RMKS/1. This message is to provide additional guidance to all Navy Reserve Activities (NRA) that have Sailors who are voluntarily retiring, separating, or transferring from the Selected Reserve (SELRES).

2. Background. The Navy Reserve is dedicated to the retention and career development of its Sailors. All leaders should encourage Sailors to stay Navy. Throughout the COVID-19 pandemic, an unusually high number of Sailors have decided to leave the SELRES. In order to gather information on the reasons Sailors are making this career choice, the Navy Reserve has developed a voluntary twenty-five question exit survey to be completed as part of the Sailor’s separation process. This survey will be conducted anonymously and will collect basic demographic information, career history and experiences, and separation reasoning via an open link which will be provided to the NRAs via their Command Career Counselors (CCC). The survey will take approximately five to ten minutes to complete. Although completion of the exit survey is voluntary, participation should be highly encouraged by NRAs. The results of this survey will be used to improve retention programs and policies.

3. Eligibility. This survey is applicable to all SELRES Sailors who are retiring, voluntarily separating at the end of their obligated service, or who have requested transfer to the Voluntary Training
Unit (VTU) or Individual Ready Reserve (IRR). Sailors who are retiring/separating for COVID-19 vaccination refusal or are being processed for administrative separation are not recommended for participation in this survey.

4. Process. As a Sailor is preparing to retire, separate, or transfer to the VTU/IRR, and meets the eligibility criteria outlined above, the NRA CCC shall provide them with the link to the exit survey, nominally at the time that the Sailor receives their pre-separation/retirement counseling 3-6 months prior to their separation/retirement date. If not completed at this time, the link should be provided to them with their check-out sheet. While participation in the survey is voluntary, CCCs and NRA personnel should highly encourage Sailors to complete it as part of the separation or check-out process. The NRA should attempt to confirm that the Sailor has completed the exit survey while protecting the anonymity of the survey information.

5. Points of Contact:
   a. Sailors are encouraged to ask retention-related and career development questions of their NRA CCCs and local chain of command.
   c. For survey-related questions: OPNAV N095 Strength Planner, LCDR Heather Davenport, heather.e.davenport2.mil(at)us.navy.mil.