure—it is not equivalent to using the SUBPOPN statement in SUDAAN.

Listing J-9.
Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors Using DOMAIN Statement

```
The SURVEYMEANS Procedure

            Data Summary

Number of Strata                  19
Number of Observations          4706
Sum of Weights            19188.8537

          Class Level Information

Class
Variable      Levels    Values

TSVC              10    1 2 3 4 5 6 7 8 9 10
```

[11] ELIGFLGW would have to have appeared on the CLASS statement of the PROC MEAN that created the file tots4fpc.

Statistics

Variable	Mean	Std Error of Mean
TSVC=1	0.308586	2.979043E-10
TSVC=2	0.230467	4.110712E-10
TSVC=3	0.107502	1.594371E-10
TSVC=4	0.078483	4.502181E-10
TSVC=5	0.018482	1.476255E-11
TSVC=6	0.068416	5.426631E-11
TSVC=7	0.125945	2.0531E-10
TSVC=8	0.028251	2.238742E-11
TSVC=9	0.014333	6.778876E-11
TSVC=10	0.019536	1.551162E-11

Domain Analysis: ELIGFLGW

Eligible Flag	Variable	Mean	Std Error of Mean
1	TSVC=1	0.308586	2.973216E-10
	TSVC=2	0.230467	4.090252E-10
	TSVC=3	0.107502	1.625571E-10
	TSVC=4	0.078483	4.483126E-10
	TSVC=5	0.018482	1.477648E-11
	TSVC=6	0.068416	5.441502E-11
	TSVC=7	0.125945	2.004964E-10
	TSVC=8	0.028251	2.231082E-11
	TSVC=9	0.014333	6.490445E-11
	TSVC=10	0.019536	1.555928E-11

Listing J-10.
Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors

```
The SURVEYMEANS Procedure

            Data Summary

Number of Strata                  19
Number of Observations          4706
Sum of Weights            19188.8537


          Class Level Information

Class
Variable      Levels    Values

TSVC              10    1 2 3 4 5 6 7 8 9 10

               Statistics

                                Std Error
Variable            Mean         of Mean
----------------------------------------
TSVC=1          0.308586    2.979043E-10
TSVC=2          0.230467    4.110712E-10
TSVC=3          0.107502    1.594371E-10
TSVC=4          0.078483    4.502181E-10
TSVC=5          0.018482    1.476255E-11
TSVC=6          0.068416    5.426631E-11
TSVC=7          0.125945      2.0531E-10
TSVC=8          0.028251    2.238742E-11
TSVC=9          0.014333    6.778876E-11
TSVC=10         0.019536    1.551162E-11
----------------------------------------
```

Comparing Two Subgroups Using SAS

When comparing two subgroups within a survey (e.g., Army vs. Navy), SAS can be used to estimate the difference and variance components but the *t*-test has to be manually calculated because it is not possible to request a contrast. The following statements were used to produce the output in Listing J-11.

```
proc surveymeans data = main total= tots4fpc mean stderr;
strata TVSTR;
domain TSVC*ELIGFLGW;
var R00071A;
class R00071A;
weight FNRW0 ;
run ;
```

The difference between the Army and the Navy is $100(0.269489 - 0.274869) \doteq$ -0.54 percentage points. To compare the proportions p_{Army} and p_{Navy}, use the following formula to compute the standard error of the difference:

$$se_{Army-Navy} = \sqrt{se_{Army}^2 + se_{Navy}^2}$$

and this formula to compute the *t*-statistic for testing the difference:

$$t = \frac{p_{Army} - p_{Navy}}{se_{Army-Navy}}.$$

In the example above, $se_{Army\text{-}Navy} = 100 * \sqrt{(0.012304)^2 + (0.012297)^2} = 1.7396$ percent and $t = \frac{-0.54}{1.7396} = -0.31$, which is the same as the *t*-value of the SUDAAN estimate. Again, the *t*-value using linearization is slightly higher than using replication methods (WesVar).

Listing J-11.
Sample PROC SURVEYMEANS of Marginal Proportions and Standard Errors

```
The SURVEYMEANS Procedure

            Data Summary

Number of Strata                  19
Number of Observations          4706
Sum of Weights            19188.8537

                  Class Level Information
 Class
Variable    Label                         Levels    Values

R00071A     SATISFACTION: RECRUITING           5    1 2 3 4 5

                            Statistics
                                                          Std Error
Variable     Label                               Mean      of Mean
-------------------------------------------------------------------
R00071A=1                                    0.101837      0.003946
R00071A=2    SATISFACTION: RECRUITING        0.329371      0.006337
R00071A=3                                    0.187581      0.005363
R00071A=4                                    0.211260      0.005670
R00071A=5                                    0.169950      0.005153
-------------------------------------------------------------------
                              Domain Analysis: ELIGFLGW*TSVC
```

Eligible Flag	TSVC	Variable	Label	Mean	Std Error of Mean
1	1	R00071A=1		0.046891	0.005890
		R00071A=2	SATISFACTION: RECRUITING	0.269489	0.012304
		R00071A=3		0.199842	0.011033
		R00071A=4		0.257814	0.012138
		R00071A=5		0.225964	0.011620
	2	R00071A=1		0.074784	0.007533
		R00071A=2	SATISFACTION: RECRUITING	0.274869	0.012297
		R00071A=3		0.189998	0.010968
		R00071A=4		0.237075	0.011750
		R00071A=5		0.223274	0.011520
	3	R00071A=1		0.084046	0.008876
		R00071A=2	SATISFACTION: RECRUITING	0.293023	0.014544

The SURVEYMEANS Procedure

Domain Analysis: ELIGFLGW*TSVC

Eligible Flag	TSVC	Variable	Label	Mean	Std Error of Mean
1	3	R00071A=3		0.231230	0.013565
		R00071A=4		0.194108	0.012741
		R00071A=5		0.197594	0.012842
	4	R00071A=1		0.135739	0.011896
		R00071A=2	SATISFACTION: RECRUITING	0.410653	0.017086
		R00071A=3		0.204467	0.014007
		R00071A=4		0.147766	0.012325
		R00071A=5		0.101375	0.010483
	5	R00071A=1		0.311377	0.026900
		R00071A=2	SATISFACTION: RECRUITING	0.479042	0.029021
		R00071A=3		0.101796	0.017566
		R00071A=4		0.065868	0.014410
		R00071A=5		0.041916	0.011642
	6	R00071A=1		0.076577	0.016544
		R00071A=2	SATISFACTION: RECRUITING	0.342342	0.029520
		R00071A=3		0.193694	0.024586
		R00071A=4		0.220721	0.025802
		R00071A=5		0.166667	0.023186
	7	R00071A=1		0.206140	0.017285
		R00071A=2	SATISFACTION: RECRUITING	0.445175	0.021235
		R00071A=3		0.146930	0.015127
		R00071A=4		0.155702	0.015492
		R00071A=5		0.046053	0.008956
	8	R00071A=1		0.140940	0.025490
		R00071A=2	SATISFACTION: RECRUITING	0.489933	0.036620
		R00071A=3		0.154362	0.026467
		R00071A=4		0.181208	0.028217
		R00071A=5		0.033557	0.013192
	9	R00071A=1		0.242424	0.035742
		R00071A=2	SATISFACTION: RECRUITING	0.474747	0.041648
		R00071A=3		0.111111	0.026211
		R00071A=4		0.141414	0.029061
		R00071A=5		0.030303	0.014297
	10	R00071A=1		0.313433	0.033923
		R00071A=2	SATISFACTION: RECRUITING	0.522388	0.036528
		R00071A=3		0.082090	0.020074
		R00071A=4		0.074627	0.019217
		R00071A=5		0.007463	0.006294

Comparing Two Analysis Variables Using SAS

To compare two questions overall or within subgroups will require that you work with the data to compute the statistical test. If the missing data patterns are the same for the two variables then you can use SAS to create a new variable containing the differences between the two questions and produce the *t*-statistic in SAS.

To illustrate this, we use the same questions shown in the WesVar example in Listing J-3 and the SUDAAN example in Listing J-7, Question 71A, variable R00071A versus Question 71B, variable R00071B. We do not limit our analysis to the Army, Navy, and the Air Force subgroups as was done for WesVar and SUDAAN because SAS needs all the weighted cases for variance computation but does not have a SUBPOPN statement like SUDAAN. The SAS code to compute the differences between the two variables (those members who were satisfied with recruiting versus those who were satisfied with military life) consists of the following statements:

```
if R00071A = 2 then a=1; else if R00071A gt 0 then a=0;
if R00071B = 2 then b=1; else if R00071B gt 0 then b=0;
DIFF=a-b;


proc surveymeans data = main total = tots4fpc  mean stderr df t;
strata TVSTR;
domain TSVC*ELIGFLGW ;
var DIFF ;
weight FNRW0 ;
run;
```

The output is shown in Listing J-12. The estimated percentages match those produced by the other procedures (Listings J-3 and J-7), with the variances being very close to those produced by SUDAAN and WesVar.

Listing J-12.
Sample PROC SURVEYMEANS Comparison of Two Analysis Variables

```
The SURVEYMEANS Procedure

            Data Summary

Number of Strata                  19
Number of Observations          4706
Sum of Weights            19188.8537


                              Statistics

                                       Std Error
Variable        DF            Mean         of Mean    t Value    Pr > |t|
-------------------------------------------------------------------------
DIFF          4652       -0.113830        0.008861     -12.85      <.0001
-------------------------------------------------------------------------


                            Domain Analysis: ELIGFLGW*TSVC

Eligible                                                      Std Error
    Flag        TSVC    Variable        DF            Mean         of Mean    t Value    Pr > |t|
-------------------------------------------------------------------------------------------------
       1           1    DIFF          1117       -0.152301        0.018234      -8.35      <.0001
                   2    DIFF          1034       -0.196506        0.017679     -11.12      <.0001
                   3    DIFF           705       -0.095971        0.020431      -4.70      <.0001
                   4    DIFF           578        0.013817        0.022320       0.62      0.5361
                   5    DIFF           165       -0.036145        0.034378      -1.05      0.2946
                   6    DIFF           221       -0.067568        0.040908      -1.65      0.1000
                   7    DIFF           454       -0.043956        0.026537      -1.66      0.0983
                   8    DIFF           148       -0.040268        0.044001      -0.92      0.3616
                   9    DIFF            98              0        0.053014       0.00      1.0000
                  10    DIFF           132       -0.015038        0.044994      -0.33      0.7387
-------------------------------------------------------------------------------------------------
```

Comparing Estimates from Different Surveys Using SAS

This example compares the percentage of Army member's who reported being satisfied with military recruiting in the 2000 MRS with the Army member's in the 1998 MRS. Similarly to the previous WesVar and SUDAAN examples, comparing estimates from different surveys, a *t*-statistic will be used.

To compare the proportions of Army members, who reported being satisfied with military recruiting, obtain the proportion and standard error for each survey. For this group in the 2000 MRS data, look at listing J-11. The proportion Army members who reported being satisfied with recruiting was 26.95 percent with a standard error of 1.230.

Then obtain the proportion estimate of Army members who reported being satisfied with military recruiting in the 1998 MRS and the standard error of that estimate. In the 1998 MRS, the proportion of Army members who reported being satisfied with military was 21.0 percent with a standard error of 1.2.

The difference between the Army members in the 2000 MRS and the Army members in the 1998 MRS is 26.95 – 21.0 = 5.95 percentage points. Use the formula in the WesVar example to calculate a standard error of 1.72 and a *t*-statistic of 3.46, which is the same *t*-statistic as in SUDAAN.

References

Shao, J. (1996). Resampling Methods in Sample Surveys, (with Discussion). *Statistics*, 27, 203-254.

Wolter, K. (1985). *Introduction to Variance Estimation*. New York: Springer-Verlag.

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14. ABSTRACT

In 1989, the first *Recruiter Survey* was administered to obtain baseline information regarding field recruiters' perceptions of issues related to recruiter quality of life. Since then, the *Recruiter Survey* has been administered in 1991, 1994, 1996, 1998 and 2000. The survey results provided are based on returns from active-duty Service production recruiters--those with at least one year of recruiting experience and assigned a goal/mission.

The 2000 Military Recruiter Survey: Administration, Datasets and Codebook contains information describing the datasets and instructions to analysts for using the datasets.

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