

Evaluate a Unit's Retention Environment

Evaluate Unit Retention Environment Glossary

Attrition Loss	Soldier leaving the ARNG due to non-expiration term of service (ETS).
Attrition Loss Rate	Attrition losses from the assigned strength during the past 12 months. Attrition losses include losses to the National Guard, but do not include state or unit transfers.
BAR	A procedure to deny reenlistment, immediate reenlistment, or extension of enlistment to Soldiers who would otherwise be eligible but whose continuation of service beyond expiration of term of service (ETS), without improvement, is not in the best interest of the ARNG/ARNGUS.
Careerist	Any Enlisted Soldier at pay grades E8 or E9 or that has 96 or more total months in service.
DMOSQ	The total number of Soldiers that are Duty MOS Qualified (DMOSQ).
End Strength	The total number of Soldiers in the National Guard (excluding the ING).
First-Term	An Enlisted person that completed training and has less than 72 months in service.
Long-Term NOVAL	Any Soldier in a drilling status who has not received drill pay for at least six months. The total number of Soldiers that are currently on Long-Term NOVAL pay.
MOSQ	The total number of Soldiers that have completed training for a MOS (excluding those in the ING).
NOVAL Pay	Any Soldier in a drilling status who has not received drill pay for at least four months. NOVAL pay includes Soldiers in the Training Pipeline who are not actively training and Soldiers in the assigned strength on the NOVAL pay list.

Obligor	Any Enlisted Soldier at pay grade E7 and below with less than 96 total months in service.
Retention Loss	Soldier leaving the ARNG due to Expiration Term of Service (ETS).
SFPA (FLAG)	Suspended from favorable personnel actions (SFPA) on the basis of an adverse action such as APFT, Height & Weight, Adverse Action, etc...
Unsatisfactory Participation	See AR 135-91, para 4-14