# VALUATION OF THE MEDICARE-ELIGIBLE RETIREE HEALTH CARE FUND

## SEPTEMBER 30, 2015

**DoD Office of the Actuary**
**December 2016**

## ACTUARIAL CERTIFICATION

This report documents the results of an actuarial valuation of the postretirement medical benefits offered to Medicare-eligible retirees and dependents of the U.S. uniformed services. The primary purpose of this valuation is to determine the Actuarial Liability as of September 30, 2015, and certain funding requirements – the FY 2017 unfunded liability amortization payment and FY 2018 per capita normal costs for the Medicare-Eligible Retiree Health Care Fund (MERHCF), in support of the Secretary of Defense and the MERHCF Board of Actuaries (MERHCF Board). These valuation results meet the requirements of Chapter 56, Title 10, United States Code, and use of these results for other purposes may not be appropriate.

We have performed the valuation using methods and assumptions approved by the MERHCF Board and in accordance with generally accepted actuarial principles and practices. In general, the projected benefit costs and decrement rates used in the valuation are based on actual experience of the military and retired military population. The annual economic assumptions include a 2.75% inflation rate, 5.50% discount rate and 5.50% ultimate medical trend rate. The discount rate assumption used in the valuation is based on the funding policy and on the MERHCF Board's estimate of long term real Treasury yields.

In our opinion, the actuarial assumptions are reasonably related to experience and future expectations for the MERHCF.


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## INTRODUCTION

The Fiscal Year (FY) 2001 National Defense Authorization Act (NDAA) contained a provision for extending TRICARE coverage to Medicare-eligible members or former members of the uniformed services (and their Medicare-eligible dependents and survivors) entitled to retired or retainer pay; and the Act also created a mechanism to fund benefits for these beneficiaries. Specifically, U.S. Code (U.S.C.), Chapter 56, Title 10 established the Department of Defense (DoD) Medicare-Eligible Retiree Health Care Fund (MERHCF), administered by the Secretary of the Treasury. The purpose of the MERHCF is to accumulate funds needed to finance on an actuarially sound basis liabilities associated with uniformed services retiree health care programs for Medicare-eligible beneficiaries. Medical benefits were provided to Medicare-eligible retirees and dependents of the uniformed services beginning October 2001, and the MERHCF was established October 2002.

A description of the medical benefits provided to Medicare-eligible retirees and their eligible dependents can be found in Appendix A.

Section 1114 of Title 10 created a Medicare-Eligible Retiree Health Care Board of Actuaries (the Board). The three independent members who comprise the Board are appointed by the Secretary of Defense. The Board is required to approve methods and assumptions used in actuarial valuations of the MERHCF, to determine the method of amortizing unfunded liabilities, to report annually to the Secretary of Defense, and to report to the President and the Congress on the status of the MERHCF at least every four years[1]. The DoD Office of the Actuary (OACT) provides all technical and administrative support to the Board. The terms of the Board members are fifteen years (after staggered initial appointments of five, ten and fifteen years) and a member can be removed only for misconduct or failure to perform the duties of the office. The current (as of the July 2016 public meeting) Board members are Dale Yamamoto (Chairman), Lynette Trygstad, and David Osterndorf. The DoD Chief Actuary is the Executive Secretary for the Board.

Chapter 56 of Title 10, U.S.C. also requires that an actuarial valuation be performed at least once every four years, using the aggregate entry-age normal cost funding method. Under this law, the Treasury Department makes payments from general revenues to amortize the unfunded liability, including any gains or losses that have arisen from assumption or benefit changes, or from assumed experience differing from actual experience. On behalf of the uniformed services, the Treasury Department also deposits funds for the annual accrued benefits based on each current year of service (normal cost), and the uniformed services reflect these normal cost contributions in their budgets.

## NOTIFICATION ABOUT ROUNDING AND FUND NAME

Throughout this report (including the appendices), numbers in some cases may not appear to add properly; this is due to rounding. Throughout this report and appendices, the MERHCF is also referred to as the Fund.

[1] For access to the official transcripts from the July, 2016 Board meeting, the purpose of which was to approve the September 30, 2015, valuation assumptions and confirm the October 1, 2016 MERHCF per capita normal costs, follow this link:
http://www.facadatabase.gov/committee/meetingdocuments.aspx?flr=141822&cid=1790

## SUMMARY OF VALUATION RESULTS

The purpose of the September 30, 2015, MERHCF valuation (2015 valuation) is to develop normal costs (NCs), actuarial accrued liabilities (ALs), unfunded accrued liabilities (UFLs), and UFL amortization payments associated with postretirement medical benefits payable from the MERHCF.

The 2015 valuation uses census population data as of September 30, 2015, aggregate claims data for FY 2015, and detailed claims data from fiscal years 2013 to 2015 (each fiscal year runs from October 1st through September 30th). The 2015 valuation produces AL and UFL figures as of September 30, 2015, an UFL amortization payment for October 1, 2016, and per capita NCs for FY 2016 that are projected to FY 2018. The total October 1, 2016, Treasury payment is the sum of the October 1, 2016, UFL amortization payment and the October 1, 2016, Treasury NC payment. The October 1, 2016, NC payment is a function of FY 2017 per capita NC amounts initially promulgated by the Board in 2015 and revised in 2016, as well as budgeted average force strengths for FY 2017. The aggregate entry-age normal cost method is used to produce the per capita normal costs, as stated in the law. These per capita normal costs are contributed for each eligible full-time (active duty) and part-time (reserve) participant each year. The per capita normal costs are determined by projecting a new-entrant cohort and its expected benefit payments over the next 100 years.

TABLE 1

LIABILITY SUMMARY

($ millions)

| | AL | Fund | UFL |
|---|---|---|---|
| As of September 30, 2015 | $427,261 | $232,814 | $194,448 |

TABLE 2

TREASURY PAYMENT

($ millions)

| Payable | UFL Amortization | NC | Total |
|---|---|---|---|
| October 1, 2016 | $5,670 | $7,165 | $12,835 |

TABLE 3

PER CAPITA NORMAL COSTS FOR FY 2018

| For NC Payment Made | Active Duty | Reserve |
|---|---|---|
| October 1, 2017 | $4,890 | $1,955 |

Additional tables containing further breakdowns of the AL and per capita normal costs are presented in Appendix B.

## FUNDED STATUS

The Actuarial Liability (AL) is defined as the Present Value of Future Benefits (PVFB) minus the Present Value of Future Normal Costs (PVFNC). The Unfunded Liability (UFL) is the AL minus MERHCF. The MERHCF represents the actuarial (not market) value of assets, and is adjusted to subtract estimates of incurred-but-not-paid liabilities. This adjustment is made because the actuarial liabilities are valued on an incurred basis.

TABLE 4

FUNDED STATUS AS OF SEPTEMBER 30, 2015

($ millions)

| | |
|---|---|
| PVFB | $488,502 |
| PVFNC | $61,240 |
| AL | $427,261 |
| Fund | $232,814 |
| UFL | $194,448 |

## ASSETS

The assets of the MERHCF are invested in special issue Treasury obligations bearing interest at rates determined by the Secretary of the Treasury, taking into consideration current market yields for outstanding marketable U.S. obligations of comparable maturities. Each security issued to the fund "mirrors" a security that has been issued to the public, i.e., it has the same maturity date and coupon rate. The special issue security that is mirrored may have been issued recently, or at any time in the past.

Under current procedures adopted by Treasury, the investment manager is permitted to redeem long-term special issue securities at any time before maturity for their fair market value, which is based on the bid price for the public issue with the same maturity date and coupon rate. However, Treasury policy encourages a buy-and-hold approach giving consideration to the needs of the fund in determining the maturities of securities purchased.

For purposes of determining the unfunded liability, the assets of the fund are valued using the amortized cost method. Under this method, the yield to maturity of a security valued at any point in time is equal to the yield to maturity at the time of purchase. In the valuation of the MERHCF, the amortized cost value is referred to as the "actuarial value of assets." The actuarial value of assets is determined by amortizing premium and discount over the life of the securities. The total investment return includes: the interest coupons received, the change in the actuarial value of assets during the year, and the inflation compensation accrued from the holdings of Treasury Inflation-Protected Securities (TIPS).

The actuarial value of assets used in the determination of the unfunded liability includes the "accrued interest," which is the amount of the next semiannual interest coupon payment that has accrued since the date of the last coupon payment. The amount of the "accrued interest" is

determined by multiplying the coupon payment by the ratio of the time that has elapsed since the last coupon payment date to the total time between coupon payments. Table 5 presents a statement of the actuarial value of assets as of September 30, 2015; Table 6 presents a statement of changes in the actuarial value of assets.

TABLE 5

STATEMENT OF ACTUARIAL VALUE OF ASSETS AS OF SEPTEMBER 30, 2015

($ millions)

| | |
|---|---|
| Assets at book value | $233,775 |
| Accounts payable | $359 |
| IBNR | $603 |
| Actuarial Value of Assets | $232,814 |

TABLE 6

FY 2015 STATEMENT OF CHANGES IN THE ACTUARIAL VALUE OF ASSETS

($ millions)

| | |
|---|---|
| Actuarial value of assets, beginning of year | $226,453 |
| Contributions | |
| Amortization of UFL | $4,005 |
| Normal Cost | $7,229 |
| Nonrecurring, Other | $0 |
| Investment income | $4,708 |
| Total additions | $15,942 |
| Less: Benefit Payments | $9,581 |
| Actuarial value of assets, end of year | $232,814 |

The MERHCF financial statements are required to include the market value of assets. Table 7 shows the market value of assets for comparison purposes.

TABLE 7

MARKET VALUE OF ASSETS AS OF SEPTEMBER 30, 2015

($ millions)

| | |
|---|---|
| Non-marketable, market-based securities | $258,944 |
| Interest receivable | $2,161 |
| Fund balance with Treasury | $100 |
| Accounts Receivable | $277 |
| Total market-based value of assets | $261,482 |

## ACTUARIAL GAINS AND LOSSES

Gains and losses reflect the difference between expected results, based on rolling forward the prior year's valuation results, and actual results of the current year's valuation. The total gain or loss represents the difference between the actual and expected unfunded liabilities, including both asset and liability components of the gain or loss. The broad categories of (gain)/loss specified by Chapter 56 of Title 10 are:

- Experience (different from what was expected in the valuation model)
- Assumption changes, and
- Benefit changes.

Within the experience category, gains and losses are divided into an asset component and a liability component. Within the assumption and benefit changes categories there are only liability components.

The following tables display summary level (gain)/loss information from the September 30, 2015, valuation. A more detailed display of the step-by-step liability gain/loss reconciliation is contained in Appendix B.

TABLE 8

TOTAL (GAIN) / LOSS SUMMARY

($ millions)

| | AL | Fund | UFL |
|---|---|---|---|
| September 30, 2014 (actual) | $381,578 | $226,453 | $155,125 |
| September 30, 2015 (expected) | $399,630 | $240,199 | $159,431 |
| September 30, 2015 (actual) | $427,261 | $232,814 | $194,448 |
| (Gain) / loss | | | **$35,017** |

TABLE 9

SEPTEMBER 30, 2015 ASSET AND LIABILITY (GAIN) / LOSS SUMMARY

($ millions)

| | Liability | Asset | Total |
|---|---|---|---|
| Experience | $22,029 | $7,385 | $29,414 |
| Assumption | $9,502 | | $9,502 |
| Plan Change | ($3,899) | | ($3,899) |
| Total | $27,632 | $7,385 | **$35,017** |
| | (G) / L Expressed as a % of September 30, 2015 AL | | |
| | Liability | Asset | Total |
| Experience | 5.2% | 1.7% | 6.9% |
| Assumption | 2.2% | | 2.2% |
| Plan Change | -0.9% | | -0.9% |
| Total | 6.5% | 1.7% | **8.2%** |

TABLE 10

CHANGE IN UNFUNDED LIABILITY

($ millions)

| | | | |
|---|---|---|---|
| 1. | Actual Unfunded Accrued Liability, Sept. 30, 2015 | $194,448 | 45.5% |
| 2. | Expected Unfunded Accrued Liability, Sept. 30, 2015 | $159,431 | 37.3% |
| 3. | Total (Gain) / Loss | $35,017 | 8.2% |
| a. | Total experience (gain) / loss | $29,414 | 6.9% |
| | Census | ($1,037) | 0.2% |
| | Claims | $23,065 | 5.4% |
| | Asset | $7,385 | 3.2% |
| b. | Total benefit change (gain) / loss | ($3,899) | 0.9% |
| c. | Total assumption (gain) / loss | $9,502 | 2.2% |
| | medical trend rates | $9,305 | 2.2% |
| | claim vectors, admin and Rx rebate assumption | $4,428 | 1.0% |
| | Mortality | ($1,941) | 0.5% |
| | other demographic rates | ($2,290) | 0.5% |

(Percentages shown are ratios of absolute values of each gain or loss component to the actuarial accrued liability, except the percentage given for the asset (gain)/loss: it is the ratio of the gain or loss to the actuarial value of assets.)

## PAST AND PROJECTED UNFUNDED LIABILITY PAYMENTS

The UFL is divided into four components: the initial UFL and the three categories of gain/loss previously mentioned, i.e., changes in the UFL arising from actuarial experience, actuarial assumption changes, and benefit changes. The Board chose to amortize the initial UFL over a 50-year period through the FY 2012 payment. At its August 2012 meeting, the Board decided to decrease the period over which the initial UFL is fully amortized by 5 years. Therefore, starting with the FY 2013 payment, the initial UFL is being amortized over a 45-year period, with the last payment expected to be made October 1, 2046, with payments increasing at the rate of assumed salary increases in OACT's Military Retirement Fund valuation, currently 3.25%. New gains and losses in the other three categories are amortized over 30 years, with new gains and losses combined with existing unamortized balances and a weighted remaining period determined: 30 years weighted by the absolute value of the new gain/loss, and the remaining period weighted by the absolute value of the remaining unamortized balance**.**

Historical and projected components of the UFL amortization payments and UFL balances are shown in Appendix B.

## PLAN AMENDMENTS

Benefit changes or plan amendments are amortized over 30 years. One new plan change was reflected in the 2015 valuation. As written in the 2016 National Defense Authorization Act, TRICARE pharmacy copays were increased from $8/$20 to $10/$24 in retail and from $0/$16/$46 to $0/$20/$49 in mail order The copay increases went into effect February 1, 2016.

## VALUATION DATA AND PROCEDURE

### Census Data

The active service member census data is the same as the active service member census data used for OACT's September 30, 2015, retirement pay valuation for DoD members, supplemented by summary end-strength data provided by the other uniformed services. Several displays of summary census data are provided in Appendix C.

Retired sponsor counts for the MERHCF valuation are higher than counts in OACT's retirement pay valuation because of the inclusion of non-DoD uniformed services in the MERHCF valuation and because this valuation includes all living retired sponsors, regardless of whether they are in "pay" status. For similar reasons, survivor counts are higher in this valuation. However, the number of eligible reserve retirees in the MERHCF has been lower recently than the number of eligible reserve retirees receiving retiree pay. This discrepancy results from P.L 110-181, enacted January 28, 2008, which reduces the retirement age (for retiree pay) below age 60 by three months for every 90 days of certain active service with a maximum age reduction of 10 years. This early reserve retirement does not apply to subsidized retiree health care eligibility age (which continues to be age 60 for reserves).

The valuation input census data were extracted from files maintained at the Defense Manpower Data Center (DMDC). Data on individual retirees came from official files submitted by the Defense Finance and Accounting Service (DFAS). Reserve data were obtained from the Reserve Component Common Personnel Data System (RCCPDS), the official source for all reserve strengths and statistics. All eligible retirees and their eligible surviving spouses are included in the data. Data is matched to the Defense Eligibility and Enrollment System (DEERS) to obtain eligible spouses and children.

Active service member (active duty and reserve) data came from files provided by the four military personnel centers (Army, Navy, Air Force, Marines). Since the MERHCF provides benefits for retirees of additional uniformed services activities (as defined in section 1072(3) of Title 10), summary strength data is collected from the remaining units (Coast Guard, Public Health Service (PHS), and National Oceanic and Atmospheric Administration (NOAA)). The number of covered service members as of September 30, 2015 is shown in Table 11.

Adjustments were made to the classification of former spouse data so that some former spouses are valued as survivors and others are valued as dependents. Since the valuation model projects costs on a per-sponsor and per-survivor basis, it was necessary to treat former spouses who are not survivors as dependents (i.e., like spouses). Furthermore, since former spouses are represented in the census under their own IDs (since FY 2004), former spouses must be allocated between dependent spouses and surviving spouses, based on their prior representation in the data.

TABLE 11

ACTIVE SERVICE MEMBERS AS OF SEPTEMBER 30, 2015

| | |
|---|---|
| DoD | |
| Active Duty | 1,377,260 |
| Reserve | 741,687 |
| Coast Guard | |
| Active Duty | 38,995 |
| Reserve | 7,152 |
| PHS Active Duty | 7,175 |
| NOAA Active Duty | 319 |
| Total | |
| Active Duty | 1,423,749 |
| Reserve | 748,839 |

Population projections are generated by an actuarial projection model (called “HORGO” for the retiree medical valuation). The population projection structure used by OACT includes four broad categories of personnel, representing the starting status of the population. Each of the four

categories is further divided into 12 subcategories, representing projected future status, for a total of 48 categories.

The four broad categories (starting status) are:

1 All Uniformed Services Retirees
2 DoD Retirees
3 DoD Active Service Members (active duty and reserve)
4 New Entrant Cohort

The 12 subcategories (future status) are:

1 Retiree, Active Duty Component, Nondisabled, Enlistee
2 Retiree, Active Duty Component, Nondisabled, Officer
3 Retiree, Active Duty Component, Disabled, Enlistee
4 Retiree, Active Duty Component, Disabled, Officer
5 Retiree, Reserve Component, Nondisabled, Enlistee
6 Retiree, Reserve Component, Nondisabled, Officer
7 Retiree, Reserve Component, Disabled Enlistee
8 Retiree, Reserve Component, Disabled Officer
9 Survivor, Active Duty Component, Enlistee
10 Survivor, Active Duty Component, Officer
11 Survivor, Reserve Component, Enlistee
12 Survivor, Reserve Component, Officer

Separate data arrays are maintained in HORGO for each of the 48 population categories. These data are displayed in Appendix C.

The data on active duty service members and drilling reserves (also called Selected Reserves) are grouped into cells by age and number of years of service. Each cell contains the number of service members with that particular combination of age and length of service.

Non-Selected Reserves (with 20 or more good years) are reserves who have completed 20 good years of military service and have satisfied all requirements for retirement except for the minimum age needed to begin receiving the retiree pay benefit. Reserves also are not eligible for subsidized retiree medical benefits before age 60. Data on non-Selected Reserves are grouped into cells by age and number of years of service.

Data on the retired population and surviving families are grouped into cells by age. All retiree and survivor census tables are contained in Appendix C.

In HORGO, these starting populations are projected year by year into the future. Each year personnel are moved from one population category to another (e.g., from active to disabled or nondisabled retiree, or dropped from the system altogether) by means of decrement rates such as withdrawal, nondisability retirement, temporary disability, permanent disability, transfer, death with and without survivors, etc. At the end of each year, the number of people is saved, and the population is aged. After 100 years, when none of the current active or retired personnel is left in the system, the present values of the series of future benefit payments are determined, using

the valuation interest rate. Because no new entrants come into the system, the projection is a "closed group" model.

Claims Data

OACT pulled detailed claims data and workload files from the DoD's Medical Data Repository (MDR) for fiscal years 2013, 2014 and 2015. The data were used to develop claim vectors (CVs), and aggregate 2015 incurred claims data were completed and used to adjust the CVs to 2015 cost levels.

OACT processes detailed claims data and workload data by matching individual claims in the incurred period to members who met the eligibility requirements at the time of the claim. This data matching process achieves the goal of separating claims incurred when a member is Medicare-eligible from claims incurred when a member is not Medicare-eligible. Since the MERHCF valuation only covers claims incurred when a member is Medicare eligible, this step is essential. OACT can also properly account for Medicare beneficiaries (and their claims) who turn Medicare-eligible during the year.

Once the detail claims and workloads are processed and matched to the retiree population, OACT produces average expected benefit costs per retired sponsor and per survivor. OACT also produces average expected benefit costs associated with the US Family Health Plan (USFHP), TRICARE's designated provider plan, a managed care plan which receives payments in the form of per capita rates and which provides comprehensive patient care (with no reimbursement from Medicare). A detailed description of these average costs and how they are applied in the valuation model is contained in Appendix E.

Direct Care claims are claims for care received in Military Treatment Facilities, or MTFs. While DC comprises a relatively small portion of total medical care received by Medicare-eligible retirees (retirees are seen at MTFs on a space-available basis, and most retirees don't live near an MTF), OACT must rely on DC data that does not come from an audited, patient-level accounting system. Determining DC claims costs requires the application of adjustments to individual claims records (encounter data) that contain workloads (a measure of level of effort for each procedure). Defense Health Agency (DHA) provides OACT with an annual cost-allocation analysis obtained from the MTFs' Medical Expense and Performance Reporting System (MEPRS). This "Level of Effort" analysis allows OACT to convert workloads into claims costs. However, OACT does not review the LOE analysis.

Participation

There is no requirement to enroll in TRICARE for Life and there are no contributions. Retirees and their dependents become eligible for TFL upon becoming eligible for Medicare Part A and signing up for Medicare Part B. Since some retirees have coverage other than TFL and Medicare, OACT must monitor several plan utilization statistics to determine any trends in plan participation, and set assumptions for the ultimate level of plan usage within the Purchased Care and Direct Care environments. Changes identified in plan participation help explain changes in aggregate and per capita plan cost, and allow for reasonable medical trend estimates. More details about plan participation assumptions and the rates used in the current valuation are contained in Appendix F.

Economic Assumptions

Economic assumptions, i.e., the annual rate of inflation, annual medical trend rates, and the annual valuation interest rate, were decided upon by the Board after analysis of past trends and future expectations. A discussion of these trends and other considerations is contained in Appendix D.

Decrement Rates

The decrement rates and other non-economic assumptions can be categorized as follows, and details are described in the Appendices as indicated:

- Active duty decrement rates (Appendix G)
- Drilling and non-drilling (with 20 good years) reserve decrement rates (Appendix H)
- Retiree and survivor decrement rates (Appendix I)
- Detailed miscellaneous valuation parameters (Appendix J)

## MEDICAL TREND SENSITIVITY

Future medical trend rates assumed in this valuation (described in Appendix D) represent an estimate of changes in the cost, mix and utilization of medical treatment over the next 100 years. A one percentage point change in the assumed healthcare cost trend rates would have the following effects on the Actuarial Liability and per capita normal cost.

TABLE 12

MEDICAL TREND SENSITIVITY

| | Assumed Trend | 1% Higher Trend | 1% Lower Trend |
|---|---|---|---|
| Actuarial Liability as of 09/30/15 ($ millions) | $427,261 | $536,876 | $345,450 |
| Per Capita Normal Cost for FY 2018 | | | |
| Active Duty | $4,890 | $7,876 | $3,047 |
| Reserve | $1,955 | $3,095 | $1,236 |

# APPENDIX A

## ELIGIBILITY AND PLAN PROVISIONS

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## PLAN CHANGES INCLUDED FOR THE FIRST TIME IN THE CURRENT VALUATION

One new plan change was reflected in the 2015 valuation. As written in the 2016 National Defense Authorization Act, TRICARE pharmacy copays were increased from $8/$20 to $10/$24 in retail and from $0/$16/$46 to $0/$20/$49 in mail order. The copay increases went into effect February 1, 2016.

## SUMMARY OF ELIGIBILITY REQUIREMENTS

### History

Military medical care for families dates back to the late 1700s. The program known today as TRICARE has gone through many changes over the years, and it continues to change each year according to provisions made in the National Defense Authorization Act (NDAA). The 2001 NDAA added "expanded" pharmacy benefits as well as TRICARE For Life (TFL), a benefit plan for Medicare-eligible retirees and their Medicare-eligible dependents. TFL is a Medicare wraparound plan, added by Congress with the provision that the plan be funded in an actuarially sound manner.

The information in this Appendix describes eligibility and benefit provisions assumed in this year's valuation. Future plan changes, if any, will be included in this Appendix when such changes are incorporated into the valuation assumptions.

### General Eligibility Requirements - TRICARE

Retired service members of the uniformed services and their family members (spouses and children) are eligible for TRICARE. The uniformed services include the U.S. Army, U.S. Air Force, U.S. Navy, U.S. Marine Corps, U.S. Coast Guard, the Commissioned Corps of the Public Health Service and the Commissioned Corps of the National Oceanic and Atmospheric Administration.

Unmarried children remain eligible up to their 21st birthday (or 23rd birthday if a full-time student), or while severely disabled if disability occurs before one of these limiting ages and the child remains financially dependent on the TRICARE-eligible parent. Notwithstanding these requirements, unmarried children under age 26 who do not satisfy the eligibility conditions for subsidized TRICARE coverage and who do not have access to employer sponsored health care coverage may purchase nonsubsidized coverage as part of the TRICARE Young Adult program (which became effective May 1, 2011).

### Survivors

Survivors retain coverage if the retired sponsor dies. Available health plan options and costs depend on the survivor's status: survivor or transitional survivor. "Transitional survivor" refers to a survivor of a sponsor who dies while on active duty. "Survivor" refers to a survivor of a sponsor who dies after retirement. A transitional surviving spouse maintains transitional survivor status for three years (or until remarriage, if earlier), and then converts to regular surviving spouse status. A transitional surviving dependent child maintains transitional survivor status for three years, (or until the child reaches the eligibility age limit or marries, if earlier), and then converts to regular survivor dependent status. Surviving spouses maintain TRICARE eligibility for life unless they remarry (a non-service member). Surviving dependents maintain TRICARE eligibility until the child reaches the eligibility age limit or marries, if earlier.

Transitional survivors pay costs and receive medical coverage equal to that of an active duty family member. Survivors pay costs and receive medical coverage equal to that of a retired family member.

OACT does not distinguish between transitional survivors and other survivors when developing the MERHCF retiree medical liabilities. Almost all of the survivors eligible for Medicare are no longer eligible for transitional benefits, and the medical plan that most Medicare-eligible survivors use requires no contribution.

Medically-Retired Service Members (Disabled)

For a service member to be placed on the Temporary Disabled Retirement List (TDRL), the member's Service has determined that the member has a physical condition, injury or disease that renders the member unfit for military service, and the member must receive a disability rating from the service of at least 30 percent. This rating is a separate rating from the one given by the Department of Veteran's Affairs (VA).

TDRL members are re-evaluated by the Service at least every 18 months for a period of up to five years. At that time, the Service determines whether the situation has improved, remained the same or has gotten worse. Depending on the outcome, the member can be retained on the TDRL, separated from service, returned to duty or placed on Permanent Disability Retirement List (PDRL).

As long as the member is on TDRL or PDRL, he or she is eligible for TRICARE benefits as described above (as long as they are registered in DEERS). Eligible family members (registered in DEERS) are also eligible for TRICARE benefits like any other family member of a retired service member.

Retired National Guard or Reserve Members

Retired members of the National Guard or Reserves are not eligible for subsidized[1] TRICARE health benefits until they reach age 60 and are eligible for retiree pay.

[1] TRICARE Retired Reserve is unsubsidized coverage available to retired reserves (qualified for a non-regular retirement) who are under age 60 and not eligible for or covered by FEHB. Family members of qualified retired reserves are also eligible for TRICARE Retired Reserve coverage, also with no subsidy.

Former (Divorced) Spouses

Former (divorced) spouses of active, retired or former military members may be eligible for TRICARE if they meet the following requirements:

1. Must not have remarried. (If remarried, the loss of benefits remains applicable even if the remarriage ends in death or divorce.)
2. Must not be covered by an employer-sponsored health plan.
3. Must not be the former spouse of a North Atlantic Treaty Organization or Partners for Peace nation member.
4. Must meet the requirements of one (not all) of the following three situations:

*Situation 1*

- Must have been married to the SAME member or former member for at least 20 years, and at least 20 of those years must have been creditable in determining the member's eligibility for retirement pay.
- If the date of the final decree of divorce or annulment was on or after February 1, 1983, the former spouse is eligible for TRICARE coverage of health care that is received after the date of the divorce or annulment.
- If the date of the final decree is before February 1, 1983, the former spouse is eligible for TRICARE coverage of health care received on or after January 1, 1985.

Eligibility of the former spouse continues as long as the preceding requirements continue to be met.

*Situation 2*

- Must have been married to the SAME member or former member for at least 20 years, and at least 15, but less than 20, of those years must have been creditable in determining the member's eligibility for retirement pay.
- If the date of the final decree of divorce or annulment is before April 1, 1985, the former spouse is eligible only for care received on or after January 1, 1985, or the date of the decree, whichever is later.

Eligibility of the former spouse continues as long as the preceding requirements continue to be met. However, if the date of the final divorce decree or annulment is on or after April 1, 1985, but before September 29, 1988, the former spouse is eligible for care received from the date of the decree until December 31, 1988, or two years from the date of the decree, whichever is later.

*Situation 3*

- Must have been married to the SAME member or former member for at least 20 years, and at least 15, but less than 20, of those years must have been creditable in determining the member's eligibility for retirement pay.

If the date of the final decree of divorce or annulment is on or after September 29, 1988, the former spouse is eligible only for care received for one year from the date of the decree.

## SUMMARY OF PLAN PROVISIONS

### Plan Options and Plan Provisions for Retired Beneficiaries

Retired service members and their family members and survivors are eligible for the following health plan options depending on where they live:

- TRICARE Prime (if under age 65)
- TRICARE Standard and Extra
- US Family Health Plan (in specific U.S. locations)
- TRICARE For Life (with Medicare Part A & B coverage)
- TRICARE Standard Overseas

Note: Retired service members and their families are also eligible to purchase dental coverage through the TRICARE Retiree Dental Program. Since military retirees are required to pay the full cost of retiree dental benefits, OACT excludes dental coverage and claims from the development of the postretirement health valuation. Only a small, immaterial group of survivors of uniformed personnel who die while on active duty are eligible for up to three years of subsidized dental benefits, and most, if not all, of these transitional survivors are not eligible for Medicare. Therefore, dental plan options are not described in this report.

### Eligible Benefit Payments to be Paid from the MERHCF

Section 1113 of Title 10, U.S. Code (U.S.C.) states that the MERHCF is responsible for paying the costs of health care benefits for all eligible retirees of the uniformed services who are entitled to retired or retainer pay and who are eligible for Medicare Part A (and their eligible dependents who are eligible for Medicare Part A).

### TRICARE Plan Options for Medicare-Eligible Retirees and their Medicare-Eligible Dependents

The following medical plan options are available to Medicare-eligible retired beneficiaries:

- TRICARE For Life (with Medicare Part A & Part B coverage)
- US Family Health Plan (in specific U.S. locations)
- TRICARE Prime (if under age 65)
- TRICARE Standard and Extra (if not eligible for premium free Medicare Part A)

Medicare-eligible retirees and their Medicare-eligible dependents can receive benefits under TFL if they enroll in Medicare Part B. There currently is no member contribution required for TFL. Instead of TFL, Medicare-eligible retirees can choose to enroll in (and pay for) a US Family Health Plan (USFHP), depending on whether the plan is available in the members' location. The member contribution and copayments for USFHP are waived if the member pays for Medicare Part B. Medicare-eligible retired beneficiaries who are under age 65 can also elect TRICARE Prime, and the member contribution is waived if the member pays for Medicare Part B. Eligibility for USFHP when a member is eligible for Medicare due to age has been restricted to a grandfathered group of beneficiaries who have been enrolled in USFHP since September 30, 2012.

### Key Features of TRICARE For Life

TFL is a Medicare wrap-around plan that also covers prescription drugs. Therefore, Medicare is the primary payer for Medicare Part A and Part B services. If a member is covered by other health insurance (other than Medicaid), that other coverage pays second, and TFL pays last. TFL pays similarly to TRICARE Standard when a member is overseas and Medicare is not available.

Table A1 summarizes medical coverage available to Medicare-eligible beneficiaries under the TFL plan (both in the U.S. and overseas). Table A2 summarizes medical coverage available to Medicare eligible beneficiaries under TRICARE Prime and the USFHP. The tables include plan design elements effective in fiscal year 2016.

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| Type of Plan | TRICARE For Life (TFL) offers Medicare wraparound coverage to TRICARE beneficiaries who are entitled to Medicare Part A due to age, disability or end-stage renal disease and have purchased Medicare Part B. TRICARE pays second to Medicare for services covered by both TRICARE and Medicare. | TRICARE For Life (TFL) is available to TRICARE beneficiaries overseas who are entitled to Medicare Part A due to age, disability or end-stage renal disease and who have Medicare Part B coverage. Because Medicare typically does not provide benefits overseas, TRICARE is the primary source of health benefits. TFL provides the same coverage as TRICARE Standard Overseas, with the same cost shares and deductibles. |
| Eligibility Requirements | TFL is available to TRICARE beneficiaries entitled to Medicare Part A and enrolled in Medicare Part B. | TFL is available to TRICARE beneficiaries entitled to Medicare Part A and enrolled in Medicare Part B. |
| Providers | Member may receive care from any Medicare provider. For referrals, Medicare rules apply.<br>***Note:*** If coverage is exhausted under Medicare, member may need to obtain authorization from regional contractor for some services. | Coverage under TFL is similar to TRICARE Standard Overseas in areas not covered by Medicare.<br>Member may seek care from any qualified host nation provider without a referral. |
| Filing Claims | Provider will file the claims with Medicare. Medicare will pay its portion and automatically forward the claim electronically to TRICARE for processing. | Member may be required to pay for care up front and file claims with Wisconsin Physicians Service, the TRICARE Overseas claims processor. |
| Enrollment | There is no enrollment in TFL (and no enrollment fee). However, enrollment in Medicare Part B is required. | There is no enrollment in TFL (and no enrollment fee). However, enrollment in Medicare Part B is required. |
| Annual Deductible | For services covered by TRICARE and Medicare, no annual deductible applies.<br>For services covered by Medicare, but not TRICARE, the Medicare annual deductible applies.<br>For services covered by TRICARE, but not Medicare, the TRICARE annual deductible applies:<br>▪ $150/Individual<br>▪ $300/Family | ▪ $150/Individual<br>▪ $300/Family |

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| Outpatient Visit | Services covered by TRICARE and Medicare<br>▪ Member pays nothing<br><br>Services covered by Medicare, but not TRICARE.<br>▪ Medicare cost shares apply<br><br>Services covered by TRICARE, but not Medicare.<br>▪ TRICARE network provider:<br>➢ 20% of the negotiated rate after the annual deductible is met<br>▪ Non-network provider:<br>▪ 25% of the allowable charge after the annual deductible is met<br><br>Services not covered by TRICARE or Medicare<br>▪ Member pays the total amount | Military Treatment Facility<br>▪ No charge<br><br>Host Nation Provider<br>▪ 25% of allowable charges after the annual deductible is met |
| Preventive Services | Services covered by TRICARE and Medicare<br>▪ Member pays nothing<br><br>Services covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br><br>Services covered by TRICARE, but not Medicare<br>▪ TRICARE network provider:<br>➢ 20% of the negotiated rate after the annual deductible is met<br>▪ Non-network provider:<br>➢ 25% of the allowable charge after the annual deductible is met<br><br>Services not covered by TRICARE or Medicare<br>▪ Member pays the total amount<br><br>No charge for: colorectal, breast, cervical and prostate cancer screenings, immunizations, and well-child visits for children under age 6. | Military Treatment Facility<br>▪ No charge<br><br>Host Nation Provider<br>▪ 25% of allowable charges after the annual deductible is met<br><br>No charge for: colorectal, breast, cervical and prostate cancer screenings, immunizations, and well-child visits for children under age 6. |

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| Inpatient Hospital | Services Covered by TRICARE and Medicare<br>▪ Member pays nothing (days 1-150)<br>Services Covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br>Services covered by TRICARE, but not Medicare<br>▪ 151+ days<br>▪ TRICARE network provider:<br>➢ $250 per day or 25% of allowable institutional charges, whichever is less, plus 20% of separately billed, allowable professional charges.<br>▪ Non-network provider:<br>➢ $848 per day or 25% of billed charges for institutional services, whichever is less, plus 25% of allowable for separately billed professional charges<br>Services not Covered by TRICARE or Medicare<br>▪ Member pays the total amount | Military Treatment Facility<br>▪ Nominal charges may apply (check with local facility for details)<br>Host Nation Provider<br>▪ $848 per day or 25% of billed charges, whichever is less, plus 25% for separately billed services |
| Emergency Services | Services covered by TRICARE and Medicare<br>▪ Member pays nothing<br>Services covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br>Services covered by TRICARE, but not Medicare<br>▪ TRICARE network provider:<br>➢ 20% of the negotiated rate after the annual deductible is met<br>▪ Non-network provider:<br>➢ 25% of the allowable charge after the annual deductible is met<br>Services not covered by TRICARE or Medicare<br>▪ Member pays the total amount | Military Treatment Facility<br>▪ No charge<br>▪ If admitted, nominal charges may apply (check with local facility for details)<br>Host Nation Provider<br>▪ 25% of allowable charges after the annual deductible is met |

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| Outpatient Behavioral Health care | Services covered by TRICARE and Medicare<br>▪ Member pays nothing<br><br>Services covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br><br>Services covered by TRICARE, but not Medicare<br>▪ TRICARE network provider:<br>➢ 20% of the negotiated rate after the annual deductible is met<br>▪ Non-network provider:<br>➢ 25% of the allowable charge after the annual deductible is met<br>Services not covered by TRICARE or Medicare<br>Member pays the total amount | Military Treatment Facility<br>▪ No charge<br><br>Host Nation Provider<br>▪ 25% of allowable charges after the annual deductible is met |
| Inpatient Behavioral Health Care | Services Covered by TRICARE and Medicare<br>▪ Member pays nothing (1-150 days)<br><br>Services Covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br><br>Services covered by TRICARE, but not Medicare<br>▪ 151+ days<br>▪ TRICARE network provider:<br>➢ 20% of allowable charges, plus, 20% for separately billed, allowable professional services<br>▪ Non-network provider:<br>➢ High-volume Hospitals:<br>25% cost share per day , plus 25% of separately billed professional services<br>➢ Low-volume Hospitals:<br>$235 per day or 25% of the billed charges, whichever is less, plus 25% of separately billed professional services<br>➢ Residential Treatment Center:<br>25% of allowable charges, plus 25% of separately billed, allowable professional services | Military Treatment Facility<br>▪ Nominal charges may apply (check with local facility)<br><br>Host Nation Provider<br>▪ High-volume Hospitals:<br>25% hospital specific per diem<br>▪ Low-volume Hospitals:<br>$24 per day or 25% of billed charges, whichever is less |

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| Inpatient Skilled Nursing Care | Services Covered by TRICARE and Medicare<br>▪ Member pays nothing (1-100 days)<br><br>Services Covered by Medicare, but not TRICARE<br>▪ Medicare cost shares apply<br><br>Services covered by TRICARE, but not Medicare<br>▪ 101+ days<br>▪ TRICARE network provider:<br>➢ $250 per day or 20% of allowable institutional charges, whichever is less, plus 20% of separately billed, allowable professional charges<br><br>▪ Non-network provider:<br>➢ 25% of allowed amount for institutional services, plus 25% of allowable amount for separately billed professional charges<br><br>Services not Covered by TRICARE or Medicare<br>▪ Member pays the total amount | Military Treatment Facility<br>▪ Nominal charges may apply (check with local facility)<br><br>Host Nation Provider<br><br>▪ 25% of billed charges, plus 25% for separately billed services |
| Hospice Care | Services Covered by TRICARE and Medicare<br>▪ Member pays nothing | ▪ Member pays nothing |
| Annual Out - of-pocket Maximum | $3,000 per family, per fiscal year | $3,000 per family, per fiscal year |
| Pharmacy | NOTE: AS MODIFIED IN THE 2016 NDAA:<br>Retail Network Pharmacy (30-day supply)<br>▪ Tier 1 (generic): $10<br>▪ Tier 2 (formulary brand): $24<br>▪ Tier 3 (non-formulary): $50 (generally, no longer available in retail, effective 10/1/2015 )<br><br>Mail Order Pharmacy (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $20<br>▪ Tier 3 (non-formulary): $49 (unless medical necessity is proven, then $20) | Host Nation (30-day supply)<br>▪ Member pays 25% after annual outpatient deductible is met<br><br>Mail Order Pharmacy (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $20<br>▪ Tier 3 (non-formulary): $49 (unless medical necessity is proven, then $20) |

TABLE A1

FY 2016 TRICARE FOR LIFE BENEFIT SUMMARY

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE For Life | TRICARE For Life (while in an overseas area that doesn't have Medicare) |
|---|---|---|
| | Military Treatment Facility (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $0<br>▪ Tier 3 (non-formulary): n/a<br>For certain brand drugs, refills must be obtained either at an MTF or through mail order<br><br>Non-network Pharmacy (30-day supply)<br>▪ Tier 1 (generic): $20 or 20% of the total cost, whichever is greater, after annual outpatient deductible is met<br>▪ Tier 2 (formulary brand): $20 or 20% of the total cost, whichever is greater, after annual outpatient deductible is met<br>▪ Tier 3 (non-formulary): $47 or 20% of the total cost, whichever is greater, after annual outpatient deductible is met | Military Treatment Facility (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $0<br>▪ Tier 3 (non-formulary): n/a |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| Type of Plan | TRICARE Prime is a managed care option offering the most affordable and comprehensive coverage. | The US Family Health Plan (USFHP) is a TRICARE Prime option available through networks of community-based, not-for-profit health care systems in six areas of the United States. |
| Eligibility Requirements | In general, retirees, their eligible family members and survivors under age 65 are eligible for TRICARE Prime if it's offered in their location. | Retirees and their eligible family members and survivors under age 65 are eligible if they reside in one of the Zip code defined service areas in the following states:<br>▪ Connecticut<br>▪ Louisiana<br>▪ Maine<br>▪ Maryland<br>▪ Massachusetts<br>▪ New Hampshire<br>▪ New Jersey<br>▪ New York<br>▪ Pennsylvania<br>▪ Rhode Island<br>▪ Texas<br>▪ Virginia<br>▪ Washington<br>▪ West Virginia<br><br>Medicare-eligible beneficiaries over age 65 are eligible to maintain enrollment in USFHP if they were enrolled in USFHP on September 30, 2012. |
| Main Features | ▪ Assigned primary care manager (PCM) provides most care and gives referrals for specialty care<br>▪ Point of service (POS) option available to receive care without a PCM referral<br>▪ Fewer out-of-pocket costs<br>▪ Enhanced vision coverage and preventive care | ▪ Assigned primary care physician from plan's network who will provide referrals for specialty care<br>▪ Few out-of-pocket costs (all out-of-pocket costs are waived when member is enrolled in Medicare Part B, except the Medicare Part B premiums)<br>▪ The only TRICARE Prime option that offers benefits to members age 65+, regardless of whether member signs up for Medicare Part B<br>▪ Enhanced benefits and services including discounts for eyeglasses, hearing aids and dental care in some areas<br><br>***Note:*** USFHP members cannot access care at a military treatment facility (MTF) or any other TRICARE provider, or fill prescriptions at MTF pharmacies, TRICARE network pharmacies or the |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| | | TRICARE mail order pharmacy. Each of the six USFHPs offers its own prescription drug plan. |
| Providers | Member must select a PCM, or one is assigned. PCM may be a military treatment facility (MTF) provider or a civilian TRICARE network provider. The PCM:<br>▪ Provides routine health care<br>▪ Coordinates referrals for specialty care that he or she cannot provide<br>▪ Assists with prior authorizations, when needed<br>▪ Maintains patient health records<br><br>Members have the first priority for appointments at MTFs, and when MTF care is not available, member will be referred to a TRICARE network provider. The POS option allows members to seek care from any provider without a referral from a PCM, but at a higher out-of-pocket cost. | Member does not access Medicare, military treatment facilities or TRICARE network providers, but instead obtains care from a primary care physician (PCP) selected from a network of private physicians affiliated with one of the not-for-profit health care systems offering the plan. A PCP will assist member in getting appointments for specialists in the area and in coordinating care. |
| Filing Claims | Provider will file claims (in most cases). | There are no claim forms when member sees providers approved by the plan. |
| Enrollment | Beneficiaries must enroll in TRICARE Prime in order to receive coverage.<br>Retirees, their families and all others must pay an annual enrollment fee:<br>▪ $282.60/Individual<br>▪ $565.20/Family<br><br>*Note*: enrollment fee is applied toward the annual maximum out-of-pocket. Fee shown applies in FY 2016 and is scheduled to increase each year. Certain groups are exempt from annual enrollment fee increases (survivors of active duty deceased, and medically-retired service members and their dependents). These members pay a fixed (non-increasing) amount effective in the fiscal year they attained their exempt status. | Beneficiaries must enroll in USFHP in order to receive coverage.<br>Retirees, their families and all others must pay an annual enrollment fee, unless enrolled in Medicare Part B.<br>▪ $282.60/Individual<br>▪ $565.20/Family<br><br>*Note*: enrollment fee is applied toward the annual maximum out-of-pocket. Fee shown applies in FY 2016 and is scheduled to increase each year. Certain groups are exempt from annual enrollment fee increases (survivors of active duty deceased, and medically-retired service members and their dependents). These members pay a fixed (non-increasing) amount effective in the fiscal year they attained their exempt status. |
| Annual Deductible | There is no annual deductible unless member uses the POS option (seeing any provider without a referral from the PCM).<br>POS outpatient annual deductible:<br>▪ $300/Individual<br>▪ $600/Family | There is no annual deductible. |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| Outpatient Visit | Military Treatment Facility<br>Member pays nothing<br><br>TRICARE Network Provider<br>▪ PCM visit: $12<br>▪ Specialist with referral: $12<br>▪ Specialist without referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met<br><br>Non-network Provider<br>▪ With PCM referral: $12<br>▪ Without PCM referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met | ▪ $12 per visit<br>▪ $0 if enrolled in Medicare Part B |
| Preventive Services | Military Treatment Facility<br>Member pays nothing.<br><br>TRICARE Network Provider<br>Member pays nothing.<br><br>Non-network Provider<br>▪ With PCM referral: No charge<br>▪ Without PCM referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met | Member pays nothing. |
| Inpatient Hospital | Military Treatment Facility<br>Nominal charges may apply (check with local facility for details)<br><br>TRICARE Network Provider<br>▪ $11 per day ($25 minimum)<br><br>Non-network Provider<br>▪ With PCM referral: $11 per day ($25 minimum)<br>▪ Without PCM referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met | ▪ $11/day ($25 minimum)<br>▪ $0 if enrolled in Medicare Part B |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| Ambulatory Surgery | Military Treatment Facility<br>▪ No charge<br><br>TRICARE Network Provider<br>▪ $25 | ▪ $25 |
| Ambulance | • $20 | ▪ $20 |
| Emergency Services | Military Treatment Facility<br>▪ No charge<br>▪ Nominal charges may apply if admitted (check with local facility for details)<br><br>TRICARE Network Provider<br>▪ $30 per visit<br>Non-network Provider<br>▪ $30 per visit | ▪ $30 per visit<br>▪ $0 if enrolled in Medicare Part B |
| Outpatient Behavioral Health Care | Military Treatment Facility<br>▪ Member pays nothing.<br><br>TRICARE Network Provider<br>▪ $25 (individual visit)<br>▪ $17 (group visit)<br><br>Non-network Provider<br>▪ With PCM referral: Same as network provider costs<br>▪ Without PCM referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met | ▪ $25 (individual visit)<br>▪ $17 (group visit)<br>▪ $0 if enrolled in Medicare Part B |
| Inpatient Behavioral Health Care | Military Treatment Facility<br>▪ Nominal charges may apply (check with local facility for details)<br><br>TRICARE Network Provider<br>$40 per day (no charge for separately billed professional charges)<br><br>Non-network Provider | ▪ $40/day<br>▪ $0 if enrolled in Medicare Part B |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| | ▪ With PCM referral: Same as network provider costs<br>Without PCM referral: 50% of the TRICARE allowable charge, after the POS annual deductible is met | |
| Inpatient Skilled Nursing Care | Military Treatment Facility<br>▪ Nominal charges may apply (check with local facility for details )<br><br>TRICARE Network Provider<br>▪ $11 per day ($25 minimum)<br><br>Non-network Provider<br>▪ With PCM referral: Same as network provider costs<br>Without PCM referral: 50% of the TRICARE allowable charge | ▪ $11/day ($25 minimum)<br>▪ $0 if enrolled in Medicare Part B |
| Annual Out-of-pocket Maximum | $3,000 per family, per fiscal year<br>***Note:*** POS fees do not apply toward meeting the annual out-of-pocket maximum | $3,000 per family, per fiscal year |
| Pharmacy | NOTE: AS MODIFIED IN THE 2016 NDAA:<br><br>Retail Network Pharmacy (30-day supply)<br>▪ Tier 1 (generic): $10<br>▪ Tier 2 (formulary brand): $24<br>▪ Tier 3 (non-formulary): $50 (generally, no longer available in retail eff 10/1/2015)<br><br>Mail Order Pharmacy (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $20<br>▪ Tier 3 (non-formulary): $49 (unless medical necessity is proven, then $20)<br><br>Military Treatment Facility (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $0<br>▪ Tier 3 (non-formulary): n/a | Network Pharmacy (30-day supply)<br>▪ Tier 1 (generic): $10<br>▪ Tier 2 (formulary brand): $24<br>▪ Tier 3 (non-formulary): $50<br><br>Mail Order Pharmacy (90 day supply)<br>▪ Tier 1 (generic): $0<br>▪ Tier 2 (formulary brand): $20<br>▪ Tier 3 (non-formulary): $49 (unless medical necessity is proven, then $20)<br><br>Non-network Pharmacy, emergency: File claim for reimbursement less applicable copay.<br><br>Non-network Pharmacy, non-emergency: File claim for reimbursement (if deemed medically necessary) at the contracted USFHP rate less |

TABLE A2

FY 2016 TRICARE PRIME AND USFHP BENEFIT SUMMARIES

(For Retired Medicare-eligible Beneficiaries)

| | TRICARE Prime | US Family Health Plan |
|---|---|---|
| | Non-network Pharmacy (30-day supply)<br>50% of total cost after POS deductible | applicable copay. |
| Plan Availability | TRICARE Prime is available throughout the continental United States in areas known as Prime service areas. | The US Family Health Plan is available through not-for-profit health care systems in designated Zip codes in 6 areas of the country:<br>▪ Brighton Marine Health Center<br>Serving Massachusetts (including Cape Cod), northern Connecticut, southern New Hampshire and Rhode Island<br>▪ CHRISTUS Health<br>Serving southeast Texas and southwest Louisiana<br>▪ Johns Hopkins Medicine<br>Serving central Maryland, Washington DC and parts of Pennsylvania, Virginia and West Virginia<br>▪ Martin's Point Health Care<br>Serving Maine, Vermont, New Hampshire and northeastern New York<br>▪ PacMed Clinics<br>Serving the Puget Sound area of Washington State<br>▪ Saint Vincent Catholic Medical Centers<br>Serving parts of New York, all of New Jersey, eastern Pennsylvania and southern Connecticut |

# APPENDIX B

## SUPPLEMENTAL VALUATION RESULTS

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## SUPPLEMENTAL VALUATION RESULTS

Tables B1 through B4 provide additional breakdowns of the Actuarial Liability and per capita Normal Costs (NCs). Table B5 shows the reconciliation of the MERHCF liability (gain)/loss. Table B6 provides details regarding the MERHCF's asset gain.

Historical and projected components of the Unfunded Liability amortization payments are shown in Table B7. Historical and projected UFL balances are shown in Table B8. Note that:

- No future gains or losses are projected after the current valuation year.
- Gains are shown as negative numbers.
- The first UFL payment was determined from a preliminary AL calculation. Although the AL was restated, the UFL remained unchanged.

TABLE B1

SEPTEMBER 30, 2015 MERHCF ACTUARIAL LIABILITY BY BENEFIT TYPE

($millions)

| | Direct Care | Purchased Care | Total | Proportion of Total DC | PC | Total |
|---|---|---|---|---|---|---|
| Inpatient | $24,865 | $39,664 | $64,529 | 5.8% | 9.3% | 15.1% |
| Outpatient | $31,129 | $125,098 | $156,227 | 7.3% | 29.3% | 36.6% |
| Pharmacy | $32,995 | $157,756 | $190,751 | 7.7% | 36.9% | 44.6% |
| USFHP | $0 | $15,754 | $15,754 | 0.0% | 3.7% | 3.7% |
| Total | $88,989 | $338,272 | $427,261 | 20.8% | 79.2% | 100.0% |

Table B2 shows the breakout of the AL by Active Duty and Reserve (drilling reserves and gray-area reserves), by In-service (currently active duty or reserves) and Inactive (currently retired, and their survivors and dependents), and by direct care (DC) and purchased care (PC).

TABLE B2

SEPTEMBER 30, 2015 MERHCF ACTUARIAL LIABILITY

BY SPONSOR STATUS

($millions)

| | Active Duty | | |
|---|---|---|---|
| | DC | PC | Total |
| In-service | $19,643 | $54,255 | $73,898 |
| Inactive | $59,999 | $195,297 | $255,296 |
| Total | $79,642 | $249,553 | $329,194 |

| | Reserve | | |
|---|---|---|---|
| | DC | PC | Total |
| In-service | $5,801 | $50,875 | $56,675 |
| Inactive | $3,547 | $37,845 | $41,392 |
| Total | $9,348 | $88,720 | $98,067 |

| | Total | | |
|---|---|---|---|
| | DC | PC | Total |
| In-service | $25,443 | $105,130 | $130,573 |
| Inactive | $63,546 | $233,142 | $296,688 |
| Total | $88,989 | $338,272 | $427,261 |

TABLE B3

FY 2018 MERHCF PER CAPITA ACTIVE DUTY NORMAL COST

| | Direct Care | Purchased Care | Total | Proportion of Total DC | Proportion of Total PC | Proportion of Total Total |
|---|---|---|---|---|---|---|
| Inpatient | $327 | $400 | $727 | 6.7% | 8.2% | 14.9% |
| Outpatient | $455 | $1,451 | $1,906 | 9.3% | 29.7% | 39.0% |
| Pharmacy | $431 | $1,826 | $2,257 | 8.8% | 37.3% | 46.2% |
| USFHP | $0 | $0 | $0 | 0.0% | 0.0% | 0.0% |
| Total | $1,214 | $3,677 | $4,890 | 24.8% | 75.2% | 100.0% |

| | Non-disabled Retiree | Disabled Retiree | Survivor | Total | Proportion of Total Non-disabled Retiree | Proportion of Total Disabled Retiree | Proportion of Total Survivor | Proportion of Total Total |
|---|---|---|---|---|---|---|---|---|
| Total | $3,268 | $614 | $1,009 | $4,890 | 66.8% | 12.6% | 20.6% | 100.0% |

TABLE B4

FY 2018 MERHCF PER CAPITA RESERVE NORMAL COST

| | Direct Care | Purchased Care | Total | | Proportion of Total DC | PC | Total |
|---|---|---|---|---|---|---|---|
| Inpatient | $45 | $174 | $219 | | 2.3% | 8.9% | 11.2% |
| Outpatient | $63 | $684 | $747 | | 3.2% | 35.0% | 38.2% |
| Pharmacy | $108 | $881 | $990 | | 5.5% | 45.1% | 50.6% |
| USFHP | $0 | $0 | $0 | | 0.0% | 0.0% | 0.0% |
| Total | $216 | $1,739 | $1,955 | | 11.1% | 88.9% | 100.0% |

| | Non-disabled Retiree | Disabled Retiree | Survivor | Total | Proportion of Total Non-disabled Retiree | Disabled Retiree | Survivor | Total |
|---|---|---|---|---|---|---|---|---|
| Total | $1,418 | $173 | $365 | $1,955 | 72.5% | 8.8% | 18.6% | 100.0% |

TABLE B5

SEPTEMBER 30, 2015 MERHCF LIABILITY (GAIN)/LOSS RECONCILIATION

| | Actuarial Liability | | | | Normal Cost | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Step | As of | Amount ($ millions) | % Change From Prior Step | FY | Active Duty | % Change From Prior Step | Reserve | % Change From Prior Step | Actuarial Liability (Gain)/Loss ($ millions) | (Gain)/Loss Category |
| | 09/30/14 | $381,578 | | FY17 | $4,252 | | $1,723 | | | |
| 0 | 09/30/15 | $399,630 | 4.73% | FY18 | $4,486 | 5.50% | $1,818 | 5.51% | $0 | Expected |
| 1 | 09/30/15 | $398,593 | -0.26% | FY18 | $4,488 | 0.04% | $1,818 | 0.00% | ($1,037) | Experience |
| 2 | 09/30/15 | $401,074 | 0.62% | FY18 | $4,516 | 0.62% | $1,828 | 0.55% | $2,480 | Assumption |
| 3 | 09/30/15 | $396,731 | -1.08% | FY18 | $4,473 | -0.95% | $1,811 | -0.93% | ($4,342) | Assumption |
| 4 | 09/30/15 | $396,652 | -0.02% | FY18 | $4,470 | -0.07% | $1,809 | -0.11% | ($79) | Assumption |
| 5 | 09/30/15 | $394,362 | -0.58% | FY18 | $4,440 | -0.67% | $1,796 | -0.72% | ($2,290) | Assumption |
| 6 | 09/30/15 | $417,427 | 5.85% | FY18 | $4,699 | 5.83% | $1,908 | 6.24% | $23,065 | Experience |
| 7 | 09/30/15 | $414,901 | -0.61% | FY18 | $4,670 | -0.62% | $1,895 | -0.68% | ($2,526) | Assumption |
| 8 | 09/30/15 | $421,566 | 1.61% | FY18 | $4,747 | 1.65% | $1,932 | 1.95% | $6,665 | Assumption |
| 9 | 09/30/15 | $421,855 | 0.07% | FY18 | $4,747 | 0.00% | $1,943 | 0.57% | $289 | Assumption |
| 10 | 09/30/15 | $417,957 | -0.92% | FY18 | $4,700 | -0.99% | $1,921 | -1.13% | ($3,899) | Plan |
| 11 | 09/30/15 | $427,261 | 2.23% | FY18 | $4,890 | 4.04% | $1,955 | 1.77% | $9,305 | Assumption |

A description of the steps shown in Table B5 follows.

0. Expected results on September 30, 2015, based on a roll forward of September 30, 2014, valuation results.

1. Update census (as of September 30, 2015).

2. Add one year of mortality improvement. Mortality rates are improved to the valuation date.

3. Update mortality improvement scale (SOA MP 2015).

4. New AD and RES mortality rates (pre-retirement).

5. Update spouse per sponsor rates.

6. Calibrate 2015 cash flow generated by the model to actual 2015 incurred cost levels.

7. Update administration cost loads.

8. Update retail pharmacy drug rebate assumption.

9. Update claim vectors.

10. Pharmacy plan change (per NDAA 2016).

11. Update medical trend rates.

TABLE B6

SEPTEMBER 30, 2015, MERHCF ASSET (GAIN)/LOSS

($millions)

| | (Gain)/Loss | % of 9/30/2015 Fund |
|---|---|---|
| 1. Incurred benefit payments vs. expected | ($86) | 0.0% |
| 2. Implemented per capita NCs vs. expected | ($599) | -0.3% |
| 3. Force strengths vs. expected | ($35) | 0.0% |
| 4. Unexpected, nonrecurring deposit | $0 | 0.0% |
| 5. Yield vs. expected | $8,105 | 3.5% |
| 6. Total | $7,385 | 3.2% |

Percentages shown are ratios of absolute values of each gain or loss component to the actuarial value of the MERHCF.

TABLE B7

PAST AND PROJECTED MERHCF UNFUNDED LIABILITY PAYMENTS

ON OCTOBER 1

($millions)

| Calendar Year | Original UFL Pmt | Assumption Changes | Benefit Changes | Actuarial Experience | Total UFL Pmt |
|---|---|---|---|---|---|
| 2002 (prelim.) | $14,369 | $0 | $0 | $0 | $14,369 |
| 2002 (final) | $14,369 | $0 | $0 | $0 | $14,369 |
| 2003 | $16,260 | $0 | $0 | $0 | $16,260 |
| 2004 | $16,082 | ($1,014) | $0 | $653 | $15,721 |
| 2005 | $16,686 | ($973) | $0 | $899 | $16,612 |
| 2006 | $17,311 | ($1,968) | $0 | $265 | $15,608 |
| 2007 | $17,164 | ($3,256) | $0 | ($978) | $12,930 |
| 2008 | $17,016 | ($4,239) | $0 | ($2,117) | $10,660 |
| 2009 | $17,654 | ($5,031) | $0 | ($2,617) | $10,006 |
| 2010 | $18,316 | ($6,303) | $0 | ($2,228) | $9,785 |
| 2011 | $19,003 | ($9,254) | ($478) | ($2,555) | $6,716 |
| 2012 | $21,603 | ($10,919) | ($1,543) | ($2,999) | $6,142 |
| 2013 | $23,214 | ($12,229) | ($3,209) | ($3,526) | $4,250 |
| 2014 | $24,027 | ($13,113) | ($3,321) | ($3,588) | $4,005 |
| 2015 | $24,827 | ($13,625) | ($3,789) | ($4,089) | $3,324 |
| 2016 | $25,633 | ($13,420) | ($4,094) | ($2,449) | $5,670 |
| 2017 | $26,467 | ($13,857) | ($4,228) | ($2,529) | $5,853 |
| 2018 | $27,327 | ($14,307) | ($4,365) | ($2,611) | $6,044 |
| 2019 | $28,215 | ($14,772) | ($4,507) | ($2,696) | $6,240 |
| 2020 | $29,132 | ($15,252) | ($4,653) | ($2,783) | $6,444 |
| 2021 | $30,079 | ($15,748) | ($4,804) | ($2,874) | $6,653 |
| 2022 | $31,056 | ($16,259) | ($4,961) | ($2,967) | $6,869 |
| 2023 | $32,065 | ($16,788) | ($5,122) | ($3,063) | $7,092 |
| 2024 | $33,107 | ($17,334) | ($5,288) | ($3,163) | $7,322 |
| 2025 | $34,184 | ($17,897) | ($5,460) | ($3,266) | $7,561 |
| 2026 | $35,294 | ($18,478) | ($5,638) | ($3,372) | $7,806 |
| 2027 | $36,442 | ($19,079) | ($5,821) | ($3,481) | $8,061 |
| 2028 | $37,626 | ($19,699) | ($6,010) | ($3,595) | $8,322 |
| 2029 | $38,849 | ($20,339) | ($6,205) | ($3,711) | $8,594 |
| 2030 | $40,111 | ($21,000) | ($6,407) | ($3,832) | $8,872 |
| 2031 | $41,415 | ($21,683) | ($6,615) | ($3,957) | $9,160 |
| 2032 | $42,761 | ($22,388) | ($6,830) | ($4,085) | $9,458 |
| 2033 | $44,151 | ($23,115) | ($7,052) | ($4,218) | $9,766 |
| 2034 | $45,585 | ($23,866) | ($7,282) | ($4,355) | $10,082 |
| 2035 | $47,067 | ($24,642) | ($7,518) | ($4,496) | $10,411 |
| 2036 | $48,597 | ($25,443) | ($7,763) | ($4,643) | $10,748 |
| 2037 | $50,176 | ($26,270) | ($8,015) | ($4,793) | $11,098 |
| 2038 | $51,807 | ($27,124) | ($8,275) | ($4,949) | $11,459 |
| 2039 | $53,490 | ($18,081) | ($8,544) | ($5,110) | $21,755 |
| 2040 | $55,229 | $0 | ($8,822) | ($5,277) | $41,130 |
| 2041 | $57,024 | $0 | ($9,109) | ($3,430) | $44,485 |
| 2042 | $58,877 | $0 | ($7,255) | $0 | $51,622 |
| 2043 | $60,791 | $0 | $0 | $0 | $60,791 |
| 2044 | $62,766 | $0 | $0 | $0 | $62,766 |
| 2045 | $64,807 | $0 | $0 | $0 | $64,807 |
| 2046 | $66,912 | $0 | $0 | $0 | $66,912 |
| 2047 | $0 | $0 | $0 | $0 | $0 |

TABLE B8

PAST AND PROJECTED MERHCF UNFUNDED LIABLITY BALANCES ON SEPTEMBER 30

(BEFORE PAYMENT)

($millions)

| Calendar Year | Original UFL | Assumption Changes | Benefit Changes | Actuarial Experience | Total UFL |
|---|---|---|---|---|---|
| 2002 (prelim.) | $405,553 | $0 | $0 | $0 | $405,553 |
| 2002 (final) | $442,054 | $0 | $0 | $0 | $442,054 |
| 2003 | $454,416 | ($20,704) | $0 | $13,339 | $447,050 |
| 2004 | $465,540 | ($20,454) | $0 | $18,703 | $463,789 |
| 2005 | $477,550 | ($40,252) | $0 | $6,187 | $443,485 |
| 2006 | $489,668 | ($68,708) | $0 | ($20,195) | $400,765 |
| 2007 | $500,698 | ($91,839) | $0 | ($46,424) | $362,435 |
| 2008 | $511,337 | ($107,567) | $0 | ($57,265) | $346,505 |
| 2009 | $522,745 | ($133,109) | $0 | ($48,757) | $340,879 |
| 2010 | $534,133 | ($195,223) | ($10,411) | ($54,141) | $274,358 |
| 2011 | $545,477 | ($228,850) | ($33,859) | ($62,584) | $220,184 |
| 2012 | $556,746 | ($244,824) | ($68,265) | ($70,540) | $173,116 |
| 2013 | $565,914 | ($257,241) | ($70,559) | ($70,419) | $167,695 |
| 2014 | $573,905 | ($260,797) | ($78,848) | ($79,136) | $155,125 |
| 2015 | $580,121 | ($251,805) | ($83,580) | ($50,289) | $194,448 |
| 2016 | $585,836 | ($251,279) | ($84,179) | ($48,741) | $201,636 |
| 2017 | $591,014 | ($250,942) | ($84,490) | ($48,838) | $206,744 |
| 2018 | $595,597 | ($250,124) | ($84,677) | ($48,856) | $211,940 |
| 2019 | $599,525 | ($248,787) | ($84,729) | ($48,789) | $217,220 |
| 2020 | $602,732 | ($246,886) | ($84,634) | ($48,628) | $222,584 |
| 2021 | $605,148 | ($244,374) | ($84,380) | ($48,366) | $228,028 |
| 2022 | $606,697 | ($241,200) | ($83,953) | ($47,994) | $233,550 |
| 2023 | $607,302 | ($237,313) | ($83,336) | ($47,504) | $239,149 |
| 2024 | $606,875 | ($232,654) | ($82,516) | ($46,885) | $244,820 |
| 2025 | $605,325 | ($227,163) | ($81,475) | ($46,127) | $250,560 |
| 2026 | $602,554 | ($220,775) | ($80,196) | ($45,218) | $256,364 |
| 2027 | $598,459 | ($213,424) | ($78,659) | ($44,148) | $262,229 |
| 2028 | $592,928 | ($205,034) | ($76,844) | ($42,903) | $268,147 |
| 2029 | $585,843 | ($195,528) | ($74,730) | ($41,470) | $274,115 |
| 2030 | $577,079 | ($184,824) | ($72,294) | ($39,836) | $280,125 |
| 2031 | $566,501 | ($172,835) | ($69,511) | ($37,984) | $286,172 |
| 2032 | $553,966 | ($159,465) | ($66,355) | ($35,899) | $292,248 |
| 2033 | $539,321 | ($144,616) | ($62,799) | ($33,563) | $298,343 |
| 2034 | $522,405 | ($128,184) | ($58,813) | ($30,959) | $304,449 |
| 2035 | $503,045 | ($110,055) | ($54,365) | ($28,068) | $310,557 |
| 2036 | $481,057 | ($90,111) | ($49,424) | ($24,868) | $316,654 |
| 2037 | $456,245 | ($68,225) | ($43,952) | ($21,338) | $322,731 |
| 2038 | $428,403 | ($44,262) | ($37,913) | ($17,454) | $328,773 |
| 2039 | $397,308 | ($18,081) | ($31,268) | ($13,193) | $334,766 |
| 2040 | $362,729 | $0 | ($23,974) | ($8,528) | $330,226 |
| 2041 | $324,412 | $0 | ($15,986) | ($3,430) | $304,997 |
| 2042 | $282,094 | $0 | ($7,255) | $0 | $274,839 |
| 2043 | $235,494 | $0 | $0 | $0 | $235,494 |
| 2044 | $184,312 | $0 | $0 | $0 | $184,312 |
| 2045 | $128,231 | $0 | $0 | $0 | $128,231 |
| 2046 | $66,912 | $0 | $0 | $0 | $66,912 |
| 2047 | $0 | $0 | $0 | $0 | $0 |

# APPENDIX C

# VALUATION POPULATION DATA

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## VALUATION POPULATION DATA

The population data used in the MERHCF valuation includes military personnel, retirees and their dependents. The 15 tables in this appendix provide an assortment of summary data.

### DoD and All Uniformed Military Personnel

Tables C1 and C3 – C11 include summary data of active duty, Selected Reserve, and non-Selected Reserve military personnel. Dependents (spouses, children, and survivors) are not included in these tables; the MERHCF valuation includes assumptions about dependents and projects costs for dependents based on an analysis of retiree dependents and survivor data. Note that full-time Selected Reserves are included in the active duty counts, and only the part-time Selected Reserves are included in the Selected Reserve counts. Note also that non-Selected Reserves only include those with 20 or more good years.

*Table C1*

Active duty, Selected Reserve and non-Selected Reserve strengths are shown for DoD, Coast Guard, PHS and NOAA.

*Tables C3, C4, and C5*

Tables C3, C4 and C5 include DoD strengths of active duty officers, active duty enlistees, and active duty officers plus enlistees, respectively, by age and years of service as of the end of FY 2015. Note that the total active duty strength in table C5 ties to the FY 2015 DoD active duty strength shown in Table C1.

*Tables C6, C7, and C8*

Tables C6, C7 and C8 include DoD strengths of Selected Reserve officers, Selected Reserve enlistees, and Selected Reserve officers plus enlistees, respectively, by age and years of service as of the end of FY 2015. For reserves, years of service is determined using Pay Entry Base Date (PEBD), the initial date of entry adjusted for breaks in service. Note that the total Selected Reserve strength in table C8 ties to the FY 2015 DoD Selected Reserve strength shown in Table C1.

*Tables C9, C10, and C11*

Tables C9, C10 and C11 include DoD strengths of non-Selected Reserve officers, non-Selected Reserve enlistees, and non-Selected Reserve officers plus enlistees, respectively, by age and years of service as of the end of FY 2015. Note that the total non-Selected Reserve strength in table C11 ties to the FY 2015 DoD non-Selected Reserve strength shown in Table C1.

### DoD and All Uniformed Retirees and Surviving Spouses

Tables C2 and C12–C15 include summary data of military retirees and surviving spouses. Table C2 also includes a summary of dependent data (spouses, children, and other). Some of the FY 2014 data in Table C2 (spouses and survivors) were updated since last year's valuation report to reflect late-reported deaths.

*Tables C2, C12, C13 and C14*

Tables C12, C13 and C14 include a summary of the number of DoD and All Uniformed retired officers, retired enlistees, and retired officers plus enlistees, respectively, by age and by

disability vs. reserve status as of the end of FY 2015. Note that the total number of All Uniformed retirees in table C14 ties to the total number of (All Uniformed) retired sponsors shown in Table C2.

*Table C15*

Table C15 includes a summary of DoD and All Uniformed surviving spouses by age and by component (active duty, reserve) and paygrade (officer, enlistee) of the deceased military spouse. Note that the total number of All Uniformed surviving spouses in table C15 ties to the total number of FY 2015 (All Uniformed) spouse survivors shown in Table C2.

TABLE C1

ACTIVE DUTY AND RESERVE AS OF 9/30/2014 AND 9/30/2015

ALL UNIFORMED

| | FYE 2014 | FYE 2015 | '14 to '15 % Change |
|---|---|---|---|
| DoD | | | |
| Active Duty | 1,402,812 | 1,377,260 | -1.8% |
| Selected Reserve | 746,252 | 741,687 | -0.6% |
| Non-Selected Reserve | 217,166 | 217,246 | 0.0% |
| Coast Guard | | | |
| Active Duty | 39,446 | 38,995 | -1.1% |
| Selected Reserve | 7,546 | 7,152 | -5.2% |
| Non-Selected Reserve | 4,343 | 2,389 | -45.0% |
| PHS Active Duty | 6,738 | 7,175 | 6.5% |
| NOAA Active Duty | 326 | 319 | -2.1% |
| TOTAL | | | |
| Active Duty | 1,449,322 | 1,423,749 | -1.8% |
| Selected Reserve | 753,798 | 748,839 | -0.7% |
| Non-Selected Reserve | 221,509 | 219,635 | -0.8% |

TABLE C2

ELIGIBLE RETIRED BENEFICIARIES AS OF 9/30/2014 AND 9/30/2015

ALL UNIFORMED

| | FYE 2014 | FYE 2015 | '14 to '15 % Change |
|---|---|---|---|
| **Retired Sponsors** | | | |
| Non-Medicare-eligible | 1,046,456 | 1,049,955 | 0.3% |
| Medicare-eligible | 1,108,671 | 1,128,331 | 1.8% |
| Total | 2,155,127 | 2,178,286 | 1.1% |
| **Spouses of Retirees** | | | |
| Non-Medicare-eligible | 967,247 | 962,351 | -0.5% |
| Medicare-eligible | 683,253 | 695,760 | 1.8% |
| Total | 1,650,500 | 1,658,111 | 0.5% |
| **Children of Retirees** | | | |
| Non-Medicare-eligible | 793,880 | 817,047 | 2.9% |
| Medicare-eligible | 8,564 | 8,701 | 1.6% |
| Total | 802,444 | 825,748 | 2.9% |
| **Other Dependents of Retirees** | | | |
| Non-Medicare-eligible | 1,567 | 1,689 | 7.8% |
| Medicare-eligible | 4,692 | 4,742 | 1.1% |
| Total | 6,259 | 6,431 | 2.7% |
| **Survivors** | | | |
| Non-Medicare-eligible Spouse | 86,080 | 84,490 | -1.8% |
| Non-Medicare-eligible Children | 32,147 | 31,917 | -0.7% |
| Non-Medicare-eligible Other | 82 | 86 | 4.9% |
| Medicare-eligible Spouses | 489,172 | 496,016 | 1.4% |
| Medicare-eligible Children | 6,861 | 7,049 | 2.7% |
| Medicare-eligible Other | 289 | 292 | 1.0% |
| Total Spouses | 575,252 | 580,506 | 0.9% |
| Total Children | 39,008 | 38,966 | -0.1% |
| Total Other | 371 | 378 | 1.9% |
| **Retirees, Dependents, Survivors** | | | |
| Non-Medicare-eligible | 2,927,459 | 2,947,535 | 0.7% |
| Medicare-eligible | 2,301,502 | 2,340,891 | 1.7% |
| Total | 5,228,961 | 5,288,426 | 1.1% |

# TABLE C3

## DOD ACTIVE DUTY OFFICERS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### YEARS OF ACTIVE SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30+ | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| 21 | 26 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32 |
| 22 | 1,999 | 52 | 19 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,081 |
| 23 | 3,925 | 2,084 | 77 | 30 | 5 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,171 |
| 24 | 2,185 | 4,126 | 2,142 | 82 | 32 | 86 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,659 |
| 25 | 795 | 2,266 | 4,310 | 2,240 | 94 | 53 | 29 | 17 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,805 |
| 26 | 581 | 861 | 2,330 | 4,420 | 2,028 | 129 | 54 | 37 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,465 |
| 27 | 600 | 664 | 934 | 2,232 | 3,862 | 1,759 | 111 | 56 | 52 | 47 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,319 |
| 28 | 433 | 693 | 748 | 969 | 2,023 | 3,301 | 1,680 | 124 | 81 | 118 | 91 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,264 |
| 29 | 331 | 455 | 793 | 766 | 965 | 1,820 | 3,246 | 1,541 | 156 | 133 | 179 | 117 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,504 |
| 30 | 248 | 350 | 521 | 739 | 756 | 937 | 1,686 | 2,906 | 1,585 | 170 | 210 | 300 | 178 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,589 |
| 31 | 138 | 247 | 372 | 519 | 725 | 777 | 904 | 1,440 | 2,790 | 1,532 | 236 | 337 | 395 | 269 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,686 |
| 32 | 122 | 166 | 254 | 350 | 486 | 691 | 672 | 728 | 1,339 | 2,612 | 1,356 | 302 | 381 | 483 | 267 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,214 |
| 33 | 101 | 143 | 202 | 246 | 387 | 511 | 684 | 595 | 694 | 1,293 | 2,476 | 1,313 | 379 | 385 | 589 | 362 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,365 |
| 34 | 70 | 90 | 140 | 215 | 262 | 356 | 450 | 617 | 584 | 655 | 1,261 | 2,098 | 1,191 | 342 | 402 | 649 | 390 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,776 |
| 35 | 55 | 83 | 110 | 155 | 194 | 249 | 349 | 394 | 597 | 594 | 668 | 1,182 | 1,883 | 1,198 | 357 | 477 | 639 | 419 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,606 |
| 36 | 33 | 42 | 104 | 134 | 153 | 201 | 238 | 299 | 398 | 502 | 630 | 785 | 1,238 | 1,758 | 1,111 | 455 | 538 | 783 | 404 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,807 |
| 37 | 29 | 41 | 67 | 76 | 107 | 161 | 160 | 223 | 291 | 357 | 490 | 569 | 671 | 1,087 | 1,698 | 1,183 | 357 | 507 | 730 | 328 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,134 |
| 38 | 22 | 33 | 51 | 69 | 90 | 122 | 138 | 154 | 173 | 262 | 342 | 499 | 582 | 717 | 1,065 | 1,735 | 1,114 | 377 | 531 | 647 | 262 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,988 |
| 39 | 28 | 22 | 40 | 46 | 60 | 101 | 92 | 114 | 140 | 212 | 284 | 328 | 502 | 545 | 647 | 1,081 | 1,561 | 1,155 | 452 | 581 | 480 | 197 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,668 |
| 40 | 23 | 28 | 34 | 52 | 59 | 74 | 75 | 109 | 120 | 137 | 216 | 270 | 374 | 460 | 497 | 591 | 1,032 | 1,646 | 1,212 | 475 | 429 | 465 | 206 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,586 |
| 41 | 16 | 27 | 24 | 30 | 56 | 80 | 68 | 85 | 102 | 135 | 166 | 219 | 290 | 355 | 464 | 520 | 580 | 1,089 | 1,603 | 1,161 | 355 | 390 | 440 | 171 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,426 |
| 42 | 15 | 13 | 28 | 20 | 36 | 44 | 61 | 52 | 86 | 107 | 136 | 186 | 226 | 283 | 333 | 404 | 503 | 644 | 1,027 | 1,615 | 981 | 315 | 399 | 424 | 166 | 0 | 0 | 0 | 0 | 0 | 0 | 8,104 |
| 43 | 13 | 17 | 21 | 31 | 32 | 44 | 50 | 55 | 74 | 87 | 112 | 151 | 174 | 243 | 258 | 309 | 423 | 513 | 659 | 1,038 | 1,289 | 835 | 316 | 345 | 349 | 186 | 1 | 0 | 0 | 0 | 0 | 7,625 |
| 44 | 5 | 9 | 16 | 30 | 27 | 48 | 53 | 47 | 56 | 84 | 127 | 115 | 154 | 207 | 217 | 246 | 293 | 415 | 565 | 744 | 819 | 1,205 | 817 | 299 | 281 | 366 | 194 | 1 | 0 | 0 | 0 | 7,440 |
| 45 | 3 | 6 | 16 | 27 | 38 | 38 | 37 | 69 | 69 | 65 | 88 | 131 | 146 | 175 | 177 | 231 | 284 | 301 | 459 | 601 | 539 | 779 | 1,145 | 771 | 250 | 265 | 355 | 171 | 1 | 0 | 0 | 7,237 |
| 46 | 3 | 10 | 12 | 19 | 29 | 34 | 43 | 47 | 44 | 74 | 66 | 113 | 131 | 156 | 151 | 170 | 196 | 243 | 309 | 445 | 376 | 445 | 719 | 915 | 618 | 202 | 225 | 259 | 146 | 2 | 0 | 6,202 |
| 47 | 3 | 1 | 9 | 10 | 14 | 22 | 28 | 34 | 39 | 52 | 64 | 72 | 110 | 131 | 149 | 153 | 141 | 217 | 229 | 300 | 287 | 297 | 365 | 579 | 735 | 506 | 147 | 178 | 216 | 116 | 2 | 5,206 |
| 48 | 1 | 5 | 8 | 3 | 11 | 20 | 32 | 30 | 49 | 35 | 48 | 66 | 67 | 114 | 136 | 128 | 137 | 172 | 202 | 227 | 197 | 188 | 274 | 302 | 482 | 572 | 427 | 133 | 170 | 160 | 74 | 4,470 |
| 49 | 4 | 6 | 2 | 1 | 8 | 13 | 26 | 30 | 33 | 34 | 40 | 51 | 73 | 105 | 100 | 91 | 114 | 122 | 129 | 157 | 147 | 172 | 172 | 227 | 262 | 336 | 584 | 342 | 110 | 118 | 129 | 3,738 |
| 50 | 1 | 2 | 3 | 9 | 11 | 10 | 12 | 28 | 19 | 26 | 39 | 44 | 47 | 52 | 60 | 94 | 94 | 110 | 132 | 125 | 137 | 124 | 142 | 173 | 174 | 186 | 372 | 410 | 279 | 98 | 200 | 3,213 |
| 51 | 1 | 3 | 4 | 5 | 9 | 10 | 18 | 16 | 20 | 25 | 29 | 35 | 61 | 52 | 69 | 75 | 74 | 95 | 119 | 117 | 104 | 84 | 96 | 103 | 137 | 166 | 167 | 259 | 308 | 225 | 226 | 2,712 |
| 52 | 0 | 2 | 3 | 1 | 6 | 14 | 12 | 14 | 15 | 14 | 20 | 26 | 49 | 42 | 40 | 44 | 67 | 69 | 101 | 82 | 78 | 66 | 54 | 73 | 93 | 97 | 130 | 144 | 155 | 245 | 236 | 1,992 |
| 53 | 0 | 1 | 3 | 1 | 6 | 9 | 13 | 14 | 9 | 15 | 21 | 21 | 34 | 35 | 35 | 40 | 62 | 65 | 69 | 78 | 45 | 53 | 65 | 62 | 59 | 72 | 88 | 131 | 87 | 110 | 260 | 1,563 |
| 54 | 2 | 2 | 2 | 5 | 0 | 5 | 9 | 7 | 9 | 14 | 9 | 11 | 28 | 18 | 40 | 34 | 43 | 37 | 40 | 71 | 56 | 34 | 40 | 43 | 58 | 47 | 59 | 68 | 72 | 79 | 220 | 1,162 |
| 55 | 0 | 0 | 2 | 5 | 2 | 1 | 4 | 9 | 8 | 12 | 13 | 14 | 15 | 14 | 16 | 29 | 34 | 27 | 38 | 44 | 39 | 22 | 37 | 34 | 33 | 23 | 46 | 41 | 56 | 56 | 197 | 871 |
| 56 | 0 | 0 | 2 | 3 | 2 | 1 | 3 | 2 | 10 | 10 | 3 | 12 | 14 | 12 | 18 | 24 | 22 | 19 | 19 | 38 | 20 | 22 | 24 | 30 | 22 | 33 | 30 | 32 | 34 | 50 | 189 | 700 |
| 57 | 0 | 0 | 1 | 1 | 1 | 1 | 4 | 4 | 8 | 6 | 9 | 6 | 6 | 15 | 11 | 13 | 26 | 26 | 20 | 31 | 22 | 12 | 22 | 23 | 19 | 17 | 26 | 24 | 25 | 33 | 141 | 553 |
| 58 | 0 | 1 | 1 | 2 | 1 | 1 | 1 | 4 | 5 | 7 | 8 | 7 | 7 | 10 | 10 | 9 | 12 | 13 | 18 | 17 | 19 | 7 | 10 | 13 | 8 | 23 | 8 | 12 | 23 | 17 | 107 | 381 |
| 59 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 0 | 4 | 4 | 9 | 6 | 3 | 9 | 9 | 11 | 13 | 17 | 18 | 12 | 15 | 19 | 17 | 18 | 24 | 24 | 11 | 12 | 66 | 328 |
| 60+ | 0 | 0 | 3 | 6 | 2 | 2 | 6 | 5 | 4 | 4 | 8 | 11 | 13 | 15 | 11 | 16 | 8 | 20 | 16 | 25 | 13 | 16 | 23 | 29 | 26 | 21 | 40 | 19 | 29 | 30 | 110 | 531 |
| Total | 11,815 | 12,555 | 13,411 | 13,561 | 12,580 | 11,776 | 11,055 | 9,907 | 9,687 | 9,430 | 9,451 | 9,396 | 9,432 | 9,287 | 8,936 | 9,177 | 8,758 | 9,099 | 9,099 | 8,965 | 6,714 | 5,742 | 5,382 | 4,637 | 3,789 | 3,136 | 2,923 | 2,248 | 1,722 | 1,351 | 2,157 | 247,178 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 35.7
Average Years of Active Service 11.1
Department of Defense - Office of the Actuary

# TABLE C4

## DOD ACTIVE DUTY ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### YEARS OF ACTIVE SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30+ | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 39 |
| 18 | 12,988 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,995 |
| 19 | 35,434 | 10,107 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 45,551 |
| 20 | 27,668 | 29,366 | 11,040 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 68,088 |
| 21 | 16,619 | 24,858 | 31,959 | 8,786 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 82,227 |
| 22 | 11,143 | 15,815 | 28,182 | 26,122 | 4,703 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85,972 |
| 23 | 8,416 | 10,941 | 18,236 | 23,301 | 14,940 | 3,222 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 79,064 |
| 24 | 6,571 | 8,151 | 12,660 | 15,120 | 15,021 | 10,554 | 3,302 | 35 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 71,415 |
| 25 | 4,857 | 6,553 | 9,523 | 10,446 | 10,284 | 11,965 | 9,266 | 3,792 | 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 66,723 |
| 26 | 3,548 | 4,699 | 7,208 | 7,722 | 7,313 | 8,930 | 8,934 | 9,151 | 3,093 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 60,624 |
| 27 | 2,274 | 3,339 | 5,107 | 6,236 | 5,643 | 6,559 | 6,606 | 7,701 | 7,550 | 2,921 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 53,961 |
| 28 | 1,738 | 2,324 | 3,642 | 4,575 | 4,632 | 5,249 | 5,141 | 5,569 | 6,460 | 7,394 | 2,422 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49,162 |
| 29 | 1,201 | 1,726 | 2,671 | 3,238 | 3,460 | 4,171 | 3,990 | 4,301 | 4,828 | 6,561 | 6,324 | 2,647 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 45,126 |
| 30 | 822 | 1,229 | 1,948 | 2,387 | 2,640 | 3,324 | 3,202 | 3,396 | 3,735 | 4,948 | 5,703 | 6,827 | 2,711 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 42,884 |
| 31 | 570 | 791 | 1,361 | 1,739 | 1,813 | 2,283 | 2,498 | 2,617 | 2,918 | 3,620 | 3,618 | 5,980 | 6,518 | 2,774 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 39,116 |
| 32 | 455 | 553 | 911 | 1,180 | 1,399 | 1,753 | 1,730 | 1,889 | 2,273 | 2,746 | 2,827 | 4,197 | 5,287 | 6,245 | 2,854 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,325 |
| 33 | 355 | 436 | 656 | 834 | 990 | 1,356 | 1,374 | 1,449 | 1,685 | 2,170 | 2,224 | 3,141 | 3,800 | 4,702 | 5,923 | 2,872 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33,985 |
| 34 | 264 | 341 | 469 | 585 | 667 | 978 | 1,041 | 1,103 | 1,324 | 1,566 | 1,804 | 2,320 | 2,740 | 3,251 | 4,369 | 5,633 | 2,498 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30,965 |
| 35 | 250 | 289 | 392 | 445 | 495 | 751 | 746 | 856 | 929 | 1,227 | 1,311 | 1,866 | 2,067 | 2,368 | 2,934 | 4,123 | 5,463 | 2,389 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28,920 |
| 36 | 70 | 253 | 312 | 375 | 371 | 555 | 504 | 649 | 719 | 919 | 966 | 1,412 | 1,587 | 1,877 | 2,135 | 2,720 | 4,053 | 5,269 | 2,142 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,895 |
| 37 | 17 | 85 | 264 | 293 | 290 | 449 | 437 | 468 | 540 | 685 | 776 | 1,098 | 1,261 | 1,447 | 1,573 | 1,915 | 2,564 | 4,093 | 4,852 | 1,937 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,044 |
| 38 | 17 | 19 | 83 | 280 | 240 | 397 | 312 | 375 | 385 | 526 | 587 | 863 | 1,004 | 1,077 | 1,117 | 1,368 | 1,782 | 2,653 | 4,167 | 4,535 | 1,087 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22,875 |
| 39 | 18 | 19 | 22 | 104 | 245 | 266 | 277 | 276 | 342 | 410 | 440 | 654 | 702 | 820 | 900 | 1,058 | 1,335 | 1,879 | 2,763 | 4,035 | 2,465 | 806 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19,836 |
| 40 | 14 | 22 | 19 | 44 | 162 | 264 | 235 | 240 | 254 | 294 | 361 | 490 | 541 | 683 | 743 | 822 | 973 | 1,339 | 1,874 | 2,650 | 2,052 | 1,910 | 708 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16,696 |
| 41 | 5 | 8 | 21 | 41 | 117 | 177 | 182 | 208 | 247 | 252 | 304 | 393 | 473 | 505 | 597 | 609 | 832 | 1,013 | 1,467 | 1,943 | 1,396 | 1,651 | 1,638 | 613 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14,692 |
| 42 | 3 | 10 | 27 | 33 | 100 | 148 | 149 | 177 | 190 | 215 | 239 | 324 | 387 | 445 | 415 | 501 | 597 | 796 | 1,086 | 1,394 | 931 | 1,059 | 1,527 | 1,324 | 377 | 2 | 0 | 0 | 0 | 0 | 0 | 12,456 |
| 43 | 5 | 9 | 15 | 43 | 89 | 125 | 138 | 124 | 195 | 192 | 253 | 284 | 303 | 338 | 409 | 396 | 509 | 596 | 891 | 1,098 | 708 | 737 | 967 | 1,182 | 840 | 385 | 2 | 0 | 0 | 0 | 0 | 10,833 |
| 44 | 4 | 6 | 11 | 24 | 73 | 106 | 127 | 125 | 144 | 210 | 206 | 265 | 296 | 288 | 321 | 353 | 451 | 520 | 633 | 871 | 589 | 516 | 657 | 816 | 710 | 824 | 290 | 0 | 0 | 0 | 0 | 9,436 |
| 45 | 2 | 2 | 16 | 24 | 60 | 107 | 98 | 95 | 148 | 145 | 206 | 222 | 276 | 314 | 299 | 324 | 366 | 466 | 556 | 747 | 432 | 439 | 469 | 556 | 483 | 688 | 545 | 217 | 0 | 0 | 0 | 8,312 |
| 46 | 1 | 7 | 14 | 10 | 62 | 78 | 86 | 90 | 107 | 101 | 129 | 238 | 228 | 267 | 255 | 276 | 297 | 336 | 448 | 504 | 324 | 313 | 312 | 364 | 316 | 394 | 421 | 413 | 211 | 0 | 0 | 6,602 |
| 47 | 3 | 1 | 2 | 3 | 23 | 74 | 72 | 69 | 96 | 89 | 100 | 122 | 217 | 224 | 190 | 213 | 242 | 285 | 330 | 434 | 233 | 200 | 248 | 303 | 195 | 250 | 248 | 294 | 351 | 137 | 2 | 5,250 |
| 48 | 1 | 4 | 4 | 4 | 11 | 25 | 65 | 57 | 79 | 83 | 64 | 102 | 119 | 190 | 202 | 204 | 204 | 230 | 292 | 329 | 171 | 184 | 191 | 202 | 172 | 183 | 131 | 178 | 233 | 263 | 62 | 4,239 |
| 49 | 1 | 0 | 4 | 4 | 6 | 17 | 26 | 65 | 72 | 81 | 67 | 72 | 96 | 112 | 153 | 153 | 177 | 223 | 246 | 273 | 165 | 126 | 123 | 157 | 134 | 129 | 93 | 107 | 153 | 201 | 90 | 3,326 |
| 50 | 0 | 0 | 1 | 2 | 7 | 9 | 18 | 35 | 58 | 40 | 50 | 60 | 71 | 106 | 124 | 152 | 141 | 204 | 190 | 236 | 125 | 95 | 111 | 88 | 96 | 86 | 94 | 77 | 114 | 124 | 126 | 2,640 |
| 51 | 0 | 1 | 1 | 1 | 5 | 6 | 10 | 16 | 32 | 41 | 44 | 51 | 77 | 84 | 82 | 110 | 153 | 154 | 173 | 200 | 115 | 95 | 92 | 88 | 71 | 76 | 75 | 52 | 78 | 99 | 97 | 2,179 |
| 52 | 2 | 1 | 5 | 1 | 8 | 11 | 12 | 9 | 14 | 21 | 29 | 43 | 58 | 63 | 66 | 87 | 89 | 138 | 151 | 162 | 75 | 63 | 72 | 62 | 55 | 64 | 51 | 63 | 51 | 62 | 74 | 1,662 |
| 53 | 0 | 1 | 0 | 4 | 2 | 3 | 3 | 6 | 13 | 16 | 29 | 26 | 58 | 53 | 52 | 60 | 68 | 94 | 127 | 113 | 62 | 60 | 56 | 52 | 41 | 44 | 36 | 37 | 36 | 46 | 55 | 1,253 |
| 54 | 0 | 0 | 1 | 0 | 2 | 5 | 0 | 5 | 9 | 13 | 12 | 24 | 30 | 39 | 42 | 50 | 44 | 68 | 58 | 126 | 37 | 48 | 29 | 30 | 33 | 26 | 20 | 30 | 33 | 29 | 31 | 874 |
| 55 | 0 | 2 | 0 | 1 | 2 | 3 | 6 | 4 | 3 | 3 | 13 | 13 | 23 | 23 | 44 | 36 | 36 | 43 | 57 | 62 | 48 | 43 | 33 | 23 | 24 | 19 | 17 | 18 | 21 | 21 | 17 | 658 |
| 56 | 0 | 0 | 1 | 1 | 3 | 0 | 3 | 3 | 4 | 2 | 9 | 10 | 13 | 26 | 29 | 24 | 33 | 37 | 37 | 32 | 21 | 34 | 18 | 16 | 22 | 15 | 10 | 11 | 13 | 7 | 12 | 446 |
| 57 | 0 | 0 | 1 | 0 | 3 | 0 | 2 | 4 | 2 | 2 | 6 | 7 | 8 | 13 | 11 | 26 | 9 | 26 | 27 | 29 | 9 | 8 | 19 | 15 | 17 | 11 | 2 | 7 | 5 | 7 | 12 | 288 |
| 58 | 0 | 0 | 0 | 2 | 2 | 1 | 2 | 2 | 3 | 5 | 3 | 6 | 6 | 6 | 12 | 13 | 11 | 17 | 17 | 19 | 13 | 3 | 10 | 7 | 7 | 6 | 11 | 4 | 4 | 2 | 5 | 199 |
| 59 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 3 | 2 | 3 | 2 | 9 | 6 | 10 | 11 | 12 | 12 | 13 | 3 | 2 | 3 | 6 | 13 | 4 | 5 | 3 | 4 | 1 | 3 | 133 |
| 60+ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 1 | 2 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 13 | 12 | 2 | 6 | 7 | 1 | 5 | 1 | 9 | 3 | 5 | 5 | 8 | 116 |
| Total | 135,375 | 121,975 | 136,739 | 114,024 | 75,888 | 63,990 | 50,602 | 44,965 | 38,491 | 37,528 | 31,155 | 33,780 | 30,969 | 28,366 | 25,878 | 24,139 | 22,961 | 22,897 | 22,628 | 21,761 | 11,063 | 8,399 | 7,290 | 5,907 | 3,611 | 3,217 | 2,060 | 1,514 | 1,312 | 1,004 | 594 | 1,130,082 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age: 28.2
Average Years of Active Service 6.5
Department of Defense - Office of the Actuary

# TABLE C5

## DOD ACTIVE DUTY OFFICERS AND ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### YEARS OF ACTIVE SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30+ | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 40 |
| 18 | 12,988 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,995 |
| 19 | 35,434 | 10,107 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 45,551 |
| 20 | 27,671 | 29,367 | 11,040 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 68,092 |
| 21 | 16,645 | 24,861 | 31,962 | 8,786 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 82,259 |
| 22 | 13,142 | 15,867 | 28,201 | 26,133 | 4,703 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 88,053 |
| 23 | 12,341 | 13,025 | 18,313 | 23,331 | 14,945 | 3,272 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 85,235 |
| 24 | 8,756 | 12,277 | 14,802 | 15,202 | 15,053 | 10,640 | 3,308 | 35 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 80,074 |
| 25 | 5,652 | 8,819 | 13,833 | 12,686 | 10,378 | 12,018 | 9,295 | 3,809 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 76,528 |
| 26 | 4,129 | 5,560 | 9,538 | 12,142 | 9,341 | 9,059 | 8,988 | 9,188 | 3,118 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 71,089 |
| 27 | 2,874 | 4,003 | 6,041 | 8,468 | 9,505 | 8,318 | 6,717 | 7,757 | 7,602 | 2,968 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 64,280 |
| 28 | 2,171 | 3,017 | 4,390 | 5,544 | 6,655 | 8,550 | 6,821 | 5,693 | 6,541 | 7,512 | 2,513 | 17 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 59,426 |
| 29 | 1,532 | 2,181 | 3,464 | 4,004 | 4,425 | 5,991 | 7,236 | 5,842 | 4,984 | 6,694 | 6,503 | 2,764 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 55,630 |
| 30 | 1,070 | 1,579 | 2,469 | 3,126 | 3,396 | 4,261 | 4,888 | 6,302 | 5,320 | 5,118 | 5,913 | 7,127 | 2,889 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 53,473 |
| 31 | 708 | 1,038 | 1,733 | 2,258 | 2,538 | 3,060 | 3,402 | 4,057 | 5,708 | 5,152 | 3,854 | 6,317 | 6,913 | 3,043 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49,802 |
| 32 | 577 | 719 | 1,165 | 1,530 | 1,885 | 2,444 | 2,402 | 2,617 | 3,612 | 5,358 | 4,183 | 4,499 | 5,668 | 6,728 | 3,121 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46,539 |
| 33 | 456 | 579 | 858 | 1,080 | 1,377 | 1,867 | 2,058 | 2,044 | 2,379 | 3,463 | 4,700 | 4,454 | 4,179 | 5,087 | 6,512 | 3,234 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 44,350 |
| 34 | 334 | 431 | 609 | 800 | 929 | 1,334 | 1,491 | 1,720 | 1,908 | 2,221 | 3,065 | 4,418 | 3,931 | 3,593 | 4,771 | 6,282 | 2,888 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 40,741 |
| 35 | 305 | 372 | 502 | 600 | 689 | 1,000 | 1,095 | 1,250 | 1,526 | 1,821 | 1,979 | 3,048 | 3,950 | 3,566 | 3,291 | 4,600 | 6,102 | 2,808 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38,526 |
| 36 | 103 | 295 | 416 | 509 | 524 | 756 | 742 | 948 | 1,117 | 1,421 | 1,596 | 2,197 | 2,825 | 3,635 | 3,246 | 3,175 | 4,591 | 6,052 | 2,546 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,702 |
| 37 | 46 | 126 | 331 | 369 | 397 | 610 | 597 | 691 | 831 | 1,042 | 1,266 | 1,667 | 1,932 | 2,534 | 3,271 | 3,098 | 2,921 | 4,600 | 5,582 | 2,265 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34,178 |
| 38 | 39 | 52 | 134 | 349 | 330 | 519 | 450 | 529 | 558 | 788 | 929 | 1,362 | 1,586 | 1,794 | 2,182 | 3,103 | 2,896 | 3,030 | 4,698 | 5,182 | 1,349 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 31,863 |
| 39 | 46 | 41 | 62 | 150 | 305 | 367 | 369 | 390 | 482 | 622 | 724 | 982 | 1,204 | 1,365 | 1,547 | 2,139 | 2,896 | 3,034 | 3,215 | 4,616 | 2,945 | 1,003 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 28,504 |
| 40 | 37 | 50 | 53 | 96 | 221 | 338 | 310 | 349 | 374 | 431 | 577 | 760 | 915 | 1,143 | 1,240 | 1,413 | 2,005 | 2,985 | 3,086 | 3,125 | 2,481 | 2,375 | 914 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,282 |
| 41 | 21 | 35 | 45 | 71 | 173 | 257 | 250 | 293 | 349 | 387 | 470 | 612 | 763 | 860 | 1,061 | 1,129 | 1,412 | 2,102 | 3,070 | 3,104 | 1,751 | 2,041 | 2,078 | 784 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23,118 |
| 42 | 18 | 23 | 55 | 53 | 136 | 192 | 210 | 229 | 276 | 322 | 375 | 510 | 613 | 728 | 748 | 905 | 1,100 | 1,440 | 2,113 | 3,009 | 1,912 | 1,374 | 1,926 | 1,748 | 543 | 2 | 0 | 0 | 0 | 0 | 0 | 20,560 |
| 43 | 18 | 26 | 36 | 74 | 121 | 169 | 188 | 179 | 269 | 279 | 365 | 435 | 477 | 581 | 667 | 705 | 932 | 1,109 | 1,550 | 2,136 | 1,997 | 1,572 | 1,283 | 1,527 | 1,189 | 571 | 3 | 0 | 0 | 0 | 0 | 18,458 |
| 44 | 9 | 15 | 27 | 54 | 100 | 154 | 180 | 172 | 200 | 294 | 333 | 380 | 450 | 495 | 538 | 599 | 744 | 935 | 1,198 | 1,615 | 1,408 | 1,721 | 1,474 | 1,115 | 991 | 1,190 | 484 | 1 | 0 | 0 | 0 | 16,876 |
| 45 | 5 | 8 | 32 | 51 | 98 | 145 | 135 | 164 | 217 | 210 | 294 | 353 | 422 | 489 | 476 | 555 | 650 | 767 | 1,015 | 1,348 | 971 | 1,218 | 1,614 | 1,327 | 733 | 963 | 900 | 388 | 1 | 0 | 0 | 15,549 |
| 46 | 4 | 17 | 26 | 29 | 91 | 112 | 129 | 137 | 151 | 175 | 195 | 351 | 359 | 423 | 406 | 446 | 493 | 579 | 757 | 949 | 700 | 758 | 1,031 | 1,279 | 934 | 596 | 646 | 672 | 357 | 2 | 0 | 12,804 |
| 47 | 6 | 2 | 11 | 13 | 37 | 96 | 100 | 103 | 135 | 141 | 164 | 194 | 327 | 355 | 339 | 366 | 383 | 502 | 559 | 734 | 520 | 497 | 613 | 882 | 930 | 756 | 395 | 472 | 567 | 253 | 4 | 10,456 |
| 48 | 2 | 9 | 12 | 7 | 22 | 45 | 97 | 87 | 128 | 118 | 112 | 168 | 186 | 304 | 338 | 332 | 341 | 402 | 494 | 556 | 368 | 372 | 465 | 504 | 654 | 755 | 558 | 311 | 403 | 423 | 136 | 8,709 |
| 49 | 5 | 6 | 6 | 5 | 14 | 30 | 52 | 95 | 105 | 115 | 107 | 123 | 169 | 217 | 253 | 244 | 291 | 345 | 375 | 430 | 312 | 298 | 295 | 384 | 396 | 465 | 677 | 449 | 263 | 319 | 219 | 7,064 |
| 50 | 1 | 2 | 4 | 11 | 18 | 19 | 30 | 63 | 77 | 66 | 89 | 104 | 118 | 158 | 184 | 246 | 235 | 314 | 322 | 361 | 262 | 219 | 253 | 261 | 270 | 272 | 466 | 487 | 393 | 222 | 326 | 5,853 |
| 51 | 1 | 4 | 5 | 6 | 14 | 16 | 28 | 32 | 52 | 66 | 73 | 86 | 138 | 136 | 151 | 185 | 227 | 249 | 292 | 317 | 219 | 179 | 188 | 191 | 208 | 242 | 242 | 311 | 386 | 324 | 323 | 4,891 |
| 52 | 2 | 3 | 8 | 2 | 14 | 25 | 24 | 23 | 29 | 35 | 49 | 69 | 107 | 105 | 106 | 131 | 156 | 207 | 252 | 244 | 153 | 129 | 126 | 135 | 148 | 161 | 181 | 207 | 206 | 307 | 310 | 3,654 |
| 53 | 0 | 2 | 3 | 5 | 8 | 12 | 16 | 20 | 22 | 31 | 50 | 47 | 92 | 88 | 87 | 100 | 130 | 159 | 196 | 191 | 107 | 113 | 121 | 114 | 100 | 116 | 124 | 168 | 123 | 156 | 315 | 2,816 |
| 54 | 2 | 2 | 3 | 5 | 2 | 10 | 9 | 12 | 18 | 27 | 21 | 35 | 58 | 57 | 82 | 84 | 87 | 105 | 98 | 197 | 93 | 82 | 69 | 73 | 91 | 73 | 79 | 98 | 105 | 108 | 251 | 2,036 |
| 55 | 0 | 2 | 2 | 6 | 4 | 4 | 10 | 13 | 11 | 15 | 26 | 27 | 38 | 37 | 60 | 65 | 70 | 70 | 95 | 106 | 87 | 65 | 70 | 57 | 57 | 42 | 63 | 59 | 77 | 77 | 214 | 1,529 |
| 56 | 0 | 0 | 3 | 4 | 5 | 1 | 6 | 5 | 14 | 12 | 12 | 22 | 27 | 38 | 47 | 48 | 55 | 56 | 56 | 70 | 41 | 56 | 42 | 46 | 44 | 48 | 40 | 43 | 47 | 57 | 201 | 1,146 |
| 57 | 0 | 0 | 2 | 1 | 4 | 1 | 6 | 8 | 10 | 8 | 15 | 13 | 14 | 28 | 22 | 39 | 35 | 52 | 47 | 60 | 31 | 20 | 41 | 38 | 36 | 28 | 28 | 31 | 30 | 40 | 153 | 841 |
| 58 | 0 | 1 | 1 | 4 | 3 | 2 | 3 | 6 | 8 | 12 | 11 | 13 | 13 | 16 | 22 | 22 | 23 | 30 | 35 | 36 | 32 | 10 | 20 | 20 | 15 | 29 | 19 | 16 | 27 | 19 | 112 | 580 |
| 59 | 0 | 0 | 0 | 1 | 2 | 2 | 1 | 1 | 3 | 3 | 6 | 7 | 11 | 15 | 9 | 19 | 20 | 23 | 25 | 30 | 21 | 14 | 18 | 25 | 30 | 22 | 29 | 27 | 15 | 13 | 69 | 461 |
| 60+ | 0 | 0 | 3 | 6 | 2 | 2 | 6 | 9 | 5 | 5 | 10 | 15 | 15 | 20 | 16 | 21 | 13 | 25 | 29 | 37 | 15 | 22 | 30 | 30 | 31 | 22 | 49 | 22 | 34 | 35 | 118 | 647 |
| Total | 147,190 | 134,530 | 150,210 | 127,585 | 88,468 | 75,706 | 61,657 | 54,872 | 48,178 | 46,958 | 40,606 | 43,176 | 40,401 | 37,653 | 34,814 | 33,316 | 31,719 | 31,996 | 31,727 | 30,726 | 17,777 | 14,141 | 12,672 | 10,544 | 7,400 | 6,353 | 4,983 | 3,762 | 3,034 | 2,355 | 2,751 | 1,377,260 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 29.6
Average Years of Active Service 7.4
Department of Defense - Office of the Actuary

# TABLE C6

## DOD SELECTED RESERVE OFFICERS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 0 - 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 20 | 4 | 12 | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 |
| 21 | 5 | 23 | 31 | 21 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 |
| 22 | 157 | 50 | 89 | 99 | 59 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 457 |
| 23 | 340 | 328 | 139 | 245 | 185 | 99 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,341 |
| 24 | 194 | 577 | 307 | 222 | 337 | 243 | 119 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,017 |
| 25 | 77 | 311 | 511 | 372 | 307 | 355 | 214 | 150 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,322 |
| 26 | 65 | 182 | 310 | 515 | 404 | 334 | 294 | 237 | 172 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,536 |
| 27 | 59 | 124 | 204 | 392 | 566 | 436 | 279 | 280 | 242 | 203 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,813 |
| 28 | 54 | 111 | 181 | 279 | 387 | 528 | 399 | 280 | 304 | 377 | 203 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,144 |
| 29 | 70 | 119 | 166 | 223 | 280 | 379 | 518 | 443 | 303 | 342 | 254 | 259 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,394 |
| 30 | 59 | 100 | 136 | 191 | 251 | 290 | 348 | 511 | 464 | 303 | 295 | 368 | 341 | 57 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,714 |
| 31 | 44 | 90 | 128 | 167 | 217 | 224 | 262 | 320 | 633 | 501 | 261 | 295 | 407 | 402 | 59 | 0 | 0 | 0 | 0 | 0 | 0 | 4,010 |
| 32 | 42 | 81 | 121 | 155 | 177 | 221 | 221 | 186 | 320 | 589 | 461 | 283 | 349 | 496 | 469 | 68 | 0 | 0 | 0 | 0 | 0 | 4,239 |
| 33 | 45 | 54 | 84 | 143 | 157 | 185 | 175 | 170 | 201 | 337 | 682 | 533 | 306 | 409 | 563 | 454 | 58 | 0 | 0 | 0 | 0 | 4,556 |
| 34 | 47 | 58 | 88 | 95 | 128 | 143 | 183 | 153 | 143 | 209 | 355 | 718 | 588 | 346 | 430 | 540 | 416 | 49 | 0 | 0 | 0 | 4,689 |
| 35 | 41 | 47 | 81 | 116 | 133 | 136 | 121 | 127 | 145 | 158 | 203 | 401 | 791 | 622 | 318 | 386 | 463 | 404 | 36 | 0 | 0 | 4,729 |
| 36 | 31 | 54 | 60 | 96 | 94 | 112 | 107 | 119 | 119 | 153 | 167 | 242 | 434 | 744 | 536 | 281 | 305 | 402 | 316 | 38 | 0 | 4,410 |
| 37 | 29 | 39 | 71 | 74 | 88 | 95 | 116 | 76 | 82 | 100 | 133 | 187 | 289 | 415 | 634 | 446 | 247 | 290 | 400 | 304 | 23 | 4,138 |
| 38 | 16 | 34 | 42 | 50 | 80 | 72 | 84 | 67 | 78 | 94 | 113 | 169 | 208 | 310 | 387 | 581 | 411 | 229 | 288 | 361 | 251 | 3,925 |
| 39 | 31 | 34 | 43 | 46 | 77 | 86 | 75 | 43 | 69 | 85 | 95 | 131 | 193 | 240 | 259 | 348 | 501 | 381 | 232 | 231 | 307 | 3,507 |
| 40 | 23 | 33 | 33 | 43 | 62 | 80 | 64 | 57 | 59 | 63 | 78 | 101 | 148 | 196 | 200 | 224 | 285 | 475 | 379 | 221 | 228 | 3,052 |
| 41 | 20 | 47 | 36 | 35 | 56 | 59 | 70 | 53 | 49 | 54 | 53 | 94 | 149 | 166 | 173 | 166 | 214 | 281 | 464 | 371 | 225 | 2,835 |
| 42 | 14 | 31 | 38 | 38 | 55 | 57 | 40 | 53 | 35 | 50 | 58 | 61 | 108 | 125 | 139 | 159 | 182 | 192 | 262 | 504 | 349 | 2,550 |
| 43 | 15 | 32 | 30 | 34 | 63 | 38 | 53 | 36 | 49 | 52 | 51 | 59 | 89 | 97 | 112 | 130 | 162 | 161 | 205 | 267 | 383 | 2,118 |
| 44 | 10 | 22 | 28 | 31 | 41 | 54 | 54 | 40 | 36 | 40 | 50 | 65 | 95 | 97 | 101 | 128 | 105 | 143 | 193 | 201 | 246 | 1,780 |
| 45 | 10 | 16 | 24 | 34 | 52 | 48 | 62 | 43 | 40 | 37 | 60 | 56 | 91 | 101 | 107 | 106 | 105 | 135 | 187 | 176 | 184 | 1,674 |
| 46 | 9 | 14 | 19 | 32 | 40 | 44 | 35 | 45 | 38 | 34 | 46 | 53 | 71 | 94 | 67 | 88 | 83 | 91 | 115 | 160 | 146 | 1,324 |
| 47 | 14 | 20 | 16 | 19 | 31 | 32 | 33 | 40 | 30 | 33 | 29 | 44 | 83 | 77 | 70 | 74 | 64 | 105 | 91 | 102 | 112 | 1,119 |
| 48 | 8 | 8 | 7 | 12 | 30 | 33 | 28 | 26 | 22 | 31 | 30 | 32 | 49 | 63 | 66 | 67 | 56 | 53 | 77 | 76 | 94 | 868 |
| 49 | 2 | 4 | 7 | 12 | 23 | 16 | 20 | 28 | 20 | 16 | 29 | 21 | 35 | 57 | 56 | 60 | 57 | 54 | 56 | 60 | 85 | 718 |
| 50 | 1 | 6 | 12 | 12 | 15 | 17 | 17 | 30 | 18 | 15 | 21 | 25 | 35 | 31 | 55 | 56 | 58 | 55 | 52 | 47 | 64 | 642 |
| 51 | 7 | 3 | 8 | 14 | 21 | 17 | 12 | 21 | 22 | 23 | 10 | 27 | 29 | 31 | 36 | 47 | 47 | 46 | 43 | 57 | 54 | 575 |
| 52 | 3 | 1 | 4 | 6 | 11 | 15 | 17 | 13 | 11 | 13 | 17 | 21 | 29 | 31 | 30 | 29 | 37 | 37 | 48 | 47 | 46 | 466 |
| 53 | 4 | 2 | 0 | 7 | 7 | 19 | 21 | 12 | 8 | 8 | 9 | 17 | 25 | 27 | 30 | 23 | 29 | 38 | 35 | 37 | 32 | 390 |
| 54 | 2 | 3 | 1 | 3 | 7 | 8 | 17 | 11 | 11 | 11 | 6 | 10 | 11 | 21 | 25 | 25 | 19 | 29 | 33 | 56 | 29 | 338 |
| 55 | 1 | 3 | 1 | 5 | 8 | 9 | 11 | 14 | 5 | 13 | 9 | 11 | 10 | 15 | 21 | 23 | 26 | 17 | 28 | 25 | 32 | 287 |
| 56 | 4 | 2 | 4 | 7 | 8 | 7 | 3 | 9 | 11 | 9 | 6 | 11 | 12 | 8 | 10 | 12 | 17 | 21 | 21 | 23 | 21 | 226 |
| 57 | 1 | 3 | 2 | 4 | 5 | 3 | 7 | 6 | 6 | 4 | 6 | 8 | 12 | 10 | 8 | 14 | 8 | 27 | 23 | 14 | 13 | 184 |
| 58 | 1 | 3 | 0 | 3 | 5 | 2 | 6 | 7 | 6 | 2 | 4 | 10 | 11 | 13 | 11 | 8 | 8 | 11 | 22 | 17 | 13 | 163 |
| 59 | 0 | 2 | 1 | 1 | 4 | 4 | 5 | 7 | 1 | 8 | 4 | 4 | 7 | 5 | 6 | 8 | 5 | 10 | 11 | 13 | 9 | 115 |
| 60 | 2 | 2 | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 2 | 1 | 3 | 4 | 4 | 9 | 12 | 7 | 7 | 5 | 13 | 15 | 108 |
| 61 | 0 | 1 | 2 | 2 | 4 | 2 | 3 | 3 | 0 | 0 | 0 | 1 | 6 | 2 | 6 | 7 | 5 | 2 | 4 | 7 | 6 | 63 |
| 62 | 1 | 2 | 1 | 2 | 4 | 4 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 8 | 4 | 6 | 4 | 2 | 2 | 2 | 3 | 55 |
| 63 | 0 | 0 | 0 | 3 | 9 | 10 | 9 | 4 | 5 | 4 | 4 | 1 | 2 | 7 | 6 | 6 | 8 | 10 | 16 | 4 | 9 | 117 |
| Total | 1,563 | 2,688 | 3,073 | 3,863 | 4,496 | 4,523 | 4,112 | 3,743 | 3,788 | 3,997 | 3,832 | 4,363 | 5,057 | 5,327 | 5,003 | 4,582 | 3,992 | 3,757 | 3,644 | 3,434 | 2,979 | 81,816 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

| | |
|---|---|
| Average Age | 39.2 |
| Average PEBD Years of Service | 14.9 |

Department of Defense - Office of the Actuary

# TABLE C6 (CONT'D)

## DOD SELECTED RESERVE OFFICERS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 21 - 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 |
| 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 84 |
| 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 457 |
| 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,341 |
| 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,017 |
| 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,322 |
| 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,536 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,813 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,144 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,394 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,714 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,010 |
| 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,239 |
| 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,556 |
| 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,689 |
| 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,729 |
| 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,410 |
| 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,138 |
| 38 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 3,945 |
| 39 | 225 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 252 | 3,759 |
| 40 | 279 | 224 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 530 | 3,582 |
| 41 | 248 | 296 | 238 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 800 | 3,635 |
| 42 | 208 | 257 | 347 | 175 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,009 | 3,559 |
| 43 | 326 | 216 | 276 | 250 | 245 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,351 | 3,469 |
| 44 | 382 | 346 | 235 | 247 | 336 | 306 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,882 | 3,662 |
| 45 | 267 | 421 | 384 | 217 | 261 | 420 | 313 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,298 | 3,972 |
| 46 | 185 | 261 | 450 | 386 | 213 | 302 | 354 | 326 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,510 | 3,834 |
| 47 | 126 | 158 | 226 | 340 | 424 | 248 | 268 | 322 | 257 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,402 | 3,521 |
| 48 | 123 | 129 | 139 | 201 | 377 | 416 | 207 | 266 | 320 | 220 | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,432 | 3,300 |
| 49 | 100 | 116 | 134 | 119 | 235 | 447 | 417 | 218 | 270 | 224 | 255 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,562 | 3,280 |
| 50 | 64 | 72 | 88 | 115 | 132 | 221 | 413 | 350 | 213 | 194 | 234 | 182 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,303 | 2,945 |
| 51 | 64 | 55 | 71 | 88 | 118 | 151 | 235 | 321 | 316 | 139 | 187 | 221 | 149 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,132 | 2,707 |
| 52 | 49 | 49 | 69 | 74 | 90 | 123 | 146 | 189 | 261 | 192 | 117 | 161 | 168 | 148 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 1,852 | 2,318 |
| 53 | 41 | 48 | 49 | 47 | 52 | 72 | 105 | 93 | 151 | 149 | 127 | 102 | 111 | 133 | 100 | 11 | 0 | 0 | 0 | 0 | 0 | 1,391 | 1,781 |
| 54 | 27 | 31 | 43 | 39 | 63 | 69 | 91 | 90 | 98 | 104 | 142 | 123 | 90 | 81 | 115 | 54 | 7 | 0 | 0 | 0 | 0 | 1,267 | 1,605 |
| 55 | 29 | 25 | 28 | 29 | 63 | 51 | 52 | 55 | 66 | 72 | 77 | 102 | 80 | 54 | 78 | 93 | 50 | 3 | 0 | 0 | 0 | 1,007 | 1,294 |
| 56 | 23 | 30 | 23 | 34 | 43 | 42 | 48 | 37 | 62 | 48 | 50 | 66 | 78 | 61 | 53 | 45 | 71 | 55 | 1 | 0 | 0 | 870 | 1,096 |
| 57 | 21 | 31 | 20 | 28 | 35 | 43 | 41 | 30 | 39 | 33 | 30 | 38 | 32 | 36 | 64 | 23 | 37 | 51 | 25 | 2 | 0 | 659 | 843 |
| 58 | 11 | 22 | 25 | 16 | 32 | 31 | 28 | 29 | 35 | 28 | 19 | 19 | 31 | 33 | 48 | 48 | 14 | 26 | 46 | 23 | 0 | 564 | 727 |
| 59 | 16 | 11 | 20 | 21 | 15 | 31 | 30 | 28 | 29 | 20 | 15 | 26 | 18 | 29 | 37 | 27 | 27 | 20 | 21 | 33 | 15 | 489 | 604 |
| 60 | 5 | 8 | 13 | 11 | 10 | 19 | 18 | 15 | 9 | 11 | 9 | 8 | 7 | 10 | 12 | 13 | 14 | 11 | 12 | 13 | 16 | 244 | 352 |
| 61 | 1 | 4 | 5 | 5 | 5 | 6 | 6 | 5 | 3 | 3 | 9 | 3 | 2 | 4 | 4 | 2 | 6 | 3 | 8 | 4 | 9 | 97 | 160 |
| 62 | 2 | 5 | 2 | 8 | 3 | 6 | 6 | 3 | 4 | 5 | 0 | 4 | 4 | 4 | 1 | 2 | 1 | 4 | 1 | 3 | 6 | 74 | 129 |
| 63 | 2 | 5 | 5 | 5 | 9 | 10 | 1 | 6 | 6 | 4 | 3 | 4 | 0 | 4 | 3 | 0 | 2 | 3 | 6 | 6 | 18 | 102 | 219 |
| Total | 2,844 | 2,847 | 2,917 | 2,473 | 2,783 | 3,052 | 2,809 | 2,398 | 2,172 | 1,479 | 1,308 | 1,086 | 795 | 614 | 531 | 318 | 229 | 176 | 120 | 84 | 64 | 31,099 | 112,915 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age: 39.2
Average PEBD Years of Service 14.9
Department of Defense - Office of the Actuary

# TABLE C7

## DOD SELECTED RESERVE ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 0 - 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 1,130 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,130 |
| 18 | 10,895 | 1,114 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,009 |
| 19 | 13,524 | 10,606 | 1,080 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,210 |
| 20 | 9,076 | 12,927 | 9,459 | 846 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,308 |
| 21 | 5,946 | 8,753 | 11,967 | 7,421 | 595 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34,682 |
| 22 | 4,078 | 5,849 | 8,844 | 10,436 | 6,482 | 421 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,110 |
| 23 | 2,897 | 3,932 | 5,763 | 8,090 | 9,683 | 5,422 | 298 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,085 |
| 24 | 2,272 | 2,916 | 3,965 | 5,495 | 8,394 | 9,038 | 4,305 | 545 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,930 |
| 25 | 1,878 | 2,231 | 2,917 | 3,852 | 5,925 | 7,930 | 6,449 | 4,675 | 527 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,384 |
| 26 | 1,505 | 1,737 | 2,233 | 2,792 | 4,172 | 5,691 | 5,333 | 6,146 | 3,691 | 412 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33,712 |
| 27 | 1,202 | 1,302 | 1,731 | 2,073 | 3,069 | 3,921 | 3,874 | 4,765 | 4,701 | 3,231 | 265 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30,134 |
| 28 | 942 | 1,020 | 1,280 | 1,568 | 2,321 | 2,962 | 2,905 | 3,378 | 3,626 | 4,264 | 2,214 | 259 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,739 |
| 29 | 792 | 828 | 1,032 | 1,232 | 1,745 | 2,350 | 2,262 | 2,434 | 2,620 | 3,341 | 3,076 | 2,327 | 281 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 24,320 |
| 30 | 617 | 680 | 836 | 965 | 1,422 | 1,809 | 1,845 | 1,874 | 1,961 | 2,334 | 2,349 | 3,146 | 2,335 | 272 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22,445 |
| 31 | 520 | 582 | 669 | 799 | 1,082 | 1,398 | 1,344 | 1,461 | 1,527 | 1,664 | 1,591 | 2,584 | 3,189 | 2,387 | 243 | 0 | 0 | 0 | 0 | 0 | 0 | 21,040 |
| 32 | 427 | 471 | 514 | 702 | 828 | 1,085 | 1,080 | 1,078 | 1,142 | 1,340 | 1,169 | 1,707 | 2,375 | 3,124 | 2,288 | 260 | 0 | 0 | 0 | 0 | 0 | 19,590 |
| 33 | 368 | 344 | 449 | 488 | 742 | 925 | 880 | 879 | 885 | 957 | 934 | 1,251 | 1,687 | 2,270 | 3,322 | 2,164 | 187 | 0 | 0 | 0 | 0 | 18,732 |
| 34 | 328 | 282 | 410 | 391 | 522 | 694 | 698 | 670 | 724 | 761 | 784 | 1,027 | 1,180 | 1,497 | 2,161 | 2,800 | 1,646 | 113 | 0 | 0 | 0 | 16,688 |
| 35 | 343 | 288 | 309 | 340 | 462 | 563 | 578 | 568 | 582 | 595 | 592 | 770 | 915 | 1,184 | 1,428 | 1,933 | 2,183 | 1,392 | 99 | 0 | 0 | 15,124 |
| 36 | 162 | 354 | 286 | 293 | 373 | 477 | 455 | 463 | 451 | 493 | 484 | 654 | 713 | 912 | 1,025 | 1,243 | 1,595 | 2,012 | 1,175 | 79 | 0 | 13,699 |
| 37 | 84 | 168 | 309 | 242 | 281 | 355 | 363 | 373 | 360 | 400 | 364 | 489 | 610 | 705 | 778 | 872 | 1,040 | 1,402 | 1,731 | 993 | 75 | 11,994 |
| 38 | 68 | 74 | 132 | 268 | 297 | 341 | 315 | 301 | 307 | 310 | 297 | 395 | 479 | 556 | 664 | 723 | 774 | 997 | 1,366 | 1,465 | 736 | 10,865 |
| 39 | 66 | 46 | 74 | 138 | 285 | 275 | 296 | 269 | 272 | 283 | 301 | 355 | 384 | 460 | 527 | 576 | 590 | 667 | 896 | 1,165 | 1,107 | 9,032 |
| 40 | 65 | 76 | 69 | 65 | 176 | 289 | 211 | 218 | 236 | 237 | 226 | 291 | 353 | 413 | 431 | 452 | 431 | 527 | 703 | 816 | 835 | 7,120 |
| 41 | 21 | 52 | 62 | 58 | 154 | 207 | 244 | 202 | 201 | 233 | 202 | 270 | 268 | 364 | 383 | 365 | 387 | 461 | 522 | 596 | 600 | 5,852 |
| 42 | 3 | 11 | 62 | 38 | 123 | 154 | 180 | 201 | 182 | 182 | 194 | 215 | 270 | 329 | 321 | 366 | 332 | 393 | 480 | 472 | 486 | 4,994 |
| 43 | 3 | 4 | 13 | 41 | 106 | 172 | 164 | 155 | 193 | 173 | 170 | 188 | 269 | 302 | 305 | 322 | 332 | 392 | 391 | 430 | 406 | 4,531 |
| 44 | 5 | 4 | 2 | 18 | 95 | 141 | 186 | 153 | 171 | 182 | 164 | 203 | 255 | 311 | 314 | 305 | 324 | 355 | 354 | 372 | 400 | 4,314 |
| 45 | 2 | 1 | 2 | 2 | 87 | 132 | 137 | 131 | 143 | 167 | 161 | 178 | 225 | 282 | 277 | 271 | 300 | 362 | 400 | 365 | 376 | 4,001 |
| 46 | 0 | 1 | 4 | 2 | 63 | 95 | 134 | 125 | 131 | 121 | 128 | 184 | 196 | 255 | 259 | 267 | 290 | 278 | 293 | 302 | 306 | 3,434 |
| 47 | 0 | 1 | 6 | 0 | 27 | 94 | 70 | 93 | 108 | 116 | 95 | 122 | 192 | 205 | 232 | 204 | 244 | 256 | 274 | 284 | 258 | 2,881 |
| 48 | 0 | 1 | 0 | 1 | 3 | 34 | 74 | 61 | 97 | 90 | 71 | 74 | 194 | 224 | 199 | 189 | 200 | 241 | 231 | 234 | 250 | 2,468 |
| 49 | 1 | 1 | 0 | 2 | 0 | 2 | 28 | 73 | 59 | 85 | 66 | 70 | 129 | 192 | 213 | 172 | 193 | 214 | 198 | 212 | 227 | 2,137 |
| 50 | 1 | 0 | 2 | 2 | 2 | 2 | 4 | 16 | 79 | 37 | 78 | 71 | 83 | 149 | 161 | 205 | 188 | 198 | 205 | 195 | 197 | 1,875 |
| 51 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 2 | 29 | 17 | 23 | 50 | 82 | 115 | 136 | 159 | 169 | 197 | 194 | 199 | 191 | 1,567 |
| 52 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 10 | 18 | 66 | 81 | 104 | 140 | 175 | 160 | 176 | 197 | 164 | 1,305 |
| 53 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 2 | 5 | 11 | 22 | 60 | 71 | 103 | 123 | 118 | 180 | 194 | 153 | 1,048 |
| 54 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 4 | 10 | 30 | 41 | 72 | 72 | 99 | 156 | 173 | 158 | 819 |
| 55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 | 11 | 30 | 62 | 55 | 60 | 105 | 133 | 123 | 591 |
| 56 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 8 | 15 | 14 | 33 | 32 | 71 | 83 | 83 | 342 |
| 57 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 4 | 2 | 5 | 13 | 15 | 22 | 39 | 67 | 83 | 254 |
| 58 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 8 | 22 | 27 | 58 | 57 | 177 |
| 59 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 3 | 2 | 14 | 9 | 29 | 36 | 97 |
| 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 9 | 12 | 25 | 49 |
| 61 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 2 | 8 |
| 62 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 |
| 63 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 59,224 | 56,656 | 54,481 | 48,663 | 49,519 | 46,982 | 34,715 | 31,313 | 25,013 | 22,031 | 16,018 | 16,920 | 16,773 | 16,702 | 15,936 | 14,257 | 11,890 | 10,985 | 10,287 | 9,130 | 7,335 | 574,830 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 30.1
Average PEBD Years of Service 8.1
Department of Defense - Office of the Actuary

# TABLE C7 (CONT'D)

## DOD SELECTED RESERVE ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 21 - 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,130 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,009 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,210 |
| 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,308 |
| 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34,682 |
| 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,110 |
| 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,085 |
| 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,930 |
| 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,384 |
| 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33,712 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30,134 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,739 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 24,320 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22,445 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21,040 |
| 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19,590 |
| 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18,732 |
| 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16,688 |
| 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15,124 |
| 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13,699 |
| 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11,994 |
| 38 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49 | 10,914 |
| 39 | 573 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 612 | 9,644 |
| 40 | 934 | 507 | 52 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,493 | 8,613 |
| 41 | 790 | 838 | 509 | 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,174 | 8,026 |
| 42 | 599 | 661 | 723 | 351 | 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,366 | 7,360 |
| 43 | 466 | 500 | 623 | 615 | 489 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,731 | 7,262 |
| 44 | 353 | 402 | 504 | 586 | 724 | 514 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,123 | 7,437 |
| 45 | 356 | 396 | 461 | 509 | 644 | 758 | 506 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,659 | 7,660 |
| 46 | 318 | 333 | 381 | 332 | 439 | 637 | 730 | 450 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,661 | 7,095 |
| 47 | 289 | 259 | 260 | 301 | 329 | 480 | 515 | 701 | 438 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,602 | 6,483 |
| 48 | 231 | 270 | 202 | 239 | 242 | 288 | 352 | 545 | 651 | 368 | 53 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,441 | 5,909 |
| 49 | 241 | 181 | 214 | 193 | 196 | 251 | 257 | 391 | 495 | 459 | 384 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,305 | 5,442 |
| 50 | 216 | 183 | 193 | 161 | 170 | 226 | 210 | 276 | 367 | 360 | 553 | 339 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,273 | 5,148 |
| 51 | 182 | 187 | 165 | 157 | 163 | 188 | 192 | 248 | 308 | 293 | 408 | 475 | 306 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,297 | 4,864 |
| 52 | 181 | 159 | 129 | 152 | 145 | 152 | 193 | 197 | 238 | 204 | 303 | 339 | 423 | 302 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 3,152 | 4,457 |
| 53 | 131 | 131 | 145 | 154 | 137 | 116 | 122 | 163 | 216 | 195 | 257 | 260 | 304 | 403 | 303 | 19 | 0 | 0 | 0 | 0 | 0 | 3,056 | 4,104 |
| 54 | 131 | 110 | 110 | 113 | 107 | 89 | 112 | 116 | 141 | 142 | 184 | 188 | 206 | 267 | 390 | 219 | 11 | 0 | 0 | 0 | 0 | 2,636 | 3,455 |
| 55 | 106 | 78 | 94 | 96 | 89 | 86 | 96 | 101 | 113 | 110 | 134 | 153 | 144 | 209 | 268 | 252 | 157 | 6 | 0 | 0 | 0 | 2,292 | 2,883 |
| 56 | 80 | 74 | 81 | 56 | 55 | 68 | 81 | 78 | 76 | 77 | 101 | 108 | 110 | 150 | 165 | 165 | 190 | 121 | 7 | 0 | 0 | 1,843 | 2,185 |
| 57 | 79 | 73 | 69 | 68 | 52 | 51 | 65 | 71 | 69 | 75 | 72 | 86 | 94 | 70 | 85 | 79 | 110 | 162 | 86 | 2 | 0 | 1,518 | 1,772 |
| 58 | 49 | 41 | 70 | 49 | 42 | 39 | 42 | 52 | 49 | 50 | 62 | 65 | 63 | 52 | 74 | 84 | 65 | 83 | 103 | 60 | 4 | 1,198 | 1,375 |
| 59 | 39 | 44 | 39 | 40 | 37 | 33 | 22 | 33 | 39 | 42 | 46 | 50 | 49 | 37 | 49 | 65 | 61 | 60 | 79 | 84 | 42 | 990 | 1,087 |
| 60 | 19 | 19 | 27 | 27 | 14 | 15 | 23 | 18 | 14 | 15 | 21 | 20 | 14 | 17 | 19 | 14 | 24 | 27 | 30 | 22 | 29 | 428 | 477 |
| 61 | 2 | 1 | 5 | 3 | 0 | 2 | 5 | 0 | 1 | 1 | 0 | 1 | 4 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 1 | 29 | 37 |
| 62 | 0 | 2 | 1 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 1 | 11 | 14 |
| 63 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 |
| Total | 6,414 | 5,489 | 5,057 | 4,239 | 4,107 | 4,033 | 3,564 | 3,469 | 3,257 | 2,421 | 2,578 | 2,127 | 1,736 | 1,533 | 1,388 | 900 | 618 | 460 | 307 | 168 | 77 | 53,942 | 628,772 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age: 30.1
Average PEBD Years of Service 8.1
Department of Defense - Office of the Actuary

# TABLE C8

## DOD SELECTED RESERVE OFFICERS AND ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 0 - 20 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 1,130 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,130 |
| 18 | 10,895 | 1,114 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,009 |
| 19 | 13,525 | 10,606 | 1,081 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,212 |
| 20 | 9,080 | 12,939 | 9,464 | 847 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,330 |
| 21 | 5,951 | 8,776 | 11,998 | 7,442 | 599 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34,766 |
| 22 | 4,235 | 5,899 | 8,933 | 10,535 | 6,541 | 424 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,567 |
| 23 | 3,237 | 4,260 | 5,902 | 8,335 | 9,868 | 5,521 | 303 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 37,426 |
| 24 | 2,466 | 3,493 | 4,272 | 5,717 | 8,731 | 9,281 | 4,424 | 563 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38,947 |
| 25 | 1,955 | 2,542 | 3,428 | 4,224 | 6,232 | 8,285 | 6,663 | 4,825 | 552 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38,706 |
| 26 | 1,570 | 1,919 | 2,543 | 3,307 | 4,576 | 6,025 | 5,627 | 6,383 | 3,863 | 435 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,248 |
| 27 | 1,261 | 1,426 | 1,935 | 2,465 | 3,635 | 4,357 | 4,153 | 5,045 | 4,943 | 3,434 | 293 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,947 |
| 28 | 996 | 1,131 | 1,461 | 1,847 | 2,708 | 3,490 | 3,304 | 3,658 | 3,930 | 4,641 | 2,417 | 300 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 29,883 |
| 29 | 862 | 947 | 1,198 | 1,455 | 2,025 | 2,729 | 2,780 | 2,877 | 2,923 | 3,683 | 3,330 | 2,586 | 319 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27,714 |
| 30 | 676 | 780 | 972 | 1,156 | 1,673 | 2,099 | 2,193 | 2,385 | 2,425 | 2,637 | 2,644 | 3,514 | 2,676 | 329 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,159 |
| 31 | 564 | 672 | 797 | 966 | 1,299 | 1,622 | 1,606 | 1,781 | 2,160 | 2,165 | 1,852 | 2,879 | 3,596 | 2,789 | 302 | 0 | 0 | 0 | 0 | 0 | 0 | 25,050 |
| 32 | 469 | 552 | 635 | 857 | 1,005 | 1,306 | 1,301 | 1,264 | 1,462 | 1,929 | 1,630 | 1,990 | 2,724 | 3,620 | 2,757 | 328 | 0 | 0 | 0 | 0 | 0 | 23,829 |
| 33 | 413 | 398 | 533 | 631 | 899 | 1,110 | 1,055 | 1,049 | 1,086 | 1,294 | 1,616 | 1,784 | 1,993 | 2,679 | 3,885 | 2,618 | 245 | 0 | 0 | 0 | 0 | 23,288 |
| 34 | 375 | 340 | 498 | 486 | 650 | 837 | 881 | 823 | 867 | 970 | 1,139 | 1,745 | 1,768 | 1,843 | 2,591 | 3,340 | 2,062 | 162 | 0 | 0 | 0 | 21,377 |
| 35 | 384 | 335 | 390 | 456 | 595 | 699 | 699 | 695 | 727 | 753 | 795 | 1,171 | 1,706 | 1,806 | 1,746 | 2,319 | 2,646 | 1,796 | 135 | 0 | 0 | 19,853 |
| 36 | 193 | 408 | 346 | 389 | 467 | 589 | 562 | 582 | 570 | 646 | 651 | 896 | 1,147 | 1,656 | 1,561 | 1,524 | 1,900 | 2,414 | 1,491 | 117 | 0 | 18,109 |
| 37 | 113 | 207 | 380 | 316 | 369 | 450 | 479 | 449 | 442 | 500 | 497 | 676 | 899 | 1,120 | 1,412 | 1,318 | 1,287 | 1,692 | 2,131 | 1,297 | 98 | 16,132 |
| 38 | 84 | 108 | 174 | 318 | 377 | 413 | 399 | 368 | 385 | 404 | 410 | 564 | 687 | 866 | 1,051 | 1,304 | 1,185 | 1,226 | 1,654 | 1,826 | 987 | 14,790 |
| 39 | 97 | 80 | 117 | 184 | 362 | 361 | 371 | 312 | 341 | 368 | 396 | 486 | 577 | 700 | 786 | 924 | 1,091 | 1,048 | 1,128 | 1,396 | 1,414 | 12,539 |
| 40 | 88 | 109 | 102 | 108 | 238 | 369 | 275 | 275 | 295 | 300 | 304 | 392 | 501 | 609 | 631 | 676 | 716 | 1,002 | 1,082 | 1,037 | 1,063 | 10,172 |
| 41 | 41 | 99 | 98 | 93 | 210 | 266 | 314 | 255 | 250 | 287 | 255 | 364 | 417 | 530 | 556 | 531 | 601 | 742 | 986 | 967 | 825 | 8,687 |
| 42 | 17 | 42 | 100 | 76 | 178 | 211 | 220 | 254 | 217 | 232 | 252 | 276 | 378 | 454 | 460 | 525 | 514 | 585 | 742 | 976 | 835 | 7,544 |
| 43 | 18 | 36 | 43 | 75 | 169 | 210 | 217 | 191 | 242 | 225 | 221 | 247 | 358 | 399 | 417 | 452 | 494 | 553 | 596 | 697 | 789 | 6,649 |
| 44 | 15 | 26 | 30 | 49 | 136 | 195 | 240 | 193 | 207 | 222 | 214 | 268 | 350 | 408 | 415 | 433 | 429 | 498 | 547 | 573 | 646 | 6,094 |
| 45 | 12 | 17 | 26 | 36 | 139 | 180 | 199 | 174 | 183 | 204 | 221 | 234 | 316 | 383 | 384 | 377 | 405 | 497 | 587 | 541 | 560 | 5,675 |
| 46 | 9 | 15 | 23 | 34 | 103 | 139 | 169 | 170 | 169 | 155 | 174 | 237 | 267 | 349 | 326 | 355 | 373 | 369 | 408 | 462 | 452 | 4,758 |
| 47 | 14 | 21 | 22 | 19 | 58 | 126 | 103 | 133 | 138 | 149 | 124 | 166 | 275 | 282 | 302 | 278 | 308 | 361 | 365 | 386 | 370 | 4,000 |
| 48 | 8 | 9 | 7 | 13 | 33 | 67 | 102 | 87 | 119 | 121 | 101 | 106 | 243 | 287 | 265 | 256 | 256 | 294 | 308 | 310 | 344 | 3,336 |
| 49 | 3 | 5 | 7 | 14 | 23 | 18 | 48 | 101 | 79 | 101 | 95 | 91 | 164 | 249 | 269 | 232 | 250 | 268 | 254 | 272 | 312 | 2,855 |
| 50 | 2 | 6 | 14 | 14 | 17 | 19 | 21 | 46 | 97 | 52 | 99 | 96 | 118 | 180 | 216 | 261 | 246 | 253 | 257 | 242 | 261 | 2,517 |
| 51 | 8 | 3 | 8 | 16 | 21 | 18 | 12 | 23 | 51 | 40 | 33 | 77 | 111 | 146 | 172 | 206 | 216 | 243 | 237 | 256 | 245 | 2,142 |
| 52 | 3 | 1 | 4 | 7 | 12 | 17 | 18 | 16 | 14 | 16 | 27 | 39 | 95 | 112 | 134 | 169 | 212 | 197 | 224 | 244 | 210 | 1,771 |
| 53 | 5 | 2 | 0 | 7 | 8 | 19 | 21 | 12 | 12 | 10 | 14 | 28 | 47 | 87 | 101 | 126 | 152 | 156 | 215 | 231 | 185 | 1,438 |
| 54 | 2 | 3 | 1 | 3 | 8 | 8 | 18 | 12 | 11 | 12 | 6 | 14 | 21 | 51 | 66 | 97 | 91 | 128 | 189 | 229 | 187 | 1,157 |
| 55 | 1 | 3 | 1 | 5 | 8 | 9 | 11 | 14 | 5 | 13 | 11 | 15 | 16 | 26 | 51 | 85 | 81 | 77 | 133 | 158 | 155 | 878 |
| 56 | 4 | 2 | 4 | 7 | 8 | 7 | 3 | 9 | 11 | 9 | 7 | 12 | 13 | 16 | 25 | 26 | 50 | 53 | 92 | 106 | 104 | 568 |
| 57 | 2 | 3 | 2 | 4 | 5 | 3 | 8 | 6 | 7 | 4 | 7 | 8 | 16 | 12 | 13 | 27 | 23 | 49 | 62 | 81 | 96 | 438 |
| 58 | 1 | 3 | 0 | 3 | 5 | 2 | 6 | 7 | 6 | 2 | 4 | 11 | 11 | 15 | 11 | 10 | 16 | 33 | 49 | 75 | 70 | 340 |
| 59 | 0 | 2 | 1 | 1 | 4 | 4 | 5 | 7 | 1 | 8 | 5 | 5 | 7 | 5 | 8 | 11 | 7 | 24 | 20 | 42 | 45 | 212 |
| 60 | 2 | 2 | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 2 | 1 | 3 | 4 | 4 | 10 | 12 | 8 | 8 | 14 | 25 | 40 | 157 |
| 61 | 0 | 1 | 2 | 2 | 4 | 2 | 3 | 3 | 0 | 0 | 0 | 1 | 6 | 2 | 6 | 7 | 6 | 2 | 6 | 10 | 8 | 71 |
| 62 | 1 | 2 | 1 | 2 | 4 | 4 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 8 | 4 | 6 | 4 | 2 | 3 | 3 | 4 | 58 |
| 63 | 0 | 0 | 0 | 3 | 9 | 10 | 9 | 4 | 5 | 4 | 4 | 1 | 2 | 7 | 6 | 6 | 8 | 10 | 16 | 5 | 9 | 118 |
| Total | 60,787 | 59,344 | 57,554 | 52,526 | 54,015 | 51,505 | 38,827 | 35,056 | 28,801 | 26,028 | 19,850 | 21,283 | 21,830 | 22,029 | 20,939 | 18,839 | 15,882 | 14,742 | 13,931 | 12,564 | 10,314 | 656,646 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 31.5
Average PEBD Years of Service 9.1
Department of Defense - Office of the Actuary

# TABLE C8 (CONT'D)

## DOD SELECTED RESERVE OFFICERS AND ENLISTEES BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 21 - 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,130 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12,009 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,212 |
| 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,330 |
| 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34,766 |
| 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,567 |
| 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 37,426 |
| 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38,947 |
| 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38,706 |
| 26 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 36,248 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32,947 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 29,883 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27,714 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,159 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25,050 |
| 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23,829 |
| 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23,288 |
| 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21,377 |
| 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19,853 |
| 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18,109 |
| 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16,132 |
| 38 | 69 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 69 | 14,859 |
| 39 | 798 | 66 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 864 | 13,403 |
| 40 | 1,213 | 731 | 79 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,023 | 12,195 |
| 41 | 1,038 | 1,134 | 747 | 55 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,974 | 11,661 |
| 42 | 807 | 918 | 1,070 | 526 | 54 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,375 | 10,919 |
| 43 | 792 | 716 | 899 | 865 | 734 | 76 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,082 | 10,731 |
| 44 | 735 | 748 | 739 | 833 | 1,060 | 820 | 70 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,005 | 11,099 |
| 45 | 623 | 817 | 845 | 726 | 905 | 1,178 | 819 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,957 | 11,632 |
| 46 | 503 | 594 | 831 | 718 | 652 | 939 | 1,084 | 776 | 74 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,171 | 10,929 |
| 47 | 415 | 417 | 486 | 641 | 753 | 728 | 783 | 1,023 | 695 | 63 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,004 | 10,004 |
| 48 | 354 | 399 | 341 | 440 | 619 | 704 | 559 | 811 | 971 | 588 | 87 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,873 | 9,209 |
| 49 | 341 | 297 | 348 | 312 | 431 | 698 | 674 | 609 | 765 | 683 | 639 | 70 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,867 | 8,722 |
| 50 | 280 | 255 | 281 | 276 | 302 | 447 | 623 | 626 | 580 | 554 | 787 | 521 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,576 | 8,093 |
| 51 | 246 | 242 | 236 | 245 | 281 | 339 | 427 | 569 | 624 | 432 | 595 | 696 | 455 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,429 | 7,571 |
| 52 | 230 | 208 | 198 | 226 | 235 | 275 | 339 | 386 | 499 | 396 | 420 | 500 | 591 | 450 | 51 | 0 | 0 | 0 | 0 | 0 | 0 | 5,004 | 6,775 |
| 53 | 172 | 179 | 194 | 201 | 189 | 188 | 227 | 256 | 367 | 344 | 384 | 362 | 415 | 536 | 403 | 30 | 0 | 0 | 0 | 0 | 0 | 4,447 | 5,885 |
| 54 | 158 | 141 | 153 | 152 | 170 | 158 | 203 | 206 | 239 | 246 | 326 | 311 | 296 | 348 | 505 | 273 | 18 | 0 | 0 | 0 | 0 | 3,903 | 5,060 |
| 55 | 135 | 103 | 122 | 125 | 152 | 137 | 148 | 156 | 179 | 182 | 211 | 255 | 224 | 263 | 346 | 345 | 207 | 9 | 0 | 0 | 0 | 3,299 | 4,177 |
| 56 | 103 | 104 | 104 | 90 | 98 | 110 | 129 | 115 | 138 | 125 | 151 | 174 | 188 | 211 | 218 | 210 | 261 | 176 | 8 | 0 | 0 | 2,713 | 3,281 |
| 57 | 100 | 104 | 89 | 96 | 87 | 94 | 106 | 101 | 108 | 108 | 102 | 124 | 126 | 106 | 149 | 102 | 147 | 213 | 111 | 4 | 0 | 2,177 | 2,615 |
| 58 | 60 | 63 | 95 | 65 | 74 | 70 | 70 | 81 | 84 | 78 | 81 | 84 | 94 | 85 | 122 | 132 | 79 | 109 | 149 | 83 | 4 | 1,762 | 2,102 |
| 59 | 55 | 55 | 59 | 61 | 52 | 64 | 52 | 61 | 68 | 62 | 61 | 76 | 67 | 66 | 86 | 92 | 88 | 80 | 100 | 117 | 57 | 1,479 | 1,691 |
| 60 | 24 | 27 | 40 | 38 | 24 | 34 | 41 | 33 | 23 | 26 | 30 | 28 | 21 | 27 | 31 | 27 | 38 | 38 | 42 | 35 | 45 | 672 | 829 |
| 61 | 3 | 5 | 10 | 8 | 5 | 8 | 11 | 5 | 4 | 4 | 9 | 4 | 6 | 4 | 4 | 3 | 6 | 3 | 10 | 4 | 10 | 126 | 197 |
| 62 | 2 | 7 | 3 | 8 | 4 | 7 | 7 | 3 | 5 | 5 | 0 | 4 | 4 | 4 | 1 | 4 | 1 | 5 | 1 | 3 | 7 | 85 | 143 |
| 63 | 2 | 6 | 5 | 5 | 9 | 11 | 1 | 6 | 6 | 4 | 3 | 4 | 0 | 5 | 3 | 0 | 2 | 3 | 6 | 6 | 18 | 105 | 223 |
| Total | 9,258 | 8,336 | 7,974 | 6,712 | 6,890 | 7,085 | 6,373 | 5,867 | 5,429 | 3,900 | 3,886 | 3,213 | 2,531 | 2,147 | 1,919 | 1,218 | 847 | 636 | 427 | 252 | 141 | 85,041 | 741,687 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 31.5
Average PEBD Years of Service 9.1
Department of Defense - Office of the Actuary

# TABLE C9

## DOD NON-SELECTED RESERVE OFFICERS WITH 20 GOOD YEARS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | < 18 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| <37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 37 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| 38 | 0 | 0 | 4 | 14 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 |
| 39 | 0 | 0 | 1 | 7 | 28 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 38 |
| 40 | 0 | 0 | 0 | 10 | 40 | 50 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 105 |
| 41 | 0 | 0 | 2 | 16 | 33 | 57 | 61 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 177 |
| 42 | 0 | 0 | 4 | 54 | 19 | 40 | 91 | 60 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 280 |
| 43 | 0 | 0 | 5 | 57 | 64 | 46 | 78 | 91 | 97 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 451 |
| 44 | 0 | 0 | 2 | 25 | 77 | 140 | 67 | 78 | 143 | 171 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 731 |
| 45 | 0 | 0 | 2 | 16 | 74 | 161 | 184 | 95 | 144 | 206 | 189 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,083 |
| 46 | 0 | 0 | 1 | 14 | 21 | 77 | 216 | 288 | 114 | 161 | 213 | 236 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,368 |
| 47 | 0 | 0 | 0 | 13 | 24 | 28 | 99 | 295 | 348 | 140 | 161 | 312 | 247 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,694 |
| 48 | 0 | 0 | 1 | 6 | 9 | 23 | 49 | 132 | 347 | 434 | 165 | 238 | 318 | 252 | 52 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,026 |
| 49 | 0 | 0 | 1 | 5 | 10 | 23 | 49 | 76 | 175 | 458 | 460 | 236 | 289 | 272 | 268 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,350 |
| 50 | 0 | 0 | 1 | 4 | 7 | 24 | 41 | 71 | 84 | 260 | 456 | 579 | 255 | 248 | 309 | 311 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,680 |
| 51 | 0 | 0 | 0 | 6 | 8 | 19 | 30 | 46 | 68 | 156 | 264 | 653 | 684 | 250 | 285 | 369 | 333 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,212 |
| 52 | 0 | 0 | 0 | 4 | 8 | 12 | 24 | 42 | 70 | 118 | 181 | 375 | 778 | 816 | 312 | 347 | 395 | 387 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 3,902 |
| 53 | 0 | 0 | 1 | 3 | 4 | 10 | 16 | 18 | 50 | 99 | 123 | 186 | 397 | 928 | 833 | 272 | 325 | 356 | 296 | 33 | 0 | 0 | 0 | 0 | 0 | 3,950 |
| 54 | 0 | 0 | 1 | 1 | 7 | 10 | 21 | 21 | 37 | 70 | 94 | 149 | 257 | 473 | 806 | 880 | 367 | 381 | 341 | 246 | 17 | 0 | 0 | 0 | 0 | 4,179 |
| 55 | 0 | 0 | 0 | 0 | 7 | 5 | 16 | 21 | 35 | 44 | 54 | 117 | 209 | 271 | 402 | 942 | 868 | 325 | 304 | 308 | 213 | 18 | 0 | 0 | 0 | 4,159 |
| 56 | 0 | 0 | 1 | 1 | 2 | 8 | 11 | 22 | 24 | 44 | 43 | 83 | 146 | 211 | 242 | 509 | 849 | 901 | 306 | 271 | 281 | 250 | 9 | 0 | 0 | 4,214 |
| 57 | 0 | 0 | 0 | 0 | 3 | 8 | 12 | 16 | 27 | 38 | 51 | 54 | 96 | 150 | 206 | 311 | 447 | 952 | 851 | 249 | 246 | 347 | 219 | 9 | 0 | 4,292 |
| 58 | 0 | 0 | 0 | 3 | 3 | 6 | 13 | 16 | 23 | 42 | 45 | 53 | 76 | 115 | 137 | 237 | 271 | 445 | 893 | 1,187 | 238 | 270 | 327 | 215 | 11 | 4,626 |
| 59 | 0 | 0 | 1 | 3 | 4 | 6 | 3 | 19 | 22 | 29 | 34 | 52 | 69 | 69 | 118 | 161 | 207 | 260 | 423 | 888 | 1,272 | 283 | 301 | 319 | 177 | 4,720 |
| 60 | 0 | 0 | 1 | 0 | 1 | 3 | 3 | 8 | 13 | 14 | 18 | 30 | 27 | 52 | 45 | 66 | 85 | 141 | 139 | 272 | 589 | 380 | 135 | 141 | 178 | 2,341 |
| 61 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 1 | 1 | 3 | 2 | 1 | 1 | 4 | 6 | 3 | 14 | 32 | 11 | 6 | 9 | 98 |
| 62 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 1 | 0 | 0 | 3 | 3 | 0 | 2 | 2 | 1 | 2 | 5 | 2 | 9 | 19 | 7 | 13 | 74 |
| 63 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 1 | 3 | 3 | 1 | 4 | 3 | 11 | 7 | 8 | 7 | 22 | 174 | 252 |
| Total | 0 | 0 | 29 | 266 | 458 | 758 | 1,090 | 1,423 | 1,838 | 2,501 | 2,583 | 3,367 | 3,879 | 4,141 | 4,020 | 4,439 | 4,181 | 4,198 | 3,597 | 3,473 | 2,879 | 1,597 | 1,028 | 719 | 562 | 53,026 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 53.6
Average PEBD Years of Service 31.3
Department of Defense - Office of the Actuary

# TABLE C10

## DOD NON-SELECTED RESERVE ENLISTEES WITH 20 GOOD YEARS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED PAY ENTRY BASE DATE (PEBD) YEARS OF SERVICE

| Age | < 18 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| <37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 37 | 0 | 0 | 43 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 56 |
| 38 | 0 | 0 | 25 | 106 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 150 |
| 39 | 0 | 0 | 37 | 184 | 225 | 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 483 |
| 40 | 0 | 0 | 23 | 133 | 340 | 332 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 861 |
| 41 | 0 | 0 | 16 | 76 | 298 | 514 | 437 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,376 |
| 42 | 0 | 0 | 6 | 60 | 195 | 426 | 670 | 393 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,810 |
| 43 | 0 | 0 | 11 | 43 | 129 | 312 | 538 | 717 | 677 | 92 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,519 |
| 44 | 0 | 0 | 6 | 50 | 112 | 235 | 421 | 720 | 1,092 | 957 | 101 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,694 |
| 45 | 0 | 0 | 6 | 42 | 102 | 212 | 325 | 526 | 933 | 1,457 | 1,088 | 65 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,756 |
| 46 | 0 | 0 | 3 | 25 | 77 | 161 | 253 | 370 | 593 | 1,118 | 1,551 | 1,168 | 106 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,425 |
| 47 | 0 | 0 | 11 | 24 | 55 | 117 | 207 | 303 | 442 | 774 | 1,199 | 1,784 | 1,317 | 126 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,359 |
| 48 | 0 | 0 | 5 | 29 | 59 | 110 | 155 | 230 | 334 | 532 | 811 | 1,367 | 1,880 | 1,341 | 243 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7,096 |
| 49 | 0 | 0 | 3 | 21 | 48 | 101 | 131 | 203 | 296 | 466 | 638 | 1,031 | 1,560 | 1,647 | 1,701 | 173 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,019 |
| 50 | 0 | 0 | 8 | 26 | 51 | 84 | 129 | 182 | 291 | 394 | 519 | 737 | 1,116 | 1,302 | 2,150 | 1,655 | 164 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,808 |
| 51 | 0 | 0 | 13 | 13 | 47 | 89 | 123 | 172 | 245 | 318 | 435 | 627 | 880 | 1,016 | 1,779 | 2,362 | 1,923 | 247 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,289 |
| 52 | 0 | 0 | 3 | 16 | 51 | 74 | 124 | 170 | 213 | 334 | 405 | 538 | 730 | 881 | 1,242 | 1,891 | 2,506 | 2,075 | 224 | 0 | 0 | 0 | 0 | 0 | 0 | 11,477 |
| 53 | 0 | 0 | 8 | 19 | 44 | 83 | 122 | 156 | 197 | 240 | 333 | 451 | 590 | 718 | 980 | 1,332 | 1,905 | 2,851 | 2,040 | 157 | 0 | 0 | 0 | 0 | 0 | 12,226 |
| 54 | 0 | 0 | 5 | 23 | 37 | 59 | 94 | 137 | 172 | 222 | 284 | 378 | 475 | 531 | 799 | 1,057 | 1,450 | 1,855 | 2,799 | 1,806 | 128 | 0 | 0 | 0 | 0 | 12,311 |
| 55 | 0 | 0 | 5 | 21 | 37 | 51 | 91 | 156 | 171 | 194 | 243 | 330 | 393 | 472 | 671 | 881 | 1,108 | 1,442 | 2,120 | 2,373 | 1,470 | 141 | 0 | 0 | 0 | 12,370 |
| 56 | 0 | 0 | 5 | 16 | 47 | 63 | 85 | 105 | 138 | 146 | 168 | 273 | 325 | 419 | 536 | 627 | 837 | 990 | 1,462 | 1,785 | 2,098 | 1,608 | 93 | 0 | 0 | 11,826 |
| 57 | 0 | 0 | 1 | 11 | 29 | 53 | 57 | 92 | 127 | 136 | 170 | 242 | 272 | 339 | 378 | 518 | 679 | 858 | 1,052 | 1,218 | 1,588 | 2,284 | 1,359 | 52 | 0 | 11,515 |
| 58 | 0 | 0 | 0 | 9 | 17 | 44 | 80 | 94 | 101 | 124 | 156 | 200 | 228 | 296 | 375 | 470 | 515 | 699 | 896 | 1,022 | 1,247 | 1,860 | 2,209 | 1,163 | 70 | 11,875 |
| 59 | 0 | 0 | 3 | 8 | 20 | 36 | 57 | 102 | 87 | 94 | 119 | 169 | 215 | 249 | 292 | 380 | 490 | 593 | 804 | 806 | 951 | 1,342 | 1,756 | 2,285 | 970 | 11,828 |
| 60 | 0 | 0 | 2 | 1 | 4 | 11 | 20 | 41 | 46 | 52 | 59 | 68 | 100 | 116 | 148 | 185 | 203 | 259 | 330 | 349 | 437 | 615 | 693 | 871 | 1,141 | 5,751 |
| 61 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 3 | 4 | 3 | 6 | 7 | 12 | 12 | 7 | 13 | 16 | 10 | 20 | 22 | 29 | 37 | 67 | 272 |
| 62 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 3 | 3 | 2 | 8 | 12 | 7 | 11 | 3 | 12 | 15 | 14 | 20 | 64 | 180 |
| 63 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 3 | 0 | 6 | 13 | 4 | 9 | 9 | 20 | 14 | 19 | 32 | 42 | 43 | 63 | 47 | 562 | 888 |
| Total | 0 | 0 | 248 | 969 | 2,044 | 3,204 | 4,153 | 4,906 | 6,219 | 7,658 | 8,284 | 9,438 | 10,209 | 9,467 | 11,317 | 11,560 | 11,819 | 11,903 | 11,773 | 9,561 | 7,993 | 7,930 | 6,216 | 4,475 | 2,874 | 164,220 |

Note: Extracted from files maintained by the Defense Manpower Data Center (DMDC).
Age is age nearest birthday as of the end of the fiscal year.

Average Age 52.7
Average PEBD Years of Service 31.6
Department of Defense - Office of the Actuary

# TABLE C11

## DOD NON-SELECTED RESERVE OFFICERS AND ENLISTEES WITH 20 GOOD YEARS BY AGE AND YEARS OF SERVICE FOR THE FY 2015 VALUATION

### COMPLETED YEARS OF ACTIVE DUTY SERVICE

| Age | < 18 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| <37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 37 | 0 | 0 | 43 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 60 |
| 38 | 0 | 0 | 29 | 120 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 170 |
| 39 | 0 | 0 | 38 | 191 | 253 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 521 |
| 40 | 0 | 0 | 23 | 143 | 380 | 382 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 966 |
| 41 | 0 | 0 | 18 | 92 | 331 | 571 | 498 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,553 |
| 42 | 0 | 0 | 10 | 114 | 214 | 466 | 761 | 453 | 72 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,090 |
| 43 | 0 | 0 | 16 | 100 | 193 | 358 | 616 | 808 | 774 | 105 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,970 |
| 44 | 0 | 0 | 8 | 75 | 189 | 375 | 488 | 798 | 1,235 | 1,128 | 129 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,425 |
| 45 | 0 | 0 | 8 | 58 | 176 | 373 | 509 | 621 | 1,077 | 1,663 | 1,277 | 77 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,839 |
| 46 | 0 | 0 | 4 | 39 | 98 | 238 | 469 | 658 | 707 | 1,279 | 1,764 | 1,404 | 133 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,793 |
| 47 | 0 | 0 | 11 | 37 | 79 | 145 | 306 | 598 | 790 | 914 | 1,360 | 2,096 | 1,564 | 153 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8,053 |
| 48 | 0 | 0 | 6 | 35 | 68 | 133 | 204 | 362 | 681 | 966 | 976 | 1,605 | 2,198 | 1,593 | 295 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9,122 |
| 49 | 0 | 0 | 4 | 26 | 58 | 124 | 180 | 279 | 471 | 924 | 1,098 | 1,267 | 1,849 | 1,919 | 1,969 | 201 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,369 |
| 50 | 0 | 0 | 9 | 30 | 58 | 108 | 170 | 253 | 375 | 654 | 975 | 1,316 | 1,371 | 1,550 | 2,459 | 1,966 | 194 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11,488 |
| 51 | 0 | 0 | 13 | 19 | 55 | 108 | 153 | 218 | 313 | 474 | 699 | 1,280 | 1,564 | 1,266 | 2,064 | 2,731 | 2,256 | 288 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13,501 |
| 52 | 0 | 0 | 3 | 20 | 59 | 86 | 148 | 212 | 283 | 452 | 586 | 913 | 1,508 | 1,697 | 1,554 | 2,238 | 2,901 | 2,462 | 257 | 0 | 0 | 0 | 0 | 0 | 0 | 15,379 |
| 53 | 0 | 0 | 9 | 22 | 48 | 93 | 138 | 174 | 247 | 339 | 456 | 637 | 987 | 1,646 | 1,813 | 1,604 | 2,230 | 3,207 | 2,336 | 190 | 0 | 0 | 0 | 0 | 0 | 16,176 |
| 54 | 0 | 0 | 6 | 24 | 44 | 69 | 115 | 158 | 209 | 292 | 378 | 527 | 732 | 1,004 | 1,605 | 1,937 | 1,817 | 2,236 | 3,140 | 2,052 | 145 | 0 | 0 | 0 | 0 | 16,490 |
| 55 | 0 | 0 | 5 | 21 | 44 | 56 | 107 | 177 | 206 | 238 | 297 | 447 | 602 | 743 | 1,073 | 1,823 | 1,976 | 1,767 | 2,424 | 2,681 | 1,683 | 159 | 0 | 0 | 0 | 16,529 |
| 56 | 0 | 0 | 6 | 17 | 49 | 71 | 96 | 127 | 162 | 190 | 211 | 356 | 471 | 630 | 778 | 1,136 | 1,686 | 1,891 | 1,768 | 2,056 | 2,379 | 1,858 | 102 | 0 | 0 | 16,040 |
| 57 | 0 | 0 | 1 | 11 | 32 | 61 | 69 | 108 | 154 | 174 | 221 | 296 | 368 | 489 | 584 | 829 | 1,126 | 1,810 | 1,903 | 1,467 | 1,834 | 2,631 | 1,578 | 61 | 0 | 15,807 |
| 58 | 0 | 0 | 0 | 12 | 20 | 50 | 93 | 110 | 124 | 166 | 201 | 253 | 304 | 411 | 512 | 707 | 786 | 1,144 | 1,789 | 2,209 | 1,485 | 2,130 | 2,536 | 1,378 | 81 | 16,501 |
| 59 | 0 | 0 | 4 | 11 | 24 | 42 | 60 | 121 | 109 | 123 | 153 | 221 | 284 | 318 | 410 | 541 | 697 | 853 | 1,227 | 1,694 | 2,223 | 1,625 | 2,057 | 2,604 | 1,147 | 16,548 |
| 60 | 0 | 0 | 3 | 1 | 5 | 14 | 23 | 49 | 59 | 66 | 77 | 98 | 127 | 168 | 193 | 251 | 288 | 400 | 469 | 621 | 1,026 | 995 | 828 | 1,012 | 1,319 | 8,092 |
| 61 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 5 | 5 | 4 | 7 | 10 | 14 | 13 | 8 | 17 | 22 | 13 | 34 | 54 | 40 | 43 | 76 | 370 |
| 62 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 5 | 3 | 1 | 1 | 6 | 6 | 2 | 10 | 14 | 8 | 13 | 8 | 14 | 24 | 33 | 27 | 77 | 254 |
| 63 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 4 | 3 | 7 | 13 | 5 | 12 | 12 | 21 | 18 | 22 | 43 | 49 | 51 | 70 | 69 | 736 | 1,140 |
| Total | 0 | 0 | 277 | 1,235 | 2,502 | 3,962 | 5,243 | 6,329 | 8,057 | 10,159 | 10,867 | 12,805 | 14,088 | 13,608 | 15,337 | 15,999 | 16,000 | 16,101 | 15,370 | 13,034 | 10,872 | 9,527 | 7,244 | 5,194 | 3,436 | 217,246 |

Note Extracted from files maintained by the Defense Manpower Data Center (DMDC).

Age is age nearest birthday as of the end of the fiscal year.

Average Age 52.9

Average PEBD Years of Service 31.5

Department of Defense - Office of the Actuary

TABLE C12

DOD AND ALL UNIFORMED RETIRED OFFICERS AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 23 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 1 | 2 |
| 24 | 0 | 0 | 4 | 3 | 7 | 0 | 0 | 6 | 3 | 9 |
| 25 | 0 | 0 | 12 | 10 | 22 | 0 | 0 | 14 | 10 | 24 |
| 26 | 0 | 0 | 32 | 14 | 46 | 0 | 0 | 33 | 14 | 47 |
| 27 | 0 | 0 | 43 | 17 | 60 | 0 | 0 | 44 | 17 | 61 |
| 28 | 0 | 0 | 60 | 24 | 84 | 0 | 0 | 61 | 24 | 85 |
| 29 | 0 | 0 | 93 | 34 | 127 | 0 | 0 | 93 | 34 | 127 |
| 30 | 0 | 0 | 107 | 38 | 145 | 0 | 0 | 111 | 38 | 149 |
| 31 | 0 | 0 | 148 | 28 | 176 | 0 | 0 | 150 | 28 | 178 |
| 32 | 0 | 0 | 179 | 46 | 225 | 0 | 0 | 184 | 47 | 231 |
| 33 | 0 | 0 | 197 | 54 | 251 | 0 | 0 | 197 | 55 | 252 |
| 34 | 0 | 0 | 205 | 43 | 248 | 0 | 0 | 205 | 43 | 248 |
| 35 | 11 | 0 | 241 | 54 | 306 | 11 | 0 | 245 | 56 | 312 |
| 36 | 38 | 0 | 252 | 44 | 334 | 38 | 0 | 255 | 45 | 338 |
| 37 | 56 | 0 | 221 | 46 | 323 | 56 | 0 | 223 | 49 | 328 |
| 38 | 151 | 0 | 256 | 61 | 468 | 151 | 0 | 262 | 63 | 476 |
| 39 | 335 | 0 | 231 | 34 | 600 | 344 | 0 | 235 | 35 | 614 |
| 40 | 539 | 0 | 254 | 36 | 829 | 550 | 0 | 262 | 36 | 848 |
| 41 | 753 | 0 | 262 | 36 | 1,051 | 764 | 0 | 265 | 37 | 1,066 |
| 42 | 1,142 | 0 | 272 | 55 | 1,469 | 1,188 | 0 | 275 | 55 | 1,518 |
| 43 | 1,867 | 0 | 329 | 54 | 2,250 | 1,939 | 0 | 335 | 56 | 2,330 |
| 44 | 2,629 | 0 | 345 | 50 | 3,024 | 2,737 | 0 | 353 | 51 | 3,141 |
| 45 | 3,494 | 0 | 401 | 43 | 3,938 | 3,642 | 0 | 406 | 43 | 4,091 |
| 46 | 4,106 | 0 | 388 | 52 | 4,546 | 4,249 | 0 | 393 | 53 | 4,695 |
| 47 | 4,560 | 0 | 369 | 37 | 4,966 | 4,762 | 0 | 381 | 39 | 5,182 |
| 48 | 5,113 | 0 | 376 | 21 | 5,510 | 5,324 | 0 | 390 | 22 | 5,736 |
| 49 | 5,855 | 0 | 356 | 29 | 6,240 | 6,115 | 0 | 366 | 29 | 6,510 |
| 50 | 6,604 | 0 | 398 | 16 | 7,018 | 6,885 | 0 | 411 | 16 | 7,312 |
| 51 | 7,398 | 0 | 416 | 20 | 7,834 | 7,758 | 0 | 434 | 25 | 8,217 |
| 52 | 8,072 | 0 | 398 | 30 | 8,500 | 8,468 | 0 | 402 | 33 | 8,903 |
| 53 | 8,160 | 0 | 405 | 21 | 8,586 | 8,661 | 0 | 425 | 23 | 9,109 |
| 54 | 8,351 | 0 | 395 | 17 | 8,763 | 8,929 | 0 | 404 | 17 | 9,350 |
| 55 | 8,531 | 0 | 370 | 14 | 8,915 | 9,072 | 0 | 384 | 16 | 9,472 |
| 56 | 8,700 | 0 | 368 | 9 | 9,077 | 9,256 | 0 | 389 | 10 | 9,655 |
| 57 | 9,111 | 0 | 357 | 10 | 9,478 | 9,642 | 0 | 375 | 10 | 10,027 |
| 58 | 9,641 | 0 | 383 | 8 | 10,032 | 10,201 | 0 | 412 | 8 | 10,621 |
| 59 | 9,792 | 0 | 378 | 7 | 10,177 | 10,382 | 0 | 396 | 7 | 10,785 |
| 60 | 10,176 | 2,284 | 342 | 5 | 12,807 | 10,776 | 2,316 | 366 | 5 | 13,463 |
| 61 | 10,260 | 5,089 | 370 | 3 | 15,722 | 10,868 | 5,171 | 391 | 5 | 16,435 |
| 62 | 10,583 | 5,195 | 387 | 5 | 16,170 | 11,140 | 5,282 | 409 | 5 | 16,836 |
| 63 | 10,589 | 5,663 | 381 | 0 | 16,633 | 11,244 | 5,748 | 399 | 0 | 17,391 |
| 64 | 10,346 | 5,550 | 356 | 1 | 16,253 | 10,918 | 5,628 | 386 | 2 | 16,934 |
| 65 | 10,571 | 6,038 | 375 | 0 | 16,984 | 11,213 | 6,138 | 402 | 0 | 17,753 |

## TABLE C12 (CONT'D)

## DOD AND ALL UNIFORMED RETIRED OFFICERS AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 66 | 11,137 | 6,938 | 422 | 0 | 18,497 | 11,746 | 7,040 | 449 | 0 | 19,235 |
| 67 | 11,891 | 8,021 | 436 | 0 | 20,348 | 12,518 | 8,158 | 464 | 0 | 21,140 |
| 68 | 12,742 | 8,805 | 577 | 0 | 22,124 | 13,427 | 8,961 | 601 | 0 | 22,989 |
| 69 | 13,477 | 9,371 | 674 | 0 | 23,522 | 14,156 | 9,528 | 709 | 0 | 24,393 |
| 70 | 9,318 | 6,663 | 506 | 0 | 16,487 | 9,776 | 6,779 | 527 | 0 | 17,082 |
| 71 | 9,382 | 6,578 | 517 | 0 | 16,477 | 9,845 | 6,659 | 535 | 0 | 17,039 |
| 72 | 9,494 | 6,151 | 487 | 0 | 16,132 | 9,982 | 6,276 | 504 | 0 | 16,762 |
| 73 | 9,324 | 6,096 | 498 | 0 | 15,918 | 9,810 | 6,207 | 510 | 0 | 16,527 |
| 74 | 8,101 | 4,883 | 349 | 0 | 13,333 | 8,525 | 4,970 | 368 | 0 | 13,863 |
| 75 | 8,149 | 4,347 | 350 | 0 | 12,846 | 8,529 | 4,432 | 371 | 0 | 13,332 |
| 76 | 8,079 | 4,023 | 296 | 0 | 12,398 | 8,460 | 4,114 | 312 | 0 | 12,886 |
| 77 | 7,630 | 3,998 | 269 | 0 | 11,897 | 7,972 | 4,096 | 282 | 0 | 12,350 |
| 78 | 7,195 | 3,818 | 246 | 0 | 11,259 | 7,507 | 3,902 | 255 | 0 | 11,664 |
| 79 | 6,799 | 3,538 | 231 | 0 | 10,568 | 7,097 | 3,615 | 245 | 0 | 10,957 |
| 80 | 6,449 | 3,332 | 213 | 0 | 9,994 | 6,690 | 3,403 | 222 | 0 | 10,315 |
| 81 | 6,632 | 3,349 | 204 | 0 | 10,185 | 6,876 | 3,419 | 216 | 0 | 10,511 |
| 82 | 6,121 | 3,004 | 174 | 0 | 9,299 | 6,305 | 3,065 | 182 | 0 | 9,552 |
| 83 | 5,990 | 3,011 | 201 | 0 | 9,202 | 6,162 | 3,078 | 211 | 0 | 9,451 |
| 84 | 5,462 | 2,976 | 215 | 0 | 8,653 | 5,643 | 3,033 | 222 | 0 | 8,898 |
| 85 | 5,140 | 3,054 | 182 | 0 | 8,376 | 5,291 | 3,102 | 194 | 0 | 8,587 |
| 86 | 4,429 | 2,766 | 228 | 0 | 7,423 | 4,549 | 2,827 | 237 | 0 | 7,613 |
| 87 | 3,523 | 2,223 | 180 | 0 | 5,926 | 3,642 | 2,256 | 189 | 0 | 6,087 |
| 88 | 2,354 | 1,485 | 128 | 0 | 3,967 | 2,442 | 1,518 | 137 | 0 | 4,097 |
| 89 | 1,745 | 1,284 | 109 | 0 | 3,138 | 1,812 | 1,304 | 110 | 0 | 3,226 |
| 90 | 1,754 | 1,387 | 104 | 0 | 3,245 | 1,810 | 1,399 | 109 | 0 | 3,318 |
| 91 | 1,752 | 1,563 | 136 | 0 | 3,451 | 1,804 | 1,574 | 136 | 0 | 3,514 |
| 92 | 1,645 | 1,469 | 187 | 0 | 3,301 | 1,687 | 1,478 | 190 | 0 | 3,355 |
| 93 | 1,412 | 1,344 | 212 | 0 | 2,968 | 1,454 | 1,358 | 216 | 0 | 3,028 |
| 94 | 1,370 | 1,112 | 206 | 0 | 2,688 | 1,395 | 1,121 | 207 | 0 | 2,723 |
| 95 | 1,079 | 922 | 193 | 0 | 2,194 | 1,103 | 929 | 194 | 0 | 2,226 |
| 96 | 808 | 657 | 149 | 0 | 1,614 | 821 | 662 | 151 | 0 | 1,634 |
| 97 | 521 | 489 | 94 | 0 | 1,104 | 533 | 492 | 95 | 0 | 1,120 |
| 98 | 302 | 322 | 70 | 0 | 694 | 312 | 325 | 70 | 0 | 707 |
| 99 | 181 | 178 | 34 | 0 | 393 | 183 | 181 | 35 | 0 | 399 |
| 100 | 120 | 93 | 18 | 0 | 231 | 120 | 95 | 19 | 0 | 234 |
| 101 | 47 | 66 | 11 | 0 | 124 | 50 | 67 | 11 | 0 | 128 |
| 102 | 34 | 28 | 7 | 0 | 69 | 38 | 30 | 7 | 0 | 75 |
| 103 | 8 | 17 | 2 | 0 | 27 | 9 | 17 | 2 | 0 | 28 |
| 104 | 4 | 6 | 1 | 0 | 11 | 4 | 6 | 1 | 0 | 11 |
| 105 | 4 | 4 | 0 | 0 | 8 | 4 | 4 | 0 | 0 | 8 |
| 106 | 3 | 4 | 0 | 0 | 7 | 3 | 4 | 0 | 0 | 7 |
| 107 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 108 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 |
| 109 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 110 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 369,142 | 149,194 | 20,829 | 1,129 | 540,294 | 387,377 | 151,767 | 21,626 | 1,165 | 561,935 |
| 60+ | 254,133 | 149,194 | 11,327 | 14 | 414,668 | 266,253 | 151,767 | 11,848 | 17 | 429,885 |
| 62+ | 233,697 | 141,821 | 10,615 | 6 | 386,139 | 244,609 | 144,280 | 11,091 | 7 | 399,987 |
| 65+ | 202,179 | 125,413 | 9,491 | 0 | 337,083 | 211,307 | 127,622 | 9,897 | 0 | 348,826 |

Note: Age is retiree's current age nearest birthday at end of fiscal year.
60+ is total for ages 60 and over.
62+ is total for ages 62 and over.
65+ is total for ages 65 and over.

# TABLE C13

## DOD AND ALL UNIFORMED RETIRED ENLISTEES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 8 | 3 | 11 | 0 | 0 | 8 | 3 | 11 |
| 20 | 0 | 0 | 24 | 49 | 73 | 0 | 0 | 24 | 49 | 73 |
| 21 | 0 | 0 | 144 | 165 | 309 | 0 | 0 | 146 | 166 | 312 |
| 22 | 0 | 0 | 352 | 296 | 648 | 0 | 0 | 357 | 297 | 654 |
| 23 | 0 | 0 | 702 | 481 | 1,183 | 0 | 0 | 707 | 490 | 1,197 |
| 24 | 0 | 0 | 1,278 | 651 | 1,929 | 0 | 0 | 1,285 | 661 | 1,946 |
| 25 | 0 | 0 | 1,780 | 845 | 2,625 | 0 | 0 | 1,789 | 865 | 2,654 |
| 26 | 0 | 0 | 2,501 | 994 | 3,495 | 0 | 0 | 2,518 | 1,003 | 3,521 |
| 27 | 0 | 0 | 2,966 | 986 | 3,952 | 0 | 0 | 2,994 | 993 | 3,987 |
| 28 | 0 | 0 | 3,556 | 1,108 | 4,664 | 0 | 0 | 3,591 | 1,115 | 4,706 |
| 29 | 0 | 0 | 4,262 | 1,163 | 5,425 | 0 | 0 | 4,293 | 1,173 | 5,466 |
| 30 | 0 | 0 | 4,716 | 1,083 | 5,799 | 0 | 0 | 4,759 | 1,095 | 5,854 |
| 31 | 0 | 0 | 5,018 | 1,088 | 6,106 | 0 | 0 | 5,064 | 1,101 | 6,165 |
| 32 | 0 | 0 | 5,036 | 984 | 6,020 | 0 | 0 | 5,096 | 992 | 6,088 |
| 33 | 19 | 0 | 4,990 | 922 | 5,931 | 20 | 0 | 5,043 | 932 | 5,995 |
| 34 | 158 | 0 | 4,665 | 775 | 5,598 | 158 | 0 | 4,731 | 780 | 5,669 |
| 35 | 457 | 0 | 4,417 | 665 | 5,539 | 457 | 0 | 4,491 | 672 | 5,620 |
| 36 | 785 | 0 | 4,126 | 612 | 5,523 | 785 | 0 | 4,188 | 624 | 5,597 |
| 37 | 873 | 0 | 3,772 | 523 | 5,168 | 873 | 0 | 3,834 | 527 | 5,234 |
| 38 | 1,338 | 0 | 3,438 | 490 | 5,266 | 1,353 | 0 | 3,509 | 494 | 5,356 |
| 39 | 2,912 | 0 | 3,391 | 401 | 6,704 | 2,955 | 0 | 3,433 | 403 | 6,791 |
| 40 | 5,396 | 0 | 3,203 | 385 | 8,984 | 5,480 | 0 | 3,262 | 389 | 9,131 |
| 41 | 7,718 | 0 | 3,180 | 333 | 11,231 | 7,858 | 0 | 3,243 | 337 | 11,438 |
| 42 | 9,873 | 0 | 3,152 | 314 | 13,339 | 10,049 | 0 | 3,210 | 317 | 13,576 |
| 43 | 12,188 | 0 | 3,389 | 286 | 15,863 | 12,404 | 0 | 3,441 | 289 | 16,134 |
| 44 | 15,246 | 0 | 3,458 | 277 | 18,981 | 15,529 | 0 | 3,529 | 277 | 19,335 |
| 45 | 17,795 | 0 | 3,657 | 253 | 21,705 | 18,121 | 0 | 3,714 | 254 | 22,089 |
| 46 | 18,738 | 0 | 3,451 | 190 | 22,379 | 19,100 | 0 | 3,539 | 191 | 22,830 |
| 47 | 20,309 | 0 | 3,311 | 176 | 23,796 | 20,733 | 0 | 3,389 | 178 | 24,300 |
| 48 | 22,495 | 0 | 3,100 | 147 | 25,742 | 22,890 | 0 | 3,179 | 148 | 26,217 |
| 49 | 25,398 | 0 | 3,227 | 125 | 28,750 | 25,870 | 0 | 3,319 | 125 | 29,314 |
| 50 | 28,057 | 0 | 3,337 | 110 | 31,504 | 28,551 | 0 | 3,428 | 113 | 32,092 |
| 51 | 31,192 | 0 | 3,393 | 92 | 34,677 | 31,781 | 0 | 3,501 | 93 | 35,375 |
| 52 | 33,448 | 0 | 3,415 | 90 | 36,953 | 34,154 | 0 | 3,538 | 91 | 37,783 |
| 53 | 35,313 | 0 | 3,524 | 76 | 38,913 | 36,125 | 0 | 3,680 | 77 | 39,882 |
| 54 | 36,816 | 0 | 3,427 | 47 | 40,290 | 37,814 | 0 | 3,553 | 48 | 41,415 |
| 55 | 37,623 | 0 | 3,374 | 43 | 41,040 | 38,626 | 0 | 3,533 | 43 | 42,202 |
| 56 | 37,092 | 0 | 3,428 | 43 | 40,563 | 37,986 | 0 | 3,576 | 43 | 41,605 |
| 57 | 35,996 | 0 | 3,246 | 23 | 39,265 | 36,785 | 0 | 3,386 | 23 | 40,194 |
| 58 | 35,118 | 0 | 3,357 | 12 | 38,487 | 35,863 | 0 | 3,492 | 12 | 39,367 |
| 59 | 33,479 | 0 | 3,173 | 22 | 36,674 | 34,151 | 0 | 3,318 | 22 | 37,491 |
| 60 | 32,472 | 4,784 | 3,192 | 11 | 40,459 | 33,095 | 4,843 | 3,305 | 11 | 41,254 |
| 61 | 32,036 | 11,055 | 3,186 | 15 | 46,292 | 32,549 | 11,226 | 3,270 | 15 | 47,060 |
| 62 | 30,767 | 11,532 | 3,130 | 5 | 45,434 | 31,247 | 11,691 | 3,217 | 5 | 46,160 |
| 63 | 30,559 | 13,244 | 3,177 | 4 | 46,984 | 30,995 | 13,414 | 3,280 | 4 | 47,693 |
| 64 | 27,919 | 13,351 | 3,222 | 1 | 44,493 | 28,300 | 13,571 | 3,320 | 1 | 45,192 |
| 65 | 26,690 | 14,185 | 4,237 | 0 | 45,112 | 27,066 | 14,401 | 4,325 | 0 | 45,792 |

## TABLE C13 (CONT'D)

## DOD AND ALL UNIFORMED RETIRED ENLISTEES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 66 | 26,909 | 15,511 | 5,596 | 0 | 48,016 | 27,261 | 15,758 | 5,685 | 0 | 48,704 |
| 67 | 26,822 | 16,344 | 6,814 | 0 | 49,980 | 27,171 | 16,597 | 6,894 | 0 | 50,662 |
| 68 | 26,791 | 17,328 | 7,006 | 0 | 51,125 | 27,128 | 17,589 | 7,094 | 0 | 51,811 |
| 69 | 26,398 | 17,121 | 5,819 | 0 | 49,338 | 26,719 | 17,427 | 5,891 | 0 | 50,037 |
| 70 | 18,270 | 11,877 | 3,507 | 0 | 33,654 | 18,496 | 12,081 | 3,555 | 0 | 34,132 |
| 71 | 18,442 | 10,840 | 2,782 | 0 | 32,064 | 18,703 | 11,037 | 2,834 | 0 | 32,574 |
| 72 | 19,879 | 10,260 | 2,368 | 0 | 32,507 | 20,138 | 10,454 | 2,409 | 0 | 33,001 |
| 73 | 21,485 | 9,724 | 2,052 | 0 | 33,261 | 21,758 | 9,932 | 2,089 | 0 | 33,779 |
| 74 | 19,954 | 7,641 | 1,668 | 0 | 29,263 | 20,224 | 7,794 | 1,709 | 0 | 29,727 |
| 75 | 19,093 | 6,518 | 1,417 | 0 | 27,028 | 19,408 | 6,668 | 1,455 | 0 | 27,531 |
| 76 | 18,800 | 6,304 | 1,162 | 0 | 26,266 | 19,129 | 6,460 | 1,199 | 0 | 26,788 |
| 77 | 19,493 | 6,149 | 1,189 | 0 | 26,831 | 19,844 | 6,292 | 1,229 | 0 | 27,365 |
| 78 | 20,426 | 6,011 | 1,098 | 0 | 27,535 | 20,758 | 6,105 | 1,136 | 0 | 27,999 |
| 79 | 19,658 | 5,548 | 1,015 | 0 | 26,221 | 19,956 | 5,638 | 1,057 | 0 | 26,651 |
| 80 | 18,638 | 5,208 | 957 | 0 | 24,803 | 18,864 | 5,280 | 974 | 0 | 25,118 |
| 81 | 16,834 | 4,445 | 993 | 0 | 22,272 | 17,061 | 4,526 | 1,024 | 0 | 22,611 |
| 82 | 15,150 | 3,560 | 993 | 0 | 19,703 | 15,322 | 3,631 | 1,021 | 0 | 19,974 |
| 83 | 14,176 | 3,304 | 1,268 | 0 | 18,748 | 14,359 | 3,342 | 1,298 | 0 | 18,999 |
| 84 | 13,116 | 3,140 | 1,345 | 0 | 17,601 | 13,249 | 3,188 | 1,377 | 0 | 17,814 |
| 85 | 12,695 | 2,872 | 1,368 | 0 | 16,935 | 12,817 | 2,907 | 1,386 | 0 | 17,110 |
| 86 | 10,915 | 2,220 | 1,195 | 0 | 14,330 | 11,016 | 2,238 | 1,212 | 0 | 14,466 |
| 87 | 8,092 | 1,629 | 883 | 0 | 10,604 | 8,196 | 1,652 | 888 | 0 | 10,736 |
| 88 | 6,126 | 1,086 | 563 | 0 | 7,775 | 6,201 | 1,093 | 576 | 0 | 7,870 |
| 89 | 4,249 | 912 | 290 | 0 | 5,451 | 4,309 | 924 | 295 | 0 | 5,528 |
| 90 | 3,284 | 718 | 238 | 0 | 4,240 | 3,334 | 731 | 247 | 0 | 4,312 |
| 91 | 2,687 | 615 | 192 | 0 | 3,494 | 2,726 | 622 | 194 | 0 | 3,542 |
| 92 | 2,215 | 449 | 137 | 0 | 2,801 | 2,241 | 458 | 139 | 0 | 2,838 |
| 93 | 1,630 | 354 | 104 | 0 | 2,088 | 1,649 | 354 | 106 | 0 | 2,109 |
| 94 | 1,249 | 286 | 74 | 0 | 1,609 | 1,267 | 289 | 74 | 0 | 1,630 |
| 95 | 910 | 185 | 46 | 0 | 1,141 | 920 | 186 | 47 | 0 | 1,153 |
| 96 | 645 | 128 | 44 | 0 | 817 | 652 | 128 | 45 | 0 | 825 |
| 97 | 370 | 87 | 29 | 0 | 486 | 373 | 88 | 30 | 0 | 491 |
| 98 | 214 | 46 | 9 | 0 | 269 | 216 | 46 | 9 | 0 | 271 |
| 99 | 109 | 23 | 10 | 0 | 142 | 111 | 23 | 10 | 0 | 144 |
| 100 | 69 | 21 | 4 | 0 | 94 | 70 | 21 | 4 | 0 | 95 |
| 101 | 49 | 14 | 4 | 0 | 67 | 50 | 14 | 4 | 0 | 68 |
| 102 | 20 | 4 | 1 | 0 | 25 | 20 | 4 | 1 | 0 | 25 |
| 103 | 11 | 3 | 3 | 0 | 17 | 11 | 3 | 3 | 0 | 17 |
| 104 | 9 | 1 | 0 | 0 | 10 | 9 | 1 | 0 | 0 | 10 |
| 105 | 6 | 0 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 6 |
| 106 | 8 | 1 | 0 | 0 | 9 | 8 | 1 | 0 | 0 | 9 |
| 107 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 108 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 2 | 0 | 2 |
| 109 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 110 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1,122,171 | 246,638 | 202,333 | 17,364 | 1,588,506 | 1,141,473 | 250,728 | 206,609 | 17,541 | 1,616,351 |
| 60+ | 616,339 | 246,638 | 74,389 | 36 | 937,402 | 625,002 | 250,728 | 75,919 | 36 | 951,685 |
| 62+ | 551,831 | 230,799 | 68,011 | 10 | 850,651 | 559,358 | 234,659 | 69,344 | 10 | 863,371 |
| 65+ | 462,586 | 192,672 | 58,482 | 0 | 713,740 | 468,816 | 195,983 | 59,527 | 0 | 724,326 |

Note: Age is retiree's current age nearest birthday at end of fiscal year.
60+ is total for ages 60 and over.
62+ is total for ages 62 and over.
65+ is total for ages 65 and over.

# TABLE C14

## DOD AND ALL UNIFORMED RETIRED OFFICERS AND ENLISTEES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 8 | 3 | 11 | 0 | 0 | 8 | 3 | 11 |
| 20 | 0 | 0 | 24 | 49 | 73 | 0 | 0 | 24 | 49 | 73 |
| 21 | 0 | 0 | 144 | 165 | 309 | 0 | 0 | 146 | 166 | 312 |
| 22 | 0 | 0 | 352 | 296 | 648 | 0 | 0 | 358 | 297 | 655 |
| 23 | 0 | 0 | 703 | 481 | 1,184 | 0 | 0 | 708 | 491 | 1,199 |
| 24 | 0 | 0 | 1,282 | 654 | 1,936 | 0 | 0 | 1,291 | 664 | 1,955 |
| 25 | 0 | 0 | 1,792 | 855 | 2,647 | 0 | 0 | 1,803 | 875 | 2,678 |
| 26 | 0 | 0 | 2,533 | 1,008 | 3,541 | 0 | 0 | 2,551 | 1,017 | 3,568 |
| 27 | 0 | 0 | 3,009 | 1,003 | 4,012 | 0 | 0 | 3,038 | 1,010 | 4,048 |
| 28 | 0 | 0 | 3,616 | 1,132 | 4,748 | 0 | 0 | 3,652 | 1,139 | 4,791 |
| 29 | 0 | 0 | 4,355 | 1,197 | 5,552 | 0 | 0 | 4,386 | 1,207 | 5,593 |
| 30 | 0 | 0 | 4,823 | 1,121 | 5,944 | 0 | 0 | 4,870 | 1,133 | 6,003 |
| 31 | 0 | 0 | 5,166 | 1,116 | 6,282 | 0 | 0 | 5,214 | 1,129 | 6,343 |
| 32 | 0 | 0 | 5,215 | 1,030 | 6,245 | 0 | 0 | 5,280 | 1,039 | 6,319 |
| 33 | 19 | 0 | 5,187 | 976 | 6,182 | 20 | 0 | 5,240 | 987 | 6,247 |
| 34 | 158 | 0 | 4,870 | 818 | 5,846 | 158 | 0 | 4,936 | 823 | 5,917 |
| 35 | 468 | 0 | 4,658 | 719 | 5,845 | 468 | 0 | 4,736 | 728 | 5,932 |
| 36 | 823 | 0 | 4,378 | 656 | 5,857 | 823 | 0 | 4,443 | 669 | 5,935 |
| 37 | 929 | 0 | 3,993 | 569 | 5,491 | 929 | 0 | 4,057 | 576 | 5,562 |
| 38 | 1,489 | 0 | 3,694 | 551 | 5,734 | 1,504 | 0 | 3,771 | 557 | 5,832 |
| 39 | 3,247 | 0 | 3,622 | 435 | 7,304 | 3,299 | 0 | 3,668 | 438 | 7,405 |
| 40 | 5,935 | 0 | 3,457 | 421 | 9,813 | 6,030 | 0 | 3,524 | 425 | 9,979 |
| 41 | 8,471 | 0 | 3,442 | 369 | 12,282 | 8,622 | 0 | 3,508 | 374 | 12,504 |
| 42 | 11,015 | 0 | 3,424 | 369 | 14,808 | 11,237 | 0 | 3,485 | 372 | 15,094 |
| 43 | 14,055 | 0 | 3,718 | 340 | 18,113 | 14,343 | 0 | 3,776 | 345 | 18,464 |
| 44 | 17,875 | 0 | 3,803 | 327 | 22,005 | 18,266 | 0 | 3,882 | 328 | 22,476 |
| 45 | 21,289 | 0 | 4,058 | 296 | 25,643 | 21,763 | 0 | 4,120 | 297 | 26,180 |
| 46 | 22,844 | 0 | 3,839 | 242 | 26,925 | 23,349 | 0 | 3,932 | 244 | 27,525 |
| 47 | 24,869 | 0 | 3,680 | 213 | 28,762 | 25,495 | 0 | 3,770 | 217 | 29,482 |
| 48 | 27,608 | 0 | 3,476 | 168 | 31,252 | 28,214 | 0 | 3,569 | 170 | 31,953 |
| 49 | 31,253 | 0 | 3,583 | 154 | 34,990 | 31,985 | 0 | 3,685 | 154 | 35,824 |
| 50 | 34,661 | 0 | 3,735 | 126 | 38,522 | 35,436 | 0 | 3,839 | 129 | 39,404 |
| 51 | 38,590 | 0 | 3,809 | 112 | 42,511 | 39,539 | 0 | 3,935 | 118 | 43,592 |
| 52 | 41,520 | 0 | 3,813 | 120 | 45,453 | 42,622 | 0 | 3,940 | 124 | 46,686 |
| 53 | 43,473 | 0 | 3,929 | 97 | 47,499 | 44,786 | 0 | 4,105 | 100 | 48,991 |
| 54 | 45,167 | 0 | 3,822 | 64 | 49,053 | 46,743 | 0 | 3,957 | 65 | 50,765 |
| 55 | 46,154 | 0 | 3,744 | 57 | 49,955 | 47,698 | 0 | 3,917 | 59 | 51,674 |
| 56 | 45,792 | 0 | 3,796 | 52 | 49,640 | 47,242 | 0 | 3,965 | 53 | 51,260 |
| 57 | 45,107 | 0 | 3,603 | 33 | 48,743 | 46,427 | 0 | 3,761 | 33 | 50,221 |
| 58 | 44,759 | 0 | 3,740 | 20 | 48,519 | 46,064 | 0 | 3,904 | 20 | 49,988 |
| 59 | 43,271 | 0 | 3,551 | 29 | 46,851 | 44,533 | 0 | 3,714 | 29 | 48,276 |
| 60 | 42,648 | 7,068 | 3,534 | 16 | 53,266 | 43,871 | 7,159 | 3,671 | 16 | 54,717 |
| 61 | 42,296 | 16,144 | 3,556 | 18 | 62,014 | 43,417 | 16,397 | 3,661 | 20 | 63,495 |
| 62 | 41,350 | 16,727 | 3,517 | 10 | 61,604 | 42,387 | 16,973 | 3,626 | 10 | 62,996 |
| 63 | 41,148 | 18,907 | 3,558 | 4 | 63,617 | 42,239 | 19,162 | 3,679 | 4 | 65,084 |
| 64 | 38,265 | 18,901 | 3,578 | 2 | 60,746 | 39,218 | 19,199 | 3,706 | 3 | 62,126 |
| 65 | 37,261 | 20,223 | 4,612 | 0 | 62,096 | 38,279 | 20,539 | 4,727 | 0 | 63,545 |

## TABLE C14 (CONT'D)

## DOD AND ALL UNIFORMED RETIRED OFFICERS AND ENLISTEES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total | Active Nondisabled | Reserve Nondisabled | Perm Disabled | Temp Disabled | Total |
| 66 | 38,046 | 22,449 | 6,018 | 0 | 66,513 | 39,007 | 22,798 | 6,134 | 0 | 67,939 |
| 67 | 38,713 | 24,365 | 7,250 | 0 | 70,328 | 39,689 | 24,755 | 7,358 | 0 | 71,802 |
| 68 | 39,533 | 26,133 | 7,583 | 0 | 73,249 | 40,555 | 26,550 | 7,695 | 0 | 74,800 |
| 69 | 39,875 | 26,492 | 6,493 | 0 | 72,860 | 40,875 | 26,955 | 6,600 | 0 | 74,430 |
| 70 | 27,588 | 18,540 | 4,013 | 0 | 50,141 | 28,272 | 18,860 | 4,082 | 0 | 51,214 |
| 71 | 27,824 | 17,418 | 3,299 | 0 | 48,541 | 28,548 | 17,696 | 3,369 | 0 | 49,613 |
| 72 | 29,373 | 16,411 | 2,855 | 0 | 48,639 | 30,120 | 16,730 | 2,913 | 0 | 49,763 |
| 73 | 30,809 | 15,820 | 2,550 | 0 | 49,179 | 31,568 | 16,139 | 2,599 | 0 | 50,306 |
| 74 | 28,055 | 12,524 | 2,017 | 0 | 42,596 | 28,749 | 12,764 | 2,077 | 0 | 43,590 |
| 75 | 27,242 | 10,865 | 1,767 | 0 | 39,874 | 27,937 | 11,100 | 1,826 | 0 | 40,863 |
| 76 | 26,879 | 10,327 | 1,458 | 0 | 38,664 | 27,589 | 10,574 | 1,511 | 0 | 39,674 |
| 77 | 27,123 | 10,147 | 1,458 | 0 | 38,728 | 27,816 | 10,388 | 1,511 | 0 | 39,715 |
| 78 | 27,621 | 9,829 | 1,344 | 0 | 38,794 | 28,265 | 10,007 | 1,391 | 0 | 39,663 |
| 79 | 26,457 | 9,086 | 1,246 | 0 | 36,789 | 27,053 | 9,253 | 1,302 | 0 | 37,608 |
| 80 | 25,087 | 8,540 | 1,170 | 0 | 34,797 | 25,554 | 8,683 | 1,196 | 0 | 35,433 |
| 81 | 23,466 | 7,794 | 1,197 | 0 | 32,457 | 23,937 | 7,945 | 1,240 | 0 | 33,122 |
| 82 | 21,271 | 6,564 | 1,167 | 0 | 29,002 | 21,627 | 6,696 | 1,203 | 0 | 29,526 |
| 83 | 20,166 | 6,315 | 1,469 | 0 | 27,950 | 20,521 | 6,420 | 1,509 | 0 | 28,450 |
| 84 | 18,578 | 6,116 | 1,560 | 0 | 26,254 | 18,892 | 6,221 | 1,599 | 0 | 26,712 |
| 85 | 17,835 | 5,926 | 1,550 | 0 | 25,311 | 18,108 | 6,009 | 1,580 | 0 | 25,697 |
| 86 | 15,344 | 4,986 | 1,423 | 0 | 21,753 | 15,565 | 5,065 | 1,449 | 0 | 22,079 |
| 87 | 11,615 | 3,852 | 1,063 | 0 | 16,530 | 11,838 | 3,908 | 1,077 | 0 | 16,823 |
| 88 | 8,480 | 2,571 | 691 | 0 | 11,742 | 8,643 | 2,611 | 713 | 0 | 11,967 |
| 89 | 5,994 | 2,196 | 399 | 0 | 8,589 | 6,121 | 2,228 | 405 | 0 | 8,754 |
| 90 | 5,038 | 2,105 | 342 | 0 | 7,485 | 5,144 | 2,130 | 356 | 0 | 7,630 |
| 91 | 4,439 | 2,178 | 328 | 0 | 6,945 | 4,530 | 2,196 | 330 | 0 | 7,056 |
| 92 | 3,860 | 1,918 | 324 | 0 | 6,102 | 3,928 | 1,936 | 329 | 0 | 6,193 |
| 93 | 3,042 | 1,698 | 316 | 0 | 5,056 | 3,103 | 1,712 | 322 | 0 | 5,137 |
| 94 | 2,619 | 1,398 | 280 | 0 | 4,297 | 2,662 | 1,410 | 281 | 0 | 4,353 |
| 95 | 1,989 | 1,107 | 239 | 0 | 3,335 | 2,023 | 1,115 | 241 | 0 | 3,379 |
| 96 | 1,453 | 785 | 193 | 0 | 2,431 | 1,473 | 790 | 196 | 0 | 2,459 |
| 97 | 891 | 576 | 123 | 0 | 1,590 | 906 | 580 | 125 | 0 | 1,611 |
| 98 | 516 | 368 | 79 | 0 | 963 | 528 | 371 | 79 | 0 | 978 |
| 99 | 290 | 201 | 44 | 0 | 535 | 294 | 204 | 45 | 0 | 543 |
| 100 | 189 | 114 | 22 | 0 | 325 | 190 | 116 | 23 | 0 | 329 |
| 101 | 96 | 80 | 15 | 0 | 191 | 100 | 81 | 15 | 0 | 196 |
| 102 | 54 | 32 | 8 | 0 | 94 | 58 | 34 | 8 | 0 | 100 |
| 103 | 19 | 20 | 5 | 0 | 44 | 20 | 20 | 5 | 0 | 45 |
| 104 | 13 | 7 | 1 | 0 | 21 | 13 | 7 | 1 | 0 | 21 |
| 105 | 10 | 4 | 0 | 0 | 14 | 10 | 4 | 0 | 0 | 14 |
| 106 | 11 | 5 | 0 | 0 | 16 | 11 | 5 | 0 | 0 | 16 |
| 107 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| 108 | 1 | 0 | 2 | 0 | 3 | 1 | 0 | 2 | 0 | 3 |
| 109 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 110 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1,491,313 | 395,832 | 223,162 | 18,493 | 2,128,800 | 1,528,850 | 402,495 | 228,235 | 18,706 | 2,178,286 |
| 60+ | 870,472 | 395,832 | 85,716 | 50 | 1,352,070 | 891,255 | 402,495 | 87,767 | 53 | 1,381,570 |
| 62+ | 785,528 | 372,620 | 78,626 | 16 | 1,236,790 | 803,967 | 378,939 | 80,435 | 17 | 1,263,358 |
| 65+ | 664,765 | 318,085 | 67,973 | 0 | 1,050,823 | 680,123 | 323,605 | 69,424 | 0 | 1,073,152 |

Note: Age is retiree's current age nearest birthday at end of fiscal year.
60+ is total for ages 60 and over.
62+ is total for ages 62 and over.
65+ is total for ages 65 and over.

TABLE C15

DOD AND ALL UNIFORMED SURVIVING SPOUSES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Duty Officer | Active Duty Enlistee | Reserve Officer | Reserve Enlistee | Total | Active Duty Officer | Active Duty Enlistee | Reserve Officer | Enlistee | Total |
| < 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 20 | 0 | 8 | 0 | 0 | 8 | 0 | 8 | 0 | 0 | 8 |
| 21 | 0 | 18 | 0 | 0 | 18 | 0 | 18 | 0 | 0 | 18 |
| 22 | 0 | 39 | 0 | 0 | 39 | 0 | 39 | 0 | 0 | 39 |
| 23 | 0 | 60 | 0 | 0 | 60 | 0 | 60 | 0 | 0 | 60 |
| 24 | 2 | 108 | 0 | 0 | 110 | 2 | 108 | 0 | 0 | 110 |
| 25 | 2 | 174 | 0 | 0 | 176 | 2 | 175 | 0 | 0 | 177 |
| 26 | 1 | 235 | 0 | 0 | 236 | 1 | 235 | 0 | 0 | 236 |
| 27 | 7 | 253 | 0 | 1 | 261 | 7 | 254 | 0 | 1 | 262 |
| 28 | 9 | 275 | 0 | 1 | 285 | 9 | 277 | 0 | 1 | 287 |
| 29 | 21 | 361 | 0 | 0 | 382 | 22 | 368 | 0 | 0 | 390 |
| 30 | 17 | 395 | 0 | 0 | 412 | 18 | 398 | 0 | 0 | 416 |
| 31 | 33 | 442 | 0 | 5 | 480 | 33 | 444 | 0 | 5 | 482 |
| 32 | 18 | 452 | 1 | 5 | 476 | 18 | 454 | 1 | 5 | 478 |
| 33 | 33 | 449 | 1 | 3 | 486 | 33 | 459 | 1 | 3 | 496 |
| 34 | 45 | 436 | 0 | 5 | 486 | 46 | 442 | 0 | 5 | 493 |
| 35 | 45 | 441 | 0 | 2 | 488 | 45 | 449 | 0 | 2 | 496 |
| 36 | 52 | 465 | 0 | 5 | 522 | 53 | 472 | 0 | 5 | 530 |
| 37 | 56 | 414 | 4 | 5 | 479 | 56 | 420 | 4 | 5 | 485 |
| 38 | 52 | 463 | 0 | 12 | 527 | 55 | 471 | 0 | 12 | 538 |
| 39 | 56 | 490 | 5 | 15 | 566 | 58 | 497 | 5 | 15 | 575 |
| 40 | 72 | 503 | 4 | 13 | 592 | 74 | 514 | 4 | 13 | 605 |
| 41 | 92 | 518 | 4 | 12 | 626 | 95 | 529 | 4 | 12 | 640 |
| 42 | 82 | 566 | 6 | 12 | 666 | 86 | 575 | 6 | 14 | 681 |
| 43 | 102 | 608 | 5 | 22 | 737 | 104 | 622 | 5 | 22 | 753 |
| 44 | 105 | 727 | 4 | 12 | 848 | 112 | 740 | 4 | 12 | 868 |
| 45 | 151 | 870 | 7 | 33 | 1,061 | 154 | 882 | 7 | 33 | 1,076 |
| 46 | 132 | 968 | 12 | 28 | 1,140 | 141 | 991 | 12 | 28 | 1,172 |
| 47 | 131 | 988 | 11 | 32 | 1,162 | 137 | 1,002 | 11 | 34 | 1,184 |
| 48 | 156 | 1,009 | 25 | 47 | 1,237 | 163 | 1,033 | 25 | 47 | 1,268 |
| 49 | 178 | 1,169 | 14 | 42 | 1,403 | 190 | 1,187 | 14 | 42 | 1,433 |
| 50 | 200 | 1,407 | 17 | 65 | 1,689 | 211 | 1,428 | 17 | 65 | 1,721 |
| 51 | 234 | 1,698 | 21 | 64 | 2,017 | 249 | 1,720 | 21 | 67 | 2,057 |
| 52 | 265 | 1,930 | 34 | 81 | 2,310 | 275 | 1,964 | 34 | 81 | 2,354 |
| 53 | 296 | 2,132 | 36 | 130 | 2,594 | 310 | 2,160 | 38 | 132 | 2,640 |
| 54 | 348 | 2,427 | 47 | 144 | 2,966 | 356 | 2,478 | 47 | 146 | 3,027 |
| 55 | 416 | 2,664 | 48 | 159 | 3,287 | 438 | 2,717 | 50 | 161 | 3,366 |
| 56 | 444 | 2,980 | 75 | 196 | 3,695 | 462 | 3,042 | 77 | 196 | 3,777 |
| 57 | 477 | 3,246 | 83 | 215 | 4,021 | 498 | 3,307 | 87 | 220 | 4,112 |
| 58 | 521 | 3,605 | 100 | 284 | 4,510 | 537 | 3,674 | 102 | 290 | 4,603 |
| 59 | 622 | 4,018 | 139 | 330 | 5,109 | 643 | 4,081 | 141 | 336 | 5,201 |
| 60 | 732 | 4,422 | 155 | 405 | 5,714 | 753 | 4,497 | 158 | 413 | 5,821 |
| 61 | 843 | 4,844 | 176 | 488 | 6,351 | 880 | 4,898 | 181 | 499 | 6,458 |
| 62 | 898 | 5,228 | 209 | 599 | 6,934 | 929 | 5,299 | 213 | 606 | 7,047 |
| 63 | 979 | 5,582 | 269 | 659 | 7,489 | 1,031 | 5,662 | 277 | 664 | 7,634 |
| 64 | 1,158 | 6,083 | 318 | 788 | 8,347 | 1,204 | 6,157 | 322 | 798 | 8,481 |

## TABLE C15 (CONT'D)

## DOD AND ALL UNIFORMED SURVIVING SPOUSES AS OF 9/30/2015

| | DoD Only | | | | | All Uniformed | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age | Active Duty Officer | Active Duty Enlistee | Reserve Officer | Reserve Enlistee | Total | Active Duty Officer | Active Duty Enlistee | Reserve Officer | Reserve Enlistee | Total |
| 65 | 1,249 | 6,520 | 340 | 878 | 8,987 | 1,309 | 6,613 | 347 | 888 | 9,157 |
| 66 | 1,495 | 7,216 | 413 | 1,075 | 10,199 | 1,564 | 7,293 | 419 | 1,090 | 10,366 |
| 67 | 1,707 | 7,951 | 485 | 1,203 | 11,346 | 1,767 | 8,064 | 494 | 1,224 | 11,549 |
| 68 | 1,920 | 8,765 | 624 | 1,360 | 12,669 | 2,007 | 8,894 | 636 | 1,383 | 12,920 |
| 69 | 2,194 | 9,353 | 688 | 1,494 | 13,729 | 2,280 | 9,497 | 697 | 1,512 | 13,986 |
| 70 | 1,818 | 7,949 | 637 | 1,200 | 11,604 | 1,899 | 8,073 | 645 | 1,218 | 11,835 |
| 71 | 2,126 | 9,097 | 701 | 1,339 | 13,263 | 2,209 | 9,231 | 712 | 1,358 | 13,510 |
| 72 | 2,379 | 10,165 | 814 | 1,416 | 14,774 | 2,461 | 10,344 | 830 | 1,441 | 15,076 |
| 73 | 2,740 | 11,124 | 929 | 1,587 | 16,380 | 2,844 | 11,282 | 944 | 1,612 | 16,682 |
| 74 | 2,668 | 11,316 | 847 | 1,577 | 16,408 | 2,795 | 11,477 | 864 | 1,599 | 16,735 |
| 75 | 2,829 | 11,775 | 903 | 1,547 | 17,054 | 2,925 | 11,929 | 923 | 1,577 | 17,354 |
| 76 | 2,910 | 12,571 | 1,003 | 1,596 | 18,080 | 3,010 | 12,727 | 1,020 | 1,620 | 18,377 |
| 77 | 3,179 | 13,431 | 1,107 | 1,754 | 19,471 | 3,267 | 13,624 | 1,124 | 1,782 | 19,797 |
| 78 | 3,305 | 13,970 | 1,153 | 1,658 | 20,086 | 3,403 | 14,118 | 1,174 | 1,682 | 20,377 |
| 79 | 3,378 | 14,259 | 1,272 | 1,737 | 20,646 | 3,490 | 14,403 | 1,290 | 1,764 | 20,947 |
| 80 | 3,762 | 14,661 | 1,355 | 1,806 | 21,584 | 3,855 | 14,815 | 1,380 | 1,819 | 21,869 |
| 81 | 3,924 | 14,685 | 1,449 | 1,676 | 21,734 | 4,027 | 14,831 | 1,472 | 1,687 | 22,017 |
| 82 | 3,743 | 13,717 | 1,458 | 1,612 | 20,530 | 3,835 | 13,853 | 1,485 | 1,630 | 20,803 |
| 83 | 4,063 | 13,553 | 1,574 | 1,539 | 20,729 | 4,144 | 13,694 | 1,594 | 1,557 | 20,989 |
| 84 | 3,901 | 12,748 | 1,661 | 1,426 | 19,736 | 3,979 | 12,887 | 1,685 | 1,448 | 19,999 |
| 85 | 4,004 | 11,978 | 1,717 | 1,294 | 18,993 | 4,110 | 12,092 | 1,744 | 1,310 | 19,256 |
| 86 | 3,693 | 10,550 | 1,669 | 1,237 | 17,149 | 3,789 | 10,680 | 1,704 | 1,249 | 17,422 |
| 87 | 3,650 | 9,294 | 1,780 | 1,142 | 15,866 | 3,739 | 9,404 | 1,794 | 1,159 | 16,096 |
| 88 | 3,540 | 8,442 | 1,897 | 949 | 14,828 | 3,614 | 8,545 | 1,921 | 956 | 15,036 |
| 89 | 3,852 | 7,666 | 1,963 | 839 | 14,320 | 3,939 | 7,753 | 1,984 | 845 | 14,521 |
| 90 | 4,227 | 6,562 | 1,987 | 756 | 13,532 | 4,304 | 6,631 | 2,006 | 763 | 13,704 |
| 91 | 4,171 | 5,637 | 1,976 | 698 | 12,482 | 4,248 | 5,707 | 1,990 | 706 | 12,651 |
| 92 | 4,188 | 4,847 | 1,953 | 583 | 11,571 | 4,270 | 4,897 | 1,972 | 590 | 11,729 |
| 93 | 3,691 | 3,828 | 1,730 | 418 | 9,667 | 3,744 | 3,881 | 1,748 | 423 | 9,796 |
| 94 | 3,311 | 3,004 | 1,651 | 352 | 8,318 | 3,363 | 3,054 | 1,668 | 357 | 8,442 |
| 95 | 2,597 | 2,258 | 1,253 | 234 | 6,342 | 2,648 | 2,287 | 1,268 | 237 | 6,440 |
| 96 | 1,851 | 1,627 | 961 | 159 | 4,598 | 1,880 | 1,651 | 972 | 165 | 4,668 |
| 97 | 1,313 | 1,068 | 623 | 125 | 3,129 | 1,335 | 1,088 | 632 | 127 | 3,182 |
| 98 | 989 | 808 | 491 | 90 | 2,378 | 1,003 | 821 | 493 | 92 | 2,409 |
| 99 | 644 | 557 | 316 | 57 | 1,574 | 661 | 566 | 319 | 57 | 1,603 |
| 100 | 485 | 415 | 220 | 36 | 1,156 | 490 | 426 | 220 | 36 | 1,172 |
| 101 | 338 | 324 | 167 | 21 | 850 | 351 | 331 | 171 | 21 | 874 |
| 102 | 274 | 264 | 108 | 13 | 659 | 283 | 269 | 108 | 13 | 673 |
| 103 | 196 | 191 | 112 | 10 | 509 | 202 | 198 | 114 | 10 | 524 |
| 104 | 160 | 152 | 44 | 8 | 364 | 164 | 156 | 44 | 8 | 372 |
| 105 | 140 | 114 | 37 | 5 | 296 | 146 | 117 | 37 | 5 | 305 |
| 106 | 96 | 116 | 28 | 5 | 245 | 101 | 119 | 28 | 5 | 253 |
| 107 | 79 | 95 | 26 | 4 | 204 | 80 | 97 | 26 | 4 | 207 |
| 108 | 79 | 55 | 27 | 1 | 162 | 79 | 55 | 27 | 2 | 163 |
| 109 | 54 | 44 | 7 | 1 | 106 | 56 | 44 | 7 | 1 | 108 |
| Total | 112,995 | 370,892 | 43,986 | 43,436 | 571,309 | 116,159 | 375,725 | 44,600 | 44,022 | 580,506 |
| 60+ | 107,522 | 330,881 | 43,283 | 41,456 | 523,142 | 110,466 | 335,031 | 43,883 | 42,012 | 531,392 |
| 62+ | 105,947 | 321,615 | 42,952 | 40,563 | 511,077 | 108,833 | 325,636 | 43,544 | 41,100 | 519,113 |
| 65+ | 102,912 | 304,722 | 42,156 | 38,517 | 488,307 | 105,669 | 308,518 | 42,732 | 39,032 | 495,951 |

Note: Age is survivor's current age nearest birthday at end of fiscal year.
60+ is total for ages 60 and over.
62+ is total for ages 62 and over.
65+ is total for ages 65 and over.

# APPENDIX D

# ECONOMIC ASSUMPTIONS

Page

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Table D3: Average Real Fund Effective Yield ..... D-9

Table D4: Medical Trend Rates ..... D-10

## ECONOMIC ASSUMPTIONS

In July, 2016, the DoD MERHCF Board of Actuaries adopted the following economic assumptions for use in the valuation as of September 30, 2015:

- General inflation rate = 2.75%;
- Valuation discount rate = 5.50%;
- Medical trend rates as shown in Table D4.

As background for determining the economic assumptions, DoD Office of the Actuary (OACT) presents the Board with a number of external and internal analyses prepared by economists and actuaries, and provides the MERHCF Board with extensive historical data on inflation, interest rates, and health care cost trends. The MERHCF Board also considers the analysis and assumptions developed by the Center for Medicare and Medicaid Services as well as the assumptions made by the DoD Board of Actuaries (in reference to the assumptions made for the actuarial valuation of the Military Retirement Fund).

### Inflation

The CPI-U[1] (here-in referred to as CPI), published by the Bureau of Labor Statistics, is the Consumer Price Index for all urban consumers. The CPI is used as an inflation assumption, a component of nominal interest and also of long term medical trend. Table D1 shows the average annual CPI changes over various periods of time from 1945 to 2015. Different periods experienced different rates of change. The average annual CPI change during successive 30-year periods since World War II has risen from 3.68% for the period ending in 1975 to 5.39% for the period ending in 1995. This reflects the high inflation during the 1970s. The average annual CPI change during the current 30-year period ending in 2015 is approximately 2.69%.

The CPI assumption chosen in 2016 by the MERHCF Board of Actuaries is 2.75%, unchanged from last year and the same as the CPI assumption selected in 2016 by the DoD Board of Actuaries for the Military Retirement Fund. This assumption is reasonably consistent with the 2.60% intermediate CPI assumption selected by both the Trustees of the Center for Medicare and Medicaid Services and the Trustees of the Social Security Administration in both of their 2016 Trustees' Reports.

### Interest Rate

The MERHCF Board analyzed the real interest rate data in Tables D2 and D3 when setting the interest rate assumption. The real interest rate is defined as the difference between the nominal interest rate and the CPI. Other things being equal, a lower element of risk in an investment will give a lower real interest rate. Because the MERHCF must be invested in obligations of the U.S. Government, a highly secure investment, the real interest rates are expected to be relatively low. The MERHCF Board examines past real interest rates that would have been earned by the types of public debt securities in which the military retirement funds are invested. The MERHCF Board members recognize the importance of selecting a real interest rate that would prevail on the average over a long period of time and that would not unduly weight recent experience or expected results during the near-term.

[1] The MERHCF Board opted for using CPI-U, the broadest measure of CPI (while the Retirement Board uses CPI-W, for urban wage earners and clerical workers, because retired pay increases are linked to CPI-W).

Table D2 shows average real yield rates on new purchases. Because the MERHCF was established in 2002, OACT compiled a Composite Series to simulate what new purchases would have yielded in the past. Particular emphasis is given to the rates since 1950.

Table D3 shows the average real MERHCF effective yield. The effective yield calculation uses a "dollar-weighted yield." "Dollar-weighted yields" are computed by taking the investment income over the average amount of principal invested throughout the year. Since the MERHCF's inception, the average annual real yield is 1.16%; its average annual nominal yield since inception is 2.19%, computed by multiplying the average annual real yield by the average annual inflation rate:

- 1.0001 (table D3), the average real MERHCF effective yield from 2002 to2015
- 1.0218 (table D1), the average annual CPI increase from 2002 to 2015
- 1.0001 x 1.0218 -1 = 0.0219

The rate of real interest chosen by the MERHCF Board is 2.75%, unchanged from the prior year. Since 2.75% had been adopted as the inflation rate, the nominal rate of interest is 5.50%. (In this case, the real interest assumption is expressed in the arithmetic sense such that real interest plus inflation equals nominal interest.) This rate reflects the expected long term rate of return on the MERHCF's assets.

It is relevant to note the real interest rate being assumed by two other major public benefit systems. The Trustees of the Center for Medicare and Medicaid Services and the Trustees of the Social Security Administration both used an intermediate ultimate real interest rate assumption of 2.70% in their 2016 Trustees' reports.

The comparisons to Medicare and Social Security are not meant to imply an expectation that all three systems should use the same assumptions.

Medical Trend Rates

Medical trend rates are used in the actuarial valuation to project the starting average plan costs to each future year's cost level. During a 25 year select period, there are separate trend rate assumptions for Inpatient costs (IP), Outpatient costs (OP), pharmacy costs (Rx), and USFHP costs. In addition, these trend rates are determined separately for Purchased Care (PC) and Direct Care (DC) costs (this year's valuation IP and OP trend rates for DC were higher than recent valuations because of recent increases in DC costs that are allocated to retirees). All costs grow at the same ultimate trend rate, since over the long term, all plan costs are assumed to experience the same growth in prices and utilization of services.

In July, 2016, the MERHCF Board approved the use of the medical trend rates contained in Table D4 for the MERHCF actuarial valuation as of September 30, 2015. Consistent across all benefit trends (inpatient, outpatient, Rx, and USFHP), the MERHCF Board maintained its original position that there be a 25-year select period. In addition, the MERHCF Board decided to keep the ultimate medical trend rate at 5.5%, unchanged from last year's assumption.

*Inpatient Medical Trend*

Following the MERHCF Board's recommendation, OACT based preliminary inpatient medical trend for Purchased Care (PC) benefits on the trend assumptions implied in the projections of Medicare Part A deductibles and copayments, produced by the Centers for Medicaid and Medicare Services Office of the Actuary (CMS OACT). In particular, CMS OACT provided:

- Table V.C1 ─ HI Cost Sharing and Premium Amounts, from its 2016 Medicare Trustees Report, and
- Projected Medicare Part A utilization and enrollment

From this data, which included projections through 2025, OACT developed inpatient medical trend on a fiscal year basis through 2025. For the remainder of the 25-year select period, the inpatient trend rates grade linearly to the ultimate assumption of 5.50%. Adjustments were made to obtain the final IP trend rates for PC and DC costs:

- PC and DC IP trends for years 2015 – 2025 were increased 0.25% during the first ten years to reflect the higher expected growth in the TRICARE IP utilization component of trend compared to the lower expected growth in the Medicare Part A utilization component of trend due to the impending influx of baby boomers into Medicare. Military member strength did not increase commensurate with general population increases caused by the "baby boom" generation. CMS OACT assumed that the reduction in the average age of Medicare-eligible retirees resulting from baby boomers aging into Medicare would result in a reduction in the utilization component of the CMS trend rates (utilization of services increases with age).
- IP cost levels through 2025 were adjusted to phase out a portion of the productivity improvement factors from enacting the Patient Protection and Affordable Care Act (PPACA) that were assumed in the Medicare Trustees' report.
- After the above adjustments, PC IP trends were multiplied by a 0.8 scalar for years two through ten, and the first year PC IP trend was set to 1.0%, to account for recent TFL PC IP experience. Similarly, after the above adjustments, DC IP trends were multiplied by a 1.1 scalar for years one through ten to account for recent TFL DC IP experience.

*Outpatient Medical Trend*

Following the MERHCF Board's recommendation, OACT based preliminary outpatient medical trend for Purchased Care (PC) on the trend assumptions implied in the projections of Medicare Part B out-of-pocket costs for Part B enrollees, produced by CMS OACT. In particular, CMS OACT provided:

- Table IV.B1 ─ Components of increases in Total Allowed Charges per Fee-for-Service Enrollee for Carrier Services, from its 2016 Medicare Trustees Report,
- Table IV.B2 ─ Incurred Reimbursement Amounts per Fee-for-Service Enrollee for Carrier Services, from its 2016 Medicare Trustees Report, and
- Table IV.B4 ─ Incurred Reimbursement Amounts per Fee-for-Service Enrollee for Intermediary Services, from its 2016 Medicare Trustees Report
- Projected per capita Medicare Part B deductible and coinsurance payments for fee-for-service enrollees

From this data, which included projections through 2025, OACT developed outpatient medical trend on a fiscal year basis through 2025. For the remainder of the 25-year select period, the outpatient trend rates grade linearly to the ultimate assumption of 5.50%. Similar to the IP trend development, adjustments were made to obtain the final OP trend rates for PC and DC costs:

- PC and DC OP trends for years 2015 – 2025 were increased 0.25% during the first ten years to reflect the higher expected growth in the TRICARE OP utilization component of trend compared to the lower expected growth in the Medicare Part B utilization component of trend due to the impending influx of baby boomers into Medicare. Military member strength did not increase commensurate with general population increases caused by the "baby boom" generation. CMS OACT assumed that the reduction in the average age of Medicare-eligible retirees resulting from baby boomers aging into Medicare would result in a reduction in the utilization component of the CMS trend rates (utililization of services increases with age).
- OP cost levels through 2025 were adjusted to phase out a portion of the productivity improvement factors from enacting the Patient Protection and Affordable Care Act (PPACA) that were assumed in the Medicare Trustees' report
- After the above adjustments, PC OP trends were multiplied by a 0.95 scalar for years two through ten, and the first year PC OP trend was set to 3.0%, to account for recent TFL PC OP experience. DC OP trends were set at 5.0% for years one through four to account for recent TFL DC OP experience.

*Prescription Drug Trend*

After reviewing OACT's analyses, the MERHCF Board approved a set of prescription drug trends for the September 30, 2015, MERHCF actuarial valuation, as shown in Table D4.

OACT analyzed FY 2015 and the first six months of FY 2016 PC and DC prescription drug data and determined per capita trends in drug cost and utilization. Items noted included increases in generic dispense rates, popular brand drugs coming off patent, efforts to convert retail maintenance scripts to mail order or DC pharmacy, increasing specialty drug utilization, the introduction of preferred pharmacies for specialty drugs, and the effect of Medicare Part D enrollment on net plan cost. As explained in detail in Appendix E, OACT identified a surge in compound drug claims (number of scripts and cost per script) that grew exponentially throughout FY 2014 and continued until May 2015. Heeding the advice contained in a December, 2014, report from the U.S. Government Accountability Office (GAO), DoD modified its payment practices for compound drugs to make them consistent with TRICARE regulations for other prescription drugs. This change (including a screening process for safe and effective ingredients) effectively and abruptly stopped fraudulent compound drug dispensing. OACT removed compound drugs from the claims and trend analysis to avoid the distortion of future drug trends, and focused on all other (traditional and specialty) drugs.

The estimated impact of plan changes effective in FY 2016 were applied as adjustment factors to the projected benefit outlays (which are calibrated in projection year 0 to FY 2015 incurred costs) in order to preserve the application of trend rates that are consistent with general industry trends. OACT developed initial, aggregate drug trend rates based on recent experience as well as near-term industry projections, adjusted for differences in drug

utilization mix. Consistent with the MERHCF Board's recommendations for long-term trend, the aggregate rate was graded linearly to an ultimate 5.50%.

The aggregate trend rates were then split into DC and PC rates, first by setting the DC trend rates, and then solving for the PC rates based on cost proportions. Based on OACT's analysis of recent DC and PC experience and industry projections of traditional and specialty drug costs and utilizations, the MERHCF Board approved DC Rx trend rates of 5.00% in the first three years, grading linearly to 5.50% over the next 23 years. In general, drug prices are expected to rise more slowly than industry forecasts because retail and mail order pharmacy prescriptions under TRICARE are subject to federal drug price formulas that limit the annual rate of increase in individual drug prices to inflation rates. However, it is expected that drug prices will rise somewhat higher than inflation over the long term due to provisions in the federal drug pricing system that allow price renegotiations every five years. In addition, specialty drugs are having the same impact on TRICARE pharmacy drug trend as they have on other drug plans. The trend assumptions adopted by the MERHCF Board incorporate assumed inflation in drug prices, utilization increases (in PC), the introduction of new brand drugs (specialty and nonspecialty), and the expiration of patent protections.

*USFHP Trend*

OACT received the full set of USFHP capitation rates[1] by age, gender and designated provider plan (or location) for the contract periods contained in October 2013 to September 2016. The MERHCF Board agreed that the ultimate trend rate applied to each of the fee-for-service benefits should also apply to USFHP capitation rates. For the initial trend rate, the MERHCF Board agreed that the rate should be a weighted average of PC and DC trends, using the TFL cost components of DC pharmacy and PC pharmacy, PC inpatient and PC outpatient as weights. This weighting was used during each of the 25 years in the select period to produce the USFHP trend rates. The MERHCF Board approved a set of USFHP medical trend rates as shown in Table D4.

[1] The USFHP statute calls for an annual determination of the capitation rates, involving a negotiation and mutual agreement between the Secretary of Defense and the designated providers. The statute provides a number of parameters for determining the rates, including: (1) consideration of "competitive market rates" applied to the utilization experience of USFHP enrollees, (2) a "ceiling rate" limitation under which capitation payments to designated providers shall not exceed "the cost that would have been incurred by the Government if the enrollees had received such health care services through a military treatment facility, the TRICARE program, or the Medicare program, as the case may be," (3) taking into account "health status" in establishing the ceiling rate, (4) a requirement that the rates are subject to periodic review for actuarial soundness and to adjustment for any anticipated adverse or favorable selection, and (5) an allowance for an alternative basis for calculating capitation payments if mutually agreed to by the Secretary of Defense and the designated provider.

TABLE D1

AVERAGE CONSUMER PRICE INDEX (CPI-U) INCREASES

| FROM END OF FISCAL YEAR: | 1945 | 1950 | 1955 | 1960 | 1965 | 1970 | 1975 | 1980 | 1985 | 1990 | 1995 | 2000 | 2002 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TO END OF FISCAL YEAR: | | | | | | | | | | | | | | | | | | | | | | | |
| 1950 | 5.87 | | | | | | | | | | | | | | | | | | | | | | |
| 1955 | 4.10 | 2.36 | | | | | | | | | | | | | | | | | | | | | |
| 1960 | 3.38 | 2.16 | 1.96 | | | | | | | | | | | | | | | | | | | | |
| 1965 | 2.85 | 1.86 | 1.60 | 1.25 | | | | | | | | | | | | | | | | | | | |
| 1970 | 3.09 | 2.41 | 2.42 | 2.65 | 4.07 | | | | | | | | | | | | | | | | | | |
| 1975 | 3.68 | 3.25 | 3.47 | 3.97 | 5.36 | 6.67 | | | | | | | | | | | | | | | | | |
| 1980 | 4.37 | 4.12 | 4.48 | 5.12 | 6.44 | 7.64 | 8.63 | | | | | | | | | | | | | | | | |
| 1985 | 4.56 | 4.38 | 4.72 | 5.28 | 6.31 | 7.07 | 7.27 | 5.92 | | | | | | | | | | | | | | | |
| 1990 | 4.48 | 4.31 | 4.59 | 5.04 | 5.81 | 6.25 | 6.11 | 4.87 | 3.83 | | | | | | | | | | | | | | |
| 1995 | 4.36 | 4.20 | 4.43 | 4.79 | 5.39 | 5.65 | 5.40 | 4.34 | 3.57 | 3.30 | | | | | | | | | | | | | |
| 2000 | 4.19 | 4.02 | 4.21 | 4.49 | 4.96 | 5.11 | 4.80 | 3.86 | 3.19 | 2.87 | 2.44 | | | | | | | | | | | | |
| 2005 | 4.05 | 3.88 | 4.04 | 4.27 | 4.65 | 4.74 | 4.42 | 3.60 | 3.02 | 2.76 | 2.48 | 2.53 | 2.65 | | | | | | | | | | |
| 2006 | 4.04 | 3.88 | 4.03 | 4.26 | 4.63 | 4.71 | 4.40 | 3.60 | 3.06 | 2.81 | 2.59 | 2.72 | 2.91 | 3.68 | | | | | | | | | |
| 2007 | 4.01 | 3.85 | 4.00 | 4.22 | 4.58 | 4.64 | 4.33 | 3.55 | 3.02 | 2.79 | 2.57 | 2.67 | 2.79 | 3.01 | 2.35 | | | | | | | | |
| 2008 | 4.02 | 3.86 | 4.01 | 4.22 | 4.57 | 4.64 | 4.33 | 3.58 | 3.08 | 2.88 | 2.72 | 2.89 | 3.07 | 3.49 | 3.39 | 4.44 | | | | | | | |
| 2009 | 3.95 | 3.79 | 3.92 | 4.13 | 4.46 | 4.51 | 4.19 | 3.45 | 2.94 | 2.71 | 2.50 | 2.53 | 2.58 | 2.52 | 2.14 | 2.03 | -0.32 | | | | | | |
| 2010 | 3.92 | 3.76 | 3.88 | 4.08 | 4.40 | 4.44 | 4.12 | 3.39 | 2.89 | 2.66 | 2.44 | 2.44 | 2.46 | 2.35 | 2.02 | 1.92 | 0.68 | 1.68 | | | | | |
| 2011 | 3.90 | 3.74 | 3.86 | 4.05 | 4.36 | 4.39 | 4.08 | 3.36 | 2.88 | 2.66 | 2.45 | 2.46 | 2.49 | 2.40 | 2.15 | 2.10 | 1.33 | 2.17 | 2.65 | | | | |
| 2012 | 3.88 | 3.72 | 3.84 | 4.02 | 4.32 | 4.34 | 4.03 | 3.33 | 2.86 | 2.64 | 2.45 | 2.46 | 2.48 | 2.40 | 2.19 | 2.16 | 1.60 | 2.25 | 2.53 | 2.42 | | | |
| 2013 | 3.84 | 3.68 | 3.80 | 3.97 | 4.26 | 4.28 | 3.97 | 3.28 | 2.82 | 2.60 | 2.41 | 2.39 | 2.40 | 2.31 | 2.11 | 2.07 | 1.61 | 2.09 | 2.23 | 2.02 | 1.63 | | |
| 2014 | 3.81 | 3.65 | 3.76 | 3.93 | 4.20 | 4.22 | 3.91 | 3.23 | 2.78 | 2.56 | 2.36 | 2.34 | 2.34 | 2.23 | 2.05 | 2.01 | 1.61 | 2.00 | 2.08 | 1.89 | 1.62 | 1.62 | |
| 2015 | 3.76 | 3.60 | 3.70 | 3.86 | 4.13 | 4.13 | 3.82 | 3.15 | 2.69 | 2.47 | 2.26 | 2.20 | 2.18 | 2.04 | 1.86 | 1.79 | 1.42 | 1.72 | 1.72 | 1.49 | 1.18 | 0.96 | 0.31 |

Source of CPI-U indices, Not Seasonally Adjusted: Bureau of Labor Statistics.

The CPI rates are average annual percentages, determined by comparing the sum of 12 monthly indices in each fiscal year (October – September).

# TABLE D2

## AVERAGE REAL YIELD RATES ON NEW PURCHASES

| FROM END OF FISCAL YEAR: | 1945 | 1950 | 1955 | 1960 | 1965 | 1970 | 1975 | 1980 | 1985 | 1990 | 1995 | 2000 | 2002 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TO END OF FISCAL YEAR: | | | | | | | | | | | | | | | | | | | | | | | |
| 1950 | -3.79 | | | | | | | | | | | | | | | | | | | | | | |
| 1955 | -1.86 | 0.10 | | | | | | | | | | | | | | | | | | | | | |
| 1960 | -0.71 | 0.87 | 1.64 | | | | | | | | | | | | | | | | | | | | |
| 1965 | 0.14 | 1.48 | 2.18 | 2.72 | | | | | | | | | | | | | | | | | | | |
| 1970 | 0.47 | 1.56 | 2.05 | 2.25 | 1.79 | | | | | | | | | | | | | | | | | | |
| 1975 | 0.41 | 1.27 | 1.56 | 1.54 | 0.95 | 0.12 | | | | | | | | | | | | | | | | | |
| 1980 | 0.36 | 1.06 | 1.26 | 1.16 | 0.65 | 0.09 | 0.05 | | | | | | | | | | | | | | | | |
| 1985 | 1.07 | 1.78 | 2.06 | 2.15 | 2.00 | 2.08 | 3.06 | 6.17 | | | | | | | | | | | | | | | |
| 1990 | 1.51 | 2.19 | 2.50 | 2.64 | 2.62 | 2.83 | 3.75 | 5.65 | 5.14 | | | | | | | | | | | | | | |
| 1995 | 1.62 | 2.23 | 2.50 | 2.63 | 2.61 | 2.78 | 3.45 | 4.61 | 3.84 | 2.57 | | | | | | | | | | | | | |
| 2000 | 1.77 | 2.34 | 2.59 | 2.71 | 2.71 | 2.87 | 3.43 | 4.29 | 3.67 | 2.94 | 3.31 | | | | | | | | | | | | |
| 2001 | 1.74 | 2.29 | 2.54 | 2.65 | 2.63 | 2.77 | 3.29 | 4.08 | 3.43 | 2.66 | 2.74 | -0.06 | | | | | | | | | | | |
| 2002 | 1.70 | 2.25 | 2.48 | 2.58 | 2.56 | 2.68 | 3.16 | 3.89 | 3.22 | 2.43 | 2.34 | -0.05 | | | | | | | | | | | |
| 2003 | 1.66 | 2.18 | 2.40 | 2.49 | 2.46 | 2.57 | 3.01 | 3.66 | 2.98 | 2.16 | 1.91 | -0.40 | -1.08 | | | | | | | | | | |
| 2004 | 1.65 | 2.17 | 2.39 | 2.47 | 2.44 | 2.54 | 2.96 | 3.57 | 2.90 | 2.11 | 1.86 | 0.07 | 0.20 | | | | | | | | | | |
| 2005 | 1.66 | 2.17 | 2.37 | 2.46 | 2.42 | 2.51 | 2.92 | 3.50 | 2.84 | 2.09 | 1.85 | 0.42 | 0.73 | | | | | | | | | | |
| 2006 | 1.66 | 2.16 | 2.37 | 2.45 | 2.41 | 2.50 | 2.89 | 3.45 | 2.81 | 2.09 | 1.87 | 0.69 | 1.06 | 2.08 | | | | | | | | | |
| 2007 | 1.67 | 2.16 | 2.36 | 2.44 | 2.41 | 2.49 | 2.87 | 3.40 | 2.78 | 2.09 | 1.90 | 0.90 | 1.28 | 2.11 | 2.15 | | | | | | | | |
| 2008 | 1.68 | 2.16 | 2.36 | 2.44 | 2.40 | 2.48 | 2.85 | 3.36 | 2.75 | 2.10 | 1.92 | 1.06 | 1.43 | 2.14 | 2.17 | 2.20 | | | | | | | |
| 2009 | 1.70 | 2.17 | 2.37 | 2.44 | 2.41 | 2.49 | 2.84 | 3.33 | 2.75 | 2.13 | 1.98 | 1.25 | 1.62 | 2.30 | 2.37 | 2.48 | 2.75 | | | | | | |
| 2010 | 1.70 | 2.17 | 2.36 | 2.43 | 2.40 | 2.48 | 2.82 | 3.29 | 2.72 | 2.13 | 1.98 | 1.32 | 1.67 | 2.24 | 2.28 | 2.32 | 2.38 | 2.00 | | | | | |
| 2011 | 1.69 | 2.15 | 2.34 | 2.41 | 2.37 | 2.44 | 2.77 | 3.22 | 2.66 | 2.08 | 1.92 | 1.30 | 1.60 | 2.04 | 2.03 | 2.00 | 1.93 | 1.53 | 1.05 | | | | |
| 2012 | 1.66 | 2.11 | 2.29 | 2.35 | 2.31 | 2.37 | 2.68 | 3.10 | 2.54 | 1.96 | 1.78 | 1.15 | 1.39 | 1.68 | 1.62 | 1.51 | 1.34 | 0.87 | 0.31 | -0.43 | | | |
| 2013 | 1.63 | 2.08 | 2.25 | 2.31 | 2.26 | 2.32 | 2.61 | 3.01 | 2.45 | 1.88 | 1.69 | 1.07 | 1.27 | 1.48 | 1.39 | 1.26 | 1.08 | 0.66 | 0.22 | -0.19 | 0.04 | | |
| 2014 | 1.63 | 2.07 | 2.24 | 2.29 | 2.25 | 2.30 | 2.58 | 2.96 | 2.42 | 1.86 | 1.67 | 1.09 | 1.29 | 1.47 | 1.40 | 1.29 | 1.14 | 0.82 | 0.53 | 0.35 | 0.75 | 1.45 | |
| 2015 | 1.65 | 2.08 | 2.24 | 2.30 | 2.26 | 2.31 | 2.58 | 2.95 | 2.42 | 1.89 | 1.72 | 1.20 | 1.39 | 1.59 | 1.54 | 1.46 | 1.36 | 1.13 | 0.95 | 0.93 | 1.38 | 2.06 | 2.67 |

Source: Office of the Actuary, Office of Personnel Management; Office of the Actuary, Department of Defense. All figures are average annual percentages.
Real yields for non-TIPS securities are computed as the nominal yield at purchase offset by inflation in the year of purchase. For TIPS securities, the real yield is known and constant throughout the life of the security.

Series: Average of Treasury long-term and Treasury securities with 3 - 5 years remaining maturity from 1945 to 1961; Special Treasury certificates (CSRS) from 1962 to 1984; Military Retirement System Trust Fund new investments from 1985 to 2001; Medicare-Eligible Retiree Health Care Trust Fund new investments beginning with 2002.

TABLE D3

AVERAGE REAL MEDICARE-ELIGIBLE RETIREE HEALTH CARE FUND EFFECTIVE YIELD

| FROM END OF FISCAL YEAR: | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TO END OF FISCAL YEAR: | | | | | | | | | | | | | |
| 2003 | -1.08 | | | | | | | | | | | | |
| 2004 | -0.39 | 0.31 | | | | | | | | | | | |
| 2005 | -0.07 | 0.45 | 0.58 | | | | | | | | | | |
| 2006 | 0.22 | 0.65 | 0.82 | 1.07 | | | | | | | | | |
| 2007 | 0.50 | 0.90 | 1.10 | 1.36 | 1.65 | | | | | | | | |
| 2008 | 0.72 | 1.08 | 1.28 | 1.51 | 1.73 | 1.82 | | | | | | | |
| 2009 | 0.77 | 1.09 | 1.24 | 1.41 | 1.52 | 1.46 | 1.10 | | | | | | |
| 2010 | 0.87 | 1.15 | 1.29 | 1.43 | 1.52 | 1.47 | 1.30 | 1.51 | | | | | |
| 2011 | 1.02 | 1.29 | 1.43 | 1.57 | 1.67 | 1.68 | 1.63 | 1.90 | 2.29 | | | | |
| 2012 | 0.99 | 1.22 | 1.33 | 1.44 | 1.51 | 1.48 | 1.39 | 1.49 | 1.48 | 0.68 | | | |
| 2013 | 1.05 | 1.27 | 1.38 | 1.48 | 1.53 | 1.52 | 1.45 | 1.54 | 1.56 | 1.19 | 1.71 | | |
| 2014 | 1.11 | 1.32 | 1.42 | 1.51 | 1.57 | 1.56 | 1.51 | 1.59 | 1.62 | 1.39 | 1.75 | 1.80 | |
| 2015 | 1.16 | 1.35 | 1.44 | 1.53 | 1.58 | 1.57 | 1.54 | 1.61 | 1.63 | 1.47 | 1.73 | 1.75 | 1.70 |

Source: Office of the Actuary, Department of Defense. All figures are average annual percentages.

The effective yield calculation uses a "dollar-weighted" yield, which is based on investment income over the average amount of principal invested throughout the year.

TABLE D4

MERHCF MEDICAL TREND RATES FOR THE SEPTEMBER 30, 2015 VALUATION

| | | DC | | | PC | | | |
|---|---|---|---|---|---|---|---|---|
| From FY: | To FY: | IP | OP | Rx | IP | OP | Rx | USFHP |
| 2015 | 2016 | 2.95% | 5.00% | 5.00% | 1.00% | 3.00% | 4.67% | 2.77% |
| 2016 | 2017 | 3.54% | 5.00% | 5.00% | 2.57% | 3.34% | 4.67% | 3.41% |
| 2017 | 2018 | 3.73% | 5.00% | 5.00% | 2.72% | 3.63% | 4.67% | 3.60% |
| 2018 | 2019 | 3.34% | 5.00% | 5.02% | 2.43% | 4.67% | 4.71% | 3.98% |
| 2019 | 2020 | 4.17% | 5.50% | 5.04% | 3.03% | 5.23% | 4.75% | 4.48% |
| 2020 | 2021 | 4.42% | 5.42% | 5.07% | 3.22% | 5.15% | 4.78% | 4.55% |
| 2021 | 2022 | 4.54% | 5.44% | 5.09% | 3.30% | 5.17% | 4.82% | 4.43% |
| 2022 | 2023 | 4.46% | 5.44% | 5.11% | 3.24% | 5.17% | 4.85% | 4.42% |
| 2023 | 2024 | 4.64% | 5.46% | 5.13% | 3.37% | 5.19% | 4.89% | 4.49% |
| 2024 | 2025 | 4.65% | 6.19% | 5.15% | 3.38% | 5.88% | 4.92% | 4.83% |
| 2025 | 2026 | 4.70% | 6.15% | 5.17% | 3.51% | 5.86% | 4.96% | 4.89% |
| 2026 | 2027 | 4.75% | 6.10% | 5.20% | 3.65% | 5.83% | 5.00% | 4.94% |
| 2027 | 2028 | 4.81% | 6.06% | 5.22% | 3.78% | 5.81% | 5.03% | 4.99% |
| 2028 | 2029 | 4.86% | 6.02% | 5.24% | 3.91% | 5.79% | 5.07% | 5.03% |
| 2029 | 2030 | 4.91% | 5.97% | 5.26% | 4.04% | 5.76% | 5.10% | 5.07% |
| 2030 | 2031 | 4.97% | 5.93% | 5.28% | 4.18% | 5.74% | 5.14% | 5.12% |
| 2031 | 2032 | 5.02% | 5.89% | 5.30% | 4.31% | 5.71% | 5.18% | 5.16% |
| 2032 | 2033 | 5.07% | 5.84% | 5.33% | 4.44% | 5.69% | 5.21% | 5.20% |
| 2033 | 2034 | 5.13% | 5.80% | 5.35% | 4.57% | 5.67% | 5.25% | 5.24% |
| 2034 | 2035 | 5.18% | 5.76% | 5.37% | 4.71% | 5.64% | 5.28% | 5.28% |
| 2035 | 2036 | 5.23% | 5.72% | 5.39% | 4.84% | 5.62% | 5.32% | 5.32% |
| 2036 | 2037 | 5.29% | 5.67% | 5.41% | 4.97% | 5.60% | 5.36% | 5.36% |
| 2037 | 2038 | 5.34% | 5.63% | 5.43% | 5.10% | 5.57% | 5.39% | 5.39% |
| 2038 | 2039 | 5.39% | 5.59% | 5.46% | 5.24% | 5.55% | 5.43% | 5.43% |
| 2039 | 2040 | 5.45% | 5.54% | 5.48% | 5.37% | 5.52% | 5.46% | 5.46% |
| Ultimate | | 5.50% | 5.50% | 5.50% | 5.50% | 5.50% | 5.50% | 5.50% |

| | |
|---|---|
| DC | Direct Care |
| PC | Purchased Care |
| IP | Inpatient Hospital |
| OP | Outpatient |
| Rx | Pharmacy |
| USFHP | US Family Health Plan |

# APPENDIX E

# AVERAGE BENEFIT COSTS

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## DEVELOPMENT OF EXPECTED AVERAGE BENEFIT COSTS

The average expected claim costs in this model are stored in claim vectors (CVs) and represent average family costs per retired sponsor (or survivor), by sponsor age (or survivor age), where the retiree is the sponsor for the retiree CVs and the surviving spouse is the sponsor for the survivor CVs. A CV is computed as the ratio of the total cost to the government (DoD) to the total number of retired (or survivor) sponsors of the specified age, regardless of which plan they use. Separate CVs are developed for:

(i) average family costs derived from claims incurred while the patient was Medicare-eligible (Medicare-eligible CVs), and from
(ii) average family costs derived from claims incurred while the patient was not Medicare-eligible (non-Medicare- eligible CVs).

Since the MERHCF valuation projects the liability associated with claims incurred by Medicare-eligible beneficiaries, only the CVs in (i) are used for this valuation.

As an example, the Medicare-eligible sponsor (or survivor) CVs contain a value for age 80 that represents the plan's average annual claims cost for claims incurred by Medicare-eligible beneficiaries associated with an 80 year old retired sponsor (or survivor):

(Annual costs for all Medicare-eligible, retiree-related beneficiaries associated with 80-year old sponsors (or survivors)) ÷ (total number of 80-year old retired (or survivor) sponsors, both Medicare and non-Medicare-eligible)

The Medicare-eligible CVs include average costs by each retired (or survivor) sponsor age from 18 to 118.

The MERHCF valuation uses 84 claim vectors, derived from seven benefit categories and 12 population subcategories. The seven benefit categories are:

- Direct care inpatient (DC IP)
- Direct care outpatient (DC OP)
- Direct care prescription drugs (DC Rx)
- Purchased care inpatient (PC IP)
- Purchased care outpatient (PC OP)
- Purchased care prescription drugs (PC Rx)
- Purchased care USFHP

Direct care (DC) refers to care obtained at a military treatment facility (MTF), and purchased care (PC) refers to care obtained outside the MTFs. USFHP refers to the managed care program run by US Family Health Plans. While USFHP is considered purchased care, the USFHP CV development is described in its own section (below) because USFHP CVs are based on global rates and not experience claims.

The 12 population subcategories correspond to the 12 population subcategories identified in the "Valuation Data and Procedure" section of this report.

CV values represent starting costs in the valuation year. These CVs are multiplied by cumulative trend rates in each projection year of the model.

Purchased Care Starting Costs

Purchased care benefit CVs were developed on a "claims-only" basis. Initial, "input" CVs were used to compute preliminary PVFB amounts, and then loads were applied to calibrate costs to aggregate incurred claim levels and to account for administrative costs.

Purchased care CVs for the September 30, 2015, valuation were developed by blending detail data from 2013 – 2015 fiscal years (no blending was needed for retail and mail order Rx, where only 2015 claims were used). Before blending, the claims in each age cell for 2013 and 2015 were brought to 2014 claim cost levels by multiplying each element by the following ratio:

Adjustment to 2013 claim cells before blending:

$$\frac{2014\ weighted\ average\ cost\ per\ 2014\ sponsor\ and\ family}{2013\ weighted\ average\ cost\ per\ 2013\ sponsor\ and\ family}$$

Adjustment to 2015 claim cells before blending:

$$\frac{2014\ weighted\ average\ cost\ per\ 2014\ sponsor\ and\ family}{2015\ weighted\ average\ cost\ per\ 2015\ sponsor\ and\ family}$$

The adjustments shown above use "sponsor and family" CVs as an illustration. The same adjustments apply to all CVs, including the survivor CVs.

The September 30, 2015, input CVs were smoothed (with a combination of formulaic and manual methods).

The IP, OP and Rx CVs were adjusted to reflect aggregate 2015 incurred purchased care claims levels for IP, OP and Rx benefits, respectively. Estimates of 2015 incurred PC claims were produced from aggregate claims paid through March 2016. 2015 incurred PC claims (completed) are shown in Table E1.

TABLE E1

FY 2015 MERHCF PURCHASED CARE INCURRED CLAIMS

($ millions)

| | |
|---|---|
| Inpatient Hospital | $882 |
| Outpatient | $2,437 |
| Pharmacy | $4,333 |
| Total | $7,653 |

Incurred pharmacy claims in Table E1 have not been adjusted to reflect rebates on retail brand prescriptions incurred during FY 2015.

Additional adjustments to PC costs are made to account for administrative costs, ultimate plan participation, retail pharmacy rebates, and extraordinarily high (but temporary) compound drug costs.

*Administrative Costs*

PC costs associated with plan administration, including claims processing, were added to the average claims costs in the form of a CV load. For the September 30, 2015, valuation, the MERHCF Board approved purchased care claim loads for administrative costs of 3.25% (IP and OP) and 2.50% (Rx). These loads are based on amounts paid for claims administration that were not already reflected in the claims data.

*Adjustment for Ultimate Plan Participation*

As described in Appendix F (Participation Rates), the PC CVs are adjusted to reflect the ultimate level of plan participation. Therefore, it is necessary to make an adjustment to the purchased care cash flow in years prior to 2021 (when ultimate participation is assumed to be reached). For each year prior to 2021, the purchased care cash flow generated by the valuation model is adjusted to back out the difference between full participation levels and the assumed level of plan participation in each year.

*Adjustment for Retail Brand Drug Rebates*

Expected retail pharmacy rebates were subtracted from each future year's projected cash flow. The National Defense Authorization Act for Fiscal Year 2008 included a law requiring that prescriptions dispensed under TRICARE's retail pharmacy program be subject to federal ceiling prices. The final ruling on this law was effective May 26, 2009. In addition, prior voluntary drug rebate arrangements, implemented in FY 2007, are also in effect. More information regarding the details and status of these DoD retail drug rebate programs is available in the Management's Discussion and Analysis of the DoD Medicare-Eligible Retiree Health Care Fund year-end financial statement.

As with most drug rebate programs, the reduced drug price comes in the form of rebates or refunds (i.e., not in the claims), so an explicit assumption is applied to the PC pharmacy CVs to reflect this discount. An estimate of annual incurred pharmacy rebates under the voluntary and mandatory rebate arrangements was determined by analyzing rebate data supplied by DHA. Accounting reports of expected rebates and rebate payments received in each incurred fiscal quarter were studied to estimate future actual to expected collection ratios. These estimates were converted to an effective PC pharmacy refund rate in the first valuation year. This refund rate represents the expected discounts on retail brand prescriptions as a percentage of total PC Rx (retail plus mail order Rx) net plan payments. For the September 30, 2015, MERHCF valuation, that effective rate was approximately 10.00%. This rate was adjusted over the next 20 years to incorporate assumed future trends in drug dispensing venues (mail order vs. retail vs. MTF), changes in generic dispense rates, patent expirations, and new traditional and specialty drugs. The effective pharmacy rebate factor in year 20 of the valuation was approximately 9.80%. Since the refund rate is applied to the CVs that have been loaded for administration costs, the effective drug refund rate must be divided by one plus the drug admin load in order to preserve the expected level of administration costs on pharmacy claims.

*Adjustment to Address Temporary Surge in Compound Drug Expenditures*

During FY 2014 and through May 10, 2015, the TRICARE Pharmacy program experienced unusual growth in the number and cost of compound drugs dispensed. Until DoD was permitted to implement restrictions on its compound drug dispensing policy in April 2015, the monthly cost for compound drugs increased exponentially. The compound drug problem was resolved in May 2015. Although efforts to recoup amounts paid for fraudulent compound drug claims continue, only a small fraction of the total amount spent on compound drugs has been refunded. Since this spike in compound drug expenditures was deemed unusual and nonrecurring, OACT removed an estimate of the excess expense from FY 2015 aggregate incurred retail drug claims for purposes of calibrating the CVs to a baseline level before projecting with expected future medical trend. OACT's estimate of excess compound drug expenditures paid by the MERHCF was $295 million in FY 2015. Note that excess compound drug spending was greater among non-Medicare beneficiaries.

U.S. Family Health Plan (USFHP) Starting Costs

Approximately 2.00% of the MERHCF-eligible population enrolls in a USFHP plan. USFHP is a managed care plan, offered in six US locations, that is funded on a fully capitated or global rate basis. Average costs for USFHP enrollees are higher than costs for other enrollees primarily because USFHP is primary payer (enrollees' costs are not offset first by Medicare, and perhaps other health insurance, as is the case with TRICARE For Life).

OACT produced USFHP CVs[1] based on the average family global rate per retired sponsor or survivor who is Medicare-eligible and enrolled in USFHP. Actual monthly rates for each of the six USFHP locations were weighted by monthly USFHP enrollment of retired members eligible for Medicare to compute average global rates by age and gender. The smoothing techniques that were used to develop the purchased care CVs were also used to develop the USFHP CVs. Since the USFHP global rates are all inclusive (all benefits), only 12 CVs were produced ─ one for each population subcategory.

The USFHP CVs were adjusted to calibrate the initial MERHCF valuation year's cash flow to aggregate incurred global rate payments ($698 million for FY 2015). Estimates of FY 2015 incurred USFHP payments were obtained from the Military Health System Data Mart (M2), and verified against DHA's Contract Resource Management (CRM) MERHCF Trust Fund Reports.

The valuation model includes adjustments in each projection year to account for future changes in USFHP enrollment patterns for Medicare-eligible members. This change in enrollment, a slow decrease in the percent of Medicare-eligible members who are enrolled in USFHP, will result over the next several years as the proportion of USFHP retired members who are grandfathered (ie, may stay in the plan after turning age 65) decreases. This adjustment affects the current retiree populations only. USFHP eligibility for future retirees will remain unchanged for pre-65 coverage, and will terminate upon attainment of age 65.

No plan participation adjustment is made to the CVs. This is discussed further in the "Plan Participation Rates" appendix.

[1] In the case of USFHP, CV refers to the age-based vector of capitation rates. "Capitation rate" and "global rate" are used interchangeably.

*Administrative Costs*

Most of the administration costs for this program are incorporated in the USFHP capitation rates. There is a small, additional administrative cost associated with enrollment administration and billing consolidation. For the September 30, 2015, valuation, the MERHCF Board approved an administration cost load of 0.40% for the USFHP CVs.

Direct Care Starting Costs

Direct care benefit CVs were developed from workload units rather than claim costs (workload for prescription drugs is measured by ingredient cost). DC inpatient workloads are based on Relative Weighted Products (RWPs), and DC outpatient workloads are based on Comprehensive Ambulatory Provider Encounter Records (CAPERs). RWPs and CAPERs reflect the relative intensity of a treatment (with RWPs focused on facilities and CAPERs focused on professional services). These initial "input" CVs were used to compute preliminary first year outlays in terms of workloads. The ratio of 2015 aggregate incurred claims levels to the preliminary first year outlays (based on workloads in the input CVs) was used to convert workload-based CVs to cost-based CVs. Unlike PC CVs, the DC CVs have no loads applied for administration costs, since the DC calibrated values already include the applicable overhead costs.

Direct care CVs for the September 30, 2015, valuation were developed by blending detail data from 2013 – 2015 fiscal years. Before blending, the workloads in each age cell for 2013 and 2015 were brought to 2014 workload levels by multiplying each element by the following ratio:

Adjustment to 2013 workload cells before blending:

$$\frac{2014\ weighted\ average\ workload\ per\ 2014\ sponsor\ and\ family}{2013\ weighted\ average\ workload\ per\ 2013\ sponsor\ and\ family}$$

Adjustment to 2015 workload cells before blending:

$$\frac{2014\ weighted\ average\ workload\ per\ 2014\ sponsor\ and\ family}{2015\ weighted\ average\ workload\ per\ 2015\ sponsor\ and\ family}$$

The adjustments shown above use "sponsor and family" CVs as an illustration. The same adjustments apply to all CVs, including the survivor CVs.

The September 30, 2015, input CVs were smoothed (with a combination of formulaic and manual methods).

The IP, OP and Rx CVs were adjusted to reflect aggregate 2015 incurred direct care claims levels for IP, OP and Rx benefits, respectively. Estimates of 2015 incurred DC claims were provided by DHA in their annual "level of effort" (LOE) analysis of Military Treatment Facilities. The LOE values are shown in Table E2. For more information about DC data, please refer to the VALUATION DATA AND PROCEDURE, Claims Data section of this valuation report.

TABLE E2

FY 2015 MERHCF DIRECT CARE COSTS

($ millions)

| | |
|---|---|
| Inpatient Hospital | $593 |
| Outpatient | $676 |
| Pharmacy | $739 |
| Total | $2,008 |

*Adjustment for Ultimate Plan Participation*

As described in Appendix F (Participation Rates), the DC CVs are adjusted to reflect the ultimate level of plan participation. Therefore, it is necessary to back out this adjustment in years prior to 2021 (when ultimate participation is assumed to be reached).

For each year prior to 2021, the DC cash flow generated by the valuation model is adjusted to back out the difference between full participation levels and the assumed level of plan participation in each year.

Table E3 contains the 84 PC and DC CVs, in abbreviated form (quinquennial ages). All values are in dollars.

TABLE E3
FY 2015 MERHCF CLAIM VECTORS

| | Direct Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Inpatient Retiree Act. Duty Nondis. Enlistee | Inpatient Retiree Act. Duty Nondis. Officer | Inpatient Retiree Act. Duty Disabled Enlistee | Inpatient Retiree Act. Duty Disabled Officer | Inpatient Retiree Reserve Nondis. Enlistee | Inpatient Retiree Reserve Nondis. Officer | Inpatient Retiree Reserve Disabled Enlistee | Inpatient Retiree Reserve Disabled Officer | Inpatient Survivor Act. Duty Enlistee | Inpatient Survivor Act. Duty Officer | Inpatient Survivor Reserve Enlistee | Inpatient Survivor Reserve Officer |
| 20 | $11.60 | $8.24 | $47.10 | $105.18 | $11.83 | $15.79 | $47.10 | $105.18 | $0.10 | $4.70 | $8.78 | $2.97 |
| 25 | $11.60 | $8.24 | $47.10 | $105.18 | $11.83 | $15.79 | $47.10 | $105.18 | $0.10 | $4.70 | $8.78 | $2.97 |
| 30 | $11.60 | $8.24 | $47.10 | $105.18 | $11.83 | $15.79 | $47.10 | $105.18 | $0.10 | $4.70 | $8.78 | $2.97 |
| 35 | $11.60 | $8.24 | $64.58 | $105.18 | $11.83 | $15.79 | $64.58 | $105.18 | $0.10 | $4.70 | $8.78 | $2.97 |
| 40 | $14.12 | $8.24 | $78.31 | $105.18 | $11.83 | $15.79 | $78.31 | $105.18 | $0.10 | $4.70 | $8.78 | $2.97 |
| 45 | $14.31 | $8.24 | $94.21 | $99.98 | $11.83 | $15.79 | $94.21 | $99.98 | $0.10 | $4.70 | $8.78 | $2.97 |
| 50 | $18.85 | $8.24 | $112.72 | $104.00 | $11.83 | $15.79 | $112.72 | $104.00 | $18.11 | $4.70 | $8.78 | $2.97 |
| 55 | $35.40 | $8.24 | $134.41 | $124.30 | $11.83 | $15.79 | $134.41 | $124.30 | $42.01 | $20.25 | $8.78 | $2.97 |
| 60 | $76.05 | $30.38 | $159.93 | $167.65 | $11.83 | $15.79 | $159.93 | $167.65 | $70.90 | $27.54 | $8.78 | $2.97 |
| 65 | $177.63 | $81.07 | $215.73 | $241.16 | $19.30 | $15.79 | $215.73 | $241.16 | $100.59 | $30.89 | $13.26 | $2.97 |
| 70 | $520.43 | $364.83 | $313.34 | $375.55 | $84.97 | $63.09 | $313.34 | $375.55 | $187.72 | $151.72 | $24.53 | $21.30 |
| 75 | $587.07 | $440.52 | $403.45 | $559.63 | $106.26 | $73.73 | $403.45 | $559.63 | $214.74 | $157.98 | $34.20 | $31.47 |
| 80 | $650.26 | $519.50 | $505.26 | $701.41 | $126.54 | $87.79 | $505.26 | $701.41 | $236.14 | $196.11 | $40.71 | $34.74 |
| 85 | $705.79 | $597.78 | $621.71 | $769.63 | $144.17 | $107.00 | $621.71 | $769.63 | $248.34 | $238.22 | $44.36 | $40.22 |
| 90 | $748.39 | $670.11 | $756.14 | $727.50 | $156.96 | $133.58 | $756.14 | $727.50 | $247.10 | $245.99 | $45.39 | $50.09 |
| 95 | $771.63 | $729.82 | $815.75 | $416.86 | $171.58 | $188.91 | $815.75 | $416.86 | $213.65 | $212.14 | $38.69 | $60.28 |
| 100 | $698.69 | $522.32 | $815.75 | $416.86 | $171.58 | $188.91 | $815.75 | $416.86 | $213.65 | $139.08 | $38.69 | $41.38 |
| 105 | $698.69 | $522.32 | $815.75 | $416.86 | $171.58 | $188.91 | $815.75 | $416.86 | $213.65 | $139.08 | $38.69 | $41.38 |
| 110 | $698.69 | $522.32 | $815.75 | $416.86 | $171.58 | $188.91 | $815.75 | $416.86 | $213.65 | $139.08 | $38.69 | $41.38 |
| 115 | $698.69 | $522.32 | $815.75 | $416.86 | $171.58 | $188.91 | $815.75 | $416.86 | $213.65 | $139.08 | $38.69 | $41.38 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Direct Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Outpatient Retiree Act. Duty Nondis. Enlistee | Outpatient Retiree Act. Duty Nondis. Officer | Outpatient Retiree Act. Duty Disabled Enlistee | Outpatient Retiree Act. Duty Disabled Officer | Outpatient Retiree Reserve Nondis. Enlistee | Outpatient Retiree Reserve Nondis. Officer | Outpatient Retiree Reserve Disabled Enlistee | Outpatient Retiree Reserve Disabled Officer | Outpatient Survivor Act. Duty Enlistee | Outpatient Survivor Act. Duty Officer | Outpatient Survivor Reserve Enlistee | Outpatient Survivor Reserve Officer |
| 20 | $22.34 | $13.33 | $74.49 | $149.12 | $17.78 | $8.49 | $74.49 | $149.12 | $1.78 | $4.59 | $11.19 | $4.63 |
| 25 | $22.34 | $13.33 | $74.49 | $149.12 | $17.78 | $8.49 | $74.49 | $149.12 | $1.78 | $4.59 | $11.19 | $4.63 |
| 30 | $22.34 | $13.33 | $96.33 | $149.12 | $17.78 | $8.49 | $96.33 | $149.12 | $1.78 | $4.59 | $11.19 | $4.63 |
| 35 | $22.34 | $13.33 | $115.47 | $149.12 | $17.78 | $8.49 | $115.47 | $149.12 | $1.78 | $4.59 | $11.19 | $4.63 |
| 40 | $26.48 | $13.33 | $135.42 | $200.30 | $17.78 | $8.49 | $135.42 | $200.30 | $1.78 | $4.59 | $11.19 | $4.63 |
| 45 | $24.51 | $13.33 | $155.37 | $225.37 | $17.78 | $8.49 | $155.37 | $225.37 | $13.49 | $4.59 | $11.19 | $4.63 |
| 50 | $27.45 | $13.33 | $173.90 | $249.66 | $17.78 | $8.49 | $173.90 | $249.66 | $24.75 | $4.59 | $11.19 | $4.63 |
| 55 | $47.37 | $13.33 | $188.84 | $273.04 | $17.78 | $8.49 | $188.84 | $273.04 | $40.61 | $12.52 | $11.19 | $4.63 |
| 60 | $103.91 | $48.67 | $197.11 | $295.36 | $17.78 | $8.49 | $197.11 | $295.36 | $61.53 | $26.16 | $11.19 | $4.63 |
| 65 | $260.89 | $160.95 | $226.34 | $316.49 | $34.66 | $29.30 | $226.34 | $316.49 | $87.64 | $54.86 | $11.23 | $17.52 |
| 70 | $651.23 | $651.01 | $335.84 | $540.34 | $104.44 | $119.55 | $335.84 | $540.34 | $230.18 | $218.31 | $39.06 | $53.95 |
| 75 | $645.55 | $659.08 | $408.44 | $661.14 | $118.91 | $130.20 | $408.44 | $661.14 | $230.57 | $209.95 | $41.00 | $46.47 |
| 80 | $627.27 | $652.75 | $453.41 | $700.05 | $125.34 | $134.39 | $453.41 | $700.05 | $236.97 | $197.04 | $40.08 | $39.79 |
| 85 | $591.14 | $626.88 | $472.53 | $653.58 | $122.09 | $132.34 | $472.53 | $653.58 | $211.69 | $178.67 | $36.32 | $34.10 |
| 90 | $530.79 | $575.30 | $467.34 | $524.23 | $107.54 | $124.22 | $467.34 | $524.23 | $157.46 | $153.79 | $29.72 | $29.59 |
| 95 | $438.67 | $490.65 | $458.77 | $247.39 | $77.04 | $108.66 | $458.77 | $247.39 | $86.70 | $121.28 | $18.99 | $26.48 |
| 100 | $284.96 | $238.91 | $458.77 | $247.39 | $77.04 | $108.66 | $458.77 | $247.39 | $86.70 | $57.14 | $18.99 | $17.67 |
| 105 | $284.96 | $238.91 | $458.77 | $247.39 | $77.04 | $108.66 | $458.77 | $247.39 | $86.70 | $57.14 | $18.99 | $17.67 |
| 110 | $284.96 | $238.91 | $458.77 | $247.39 | $77.04 | $108.66 | $458.77 | $247.39 | $86.70 | $57.14 | $18.99 | $17.67 |
| 115 | $284.96 | $238.91 | $458.77 | $247.39 | $77.04 | $108.66 | $458.77 | $247.39 | $86.70 | $57.14 | $18.99 | $17.67 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Direct Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Pharmacy Retiree Act. Duty Nondis. Enlistee | Pharmacy Retiree Act. Duty Nondis. Officer | Pharmacy Retiree Act. Duty Disabled Enlistee | Pharmacy Retiree Act. Duty Disabled Officer | Pharmacy Retiree Reserve Nondis. Enlistee | Pharmacy Retiree Reserve Nondis. Officer | Pharmacy Retiree Reserve Disabled Enlistee | Pharmacy Retiree Reserve Disabled Officer | Pharmacy Survivor Act. Duty Enlistee | Pharmacy Survivor Act. Duty Officer | Pharmacy Survivor Reserve Enlistee | Pharmacy Survivor Reserve Officer |
| 20 | $16.71 | $11.32 | $8.55 | $12.51 | $21.68 | $6.73 | $8.55 | $12.51 | $6.89 | $0.90 | $23.34 | $8.64 |
| 25 | $16.71 | $11.32 | $8.55 | $12.51 | $21.68 | $6.73 | $8.55 | $12.51 | $6.89 | $0.90 | $23.34 | $8.64 |
| 30 | $16.71 | $11.32 | $24.93 | $12.51 | $21.68 | $6.73 | $24.93 | $12.51 | $6.89 | $0.90 | $23.34 | $8.64 |
| 35 | $16.71 | $11.32 | $46.79 | $52.85 | $21.68 | $6.73 | $46.79 | $52.85 | $6.89 | $0.90 | $23.34 | $8.64 |
| 40 | $19.43 | $11.32 | $75.77 | $97.49 | $21.68 | $6.73 | $75.77 | $97.49 | $6.89 | $0.90 | $23.34 | $8.64 |
| 45 | $19.34 | $11.32 | $109.80 | $151.57 | $21.68 | $6.73 | $109.80 | $151.57 | $17.77 | $0.90 | $23.34 | $8.64 |
| 50 | $25.00 | $11.32 | $144.63 | $209.70 | $21.68 | $6.73 | $144.63 | $209.70 | $27.20 | $0.90 | $23.34 | $8.64 |
| 55 | $46.89 | $11.32 | $173.33 | $263.56 | $21.68 | $6.73 | $173.33 | $263.56 | $41.61 | $10.38 | $23.34 | $8.64 |
| 60 | $101.62 | $50.16 | $185.88 | $301.60 | $21.68 | $6.73 | $185.88 | $301.60 | $63.27 | $28.13 | $23.34 | $8.64 |
| 65 | $226.47 | $134.55 | $199.39 | $357.58 | $48.23 | $34.06 | $199.39 | $357.58 | $95.11 | $53.05 | $30.78 | $25.76 |
| 70 | $739.29 | $572.81 | $329.96 | $504.16 | $258.67 | $216.48 | $329.96 | $504.16 | $315.63 | $229.64 | $134.04 | $116.27 |
| 75 | $791.90 | $640.71 | $417.98 | $570.66 | $346.44 | $294.71 | $417.98 | $570.66 | $318.90 | $230.45 | $149.44 | $122.87 |
| 80 | $743.89 | $641.11 | $434.57 | $570.28 | $363.87 | $319.06 | $434.57 | $570.28 | $293.09 | $217.16 | $132.67 | $107.06 |
| 85 | $629.12 | $571.83 | $386.33 | $503.21 | $311.92 | $287.10 | $386.33 | $503.21 | $243.71 | $191.07 | $97.71 | $79.25 |
| 90 | $472.34 | $441.84 | $278.90 | $372.92 | $208.35 | $210.38 | $278.90 | $372.92 | $179.33 | $153.30 | $58.29 | $48.87 |
| 95 | $291.27 | $273.82 | $220.47 | $122.94 | $65.63 | $97.15 | $220.47 | $122.94 | $84.30 | $104.81 | $26.18 | $24.50 |
| 100 | $124.29 | $92.89 | $220.47 | $122.94 | $65.63 | $97.15 | $220.47 | $122.94 | $84.30 | $22.01 | $26.18 | $12.17 |
| 105 | $124.29 | $92.89 | $220.47 | $122.94 | $65.63 | $97.15 | $220.47 | $122.94 | $84.30 | $22.01 | $26.18 | $12.17 |
| 110 | $124.29 | $92.89 | $220.47 | $122.94 | $65.63 | $97.15 | $220.47 | $122.94 | $84.30 | $22.01 | $26.18 | $12.17 |
| 115 | $124.29 | $92.89 | $220.47 | $122.94 | $65.63 | $97.15 | $220.47 | $122.94 | $84.30 | $22.01 | $26.18 | $12.17 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Purchased Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Inpatient Retiree Act. Duty Nondis. Enlistee | Inpatient Retiree Act. Duty Nondis. Officer | Inpatient Retiree Act. Duty Disabled Enlistee | Inpatient Retiree Act. Duty Disabled Officer | Inpatient Retiree Reserve Nondis. Enlistee | Inpatient Retiree Reserve Nondis. Officer | Inpatient Retiree Reserve Disabled Enlistee | Inpatient Retiree Reserve Disabled Officer | Inpatient Survivor Act. Duty Enlistee | Inpatient Survivor Act. Duty Officer | Inpatient Survivor Reserve Enlistee | Inpatient Survivor Reserve Officer |
| 20 | $12.17 | $12.26 | $18.43 | $13.67 | $23.38 | $11.23 | $18.43 | $13.67 | $12.18 | $31.62 | $49.99 | $61.40 |
| 25 | $12.17 | $12.26 | $18.43 | $13.67 | $23.38 | $11.23 | $18.43 | $13.67 | $12.18 | $31.62 | $49.99 | $61.40 |
| 30 | $12.17 | $12.26 | $29.79 | $13.67 | $23.38 | $11.23 | $29.79 | $13.67 | $12.18 | $31.62 | $49.99 | $61.40 |
| 35 | $12.17 | $12.26 | $39.57 | $13.67 | $23.38 | $11.23 | $39.57 | $13.67 | $12.18 | $31.62 | $49.99 | $61.40 |
| 40 | $12.17 | $12.26 | $49.61 | $13.67 | $23.38 | $11.23 | $49.61 | $13.67 | $12.18 | $31.62 | $49.99 | $61.40 |
| 45 | $12.17 | $12.26 | $61.32 | $73.34 | $23.38 | $11.23 | $61.32 | $73.34 | $29.72 | $31.62 | $49.99 | $61.40 |
| 50 | $12.17 | $12.26 | $78.34 | $111.73 | $23.38 | $11.23 | $78.34 | $111.73 | $42.65 | $31.62 | $49.99 | $61.40 |
| 55 | $23.44 | $12.26 | $107.33 | $140.28 | $23.38 | $11.23 | $107.33 | $140.28 | $61.29 | $31.62 | $49.99 | $61.40 |
| 60 | $61.96 | $18.24 | $158.78 | $141.77 | $23.38 | $11.23 | $158.78 | $141.77 | $88.56 | $31.62 | $96.15 | $61.40 |
| 65 | $143.52 | $47.90 | $247.90 | $92.00 | $75.76 | $41.90 | $247.90 | $92.00 | $128.47 | $40.43 | $119.96 | $132.29 |
| 70 | $469.37 | $288.81 | $426.96 | $395.31 | $301.59 | $216.30 | $426.96 | $395.31 | $399.71 | $258.05 | $277.98 | $167.37 |
| 75 | $638.04 | $446.77 | $610.12 | $644.09 | $498.00 | $362.10 | $610.12 | $644.09 | $465.47 | $387.75 | $391.40 | $269.73 |
| 80 | $804.84 | $653.07 | $768.50 | $869.47 | $687.39 | $549.03 | $768.50 | $869.47 | $577.91 | $549.45 | $503.93 | $414.31 |
| 85 | $1,018.11 | $942.73 | $901.33 | $1,048.49 | $849.88 | $773.71 | $901.33 | $1,048.49 | $746.95 | $713.56 | $600.49 | $560.71 |
| 90 | $1,228.95 | $1,297.11 | $1,007.63 | $1,155.57 | $960.07 | $999.06 | $1,007.63 | $1,155.57 | $873.52 | $815.95 | $660.81 | $667.36 |
| 95 | $1,323.38 | $1,616.00 | $731.80 | $1,122.99 | $901.87 | $1,141.04 | $731.80 | $1,122.99 | $848.61 | $800.95 | $542.28 | $691.85 |
| 100 | $861.38 | $1,596.02 | $731.80 | $1,122.99 | $901.87 | $965.20 | $731.80 | $1,122.99 | $460.02 | $514.02 | $542.28 | $422.53 |
| 105 | $861.38 | $1,596.02 | $731.80 | $1,122.99 | $901.87 | $965.20 | $731.80 | $1,122.99 | $460.02 | $514.02 | $542.28 | $422.53 |
| 110 | $861.38 | $1,596.02 | $731.80 | $1,122.99 | $901.87 | $965.20 | $731.80 | $1,122.99 | $460.02 | $514.02 | $542.28 | $422.53 |
| 115 | $861.38 | $1,596.02 | $731.80 | $1,122.99 | $901.87 | $965.20 | $731.80 | $1,122.99 | $460.02 | $514.02 | $542.28 | $422.53 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Purchased Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Outpatient Retiree Act. Duty Nondis. Enlistee | Outpatient Retiree Act. Duty Nondis. Officer | Outpatient Retiree Act. Duty Disabled Enlistee | Outpatient Retiree Act. Duty Disabled Officer | Outpatient Retiree Reserve Nondis. Enlistee | Outpatient Retiree Reserve Nondis. Officer | Outpatient Retiree Reserve Disabled Enlistee | Outpatient Retiree Reserve Disabled Officer | Outpatient Survivor Act. Duty Enlistee | Outpatient Survivor Act. Duty Officer | Outpatient Survivor Reserve Enlistee | Outpatient Survivor Reserve Officer |
| 20 | $53.98 | $29.24 | $39.03 | $154.01 | $101.68 | $43.08 | $39.03 | $154.01 | $13.92 | $142.54 | $217.58 | $82.06 |
| 25 | $53.98 | $29.24 | $39.03 | $154.01 | $101.68 | $43.08 | $39.03 | $154.01 | $13.92 | $142.54 | $217.58 | $82.06 |
| 30 | $53.98 | $29.24 | $131.45 | $154.01 | $101.68 | $43.08 | $131.45 | $154.01 | $13.92 | $142.54 | $217.58 | $82.06 |
| 35 | $53.98 | $29.24 | $207.67 | $154.01 | $101.68 | $43.08 | $207.67 | $154.01 | $13.92 | $142.54 | $217.58 | $82.06 |
| 40 | $53.98 | $29.24 | $281.75 | $260.63 | $101.68 | $43.08 | $281.75 | $260.63 | $13.92 | $142.54 | $217.58 | $82.06 |
| 45 | $53.98 | $29.24 | $352.76 | $337.19 | $101.68 | $43.08 | $352.76 | $337.19 | $92.82 | $142.54 | $217.58 | $82.06 |
| 50 | $53.98 | $29.24 | $420.02 | $421.49 | $101.68 | $43.08 | $420.02 | $421.49 | $154.33 | $142.54 | $217.58 | $82.06 |
| 55 | $123.27 | $40.49 | $483.01 | $508.00 | $101.68 | $43.08 | $483.01 | $508.00 | $225.51 | $142.54 | $217.58 | $82.06 |
| 60 | $229.07 | $99.33 | $541.33 | $588.04 | $101.68 | $43.08 | $541.33 | $588.04 | $296.16 | $142.54 | $217.58 | $144.11 |
| 65 | $426.34 | $243.18 | $594.68 | $649.21 | $314.92 | $181.74 | $594.68 | $649.21 | $349.67 | $148.37 | $246.16 | $138.68 |
| 70 | $1,681.09 | $1,622.15 | $1,412.71 | $1,618.02 | $1,360.04 | $1,331.54 | $1,412.71 | $1,618.02 | $1,094.03 | $1,050.28 | $950.49 | $974.20 |
| 75 | $2,122.83 | $2,171.95 | $1,804.82 | $2,165.30 | $1,785.95 | $1,802.65 | $1,804.82 | $2,165.30 | $1,191.15 | $1,184.57 | $1,045.63 | $1,088.55 |
| 80 | $2,236.61 | $2,416.99 | $1,895.14 | $2,428.32 | $1,945.63 | $2,083.63 | $1,895.14 | $2,428.32 | $1,173.04 | $1,227.19 | $1,052.33 | $1,072.88 |
| 85 | $2,115.76 | $2,434.66 | $1,769.02 | $2,433.34 | $1,861.69 | $2,146.07 | $1,769.02 | $2,433.34 | $1,116.36 | $1,221.12 | $978.79 | $1,039.29 |
| 90 | $1,830.88 | $2,275.26 | $1,497.75 | $2,202.83 | $1,576.39 | $1,954.45 | $1,497.75 | $2,202.83 | $1,008.64 | $1,142.16 | $831.97 | $971.68 |
| 95 | $1,442.93 | $1,959.86 | $938.81 | $1,589.50 | $1,126.23 | $1,578.84 | $938.81 | $1,589.50 | $813.43 | $946.74 | $617.92 | $806.93 |
| 100 | $711.27 | $1,325.16 | $938.81 | $1,589.50 | $1,126.23 | $1,159.07 | $938.81 | $1,589.50 | $395.11 | $470.67 | $289.94 | $357.92 |
| 105 | $711.27 | $1,325.16 | $938.81 | $1,589.50 | $1,126.23 | $1,159.07 | $938.81 | $1,589.50 | $395.11 | $470.67 | $289.94 | $357.92 |
| 110 | $711.27 | $1,325.16 | $938.81 | $1,589.50 | $1,126.23 | $1,159.07 | $938.81 | $1,589.50 | $395.11 | $470.67 | $289.94 | $357.92 |
| 115 | $711.27 | $1,325.16 | $938.81 | $1,589.50 | $1,126.23 | $1,159.07 | $938.81 | $1,589.50 | $395.11 | $470.67 | $289.94 | $357.92 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Purchased Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | Pharmacy Retiree Act. Duty Nondis. Enlistee | Pharmacy Retiree Act. Duty Nondis. Officer | Pharmacy Retiree Act. Duty Disabled Enlistee | Pharmacy Retiree Act. Duty Disabled Officer | Pharmacy Retiree Reserve Nondis. Enlistee | Pharmacy Retiree Reserve Nondis. Officer | Pharmacy Retiree Reserve Disabled Enlistee | Pharmacy Retiree Reserve Disabled Officer | Pharmacy Survivor Act. Duty Enlistee | Pharmacy Survivor Act. Duty Officer | Pharmacy Survivor Reserve Enlistee | Pharmacy Survivor Reserve Officer |
| 20 | $56.44 | $59.46 | $98.79 | $25.95 | $116.14 | $73.37 | $98.79 | $25.95 | $7.83 | $155.32 | $538.14 | $171.19 |
| 25 | $56.44 | $59.46 | $98.79 | $25.95 | $116.14 | $73.37 | $98.79 | $25.95 | $7.83 | $155.32 | $538.14 | $171.19 |
| 30 | $56.44 | $59.46 | $217.85 | $25.95 | $116.14 | $73.37 | $217.85 | $25.95 | $7.83 | $155.32 | $538.14 | $171.19 |
| 35 | $56.44 | $59.46 | $367.73 | $233.70 | $116.14 | $73.37 | $367.73 | $233.70 | $7.83 | $155.32 | $538.14 | $171.19 |
| 40 | $56.44 | $59.46 | $562.31 | $509.59 | $116.14 | $73.37 | $562.31 | $509.59 | $7.83 | $155.32 | $538.14 | $171.19 |
| 45 | $102.71 | $59.46 | $789.41 | $863.57 | $116.14 | $73.37 | $789.41 | $863.57 | $182.12 | $155.32 | $538.14 | $171.19 |
| 50 | $186.01 | $89.98 | $1,022.63 | $1,248.62 | $116.14 | $73.37 | $1,022.63 | $1,248.62 | $353.89 | $155.32 | $538.14 | $171.19 |
| 55 | $325.42 | $152.21 | $1,217.77 | $1,578.29 | $116.14 | $73.37 | $1,217.77 | $1,578.29 | $545.68 | $400.88 | $538.14 | $171.19 |
| 60 | $536.30 | $280.44 | $1,309.12 | $1,717.87 | $116.14 | $73.37 | $1,309.12 | $1,717.87 | $713.36 | $463.85 | $538.14 | $382.68 |
| 65 | $953.76 | $517.19 | $1,205.63 | $1,475.23 | $579.26 | $371.98 | $1,205.63 | $1,475.23 | $786.39 | $469.52 | $696.22 | $631.64 |
| 70 | $2,677.67 | $2,815.19 | $2,166.41 | $3,338.62 | $2,309.14 | $2,450.28 | $2,166.41 | $3,338.62 | $1,904.32 | $1,946.92 | $1,761.54 | $1,848.79 |
| 75 | $3,171.90 | $3,611.97 | $2,542.48 | $3,617.83 | $2,876.91 | $3,139.48 | $2,542.48 | $3,617.83 | $2,007.95 | $2,225.37 | $1,844.05 | $2,008.18 |
| 80 | $3,139.86 | $3,856.29 | $2,597.94 | $3,711.64 | $2,945.09 | $3,399.05 | $2,597.94 | $3,711.64 | $1,936.96 | $2,293.01 | $1,836.13 | $2,036.46 |
| 85 | $2,792.11 | $3,695.88 | $2,362.42 | $3,595.31 | $2,623.16 | $3,279.26 | $2,362.42 | $3,595.31 | $1,725.67 | $2,163.13 | $1,722.03 | $1,933.96 |
| 90 | $2,282.31 | $3,250.69 | $1,861.24 | $3,241.01 | $2,049.72 | $2,854.66 | $1,861.24 | $3,241.01 | $1,406.99 | $1,863.56 | $1,485.70 | $1,701.26 |
| 95 | $1,726.27 | $2,618.79 | $787.17 | $2,314.03 | $1,148.99 | $2,215.27 | $787.17 | $2,314.03 | $1,013.03 | $1,438.46 | $1,110.85 | $1,339.20 |
| 100 | $782.76 | $1,644.32 | $787.17 | $2,314.03 | $1,148.99 | $1,148.16 | $787.17 | $2,314.03 | $358.21 | $711.76 | $339.97 | $580.15 |
| 105 | $782.76 | $1,644.32 | $787.17 | $2,314.03 | $1,148.99 | $1,148.16 | $787.17 | $2,314.03 | $358.21 | $711.76 | $339.97 | $580.15 |
| 110 | $782.76 | $1,644.32 | $787.17 | $2,314.03 | $1,148.99 | $1,148.16 | $787.17 | $2,314.03 | $358.21 | $711.76 | $339.97 | $580.15 |
| 115 | $782.76 | $1,644.32 | $787.17 | $2,314.03 | $1,148.99 | $1,148.16 | $787.17 | $2,314.03 | $358.21 | $711.76 | $339.97 | $580.15 |

Act. Duty = Active Duty
Nondis. = Nondisabled

TABLE E3 (CONT'D)
FY 2015 MERHCF CLAIM VECTORS

| | Purchased Care | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Age | USFHP Retiree Act. Duty Nondis. Enlistee | USFHP Retiree Act. Duty Nondis. Officer | USFHP Retiree Act. Duty Disabled Enlistee | USFHP Retiree Act. Duty Disabled Officer | USFHP Retiree Reserve Nondis. Enlistee | USFHP Retiree Reserve Nondis. Officer | USFHP Retiree Reserve Disabled Enlistee | USFHP Retiree Reserve Disabled Officer | USFHP Survivor Act. Duty Enlistee | USFHP Survivor Act. Duty Officer | USFHP Survivor Reserve Enlistee | USFHP Survivor Reserve Officer |
| 20 | $3.26 | $2.29 | $39.58 | $32.35 | $36.81 | $29.81 | $39.58 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 25 | $3.26 | $2.29 | $39.58 | $32.35 | $36.81 | $29.81 | $39.58 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 30 | $3.26 | $2.29 | $39.58 | $32.35 | $36.81 | $29.81 | $39.58 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 35 | $3.26 | $2.29 | $41.08 | $32.35 | $36.81 | $29.81 | $41.08 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 40 | $3.26 | $2.29 | $41.08 | $32.35 | $36.81 | $29.81 | $41.08 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 45 | $3.26 | $2.29 | $41.08 | $32.35 | $36.81 | $29.81 | $41.08 | $32.35 | $5.57 | $5.10 | $13.82 | $30.93 |
| 50 | $3.26 | $2.29 | $41.08 | $32.35 | $36.81 | $29.81 | $41.08 | $32.35 | $6.21 | $5.10 | $13.82 | $30.93 |
| 55 | $3.26 | $2.29 | $41.08 | $37.42 | $36.81 | $29.81 | $41.08 | $37.42 | $9.39 | $5.10 | $13.82 | $30.93 |
| 60 | $22.34 | $2.29 | $41.08 | $37.42 | $36.81 | $29.81 | $41.08 | $37.42 | $11.93 | $5.10 | $13.82 | $30.93 |
| 65 | $72.21 | $53.84 | $121.81 | $164.57 | $36.81 | $29.81 | $121.81 | $164.57 | $47.17 | $96.92 | $107.59 | $30.93 |
| 70 | $396.18 | $406.34 | $385.15 | $391.13 | $378.72 | $384.07 | $385.15 | $391.13 | $246.65 | $238.36 | $248.43 | $252.92 |
| 75 | $529.06 | $545.46 | $524.82 | $596.92 | $503.82 | $523.60 | $524.82 | $596.92 | $301.70 | $301.59 | $309.54 | $314.54 |
| 80 | $617.58 | $638.59 | $624.92 | $596.92 | $576.83 | $619.60 | $624.92 | $596.92 | $351.22 | $358.53 | $364.77 | $364.20 |
| 85 | $665.84 | $694.24 | $652.80 | $596.92 | $617.20 | $666.99 | $652.80 | $596.92 | $393.76 | $402.81 | $405.73 | $400.31 |
| 90 | $662.11 | $695.45 | $652.80 | $596.92 | $573.70 | $660.87 | $652.80 | $596.92 | $415.77 | $426.91 | $403.36 | $421.42 |
| 95 | $662.11 | $662.41 | $652.80 | $596.92 | $573.70 | $565.76 | $652.80 | $596.92 | $402.36 | $407.44 | $403.36 | $427.13 |
| 100 | $662.11 | $662.41 | $652.80 | $596.92 | $573.70 | $565.76 | $652.80 | $596.92 | $402.36 | $407.44 | $403.36 | $427.13 |
| 105 | $662.11 | $662.41 | $652.80 | $596.92 | $573.70 | $565.76 | $652.80 | $596.92 | $402.36 | $407.44 | $403.36 | $427.13 |
| 110 | $662.11 | $662.41 | $652.80 | $596.92 | $573.70 | $565.76 | $652.80 | $596.92 | $402.36 | $407.44 | $403.36 | $427.13 |
| 115 | $662.11 | $662.41 | $652.80 | $596.92 | $573.70 | $565.76 | $652.80 | $596.92 | $402.36 | $407.44 | $403.36 | $427.13 |

Act. Duty = Active Duty
Nondis. = Nondisabled
Since the USFHP CVs are developed by dividing aggregate USFHP costs by the total number of retired (or survivor) sponsors, and only approximately 2% of retirees enroll in USFHP, the CVs are not a fair representation of USFHP global rates

# APPENDIX F

# PLAN PARTICIPATION RATES

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## PLAN PARTICIPATION RATES

Normally, medical plan management and administration includes an annual plan election to enroll members in coverage. Annual enrollments serve many purposes, including updating member eligibility and key demographic information (including dependents), determining enrollment for billing purposes, and communicating important plan information to members. When TRICARE for Life (TFL) was introduced without a contribution requirement, military retirees were supplied with educational communications and an invitation to use the plan. Participation was voluntary and there was no need to enroll in the plan. To date, there has been no enrollment in TFL. Only retirees who participate in TRICARE Prime or USFHP must enroll. However, once a retiree or survivor turns age 65 and becomes eligible for Medicare, TRICARE Prime is no longer available, and only a small, grandfathered enrolled group is eligible to sign up for USFHP after obtaining age 65 (about 2%). Therefore, the bulk of Medicare-eligible retirees and survivors are given free coverage in TFL, and it is up to the retiree and survivors to update their information in the Defense Eligibility and Enrollment System (DEERS).

Analysis of per capita claims and utilization within both the Direct Care (DC) and Purchased Care (PC) environments indicates that TFL's current utilization levels generally fall below expected utilization levels for similar populations. One reason for the lower utilization is other health insurance (OHI). Without an annual enrollment, retirees don't have an opportunity to either elect or opt out of TFL. It's possible that some retirees prefer health insurance from another (former) employer or from a spouse's (former) employer.

In the case of TFL, the denominator of a per capita cost is the eligible population, not the enrolled population. As more claims are filed with TFL from members with other health plans, the per capita cost increases even if the population doesn’t change and even if the new users of TFL are healthier and incur lower average costs.

There is a common belief within DoD Health Affairs, OACT, and the MERHCF Board that eligible retirees will migrate away from their other coverage and use the TRICARE and TFL programs more exclusively over time. This belief is based on the following:

- Reduction in alternative, viable sources of medical coverage (employers restricting or terminating eligibility and/or subsidy)
- Military retirees will learn of the TRICARE and TFL programs' great value
- Over time, military families will "grow up" with a greater awareness of the significance TRICARE and TFL play in financial well-being during retirement (similar to an awareness of Medicare)
- Annual surveys of military personnel and retirees have shown a decline in both the percentage of military retirees who are offered OHI and the percentage of those military retirees offered OHI who elect OHI coverage.

At the same time, analysis of DC plan utilization indicates a general decline in use of Military Treatment Facilities (MTFs) among beneficiaries eligible for TFL. Medicare-eligible retirees are using MTF services less, likely since they are seen at MTFs on a space available basis, and the majority of them don’t live near an MTF. One of the reasons recent DC medical trends have increased is the increased cost allocation to retirees at the same time as flat or decreasing utilization experience. The decline in DC utilization can also help explain the higher utilization

trends in PC (due to a change in venue). OACT needs to reflect this decline in DC usage in order to avoid an overstatement of plan cost. Similarly, OACT needs to reflect the shift to PC appropriately.

Participation rates were created to account for the annual change in plan usage as retirees drop their other coverage in favor of TFL (external participation effects) and as retirees change their relative utilization of services within the plan (internal participation effects, or the shift out of direct care services and into purchased care services). Separate plan participation rates are applied through 2021 to recognize an assumed slow but steady shift in availability of alternative coverage and retiree preferences. Since the enrollment in USFHP has been fairly stable over the past several years, and retirees enrolling in USFHP agree to receive almost all their health care services through USFHP, plan participation rates are not applied to USFHP costs.

OACT did not want to incorporate the impact of these events into the medical trend rates so that the MERHCF trend rates would remain comparable to other industry medical trends.

Development of Participation Rates

Combined participation rates (PC and DC) were determined after analyzing two data sources:

- TRICARE user rate and utilization data
  - Percent of members who file a claim (separate for IP, OP, Rx)
  - Average utilization of services (separate for IP, OP, Rx)
- Tabulated survey responses contained in DHA's annual survey data. The survey included questions related to other health insurance (OHI).

These combined participation rates were graded to ultimate assumed participation rates over 15 years, beginning with the September 30, 2006, valuation (previously, participation rates were used over a shorter time horizon). The MERHCF Board decided to reduce the select period of the participation rates so that the participation rates disappear after 15 years (in 2021).

OACT set ultimate plan participation at 90% for the eligible MERHCF population (combined DC and PC), which means there is an expectation that 10% of the Medicare-eligible retirees will continue to retain other health insurance in the long run. This assumption is based on the fact that there are few opportunities to obtain free or low-cost Medicare supplement coverage besides TFL, but that there will always be some members who prefer to buy other coverage to help defray the out-of-pocket costs of TFL (up to $3,000 per year).

The initial total participation rates were developed by adding together two components:

- Full participation, measured as one minus the assumed percentage of retirees with OHI
- Partial participation by the retirees who have OHI, measured by estimating the adjusted plan value of TFL after the OHI pays first

Next, the overall participation rates were normalized so that the ultimate participation rate is 100%. Therefore, in determining the starting rates of plan participation for DC and PC, initial DC participation is greater than 100% (since it is declining), and initial PC participation rate is less than 100% (since it is increasing).

For each benefit component (IP, OP, Rx), PC participation rates were derived from the following formula that sets PC per capita claims costs (at the ultimate participation level) equal to Total per capita claims cost (at the ultimate participation level) minus DC per capita claims cost (at the ultimate participation level):

PC$ / PCP = (T$ / TP) – (DC$ / DCP)

Where:
PC$ = Purchased Care per capita claims cost (including costs absorbed by Medicare)
PCP = initial Purchased Care participation rate (the variable to solve for)
T$ = total (Purchased + Direct Care) per capita claims cost (including costs absorbed by Medicare)
TP = total (Purchased + Direct Care) initial participation rate
DC$ = Direct Care per capita claims cost
DCP = initial Direct Care participation rate

Application of Participation Rates

The claim vectors are adjusted by dividing each average cost in each PC and DC CV by the valuation year's participation rate for the respective benefit (IP, OP, Rx). This adjustment converts current costs to what they would be at ultimate participation levels. For each year prior to 2021, the purchased care cash flow generated by the valuation model is also adjusted to back out the difference between full participation levels and the assumed level of plan participation in each year. The cash flow adjustment for each year prior to 2021 is achieved by multiplying by:

P(n, x, y)

Where:
P(n, x, y) = participation rate in year n for benefit x and place of service y
n = future year between valuation year and 2021
x = IP, OP, or Rx
y = DC or PC

Ultimate participation rates are not applied to USFHP CVs. Members must enroll in USFHP, and the global rates that apply to USFHP are based on full participation. USFHP is a designated provider plan that is designed to encourage members to receive all their care from this plan.

TABLE F1

MERHCF PLAN PARTICIPATION RATES

| Fiscal | DC | | | PC | | |
|---|---|---|---|---|---|---|
| Year | IP | OP | RX | IP | OP | RX |
| 2015 | 103.2% | 103.2% | 101.5% | 98.2% | 98.2% | 98.1% |
| 2016 | 102.6% | 102.6% | 101.3% | 98.5% | 98.5% | 98.4% |
| 2017 | 102.0% | 102.0% | 101.0% | 98.8% | 98.8% | 98.7% |
| 2018 | 101.5% | 101.5% | 100.8% | 99.1% | 99.1% | 99.0% |
| 2019 | 100.9% | 100.9% | 100.6% | 99.4% | 99.4% | 99.3% |
| 2020 | 100.3% | 100.3% | 100.3% | 99.6% | 99.7% | 99.6% |
| 2021 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 2022 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 2023 | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

# APPENDIX G

## ACTIVE DUTY RATES

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## ACTIVE DUTY RATES

The active duty rates consist principally of decrement rates related to the probabilities of a member leaving a category of military service for a specific cause. In addition, they include a new entrant distribution and a set of reentrant ratios.

The active duty rates of decrement are used to project active duty deaths, temporary and permanent disability retirements, nondisability retirements, and withdrawals (i.e., other active duty losses). In addition, the active duty decrements include rates of transfer between officer and enlisted status. The death rates are given by age nearest birthday for officers and enlistees separately. In addition, the death rates are updated each year to reflect another year of mortality improvement to the valuation date (using MP 2015, a trend created by the Society of Actuaries (SOA), with adjustments to reflect the impact of military-specific gender mix and the relative difference in mortality improvement experience between officers and enlistees). The remaining rates are given by completed years of active service for officers and enlistees separately. The formulas used to create the active duty rates are shown on page G-3. Table G1 shows the fiscal years on which various rates are based. The experience period of the rates was selected such that the net change in the active duty force size during the years covered by the period was roughly zero. Because of the large number of cases available and the need to avoid smoothing through real discontinuities, the nondisability retirement and withdrawal rates were not graduated (smoothed). The remaining rates were broken into ranges where assumptions of continuity were reasonable. Except for a few of these ranges where means or ungraduated rates were used, the remaining rates were smoothed using Whittaker-Henderson graduations.

A reentrant is defined as someone who is on active duty at year end, who was not on active duty a year earlier, and who is not a new entrant. The reentrant ratios give the expected number of reentrants per year, per active member, in each cell. The cells are defined by length of service and by officer/enlisted.

The new entrant distribution gives the percentages of new entrants to the Services by age and by officer/enlisted status.

Death rates for non-retired active duty members were updated using an underlying experience period from FY 2010 – FY 2015.

Active duty disability retirement rates were updated in last year's (September 30, 2014), valuation using an underlying experience period from FY 2010 – FY 2014 for years of service (YOS) less than 19. These rates recognize the increase in disability retirements resulting from implementing a new Integrated Disability Evaluation System (IDES, operated jointly by DoD and the VA since 2007) as well as a notable increase in combat-related disability retirements. The data available for study could not fully explain the reasons for the increased disability retirement experience (i.e., the inability to separate combat-related injuries by incidence year due to some backlogs created by moving to the IDES). In order to recognize this inherent uncertainty in the data, and also to acknowledge potential future improvements to reduce the severity of combat-related injuries and potential reductions to combat exposure, the Board agreed to remove half of the combat-related disabilities from the FY 2010 – FY 2014 experience period. However, the Board also agreed that OACT should add an additional amount of AL to recognize the higher number of disability retirements expected in the near term (originally over the next five years, and now four years) compared to what the new disability rates produce.

## ACTIVE DUTY RATE FORMULAS

WITHDRAWAL FROM ACTIVE DUTY (by completed years of service)

$$\frac{Withdrawals\ during\ \ the\ year}{Number\ at\ beginning\ of\ year}$$

REENTRANT RATIOS (by completed years of service)

$$\frac{Number\ reentering\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

ACTIVE DEATH (by age nearest birthday)

$$\frac{Deaths\ during\ the\ year}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times\ (Withdrawals + Nondisability\ retirements\ during\ the\ year)]}$$

NONDISABILITY RETIREMENT (by completed years of service)

$$\frac{New\ retirees\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

TEMPORARY DISABILITY RETIREMENT (by completed years of service)

$$\frac{New\ temporary\ disabilities\ during\ the\ year}{[Number\ at\ beginning\ of\ year - \frac{1}{2}\ \times\ (Withdrawals + Nondisability\ retirments\ during\ the\ year)]}$$

PERMANENT DISABILITY RETIREMENT (by completed years of service)

$$\frac{New\ permanent\ disabilities\ during\ the\ year}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times\ (Withdrawals + Nondisability\ retirements\ during\ the\ year)]}$$

TRANSFER (by completed years of service)

$$\frac{Transfers\ to\ category\ during\ the\ year}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times\ (Withdrawals + Nondisability\ retirements\ during\ the\ year)]}$$

TABLE G1

SUMMARY OF FISCAL YEARS ON WHICH ACTIVE DUTY RATES ARE BASED

| RATE | 1982-1989 | 1997-1999 | 2000-2008 | 2010-2014 | 2015 |
|---|---|---|---|---|---|
| Death | | | | X | X |
| Nondisability Retirement | X | X | X | | |
| Temporary Disability Retirement | X | X | X | X | |
| Permanent Disability Retirement | X | X | X | X | |
| Withdrawal (other losses) | X | X | X | | |
| Reentrant Ratios | X | X | X | | |
| New Entrant Distribution | X | X | X | | |
| Paygrade Transfer | X | X | X | | |

Note: For YOS greater than 18, the 2010 - 2014 experience period was not used in developing temporary and permanent disability retirement rates. For YOS less than 19, only the 2010 - 2014 experience period was used in developing temporary and permanent disability retirement rates.

TABLE G2

NONRETIRED ACTIVE DUTY DEATH RATES

(Age Nearest Birthday)

| Age | Officer | Enlistee | Age | Officer | Enlistee |
|---|---|---|---|---|---|
| 16 | 0.00050 | 0.00070 | 39 | 0.00040 | 0.00063 |
| 17 | 0.00049 | 0.00071 | 40 | 0.00041 | 0.00064 |
| 18 | 0.00047 | 0.00072 | 41 | 0.00041 | 0.00065 |
| 19 | 0.00046 | 0.00074 | 42 | 0.00042 | 0.00065 |
| 20 | 0.00046 | 0.00076 | 43 | 0.00043 | 0.00068 |
| 21 | 0.00045 | 0.00077 | 44 | 0.00045 | 0.00069 |
| 22 | 0.00044 | 0.00078 | 45 | 0.00048 | 0.00072 |
| 23 | 0.00044 | 0.00077 | 46 | 0.00050 | 0.00075 |
| 24 | 0.00043 | 0.00076 | 47 | 0.00053 | 0.00079 |
| 25 | 0.00043 | 0.00075 | 48 | 0.00057 | 0.00083 |
| 26 | 0.00041 | 0.00072 | 49 | 0.00061 | 0.00087 |
| 27 | 0.00041 | 0.00070 | 50 | 0.00065 | 0.00091 |
| 28 | 0.00040 | 0.00069 | 51 | 0.00070 | 0.00097 |
| 29 | 0.00040 | 0.00067 | 52 | 0.00074 | 0.00101 |
| 30 | 0.00039 | 0.00065 | 53 | 0.00080 | 0.00107 |
| 31 | 0.00038 | 0.00065 | 54 | 0.00085 | 0.00112 |
| 32 | 0.00039 | 0.00063 | 55 | 0.00090 | 0.00118 |
| 33 | 0.00038 | 0.00062 | 56 | 0.00096 | 0.00124 |
| 34 | 0.00038 | 0.00063 | 57 | 0.00101 | 0.00130 |
| 35 | 0.00038 | 0.00063 | 58 | 0.00108 | 0.00136 |
| 36 | 0.00039 | 0.00063 | 59 | 0.00114 | 0.00142 |
| 37 | 0.00039 | 0.00062 | 60 | 0.00120 | 0.00148 |
| | 0.00039 | 0.00063 | | | |

Note: These death rates should not be compared to other published rates or used for other purposes without examining the exposure formula used in the derivation.

TABLE G3

NONDISABILITY, TEMPORARY DISABILITY & PERMANENT DISABILITY
RETIREMENT RATES (BY COMPLETED YEARS OF SERVICE)
ACTIVE DUTY OFFICER

| Years of Service | Non-disability | Temporary Disability | Permanent Disability |
|---|---|---|---|
| 0 | 0.00000 | 0.00033 | 0.00037 |
| 1 | 0.00000 | 0.00064 | 0.00038 |
| 2 | 0.00000 | 0.00083 | 0.00074 |
| 3 | 0.00000 | 0.00091 | 0.00096 |
| 4 | 0.00000 | 0.00101 | 0.00087 |
| 5 | 0.00000 | 0.00095 | 0.00093 |
| 6 | 0.00000 | 0.00107 | 0.00154 |
| 7 | 0.00000 | 0.00112 | 0.00103 |
| 8 | 0.00000 | 0.00115 | 0.00152 |
| 9 | 0.00000 | 0.00103 | 0.00171 |
| 10 | 0.00000 | 0.00105 | 0.00153 |
| 11 | 0.00000 | 0.00098 | 0.00135 |
| 12 | 0.00000 | 0.00090 | 0.00148 |
| 13 | 0.00000 | 0.00080 | 0.00175 |
| 14 | 0.00000 | 0.00080 | 0.00154 |
| 15 | 0.00000 | 0.00077 | 0.00159 |
| 16 | 0.00000 | 0.00069 | 0.00202 |
| 17 | 0.00000 | 0.00059 | 0.00224 |
| 18 | 0.00000 | 0.00048 | 0.00204 |
| 19 | 0.24556 | 0.00192 | 0.00141 |
| 20 | 0.20352 | 0.00231 | 0.00198 |
| 21 | 0.16113 | 0.00169 | 0.00178 |
| 22 | 0.14428 | 0.00204 | 0.00150 |
| 23 | 0.14541 | 0.00222 | 0.00187 |
| 24 | 0.14305 | 0.00209 | 0.00176 |
| 25 | 0.18396 | 0.00214 | 0.00140 |
| 26 | 0.19135 | 0.00361 | 0.00210 |
| 27 | 0.22470 | 0.00322 | 0.00166 |
| 28 | 0.20692 | 0.00367 | 0.00262 |
| 29 | 0.49853 | 0.00505 | 0.00341 |
| 30 | 0.37879 | 0.00692 | 0.00435 |
| 31 | 0.28016 | 0.00534 | 0.00334 |
| 32 | 0.25438 | 0.00534 | 0.00334 |
| 33 | 0.26999 | 0.00534 | 0.00334 |
| 34 | 1.00000 | 0.00534 | 0.00334 |

Example: Nine completed years of service could include anywhere from 9.0 to 9.999 years of service. The associated rate applied to the number of people at the beginning of the year in the category will produce the expected number of occurrences during the following year.

The increase in disability rates shown between 18 and 19 years of service may be due to the removal of the 30% disability rating minimum for members with 20 years of service. Certain tax advantages accorded disability retired pay may result in members choosing disability over nondisability retirements.

TABLE G4

NONDISABILITY, TEMPORARY DISABILITY & PERMANENT DISABILITY
RETIREMENT RATES (BY COMPLETED YEARS OF SERVICE)
ACTIVE DUTY ENLISTEE

| Years of Service | Non-disability | Temporary Disability | Permanent Disability |
|---|---|---|---|
| 0 | 0.00000 | 0.00187 | 0.00054 |
| 1 | 0.00000 | 0.00307 | 0.00179 |
| 2 | 0.00000 | 0.00383 | 0.00291 |
| 3 | 0.00000 | 0.00450 | 0.00382 |
| 4 | 0.00000 | 0.00430 | 0.00396 |
| 5 | 0.00000 | 0.00422 | 0.00425 |
| 6 | 0.00000 | 0.00415 | 0.00497 |
| 7 | 0.00000 | 0.00440 | 0.00521 |
| 8 | 0.00000 | 0.00441 | 0.00614 |
| 9 | 0.00000 | 0.00448 | 0.00645 |
| 10 | 0.00000 | 0.00429 | 0.00688 |
| 11 | 0.00000 | 0.00423 | 0.00776 |
| 12 | 0.00000 | 0.00398 | 0.00757 |
| 13 | 0.00000 | 0.00387 | 0.00785 |
| 14 | 0.00000 | 0.00380 | 0.00737 |
| 15 | 0.00000 | 0.00281 | 0.00749 |
| 16 | 0.00000 | 0.00186 | 0.00601 |
| 17 | 0.00000 | 0.00132 | 0.00492 |
| 18 | 0.00000 | 0.00075 | 0.00352 |
| 19 | 0.42256 | 0.00541 | 0.00551 |
| 20 | 0.30241 | 0.00521 | 0.00634 |
| 21 | 0.26793 | 0.00422 | 0.00482 |
| 22 | 0.23110 | 0.00433 | 0.00508 |
| 23 | 0.29343 | 0.00417 | 0.00419 |
| 24 | 0.18735 | 0.00362 | 0.00359 |
| 25 | 0.33712 | 0.00437 | 0.00322 |
| 26 | 0.24102 | 0.00511 | 0.00333 |
| 27 | 0.24118 | 0.00523 | 0.00343 |
| 28 | 0.19147 | 0.00545 | 0.00466 |
| 29 | 0.77601 | 0.00999 | 0.00586 |
| 30 | 0.64842 | 0.01644 | 0.00795 |
| 31 | 0.42640 | 0.01399 | 0.00340 |
| 32 | 0.50641 | 0.01399 | 0.00340 |
| 33 | 0.40749 | 0.01399 | 0.00340 |
| 34 | 1.00000 | 0.01399 | 0.00340 |

Example: Nine completed years of service could include anywhere from 9.0 to 9.999 years of service. The associated rate applied to the number of people at the beginning of the year in the category will produce the expected number of occurrences during the following year.

The increase in disability rates shown between 18 and 19 years of service may be due to the removal of the 30% disability rating minimum for members with 20 years of service. Certain tax advantages accorded disability retired pay may result in members choosing disability over nondisability retirements.

TABLE G5

WITHDRAWAL, REENTRANT, AND NET LOSS RATES
(BY COMPLETED YEARS OF SERVICE)
ACTIVE DUTY OFFICER

| Years of Service | Withdrawal | Reentrant | Net Loss |
|---|---|---|---|
| 0 | 0.01797 | 0.11937 | -0.10140 |
| 1 | 0.02185 | 0.03298 | -0.01113 |
| 2 | 0.07016 | 0.02574 | 0.04442 |
| 3 | 0.12152 | 0.02898 | 0.09254 |
| 4 | 0.10811 | 0.01964 | 0.08847 |
| 5 | 0.09269 | 0.01703 | 0.07566 |
| 6 | 0.09609 | 0.01444 | 0.08165 |
| 7 | 0.08410 | 0.01400 | 0.07010 |
| 8 | 0.07614 | 0.01200 | 0.06414 |
| 9 | 0.06734 | 0.01155 | 0.05579 |
| 10 | 0.06538 | 0.00872 | 0.05666 |
| 11 | 0.05271 | 0.00798 | 0.04473 |
| 12 | 0.03476 | 0.00656 | 0.02820 |
| 13 | 0.02376 | 0.00557 | 0.01819 |
| 14 | 0.01562 | 0.00467 | 0.01095 |
| 15 | 0.00947 | 0.00368 | 0.00579 |
| 16 | 0.00629 | 0.00291 | 0.00338 |
| 17 | 0.00326 | 0.00252 | 0.00074 |
| 18 | 0.00122 | 0.00246 | -0.00124 |
| 19 | 0.00000 | 0.00223 | -0.00223 |
| 20 | 0.00000 | 0.00247 | -0.00247 |
| 21 | 0.00000 | 0.00259 | -0.00259 |
| 22 | 0.00000 | 0.00230 | -0.00230 |
| 23 | 0.00000 | 0.00237 | -0.00237 |
| 24 | 0.00000 | 0.00229 | -0.00229 |
| 25 | 0.00000 | 0.00268 | -0.00268 |
| 26 | 0.00000 | 0.00276 | -0.00276 |
| 27 | 0.00000 | 0.00284 | -0.00284 |
| 28 | 0.00000 | 0.00329 | -0.00329 |
| 29 | 0.00000 | 0.00419 | -0.00419 |
| 30 | 0.00000 | 0.00912 | -0.00912 |
| 31 | 0.00000 | 0.00803 | -0.00803 |
| 32 | 0.00000 | 0.01145 | -0.01145 |
| 33 | 0.00000 | 0.01084 | -0.01084 |
| 34 | 0.00000 | 0.00000 | 0.00000 |

Example: Nine completed years of service could include anywhere from 9.0 to 9.999 years of service. The associated rate applied to the number of people at the beginning of the year in the category will produce the expected number of occurrences during the following year.

The reentrant (and all other) rates are developed for valuation purposes to be consistent with the data sources used in the valuation. For example, high reentrant rates for members with zero completed years of service at the beginning of the year reflect members showing up on the valuation data files with one completed year of service at year end, who were not on the data files at the beginning of the year, and who were not new entrants. To the extent the valuation data files exclude these members from the zero-completed-years-of-service cell, use of this reentrant rate is appropriate for the valuation projection. However, this "valuation focus" of the rates should be considered if using them for other purposes, e.g., to estimate the probability a given individual will remain on active duty from zero to one or more completed years of service.

TABLE G6

WITHDRAWAL, REENTRANT, AND NET LOSS RATES
(BY COMPLETED YEARS OF SERVICE)
ACTIVE DUTY ENLISTEE

| Years of Service | Withdrawal | Reentrant | Net Loss |
|---|---|---|---|
| 0 | 0.10397 | 0.03043 | 0.07354 |
| 1 | 0.10110 | 0.00769 | 0.09341 |
| 2 | 0.18122 | 0.01394 | 0.16728 |
| 3 | 0.35270 | 0.02745 | 0.32525 |
| 4 | 0.15681 | 0.01394 | 0.14287 |
| 5 | 0.15456 | 0.01128 | 0.14328 |
| 6 | 0.11141 | 0.00966 | 0.10175 |
| 7 | 0.12239 | 0.00918 | 0.11321 |
| 8 | 0.09056 | 0.00761 | 0.08295 |
| 9 | 0.08561 | 0.00682 | 0.07879 |
| 10 | 0.05092 | 0.00540 | 0.04552 |
| 11 | 0.04076 | 0.00453 | 0.03623 |
| 12 | 0.03078 | 0.00347 | 0.02731 |
| 13 | 0.01845 | 0.00282 | 0.01563 |
| 14 | 0.01548 | 0.00223 | 0.01325 |
| 15 | 0.00712 | 0.00188 | 0.00524 |
| 16 | 0.00476 | 0.00154 | 0.00322 |
| 17 | 0.00314 | 0.00145 | 0.00169 |
| 18 | 0.00157 | 0.00139 | 0.00018 |
| 19 | 0.00000 | 0.00126 | -0.00126 |
| 20 | 0.00000 | 0.00157 | -0.00157 |
| 21 | 0.00000 | 0.00148 | -0.00148 |
| 22 | 0.00000 | 0.00167 | -0.00167 |
| 23 | 0.00000 | 0.00156 | -0.00156 |
| 24 | 0.00000 | 0.00212 | -0.00212 |
| 25 | 0.00000 | 0.00169 | -0.00169 |
| 26 | 0.00000 | 0.00247 | -0.00247 |
| 27 | 0.00000 | 0.00180 | -0.00180 |
| 28 | 0.00000 | 0.00212 | -0.00212 |
| 29 | 0.00000 | 0.00168 | -0.00168 |
| 30 | 0.00000 | 0.01403 | -0.01403 |
| 31 | 0.00000 | 0.03693 | -0.03693 |
| 32 | 0.00000 | 0.04974 | -0.04974 |
| 33 | 0.00000 | 0.09762 | -0.09762 |
| 34 | 0.00000 | 0.00000 | 0.00000 |

Example: Nine completed years of service could include anywhere from 9.0 to 9.999 years of service. The associated rate applied to the number of people at the beginning of the year in the category will produce the expected number of occurrences during the following year.

The reentrant (and all other) rates are developed for valuation purposes to be consistent with the data sources used in the valuation. For example, high reentrant rates for members with zero completed years of service at the beginning of the year reflect members showing up on the valuation data files with one completed year of service at year end, who were not on the data files at the beginning of the year, and who were not new entrants. To the extent the valuation data files exclude these members from the zero-completed-years-of-service cell, use of this reentrant rate is appropriate for the valuation projection. However, this "valuation focus" of the rates should be considered if using them for other purposes, e.g., to estimate the probability a given individual will remain on active duty from zero to one or more completed years of service.

TABLE G7

PERCENTAGE DISTRIBUTION OF ACTIVE DUTY NEW ENTRANTS

(AGE NEAREST BIRTHDAY)

| Age | Officer | Enlistee | Total |
|---|---|---|---|
| 16 | 0.00000 | 0.00000 | 0.00000 |
| 17 | 0.00000 | 0.00142 | 0.00142 |
| 18 | 0.00000 | 0.12146 | 0.12146 |
| 19 | 0.00001 | 0.25487 | 0.25488 |
| 20 | 0.00008 | 0.19288 | 0.19296 |
| 21 | 0.00045 | 0.11431 | 0.11476 |
| 22 | 0.01188 | 0.07357 | 0.08545 |
| 23 | 0.01920 | 0.05093 | 0.07013 |
| 24 | 0.01025 | 0.03619 | 0.04644 |
| 25 | 0.00470 | 0.02550 | 0.03020 |
| 26 | 0.00386 | 0.01783 | 0.02169 |
| 27 | 0.00327 | 0.01252 | 0.01579 |
| 28 | 0.00216 | 0.00929 | 0.01145 |
| 29 | 0.00163 | 0.00663 | 0.00826 |
| 30 | 0.00127 | 0.00475 | 0.00602 |
| 31 | 0.00097 | 0.00358 | 0.00455 |
| 32 | 0.00075 | 0.00285 | 0.00360 |
| 33 | 0.00058 | 0.00226 | 0.00284 |
| 34 | 0.00046 | 0.00187 | 0.00233 |
| 35 | 0.00038 | 0.00165 | 0.00203 |
| 36 | 0.00028 | 0.00063 | 0.00091 |
| 37 | 0.00020 | 0.00030 | 0.00050 |
| 38 | 0.00017 | 0.00024 | 0.00041 |
| 39 | 0.00015 | 0.00020 | 0.00035 |
| 40 | 0.00013 | 0.00018 | 0.00031 |
| 41 | 0.00010 | 0.00014 | 0.00024 |
| 42 | 0.00008 | 0.00014 | 0.00022 |
| 43 | 0.00007 | 0.00007 | 0.00014 |
| 44 | 0.00006 | 0.00004 | 0.00010 |
| 45 | 0.00005 | 0.00004 | 0.00009 |
| 46 | 0.00005 | 0.00003 | 0.00008 |
| 47 | 0.00004 | 0.00003 | 0.00007 |
| 48 | 0.00004 | 0.00003 | 0.00007 |
| 49 | 0.00003 | 0.00002 | 0.00005 |
| 50 | 0.00003 | 0.00002 | 0.00005 |
| 51 | 0.00002 | 0.00001 | 0.00003 |
| 52 | 0.00002 | 0.00001 | 0.00003 |
| 53 | 0.00002 | 0.00001 | 0.00003 |
| 54 | 0.00002 | 0.00001 | 0.00003 |
| 55 | 0.00002 | 0.00001 | 0.00003 |
| | 0.06348 | 0.93652 | 1.00000 |

TABLE G8

ACTIVE DUTY TRANSFER RATES (BY COMPLETED YEARS OF SERVICE)

| Years of Service | Officer to Enlistee | Enlistee to Officer |
|---|---|---|
| 0 | 0.00042 | 0.00304 |
| 1 | 0.00010 | 0.00096 |
| 2 | 0.00006 | 0.00112 |
| 3 | 0.00013 | 0.00145 |
| 4 | 0.00013 | 0.00227 |
| 5 | 0.00008 | 0.00282 |
| 6 | 0.00014 | 0.00393 |
| 7 | 0.00014 | 0.00515 |
| 8 | 0.00013 | 0.00718 |
| 9 | 0.00013 | 0.00874 |
| 10 | 0.00012 | 0.00968 |
| 11 | 0.00039 | 0.00969 |
| 12 | 0.00058 | 0.00907 |
| 13 | 0.00047 | 0.00778 |
| 14 | 0.00077 | 0.00613 |
| 15 | 0.00094 | 0.00472 |
| 16 | 0.00112 | 0.00306 |
| 17 | 0.00055 | 0.00179 |
| 18 | 0.00014 | 0.00137 |
| 19 | 0.00017 | 0.00096 |
| 20 | 0.00010 | 0.00115 |
| 21 | 0.00005 | 0.00105 |
| 22 | 0.00006 | 0.00093 |
| 23 | 0.00002 | 0.00088 |
| 24 | 0.00000 | 0.00044 |
| 25 | 0.00000 | 0.00005 |
| 26 | 0.00000 | 0.00002 |
| 27 | 0.00000 | 0.00007 |
| 28 | 0.00000 | 0.00000 |
| 29 | 0.00000 | 0.00000 |
| 30 | 0.00000 | 0.00000 |
| 31 | 0.00000 | 0.00000 |
| 32 | 0.00000 | 0.00000 |
| 33 | 0.00000 | 0.00000 |
| 34 | 0.00000 | 0.00000 |

Example: Nine completed years of service could include anywhere from 9.0 to 9.999 years of service. The associated rate applied to the number of people at the beginning of the year in the category will produce the expected number of occurrences during the following year.

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## RESERVE RATES

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## RESERVE RATES

Modeling reserves is similar in some respects to modeling active duty. There are, however, additional challenges due to the complexities of the reserve career (multiple breaks in service of varying durations, movement between active and reserve components, etc.); the structure of the reserve force; limitations of the reserve data; and evolving changes in how the reserves are used.

Reserves are modeled in two population categories in the portion of the career prior to receiving retired pay – Selected Reserves and non-Selected Reserves with 20 good years. The Selected Reserves include only part-time members (full-time reserves are included in the active-duty (full-time) portion of OACT's valuation) and are the reserves for whom normal costs are paid. The non-Selected Reserves with 20 good years[1] are modeled because they have enough service to qualify for retirement.

The reserve rates consist primarily of decrement rates related to the probabilities of a member leaving a category of military service for a specific reason. The concept of 'Entry Age' is constructed based on an assumption of no breaks in service. In addition, they include a new entrant distribution; a set of reentrant ratios; transfer to 20-year non-Selected Reserve status; and blow-up[2] factors. The decrement rates are mainly shown by age nearest birthday at entry and completed years of service since Pay Entry Base Date (PEBD), separately for officers and enlistees. The PEBD is a service entry date that is adjusted for each break in service. The valuation results are highly sensitive to the separation rates and reentrant ratios[3]. Below is a description of the rates used in the reserve valuation process.

The data for most of the rates were taken from the Reserve Component Common Personnel Data System (RCCPDS) files as of September 30 for the years 2005 through 2009 (additional data were used for developing updated disability retirement rates, as explained below). The experience period was selected such that the sum of the part-time Selected Reserve force size changes for the included period was near zero. The fiscal years on which the rates are based is provided in Table H1. A qualitative description of the rates follows. The general formula derivation is similar to those of the Active Duty rates (Appendix G) and Retiree/Survivor rates (Appendix I). The reserve rate formulas are not shown, but may be requested from the Office of the Actuary.

[1] This includes the category commonly referred to as the "gray area" as well as other non-Selected Reserves with 20 qualifying retirement years.

[2] Ratios are used to adjust for persistent patterns of actual outcomes not conforming to expectations based on known data. For example, some new reserve retirees show up in the data each year who were not in the data as eligible-to-retire reserves the year before. The need for such "blow up" factors is one of many challenges in modeling reservists.

[3] Another challenge in modeling reserves relates to the fact that many reserves start their career in the active duty component or have breaks in service throughout their career. Their movements back into the Selected Reserves (from the active duty component, from civilian status, etc.) are modeled as implicit flows via reentrant ratios. In some cases these ratios are unusually high, and population cells with small numbers of members initially are then augmented throughout the actuarial projection by large numbers of reentrants. This creates the potential for volatility of results, to the extent small population cell counts experience variations over time. Additionally, patterns of reserve population flows (between the Selected Reserves and the active duty component and between civilian status and the Selected Reserve) are changing, given external and internal factors such as changes in how reserves are used by the military.

The separation rates represent the probability that a member in a given status at the beginning of the fiscal year leaves that status during the fiscal year. Separation rates from the Selected Reserve include standard losses, transfers to active duty, transfers to the full-time reserves, discharge, and death. They do not include transfers to non-Selected Reserves with 20 good years, or retirement. Separation rates from the non-Selected Reserve with 20 good years include transfer to Selected Reserve, death, discharge, and file corrections and timing delays. They do not include transfer to retirement status.

A reentrant is defined as someone who is in the Selected Reserves at year end, who was not in the same status a year earlier, and who is not a new entrant (as defined by having greater than zero completed years of PEBD service). It can include transfers from active duty; former Selected Reserve or active duty members returning after breaks in service; reserve members returning after being attached to a non-Selected Reserve component (Individual Ready Reserve or Inactive National Guard); and members transferring to part-time Selected Reserves from full-time reserves.

The new entrant distribution provides the percentages of new entrants to the part-time Selected Reserves (as defined by having zero completed years of PEBD service) by age and by officer/enlistee status. The distribution is used in the normal cost (new entrant) valuation.

In most cases the separation and reentrant rates and ratios are not smoothed (graduated). However, cells with numerators of fewer than 10 cases were combined with other cells.

New death rates for non-retired selected and non-selected reserve members were developed using an underlying experience period from FY 2010 – FY 2015.

Reserve disability retirement rates were updated in last year's (September 30, 2014), valuation using an underlying experience period from FY 2010 – FY 2014 for years of service (YOS) less than 19. These rates recognize the increase in disability retirements resulting from implementing a new Integrated Disability Evaluation System (IDES, operated jointly by DoD and the VA since 2007) as well as a notable increase in combat-related disability retirements. The data available for study could not fully explain the reasons for the increased disability retirement experience (i.e., the inability to separate combat-related injuries by incidence year due to some backlogs created by moving to the IDES). In order to recognize this inherent uncertainty in the data, and also to acknowledge potential future improvements to reduce the severity of combat-related injuries and potential reductions to combat exposure, the Board agreed to remove half of the combat-related disabilities from the FY 2010 – FY 2014 experience period.

TABLE H1

SUMMARY OF FISCAL YEARS ON WHICH RESERVE RATES ARE BASED

| RATE | 2005 -2009 | 2010 - 2014 | 2015 |
|---|---|---|---|
| Death (Selected and Non-Selected) | | X | X |
| Separation (Selected and Non-Selected) | X | X | |
| Transfer (Selected-to-Non-Selected) | X | | |
| Retirement (Selected and Non-Selected) | X | | |
| New Entrant Distribution (Selected) | X | | |
| Reentrant (Selected) | X | | |
| Paygrade Transfer (Selected) | X | | |
| Disability Retirement (Selected) | X | X | |
| Retirement Ratios (Non-Selected) | X | | |
| Transfer Ratios (Selected-to-Non-Selected) | X | | |

Note: For YOS greater than 18, the 2010 - 2014 experience period was not used to develop temporary and permanent disability retirement rates. For YOS less than 19, only the 2010 - 2014 experience period was used to develop temporary and permanent disability retirement rates.

TABLE H2

NONRETIRED SELECTED RESERVE DEATH RATES

BY PAYGRADE

| Age | Officer | Enlistee | Age | Officer | Enlistee |
|---|---|---|---|---|---|
| 16 | 0.00034 | 0.00055 | 40 | 0.00040 | 0.00071 |
| 17 | 0.00034 | 0.00063 | 41 | 0.00041 | 0.00075 |
| 18 | 0.00034 | 0.00071 | 42 | 0.00042 | 0.00078 |
| 19 | 0.00034 | 0.00082 | 43 | 0.00044 | 0.00082 |
| 20 | 0.00034 | 0.00089 | 44 | 0.00045 | 0.00084 |
| 21 | 0.00034 | 0.00093 | 45 | 0.00047 | 0.00086 |
| 22 | 0.00033 | 0.00095 | 46 | 0.00049 | 0.00087 |
| 23 | 0.00033 | 0.00095 | 47 | 0.00051 | 0.00088 |
| 24 | 0.00033 | 0.00092 | 48 | 0.00054 | 0.00088 |
| 25 | 0.00033 | 0.00088 | 49 | 0.00056 | 0.00089 |
| 26 | 0.00033 | 0.00083 | 50 | 0.00058 | 0.00090 |
| 27 | 0.00033 | 0.00078 | 51 | 0.00061 | 0.00093 |
| 28 | 0.00033 | 0.00075 | 52 | 0.00063 | 0.00097 |
| 29 | 0.00033 | 0.00072 | 53 | 0.00065 | 0.00104 |
| 30 | 0.00033 | 0.00070 | 54 | 0.00068 | 0.00114 |
| 31 | 0.00034 | 0.00069 | 55 | 0.00070 | 0.00126 |
| 32 | 0.00034 | 0.00069 | 56 | 0.00072 | 0.00141 |
| 33 | 0.00035 | 0.00067 | 57 | 0.00074 | 0.00158 |
| 34 | 0.00035 | 0.00066 | 58 | 0.00077 | 0.00177 |
| 35 | 0.00036 | 0.00065 | 59 | 0.00079 | 0.00199 |
| 36 | 0.00037 | 0.00065 | 60 | 0.00081 | 0.00224 |
| 37 | 0.00037 | 0.00065 | 61 | 0.00084 | 0.00252 |
| 38 | 0.00038 | 0.00066 | 62 | 0.00086 | 0.00283 |
| 39 | 0.00039 | 0.00068 | 63 | 0.00088 | 0.00319 |

Note: These death rates should not be compared to other published rates or used for other purposes without examining the exposure formula used in the derivation.

TABLE H3

NONRETIRED NON-SELECTED RESERVE DEATH RATES

BY PAYGRADE

| Age | Officer | Enlistee | Age | Officer | Enlistee |
|---|---|---|---|---|---|
| 16 | 0.00000 | 0.00000 | 40 | 0.00030 | 0.00044 |
| 17 | 0.00000 | 0.00000 | 41 | 0.00031 | 0.00055 |
| 18 | 0.00000 | 0.00000 | 42 | 0.00032 | 0.00067 |
| 19 | 0.00000 | 0.00000 | 43 | 0.00038 | 0.00078 |
| 20 | 0.00000 | 0.00000 | 44 | 0.00043 | 0.00089 |
| 21 | 0.00000 | 0.00000 | 45 | 0.00049 | 0.00101 |
| 22 | 0.00000 | 0.00000 | 46 | 0.00055 | 0.00112 |
| 23 | 0.00000 | 0.00000 | 47 | 0.00062 | 0.00123 |
| 24 | 0.00000 | 0.00000 | 48 | 0.00069 | 0.00137 |
| 25 | 0.00000 | 0.00000 | 49 | 0.00077 | 0.00151 |
| 26 | 0.00000 | 0.00000 | 50 | 0.00087 | 0.00168 |
| 27 | 0.00000 | 0.00000 | 51 | 0.00099 | 0.00187 |
| 28 | 0.00000 | 0.00000 | 52 | 0.00113 | 0.00209 |
| 29 | 0.00000 | 0.00000 | 53 | 0.00131 | 0.00237 |
| 30 | 0.00025 | 0.00047 | 54 | 0.00155 | 0.00270 |
| 31 | 0.00025 | 0.00046 | 55 | 0.00184 | 0.00311 |
| 32 | 0.00026 | 0.00045 | 56 | 0.00221 | 0.00363 |
| 33 | 0.00026 | 0.00045 | 57 | 0.00266 | 0.00429 |
| 34 | 0.00026 | 0.00044 | 58 | 0.00321 | 0.00511 |
| 35 | 0.00027 | 0.00043 | 59 | 0.00384 | 0.00606 |
| 36 | 0.00028 | 0.00042 | 60 | 0.00452 | 0.00706 |
| 37 | 0.00028 | 0.00042 | 61 | 0.00522 | 0.00808 |
| 38 | 0.00029 | 0.00042 | 62 | 0.00594 | 0.00910 |
| 39 | 0.00029 | 0.00043 | 63 | 0.00666 | 0.01012 |

Note: These death rates should not be compared to other published rates or used for other purposes without examining the exposure formula used in the derivation.

# TABLE H4

## SELECTED RESERVE OFFICER SEPARATION RATES (Non-retirement Causes) *

### BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.054 | 0.047 | 0.054 | 0.029 | 0.044 | 0.038 | 0.035 | 0.028 | 0.023 | 0.033 | 0.039 | 0.053 | 0.073 | 0.037 | 0.065 | 0.064 | 0.063 | 0.050 | 0.063 | 0.048 | 0.058 | 0.079 | 0.039 |
| 1 | 0.054 | 0.047 | 0.054 | 0.029 | 0.044 | 0.038 | 0.057 | 0.039 | 0.023 | 0.033 | 0.039 | 0.059 | 0.065 | 0.064 | 0.079 | 0.074 | 0.077 | 0.050 | 0.075 | 0.074 | 0.067 | 0.082 | 0.039 |
| 2 | 0.054 | 0.047 | 0.054 | 0.118 | 0.068 | 0.069 | 0.059 | 0.056 | 0.055 | 0.042 | 0.071 | 0.069 | 0.042 | 0.057 | 0.081 | 0.094 | 0.078 | 0.089 | 0.075 | 0.066 | 0.075 | 0.068 | 0.065 |
| 3 | 0.054 | 0.047 | 0.051 | 0.076 | 0.060 | 0.052 | 0.073 | 0.070 | 0.051 | 0.069 | 0.052 | 0.071 | 0.079 | 0.084 | 0.086 | 0.088 | 0.079 | 0.065 | 0.078 | 0.065 | 0.094 | 0.070 | 0.113 |
| 4 | 0.054 | 0.067 | 0.085 | 0.065 | 0.056 | 0.085 | 0.092 | 0.061 | 0.067 | 0.057 | 0.078 | 0.084 | 0.073 | 0.065 | 0.100 | 0.073 | 0.053 | 0.071 | 0.102 | 0.060 | 0.088 | 0.081 | 0.084 |
| 5 | 0.054 | 0.063 | 0.069 | 0.057 | 0.073 | 0.093 | 0.115 | 0.127 | 0.083 | 0.118 | 0.074 | 0.119 | 0.082 | 0.099 | 0.065 | 0.101 | 0.048 | 0.090 | 0.086 | 0.095 | 0.089 | 0.130 | 0.119 |
| 6 | 0.054 | 0.044 | 0.061 | 0.055 | 0.074 | 0.146 | 0.168 | 0.123 | 0.100 | 0.086 | 0.099 | 0.079 | 0.095 | 0.093 | 0.101 | 0.076 | 0.058 | 0.074 | 0.064 | 0.057 | 0.090 | 0.053 | 0.089 |
| 7 | 0.054 | 0.051 | 0.059 | 0.087 | 0.115 | 0.171 | 0.174 | 0.137 | 0.156 | 0.128 | 0.113 | 0.134 | 0.148 | 0.142 | 0.116 | 0.170 | 0.115 | 0.134 | 0.144 | 0.113 | 0.144 | 0.157 | 0.091 |
| 8 | 0.056 | 0.065 | 0.089 | 0.094 | 0.109 | 0.168 | 0.168 | 0.169 | 0.124 | 0.152 | 0.132 | 0.137 | 0.142 | 0.125 | 0.189 | 0.158 | 0.156 | 0.112 | 0.082 | 0.132 | 0.133 | 0.152 | 0.124 |
| 9 | 0.096 | 0.074 | 0.084 | 0.098 | 0.112 | 0.147 | 0.167 | 0.153 | 0.145 | 0.103 | 0.107 | 0.113 | 0.116 | 0.114 | 0.087 | 0.049 | 0.097 | 0.083 | 0.099 | 0.093 | 0.130 | 0.175 | 0.087 |
| 10 | 0.086 | 0.091 | 0.096 | 0.112 | 0.115 | 0.135 | 0.134 | 0.134 | 0.126 | 0.096 | 0.099 | 0.094 | 0.087 | 0.082 | 0.102 | 0.118 | 0.088 | 0.101 | 0.101 | 0.128 | 0.117 | 0.110 | 0.091 |
| 11 | 0.092 | 0.096 | 0.085 | 0.102 | 0.117 | 0.124 | 0.129 | 0.113 | 0.097 | 0.102 | 0.092 | 0.080 | 0.066 | 0.097 | 0.091 | 0.075 | 0.086 | 0.094 | 0.070 | 0.114 | 0.106 | 0.049 | 0.072 |
| 12 | 0.081 | 0.089 | 0.102 | 0.111 | 0.106 | 0.111 | 0.099 | 0.114 | 0.103 | 0.094 | 0.097 | 0.089 | 0.086 | 0.108 | 0.090 | 0.076 | 0.123 | 0.078 | 0.069 | 0.035 | 0.066 | 0.049 | 0.042 |
| 13 | 0.059 | 0.086 | 0.083 | 0.107 | 0.101 | 0.100 | 0.096 | 0.093 | 0.089 | 0.083 | 0.079 | 0.076 | 0.098 | 0.056 | 0.066 | 0.073 | 0.086 | 0.036 | 0.061 | 0.035 | 0.040 | 0.049 | 0.042 |
| 14 | 0.105 | 0.090 | 0.083 | 0.080 | 0.084 | 0.094 | 0.089 | 0.086 | 0.069 | 0.083 | 0.084 | 0.078 | 0.078 | 0.063 | 0.050 | 0.035 | 0.096 | 0.064 | 0.057 | 0.035 | 0.040 | 0.049 | 0.042 |
| 15 | 0.084 | 0.082 | 0.086 | 0.079 | 0.075 | 0.082 | 0.078 | 0.084 | 0.076 | 0.072 | 0.059 | 0.061 | 0.085 | 0.060 | 0.083 | 0.057 | 0.065 | 0.040 | 0.052 | 0.035 | 0.040 | 0.049 | 0.042 |
| 16 | 0.085 | 0.081 | 0.075 | 0.082 | 0.083 | 0.073 | 0.064 | 0.076 | 0.060 | 0.068 | 0.056 | 0.061 | 0.058 | 0.069 | 0.028 | 0.058 | 0.031 | 0.037 | 0.051 | 0.035 | 0.040 | 0.049 | 0.042 |
| 17 | 0.060 | 0.080 | 0.069 | 0.072 | 0.067 | 0.068 | 0.068 | 0.065 | 0.064 | 0.058 | 0.063 | 0.061 | 0.063 | 0.044 | 0.040 | 0.047 | 0.030 | 0.047 | 0.044 | 0.035 | 0.040 | 0.049 | 0.042 |
| 18 | 0.060 | 0.056 | 0.061 | 0.061 | 0.086 | 0.063 | 0.061 | 0.068 | 0.051 | 0.046 | 0.062 | 0.051 | 0.057 | 0.045 | 0.022 | 0.028 | 0.031 | 0.047 | 0.065 | 0.035 | 0.040 | 0.049 | 0.042 |
| 19 | 0.075 | 0.079 | 0.076 | 0.072 | 0.073 | 0.062 | 0.057 | 0.045 | 0.058 | 0.056 | 0.049 | 0.037 | 0.050 | 0.040 | 0.040 | 0.054 | 0.046 | 0.039 | 0.031 | 0.035 | 0.040 | 0.049 | 0.042 |
| 20 | 0.110 | 0.099 | 0.089 | 0.073 | 0.073 | 0.053 | 0.056 | 0.045 | 0.047 | 0.049 | 0.041 | 0.056 | 0.061 | 0.024 | 0.026 | 0.047 | 0.021 | 0.039 | 0.020 | 0.035 | 0.040 | 0.049 | 0.042 |
| 21 | 0.062 | 0.076 | 0.081 | 0.063 | 0.067 | 0.044 | 0.043 | 0.042 | 0.050 | 0.048 | 0.038 | 0.026 | 0.029 | 0.037 | 0.020 | 0.024 | 0.020 | 0.037 | 0.020 | 0.035 | 0.040 | 0.049 | 0.042 |
| 22 | 0.078 | 0.083 | 0.080 | 0.058 | 0.053 | 0.041 | 0.040 | 0.038 | 0.050 | 0.035 | 0.038 | 0.029 | 0.054 | 0.016 | 0.041 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.040 | 0.049 | 0.042 |
| 23 | 0.081 | 0.081 | 0.048 | 0.051 | 0.054 | 0.039 | 0.035 | 0.040 | 0.038 | 0.020 | 0.041 | 0.052 | 0.059 | 0.025 | 0.038 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.040 | 0.049 | 0.042 |
| 24 | 0.073 | 0.058 | 0.060 | 0.046 | 0.036 | 0.030 | 0.030 | 0.039 | 0.022 | 0.028 | 0.035 | 0.042 | 0.031 | 0.023 | 0.025 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.040 | 0.049 | 0.042 |
| 25 | 0.055 | 0.070 | 0.058 | 0.036 | 0.047 | 0.024 | 0.030 | 0.031 | 0.031 | 0.029 | 0.020 | 0.029 | 0.016 | 0.026 | 0.019 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.040 | 0.049 | 0.000 |
| 26 | 0.026 | 0.051 | 0.051 | 0.028 | 0.032 | 0.024 | 0.028 | 0.029 | 0.024 | 0.036 | 0.041 | 0.030 | 0.030 | 0.022 | 0.019 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.040 | 0.000 | 0.000 |
| 27 | 0.026 | 0.036 | 0.050 | 0.044 | 0.033 | 0.032 | 0.038 | 0.034 | 0.032 | 0.043 | 0.056 | 0.030 | 0.046 | 0.038 | 0.019 | 0.028 | 0.029 | 0.017 | 0.020 | 0.035 | 0.000 | 0.000 | 0.000 |
| 28 | 0.026 | 0.043 | 0.036 | 0.036 | 0.030 | 0.025 | 0.028 | 0.025 | 0.030 | 0.020 | 0.020 | 0.026 | 0.017 | 0.037 | 0.019 | 0.028 | 0.029 | 0.017 | 0.020 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.026 | 0.045 | 0.032 | 0.027 | 0.032 | 0.029 | 0.020 | 0.028 | 0.023 | 0.025 | 0.047 | 0.042 | 0.017 | 0.024 | 0.019 | 0.028 | 0.029 | 0.017 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.026 | 0.026 | 0.025 | 0.037 | 0.020 | 0.036 | 0.027 | 0.035 | 0.022 | 0.052 | 0.040 | 0.012 | 0.017 | 0.024 | 0.019 | 0.028 | 0.029 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.026 | 0.015 | 0.038 | 0.027 | 0.006 | 0.033 | 0.041 | 0.029 | 0.025 | 0.021 | 0.016 | 0.012 | 0.017 | 0.024 | 0.019 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.026 | 0.040 | 0.029 | 0.026 | 0.031 | 0.034 | 0.022 | 0.043 | 0.047 | 0.029 | 0.016 | 0.012 | 0.017 | 0.024 | 0.019 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.026 | 0.015 | 0.029 | 0.027 | 0.021 | 0.028 | 0.045 | 0.032 | 0.026 | 0.026 | 0.016 | 0.012 | 0.017 | 0.024 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.026 | 0.041 | 0.014 | 0.045 | 0.030 | 0.024 | 0.027 | 0.031 | 0.021 | 0.026 | 0.016 | 0.012 | 0.017 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.026 | 0.037 | 0.030 | 0.055 | 0.042 | 0.028 | 0.031 | 0.021 | 0.021 | 0.026 | 0.016 | 0.012 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.026 | 0.037 | 0.052 | 0.033 | 0.033 | 0.016 | 0.011 | 0.021 | 0.021 | 0.026 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.026 | 0.037 | 0.049 | 0.034 | 0.028 | 0.013 | 0.011 | 0.021 | 0.021 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.026 | 0.037 | 0.066 | 0.045 | 0.014 | 0.024 | 0.011 | 0.021 | 0.021 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.026 | 0.037 | 0.013 | 0.010 | 0.014 | 0.024 | 0.011 | 0.021 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.026 | 0.037 | 0.013 | 0.010 | 0.014 | 0.024 | 0.011 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.026 | 0.037 | 0.013 | 0.010 | 0.014 | 0.024 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations due to: ordinary losses, transfers to active duty, discharge and death (not transfers to non-Selected Reserve with 20 good years).

**DESCRIPTION**: Selected Reserve separation rates arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status (due to non-retirement causes) during the fiscal year. Values for certain cells in above rate table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H4 (CONT'D)

## SELECTED RESERVE OFFICER SEPARATION RATES (Non-retirement Causes) *

### BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.064 | 0.036 | 0.040 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 0.048 | 0.182 | 0.100 | 0.333 | 0.000 | 1.000 |
| 1 | 0.064 | 0.036 | 0.040 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 0.048 | 0.182 | 0.100 | 0.333 | 1.000 | 0.000 |
| 2 | 0.065 | 0.069 | 0.060 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 0.048 | 0.182 | 0.100 | 1.000 | 0.000 | 0.000 |
| 3 | 0.094 | 0.135 | 0.110 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 0.048 | 0.182 | 1.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.060 | 0.083 | 0.143 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 0.048 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.062 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 0.053 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.086 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 0.095 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.081 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 0.106 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.134 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 0.099 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.059 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 0.094 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.060 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 0.058 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.117 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 0.084 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.067 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 0.051 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 0.080 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 0.117 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 0.104 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 0.107 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.089 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.040 | 0.063 | 0.063 | 0.098 | 0.099 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.040 | 0.063 | 0.063 | 0.098 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.040 | 0.063 | 0.063 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.040 | 0.063 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.040 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations due to: ordinary losses, transfers to active duty, discharge and death (not transfers to non-Selected Reserve with 20 good years).

**DESCRIPTION**: Selected Reserve separation rates arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status (due to non-retirement causes) during the fiscal year. Values for certain cells in above rate table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H5

## SELECTED RESERVE ENLISTEE SEPARATION RATES (Non-retirement Causes) *

### BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.128 | 0.169 | 0.164 | 0.153 | 0.156 | 0.160 | 0.164 | 0.171 | 0.164 | 0.176 | 0.177 | 0.170 | 0.190 | 0.189 | 0.182 | 0.203 | 0.171 | 0.197 | 0.192 | 0.190 | 0.189 | 0.191 | 0.200 |
| 1 | 0.233 | 0.214 | 0.149 | 0.141 | 0.144 | 0.148 | 0.149 | 0.148 | 0.151 | 0.159 | 0.151 | 0.165 | 0.155 | 0.155 | 0.159 | 0.162 | 0.145 | 0.157 | 0.157 | 0.149 | 0.177 | 0.162 | 0.157 |
| 2 | 0.155 | 0.133 | 0.116 | 0.127 | 0.134 | 0.140 | 0.135 | 0.137 | 0.148 | 0.145 | 0.141 | 0.142 | 0.151 | 0.136 | 0.132 | 0.137 | 0.146 | 0.129 | 0.119 | 0.129 | 0.132 | 0.144 | 0.128 |
| 3 | 0.103 | 0.108 | 0.110 | 0.129 | 0.131 | 0.133 | 0.130 | 0.129 | 0.133 | 0.143 | 0.134 | 0.141 | 0.137 | 0.127 | 0.131 | 0.126 | 0.130 | 0.122 | 0.111 | 0.117 | 0.136 | 0.152 | 0.130 |
| 4 | 0.093 | 0.106 | 0.118 | 0.135 | 0.137 | 0.143 | 0.142 | 0.138 | 0.142 | 0.133 | 0.136 | 0.138 | 0.137 | 0.140 | 0.124 | 0.121 | 0.128 | 0.120 | 0.113 | 0.117 | 0.109 | 0.117 | 0.141 |
| 5 | 0.226 | 0.293 | 0.324 | 0.341 | 0.335 | 0.318 | 0.309 | 0.294 | 0.294 | 0.284 | 0.257 | 0.261 | 0.257 | 0.216 | 0.225 | 0.211 | 0.204 | 0.204 | 0.175 | 0.191 | 0.158 | 0.159 | 0.139 |
| 6 | 0.233 | 0.210 | 0.235 | 0.237 | 0.238 | 0.229 | 0.225 | 0.218 | 0.216 | 0.206 | 0.196 | 0.202 | 0.180 | 0.170 | 0.186 | 0.151 | 0.150 | 0.149 | 0.146 | 0.134 | 0.133 | 0.143 | 0.134 |
| 7 | 0.228 | 0.278 | 0.299 | 0.305 | 0.306 | 0.308 | 0.292 | 0.288 | 0.280 | 0.254 | 0.258 | 0.248 | 0.227 | 0.249 | 0.203 | 0.198 | 0.193 | 0.186 | 0.191 | 0.167 | 0.167 | 0.162 | 0.158 |
| 8 | 0.238 | 0.231 | 0.233 | 0.233 | 0.230 | 0.224 | 0.223 | 0.217 | 0.205 | 0.202 | 0.192 | 0.187 | 0.169 | 0.173 | 0.162 | 0.153 | 0.151 | 0.163 | 0.146 | 0.147 | 0.149 | 0.143 | 0.151 |
| 9 | 0.178 | 0.173 | 0.178 | 0.183 | 0.186 | 0.179 | 0.179 | 0.176 | 0.173 | 0.169 | 0.161 | 0.167 | 0.148 | 0.157 | 0.138 | 0.160 | 0.128 | 0.132 | 0.131 | 0.118 | 0.141 | 0.136 | 0.148 |
| 10 | 0.145 | 0.143 | 0.160 | 0.170 | 0.168 | 0.170 | 0.175 | 0.158 | 0.165 | 0.165 | 0.170 | 0.145 | 0.148 | 0.151 | 0.135 | 0.132 | 0.127 | 0.119 | 0.100 | 0.103 | 0.107 | 0.121 | 0.121 |
| 11 | 0.178 | 0.167 | 0.154 | 0.159 | 0.159 | 0.160 | 0.161 | 0.157 | 0.154 | 0.156 | 0.154 | 0.130 | 0.138 | 0.132 | 0.146 | 0.125 | 0.136 | 0.124 | 0.119 | 0.115 | 0.097 | 0.101 | 0.121 |
| 12 | 0.161 | 0.132 | 0.127 | 0.134 | 0.134 | 0.139 | 0.147 | 0.132 | 0.138 | 0.127 | 0.131 | 0.121 | 0.121 | 0.113 | 0.105 | 0.125 | 0.110 | 0.094 | 0.093 | 0.109 | 0.113 | 0.085 | 0.080 |
| 13 | 0.148 | 0.132 | 0.131 | 0.140 | 0.137 | 0.142 | 0.141 | 0.129 | 0.137 | 0.118 | 0.136 | 0.131 | 0.110 | 0.120 | 0.110 | 0.114 | 0.106 | 0.076 | 0.098 | 0.101 | 0.075 | 0.061 | 0.098 |
| 14 | 0.115 | 0.110 | 0.112 | 0.111 | 0.107 | 0.113 | 0.114 | 0.103 | 0.113 | 0.116 | 0.115 | 0.104 | 0.098 | 0.087 | 0.084 | 0.097 | 0.093 | 0.085 | 0.083 | 0.073 | 0.084 | 0.086 | 0.093 |
| 15 | 0.094 | 0.097 | 0.093 | 0.096 | 0.096 | 0.094 | 0.099 | 0.094 | 0.091 | 0.094 | 0.110 | 0.089 | 0.084 | 0.080 | 0.096 | 0.073 | 0.093 | 0.085 | 0.090 | 0.074 | 0.079 | 0.073 | 0.044 |
| 16 | 0.105 | 0.082 | 0.085 | 0.088 | 0.085 | 0.085 | 0.082 | 0.077 | 0.076 | 0.084 | 0.087 | 0.084 | 0.074 | 0.076 | 0.056 | 0.056 | 0.055 | 0.054 | 0.059 | 0.085 | 0.069 | 0.059 | 0.056 |
| 17 | 0.081 | 0.074 | 0.071 | 0.073 | 0.067 | 0.075 | 0.075 | 0.068 | 0.072 | 0.071 | 0.072 | 0.064 | 0.062 | 0.070 | 0.063 | 0.063 | 0.060 | 0.064 | 0.048 | 0.059 | 0.065 | 0.065 | 0.039 |
| 18 | 0.063 | 0.062 | 0.060 | 0.058 | 0.067 | 0.062 | 0.060 | 0.071 | 0.053 | 0.055 | 0.065 | 0.052 | 0.065 | 0.067 | 0.061 | 0.064 | 0.052 | 0.037 | 0.056 | 0.044 | 0.040 | 0.047 | 0.048 |
| 19 | 0.111 | 0.095 | 0.082 | 0.085 | 0.086 | 0.084 | 0.083 | 0.079 | 0.076 | 0.070 | 0.072 | 0.084 | 0.074 | 0.066 | 0.069 | 0.068 | 0.061 | 0.061 | 0.071 | 0.076 | 0.081 | 0.090 | 0.066 |
| 20 | 0.150 | 0.119 | 0.101 | 0.099 | 0.097 | 0.097 | 0.099 | 0.093 | 0.097 | 0.092 | 0.089 | 0.092 | 0.091 | 0.094 | 0.093 | 0.090 | 0.081 | 0.086 | 0.078 | 0.060 | 0.067 | 0.056 | 0.041 |
| 21 | 0.137 | 0.109 | 0.093 | 0.092 | 0.086 | 0.096 | 0.084 | 0.083 | 0.100 | 0.098 | 0.107 | 0.084 | 0.106 | 0.091 | 0.085 | 0.101 | 0.087 | 0.097 | 0.057 | 0.065 | 0.048 | 0.021 | 0.069 |
| 22 | 0.115 | 0.100 | 0.084 | 0.081 | 0.084 | 0.070 | 0.087 | 0.073 | 0.087 | 0.087 | 0.088 | 0.089 | 0.085 | 0.084 | 0.081 | 0.086 | 0.088 | 0.096 | 0.062 | 0.051 | 0.029 | 0.017 | 0.010 |
| 23 | 0.108 | 0.086 | 0.077 | 0.085 | 0.087 | 0.077 | 0.082 | 0.084 | 0.075 | 0.076 | 0.088 | 0.076 | 0.075 | 0.068 | 0.085 | 0.081 | 0.090 | 0.089 | 0.084 | 0.016 | 0.028 | 0.017 | 0.010 |
| 24 | 0.113 | 0.076 | 0.074 | 0.071 | 0.071 | 0.067 | 0.074 | 0.059 | 0.057 | 0.073 | 0.073 | 0.082 | 0.087 | 0.079 | 0.087 | 0.106 | 0.096 | 0.047 | 0.019 | 0.041 | 0.075 | 0.017 | 0.010 |
| 25 | 0.073 | 0.077 | 0.061 | 0.061 | 0.062 | 0.067 | 0.064 | 0.071 | 0.061 | 0.068 | 0.066 | 0.077 | 0.048 | 0.075 | 0.082 | 0.089 | 0.056 | 0.020 | 0.033 | 0.040 | 0.075 | 0.017 | 0.000 |
| 26 | 0.094 | 0.059 | 0.055 | 0.055 | 0.056 | 0.059 | 0.057 | 0.049 | 0.046 | 0.052 | 0.060 | 0.060 | 0.051 | 0.087 | 0.089 | 0.059 | 0.012 | 0.016 | 0.031 | 0.040 | 0.075 | 0.000 | 0.000 |
| 27 | 0.095 | 0.054 | 0.045 | 0.047 | 0.049 | 0.050 | 0.038 | 0.049 | 0.051 | 0.059 | 0.066 | 0.057 | 0.062 | 0.079 | 0.050 | 0.021 | 0.008 | 0.016 | 0.031 | 0.040 | 0.000 | 0.000 | 0.000 |
| 28 | 0.057 | 0.040 | 0.042 | 0.038 | 0.040 | 0.037 | 0.039 | 0.044 | 0.041 | 0.036 | 0.046 | 0.069 | 0.047 | 0.060 | 0.005 | 0.026 | 0.008 | 0.016 | 0.031 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.061 | 0.037 | 0.039 | 0.036 | 0.043 | 0.041 | 0.036 | 0.033 | 0.051 | 0.053 | 0.064 | 0.039 | 0.032 | 0.011 | 0.025 | 0.063 | 0.008 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.047 | 0.036 | 0.030 | 0.032 | 0.037 | 0.042 | 0.024 | 0.040 | 0.049 | 0.047 | 0.037 | 0.010 | 0.009 | 0.006 | 0.025 | 0.063 | 0.008 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.047 | 0.029 | 0.030 | 0.026 | 0.025 | 0.026 | 0.035 | 0.039 | 0.033 | 0.029 | 0.018 | 0.008 | 0.017 | 0.006 | 0.025 | 0.063 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.047 | 0.027 | 0.023 | 0.031 | 0.031 | 0.040 | 0.032 | 0.027 | 0.041 | 0.014 | 0.013 | 0.005 | 0.017 | 0.006 | 0.025 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.047 | 0.022 | 0.016 | 0.032 | 0.028 | 0.036 | 0.029 | 0.028 | 0.019 | 0.020 | 0.021 | 0.005 | 0.017 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.047 | 0.021 | 0.028 | 0.036 | 0.041 | 0.046 | 0.042 | 0.018 | 0.011 | 0.012 | 0.021 | 0.005 | 0.017 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.047 | 0.028 | 0.025 | 0.034 | 0.030 | 0.041 | 0.019 | 0.017 | 0.005 | 0.012 | 0.021 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.047 | 0.025 | 0.026 | 0.027 | 0.028 | 0.024 | 0.010 | 0.018 | 0.005 | 0.012 | 0.021 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.047 | 0.032 | 0.026 | 0.031 | 0.021 | 0.004 | 0.023 | 0.018 | 0.005 | 0.012 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.047 | 0.024 | 0.025 | 0.011 | 0.006 | 0.004 | 0.023 | 0.018 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.047 | 0.024 | 0.025 | 0.011 | 0.006 | 0.004 | | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.047 | 0.024 | 0.025 | 0.011 | 0.006 | 0.004 | 0.023 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.047 | 0.024 | 0.025 | 0.011 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations due to: ordinary losses, transfers to active duty, discharge and death (not transfers to non-Selected Reserve with 20 good years).

**DESCRIPTION**: Selected Reserve separation rates arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status (due to non-retirement causes) during the fiscal year. Values for certain cells in above rate table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H5 (CONT'D)

## SELECTED RESERVE ENLISTEE SEPARATION RATES (Non-retirement Causes) *

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.174 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 |
| 1 | 0.147 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 |
| 2 | 0.144 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 |
| 3 | 0.102 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.139 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.148 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.165 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.153 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.155 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.151 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.107 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.135 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.106 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.063 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.078 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.075 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.074 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 0.140 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.062 | 0.135 | 0.135 | 0.156 | 0.156 | 0.156 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.043 | 0.135 | 0.135 | 0.156 | 0.156 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.043 | 0.135 | 0.135 | 0.156 | 0.156 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.043 | 0.135 | 0.135 | 0.156 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.043 | 0.135 | 0.135 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.043 | 0.135 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.043 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations due to: ordinary losses, transfers to active duty, discharge and death (not transfers to non-Selected Reserve with 20 good years).

**DESCRIPTION**: Selected Reserve separation rates arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status (due to non-retirement causes) during the fiscal year. Values for certain cells in above rate table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H6

## SELECTED RESERVE TO NON-SELECTED RESERVE WITH 20 GOOD YEARS OFFICER TRANSFER RATES *

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.068 | 0.022 | 0.025 | 0.029 | 0.028 | 0.038 | 0.047 | 0.048 | 0.054 | 0.044 | 0.055 | 0.047 | 0.037 | 0.074 | 0.072 | 0.054 | 0.060 | 0.071 | 0.074 | 0.087 | 0.076 | 0.076 | 0.101 |
| 20 | 0.068 | 0.049 | 0.054 | 0.059 | 0.052 | 0.065 | 0.068 | 0.077 | 0.073 | 0.090 | 0.077 | 0.070 | 0.066 | 0.075 | 0.082 | 0.070 | 0.093 | 0.109 | 0.151 | 0.132 | 0.122 | 0.189 | 0.085 |
| 21 | 0.035 | 0.056 | 0.056 | 0.064 | 0.063 | 0.080 | 0.080 | 0.089 | 0.071 | 0.083 | 0.096 | 0.062 | 0.086 | 0.098 | 0.085 | 0.093 | 0.134 | 0.099 | 0.116 | 0.070 | 0.105 | 0.036 | 0.009 |
| 22 | 0.037 | 0.053 | 0.047 | 0.057 | 0.066 | 0.085 | 0.090 | 0.075 | 0.086 | 0.085 | 0.095 | 0.098 | 0.083 | 0.099 | 0.088 | 0.083 | 0.095 | 0.111 | 0.051 | 0.074 | 0.024 | 0.036 | 0.009 |
| 23 | 0.065 | 0.050 | 0.058 | 0.051 | 0.067 | 0.095 | 0.105 | 0.112 | 0.081 | 0.095 | 0.072 | 0.144 | 0.053 | 0.111 | 0.098 | 0.093 | 0.126 | 0.135 | 0.129 | 0.048 | 0.024 | 0.036 | 0.009 |
| 24 | 0.063 | 0.047 | 0.048 | 0.057 | 0.064 | 0.088 | 0.095 | 0.101 | 0.102 | 0.087 | 0.074 | 0.081 | 0.102 | 0.110 | 0.084 | 0.114 | 0.102 | 0.079 | 0.078 | 0.048 | 0.024 | 0.036 | 0.000 |
| 25 | 0.045 | 0.049 | 0.053 | 0.062 | 0.077 | 0.106 | 0.105 | 0.088 | 0.094 | 0.110 | 0.116 | 0.106 | 0.097 | 0.127 | 0.110 | 0.104 | 0.070 | 0.037 | 0.007 | 0.048 | 0.024 | 0.000 | 0.000 |
| 26 | 0.045 | 0.056 | 0.061 | 0.057 | 0.093 | 0.110 | 0.098 | 0.116 | 0.101 | 0.110 | 0.102 | 0.121 | 0.116 | 0.105 | 0.112 | 0.144 | 0.029 | 0.037 | 0.007 | 0.048 | 0.000 | 0.000 | 0.000 |
| 27 | 0.045 | 0.060 | 0.058 | 0.084 | 0.105 | 0.198 | 0.227 | 0.210 | 0.185 | 0.185 | 0.190 | 0.136 | 0.147 | 0.164 | 0.157 | 0.043 | 0.029 | 0.037 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.045 | 0.058 | 0.061 | 0.083 | 0.107 | 0.146 | 0.148 | 0.142 | 0.119 | 0.147 | 0.137 | 0.165 | 0.110 | 0.150 | 0.104 | 0.043 | 0.029 | 0.037 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.045 | 0.072 | 0.076 | 0.097 | 0.122 | 0.367 | 0.380 | 0.271 | 0.267 | 0.252 | 0.219 | 0.236 | 0.193 | 0.127 | 0.008 | 0.043 | 0.029 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.045 | 0.078 | 0.099 | 0.085 | 0.140 | 0.201 | 0.192 | 0.176 | 0.189 | 0.197 | 0.170 | 0.167 | 0.084 | 0.007 | 0.008 | 0.043 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.045 | 0.061 | 0.089 | 0.114 | 0.112 | 0.139 | 0.160 | 0.159 | 0.166 | 0.146 | 0.151 | 0.086 | 0.028 | 0.007 | 0.008 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.045 | 0.092 | 0.087 | 0.120 | 0.126 | 0.170 | 0.196 | 0.157 | 0.136 | 0.163 | 0.042 | 0.009 | 0.028 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.045 | 0.112 | 0.102 | 0.101 | 0.132 | 0.240 | 0.176 | 0.150 | 0.129 | 0.059 | 0.042 | 0.009 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.045 | 0.091 | 0.110 | 0.139 | 0.148 | 0.164 | 0.152 | 0.140 | 0.044 | 0.059 | 0.042 | 0.009 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.045 | 0.085 | 0.137 | 0.144 | 0.133 | 0.180 | 0.193 | 0.051 | 0.044 | 0.059 | 0.042 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.045 | 0.121 | 0.164 | 0.161 | 0.134 | 0.189 | 0.048 | 0.051 | 0.044 | 0.059 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.045 | 0.133 | 0.123 | 0.119 | 0.115 | 0.053 | 0.048 | 0.051 | 0.044 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.045 | 0.210 | 0.148 | 0.134 | 0.035 | 0.053 | 0.048 | 0.051 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.045 | 0.130 | 0.147 | 0.035 | 0.035 | 0.053 | 0.048 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.045 | 0.095 | 0.026 | 0.035 | 0.035 | 0.053 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.045 | 0.095 | 0.026 | 0.035 | 0.035 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations to non-Selected Reserve with 20 or more good years ('grey area') .

**DESCRIPTION**: Selected Reserve to grey area reserve transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member transfers to the grey area from the Selected Reserve status during the fiscal year.

TABLE H6 (CONT'D)

SELECTED RESERVE TO NON-SELECTED RESERVE WITH 20 GOOD YEARS OFFICER TRANSFER RATES *

BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.016 | 0.016 | 0.016 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.016 | 0.016 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.016 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations to non-selected reserve with 20 or more good years ('grey area') .

**DESCRIPTION**: Selected Reserve to grey area reserve transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member transfers to the grey area from the Selected Reserve status during the fiscal year.

# TABLE H7

## SELECTED RESERVE TO NON-SELECTED RESERVE WITH 20 GOOD YEARS ENLISTEE TRANSFER RATES *

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.063 | 0.039 | 0.050 | 0.056 | 0.051 | 0.048 | 0.066 | 0.047 | 0.041 | 0.043 | 0.051 | 0.044 | 0.032 | 0.048 | 0.033 | 0.052 | 0.059 | 0.051 | 0.044 | 0.065 | 0.067 | 0.063 | 0.031 |
| 20 | 0.063 | 0.094 | 0.095 | 0.089 | 0.090 | 0.081 | 0.066 | 0.082 | 0.079 | 0.083 | 0.092 | 0.075 | 0.071 | 0.092 | 0.084 | 0.094 | 0.064 | 0.090 | 0.111 | 0.089 | 0.078 | 0.085 | 0.031 |
| 21 | 0.070 | 0.091 | 0.101 | 0.101 | 0.090 | 0.091 | 0.093 | 0.086 | 0.095 | 0.085 | 0.098 | 0.085 | 0.096 | 0.082 | 0.097 | 0.094 | 0.102 | 0.110 | 0.109 | 0.077 | 0.084 | 0.075 | 0.031 |
| 22 | 0.096 | 0.090 | 0.095 | 0.095 | 0.089 | 0.095 | 0.089 | 0.093 | 0.089 | 0.095 | 0.080 | 0.087 | 0.098 | 0.099 | 0.112 | 0.104 | 0.117 | 0.107 | 0.099 | 0.091 | 0.067 | 0.004 | 0.031 |
| 23 | 0.098 | 0.107 | 0.106 | 0.105 | 0.100 | 0.111 | 0.099 | 0.110 | 0.108 | 0.109 | 0.107 | 0.120 | 0.118 | 0.138 | 0.119 | 0.120 | 0.138 | 0.121 | 0.144 | 0.112 | 0.007 | 0.004 | 0.031 |
| 24 | 0.081 | 0.085 | 0.085 | 0.091 | 0.094 | 0.090 | 0.097 | 0.106 | 0.093 | 0.093 | 0.119 | 0.111 | 0.106 | 0.097 | 0.113 | 0.115 | 0.123 | 0.130 | 0.087 | 0.010 | 0.007 | 0.004 | 0.000 |
| 25 | 0.083 | 0.078 | 0.086 | 0.083 | 0.087 | 0.087 | 0.089 | 0.086 | 0.095 | 0.104 | 0.092 | 0.087 | 0.125 | 0.133 | 0.131 | 0.114 | 0.107 | 0.088 | 0.006 | 0.010 | 0.007 | 0.000 | 0.000 |
| 26 | 0.093 | 0.084 | 0.080 | 0.077 | 0.082 | 0.094 | 0.095 | 0.091 | 0.096 | 0.104 | 0.111 | 0.105 | 0.128 | 0.099 | 0.109 | 0.132 | 0.079 | 0.003 | 0.006 | 0.010 | 0.000 | 0.000 | 0.000 |
| 27 | 0.081 | 0.080 | 0.077 | 0.084 | 0.098 | 0.081 | 0.095 | 0.096 | 0.105 | 0.101 | 0.118 | 0.124 | 0.107 | 0.093 | 0.143 | 0.042 | 0.003 | 0.003 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.096 | 0.073 | 0.080 | 0.084 | 0.088 | 0.084 | 0.089 | 0.085 | 0.083 | 0.082 | 0.108 | 0.108 | 0.107 | 0.122 | 0.072 | 0.042 | 0.003 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.110 | 0.087 | 0.094 | 0.103 | 0.116 | 0.090 | 0.104 | 0.120 | 0.116 | 0.120 | 0.105 | 0.109 | 0.131 | 0.073 | 0.003 | 0.042 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.080 | 0.101 | 0.092 | 0.100 | 0.088 | 0.101 | 0.106 | 0.107 | 0.132 | 0.144 | 0.130 | 0.148 | 0.067 | 0.006 | 0.003 | 0.042 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.074 | 0.088 | 0.083 | 0.086 | 0.097 | 0.095 | 0.104 | 0.136 | 0.138 | 0.129 | 0.138 | 0.078 | 0.006 | 0.006 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.074 | 0.116 | 0.136 | 0.147 | 0.134 | 0.172 | 0.191 | 0.219 | 0.226 | 0.230 | 0.063 | 0.006 | 0.006 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.074 | 0.077 | 0.099 | 0.091 | 0.136 | 0.147 | 0.141 | 0.148 | 0.128 | 0.079 | 0.063 | 0.006 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.074 | 0.080 | 0.081 | 0.126 | 0.168 | 0.150 | 0.126 | 0.148 | 0.096 | 0.011 | 0.063 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.074 | 0.116 | 0.145 | 0.226 | 0.174 | 0.154 | 0.164 | 0.080 | 0.010 | 0.011 | 0.063 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.074 | 0.172 | 0.266 | 0.152 | 0.139 | 0.143 | 0.063 | 0.007 | 0.010 | 0.011 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.074 | 0.220 | 0.191 | 0.193 | 0.140 | 0.050 | 0.003 | 0.007 | 0.010 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.074 | 0.181 | 0.173 | 0.146 | 0.078 | 0.050 | 0.003 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.074 | 0.138 | 0.160 | 0.047 | 0.003 | 0.050 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.074 | 0.077 | 0.038 | 0.047 | 0.003 | 0.050 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.074 | 0.077 | 0.038 | 0.047 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations to non-Selected Reserve with 20 or more good years ('grey area') .

**DESCRIPTION**: Selected Reserve to grey area reserve transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member transfers to the grey area from the Selected Reserve status during the fiscal year.

# TABLE H7 (CONT'D)

## SELECTED RESERVE TO NON-SELECTED RESERVE WITH 20 GOOD YEARS ENLISTEE TRANSFER RATES *

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.031 | 0.031 | 0.031 | 0.031 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.031 | 0.031 | 0.031 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.031 | 0.031 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.031 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates only include separations to non-Selected Reserve with 20 or more good years ('grey area') .

**DESCRIPTION**: Selected Reserve to grey area reserve transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member transfers to the grey area from the Selected Reserve status during the fiscal year.

# TABLE H8

## NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS SEPARATION RATES *

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.018 | 0.018 | 0.034 | 0.037 | 0.035 | 0.115 | 0.021 | 0.026 | 0.022 | 0.031 | 0.030 | 0.013 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 20 | 0.018 | 0.018 | 0.034 | 0.037 | 0.035 | 0.015 | 0.021 | 0.026 | 0.022 | 0.031 | 0.030 | 0.013 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 21 | 0.018 | 0.018 | 0.034 | 0.037 | 0.035 | 0.028 | 0.027 | 0.020 | 0.033 | 0.045 | 0.034 | 0.013 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 22 | 0.018 | 0.018 | 0.034 | 0.042 | 0.041 | 0.032 | 0.022 | 0.022 | 0.028 | 0.031 | 0.049 | 0.013 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 23 | 0.018 | 0.018 | 0.037 | 0.029 | 0.026 | 0.031 | 0.022 | 0.025 | 0.030 | 0.031 | 0.028 | 0.047 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 24 | 0.018 | 0.018 | 0.044 | 0.043 | 0.033 | 0.025 | 0.030 | 0.019 | 0.025 | 0.030 | 0.029 | 0.018 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 |
| 25 | 0.018 | 0.018 | 0.031 | 0.016 | 0.032 | 0.023 | 0.022 | 0.021 | 0.029 | 0.022 | 0.017 | 0.017 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 |
| 26 | 0.018 | 0.018 | 0.024 | 0.037 | 0.021 | 0.022 | 0.021 | 0.023 | 0.015 | 0.028 | 0.020 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 |
| 27 | 0.018 | 0.018 | 0.031 | 0.019 | 0.021 | 0.019 | 0.015 | 0.016 | 0.022 | 0.032 | 0.022 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 |
| 28 | 0.018 | 0.018 | 0.035 | 0.026 | 0.016 | 0.014 | 0.011 | 0.011 | 0.013 | 0.011 | 0.013 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.018 | 0.018 | 0.018 | 0.022 | 0.016 | 0.008 | 0.007 | 0.014 | 0.009 | 0.010 | 0.013 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.018 | 0.018 | 0.013 | 0.017 | 0.011 | 0.005 | 0.004 | 0.007 | 0.013 | 0.010 | 0.016 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.018 | 0.018 | 0.015 | 0.011 | 0.006 | 0.006 | 0.003 | 0.006 | 0.007 | 0.010 | 0.016 | 0.016 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.018 | 0.018 | 0.015 | 0.008 | 0.009 | 0.004 | 0.004 | 0.004 | 0.005 | 0.010 | 0.016 | 0.016 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.018 | 0.018 | 0.005 | 0.011 | 0.006 | 0.004 | 0.005 | 0.005 | 0.005 | 0.010 | 0.016 | 0.016 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.018 | 0.018 | 0.009 | 0.011 | 0.006 | 0.003 | 0.003 | 0.005 | 0.017 | 0.010 | 0.016 | 0.016 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.018 | 0.018 | 0.009 | 0.011 | 0.012 | 0.003 | 0.004 | 0.012 | 0.020 | 0.010 | 0.016 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.018 | 0.018 | 0.007 | 0.011 | 0.012 | 0.003 | 0.012 | 0.021 | 0.033 | 0.010 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.018 | 0.018 | 0.008 | 0.011 | 0.012 | 0.016 | 0.021 | 0.026 | 0.033 | 0.010 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.018 | 0.018 | 0.008 | 0.011 | 0.012 | 0.020 | 0.013 | 0.026 | 0.033 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.018 | 0.018 | 0.008 | 0.011 | 0.012 | 0.021 | 0.013 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.018 | 0.018 | 0.008 | 0.011 | 0.012 | 0.021 | 0.013 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.018 | 0.018 | 0.008 | 0.011 | 0.012 | 0.021 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates include separations from non-Selected Reserve with 20 or more good years ('grey area') except for retirement.

**DESCRIPTION**: Grey area reserve separation rates -- non-retirement causes, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status during the fiscal year.

# TABLE H8 (CONT'D)

## NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS SEPARATION RATES *

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.026 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.026 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.026 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.026 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.026 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates include separations from non-Selected Reserve with 20 or more good years ('grey area') except for retirement.

**DESCRIPTION**: Grey area reserve separation rates -- non-retirement causes, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status during the fiscal year.

# TABLE H9

## NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS SEPARATION RATES *

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.008 | 0.008 | 0.013 | 0.009 | 0.008 | 0.015 | 0.016 | 0.009 | 0.016 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 20 | 0.008 | 0.008 | 0.013 | 0.009 | 0.008 | 0.015 | 0.016 | 0.009 | 0.016 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 21 | 0.008 | 0.008 | 0.011 | 0.009 | 0.008 | 0.011 | 0.016 | 0.009 | 0.016 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 22 | 0.008 | 0.009 | 0.009 | 0.008 | 0.007 | 0.008 | 0.009 | 0.009 | 0.013 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 23 | 0.008 | 0.009 | 0.008 | 0.007 | 0.006 | 0.012 | 0.008 | 0.009 | 0.010 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 24 | 0.008 | 0.009 | 0.007 | 0.007 | 0.008 | 0.010 | 0.009 | 0.009 | 0.009 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.018 |
| 25 | 0.008 | 0.007 | 0.005 | 0.006 | 0.009 | 0.011 | 0.006 | 0.006 | 0.009 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.006 | 0.012 | 0.011 | 0.014 | 0.017 | 0.026 | 0.018 | 0.018 | 0.000 |
| 26 | 0.008 | 0.006 | 0.006 | 0.005 | 0.006 | 0.006 | 0.007 | 0.006 | 0.006 | 0.008 | 0.008 | 0.007 | 0.007 | 0.009 | 0.009 | 0.012 | 0.014 | 0.024 | 0.063 | 0.026 | 0.018 | 0.000 | 0.000 |
| 27 | 0.008 | 0.004 | 0.005 | 0.004 | 0.005 | 0.007 | 0.003 | 0.006 | 0.006 | 0.008 | 0.006 | 0.007 | 0.005 | 0.009 | 0.008 | 0.011 | 0.031 | 0.024 | 0.063 | 0.026 | 0.000 | 0.000 | 0.000 |
| 28 | 0.008 | 0.006 | 0.005 | 0.004 | 0.004 | 0.005 | 0.004 | 0.006 | 0.005 | 0.008 | 0.005 | 0.007 | 0.005 | 0.004 | 0.020 | 0.027 | 0.036 | 0.024 | 0.063 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.008 | 0.004 | 0.004 | 0.003 | 0.004 | 0.005 | 0.006 | 0.008 | 0.005 | 0.005 | 0.004 | 0.007 | 0.007 | 0.018 | 0.018 | 0.027 | 0.036 | 0.024 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.008 | 0.005 | 0.004 | 0.003 | 0.004 | 0.003 | 0.002 | 0.005 | 0.005 | 0.004 | 0.003 | 0.004 | 0.024 | 0.036 | 0.024 | 0.027 | 0.036 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.008 | 0.004 | 0.004 | 0.003 | 0.004 | 0.004 | 0.004 | 0.003 | 0.004 | 0.004 | 0.007 | 0.021 | 0.034 | 0.014 | 0.024 | 0.027 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.008 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.006 | 0.005 | 0.004 | 0.023 | 0.031 | 0.048 | 0.014 | 0.024 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.008 | 0.005 | 0.003 | 0.003 | 0.004 | 0.005 | 0.003 | 0.003 | 0.004 | 0.025 | 0.029 | 0.049 | 0.048 | 0.014 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.008 | 0.003 | 0.004 | 0.003 | 0.004 | 0.004 | 0.004 | 0.006 | 0.027 | 0.035 | 0.027 | 0.049 | 0.048 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.008 | 0.005 | 0.003 | 0.003 | 0.003 | 0.005 | 0.006 | 0.027 | 0.045 | 0.036 | 0.027 | 0.049 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.008 | 0.005 | 0.002 | 0.004 | 0.005 | 0.005 | 0.024 | 0.041 | 0.038 | 0.036 | 0.027 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.008 | 0.003 | 0.005 | 0.004 | 0.004 | 0.028 | 0.040 | 0.041 | 0.038 | 0.036 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.008 | 0.003 | 0.005 | 0.004 | 0.025 | 0.035 | 0.014 | 0.041 | 0.038 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.008 | 0.003 | 0.006 | 0.023 | 0.040 | 0.007 | 0.014 | 0.041 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.008 | 0.003 | 0.013 | 0.023 | 0.007 | 0.007 | 0.014 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.008 | 0.003 | 0.013 | 0.023 | 0.007 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates include separations from non-Selected Reserve with 20 or more good years ('grey area') except for retirement.

**DESCRIPTION**: Grey area reserve separation rates -- non-retirement causes, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status during the fiscal year.

# TABLE H9 (CONT'D)

## NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS SEPARATION RATES *

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.018 | 0.018 | 0.018 | 0.018 | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.018 | 0.018 | 0.018 | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.018 | 0.018 | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.018 | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.018 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

* These rates include separations from non-Selected Reserve with 20 or more good years ('grey area') except for retirement.

**DESCRIPTION**: Grey area reserve separation rates -- non-retirement causes, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member exits the status during the fiscal year.

# TABLE H10

## SELECTED RESERVE OFFICER NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 |
| 20 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.170 |
| 21 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.171 | 0.504 |
| 22 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.175 | 0.525 | 0.400 |
| 23 | 0.001 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.195 | 0.554 | 0.400 | 0.533 |
| 24 | 0.001 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.228 | 0.591 | 0.400 | 0.533 | 1.000 |
| 25 | 0.001 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.267 | 0.625 | 0.400 | 0.533 | 1.000 | 0.000 |
| 26 | 0.002 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.295 | 0.652 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 |
| 27 | 0.002 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.305 | 0.666 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.002 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.307 | 0.670 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.002 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.311 | 0.675 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.316 | 0.687 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.317 | 0.708 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.317 | 0.734 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.318 | 0.746 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.004 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.325 | 0.740 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.335 | 0.725 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.348 | 0.713 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.004 | 0.004 | 0.003 | 0.003 | 0.012 | 0.361 | 0.711 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.004 | 0.003 | 0.003 | 0.012 | 0.362 | 0.716 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.003 | 0.003 | 0.012 | 0.368 | 0.721 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.003 | 0.012 | 0.388 | 0.723 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve retirement rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year. Rates for all ages except 59-60 are constant across all years of service. Ages 59-60 were graduated ('smoothed') by age and YOS.

# TABLE H10 (CONT'D)

## SELECTED RESERVE OFFICER NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.168 | 0.445 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.482 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.400 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.533 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve retirement rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year. Rates for all ages except 59-60 are constant across all years of service. Ages 59-60 were graduated ('smoothed') by age and YOS.

# TABLE H11

## SELECTED RESERVE ENLISTEE NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 |
| 20 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.284 |
| 21 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.310 | 0.671 |
| 22 | 0.001 | 0.002 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.336 | 0.735 | 0.586 |
| 23 | 0.002 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.372 | 0.796 | 0.586 | 0.764 |
| 24 | 0.001 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.402 | 0.848 | 0.586 | 0.764 | 1.000 |
| 25 | 0.002 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.423 | 0.887 | 0.586 | 0.764 | 1.000 | 0.000 |
| 26 | 0.002 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.422 | 0.913 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 |
| 27 | 0.003 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.413 | 0.926 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.003 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.412 | 0.932 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.003 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.407 | 0.933 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.003 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.415 | 0.933 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.004 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.425 | 0.933 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.004 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.412 | 0.933 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.004 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.382 | 0.932 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.004 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.378 | 0.931 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.003 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.405 | 0.928 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.003 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.426 | 0.926 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.003 | 0.002 | 0.002 | 0.002 | 0.018 | 0.410 | 0.925 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.002 | 0.002 | 0.002 | 0.018 | 0.377 | 0.925 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.002 | 0.002 | 0.018 | 0.424 | 0.928 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.002 | 0.018 | 0.515 | 0.932 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve retirement rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year. Rates for all ages except 59-60 are constant across all years of service. Ages 59-60 were graduated ('smoothed') by age and YOS.

# TABLE H11 (CONT'D)

## SELECTED RESERVE ENLISTEE NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.246 | 0.548 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.608 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.586 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.764 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve retirement rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year. Rates for all ages except 59-60 are constant across all years of service. Ages 59-60 were graduated ('smoothed') by age and YOS.

# TABLE H12

## NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 |
| 19 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 |
| 20 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 |
| 21 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 |
| 22 | 0.000 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 |
| 23 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 |
| 24 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 |
| 25 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 |
| 26 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 |
| 27 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Non-Selected Reserves with 20 good years ('grey area') retirement rates, arrayed by entry age, PEBD YOS and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year, and were developed solely by age and paygrade.

# TABLE H12 (CONT'D)

## NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 |
| 1 | 0.001 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 |
| 2 | 0.000 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 |
| 3 | 0.002 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.002 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.001 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.001 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.001 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.001 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.002 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.001 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.002 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.001 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.001 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.001 | 0.470 | 0.950 | 0.289 | 0.199 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.470 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.950 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.289 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.199 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Non-Selected Reserves with 20 good years ('grey area') retirement rates, arrayed by entry age, PEBD YOS and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year, and were developed solely by age and paygrade.

# TABLE H13

## NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 20 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 |
| 21 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 |
| 22 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 |
| 23 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Non-Selected Reserves with 20 good years ('grey area') retirement rates, arrayed by entry age, PEBD YOS and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year, and were developed solely by age and paygrade.

# TABLE H13 (CONT'D)

## NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS NONDISABILITY RETIREMENT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.001 | 0.450 | 0.930 | 0.303 | 0.186 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.450 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.930 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.303 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.186 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 1.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Non-Selected Reserves with 20 good years ('grey area') retirement rates, arrayed by entry age, PEBD YOS and paygrade (officer / enlistee). Rates show the probability that at member retires during the fiscal year, and were developed solely by age and paygrade.

TABLE H14

PERCENTAGE DISTRIBUTION OF SELECTED RESERVE NEW ENTRANTS

BY PAYGRADE

| Entry Age | Officer | Enlistee | Total |
|---|---|---|---|
| 17 | 0.00000 | 0.02350 | 0.02350 |
| 18 | 0.00000 | 0.19427 | 0.19427 |
| 19 | 0.00001 | 0.20176 | 0.20177 |
| 20 | 0.00018 | 0.14591 | 0.14609 |
| 21 | 0.00028 | 0.10208 | 0.10236 |
| 22 | 0.00072 | 0.07088 | 0.07160 |
| 23 | 0.00149 | 0.05248 | 0.05397 |
| 24 | 0.00107 | 0.03949 | 0.04056 |
| 25 | 0.00074 | 0.03018 | 0.03092 |
| 26 | 0.00069 | 0.02308 | 0.02377 |
| 27 | 0.00071 | 0.01890 | 0.01961 |
| 28 | 0.00063 | 0.01535 | 0.01598 |
| 29 | 0.00061 | 0.01341 | 0.01402 |
| 30 | 0.00070 | 0.01077 | 0.01147 |
| 31 | 0.00064 | 0.00925 | 0.00989 |
| 32 | 0.00052 | 0.00773 | 0.00825 |
| 33 | 0.00055 | 0.00687 | 0.00742 |
| 34 | 0.00054 | 0.00607 | 0.00661 |
| 35 | 0.00067 | 0.00633 | 0.00700 |
| 36 | 0.00048 | 0.00518 | 0.00566 |
| 37 | 0.00054 | 0.00474 | 0.00528 |
| 38 | 0.00000 | 0.00000 | 0.00000 |
| 39 | 0.00000 | 0.00000 | 0.00000 |
| 40 | 0.00000 | 0.00000 | 0.00000 |
| Total | 0.01177 | 0.98823 | 1.00000 |

**DESCRIPTION**: New Entrant distribution for a normal cost valuation, where a new entrant is defined as: a part-time Selected Reserve on the file as of year-end, who was not in that status in the prior year, and who has zero completed PEBD years of service. Rates are arrayed by entry age and paygrade (officer/enlistee), and create an age scatter of the new entrant cohort. The model assumes no new entrants older than age 37.

# TABLE H15

## SELECTED RESERVE OFFICER REENTRANT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.042 | 0.353 | 0.659 | 0.157 | 0.313 | 0.580 | 0.329 | 0.351 | 0.346 | 0.368 | 0.265 | 0.275 | 0.227 | 0.264 | 0.283 | 0.192 | 0.222 | 0.150 | 0.259 | 0.339 | 0.174 | 0.214 | 0.234 |
| 1 | 0.042 | 0.353 | 0.659 | 0.336 | 0.294 | 0.278 | 0.183 | 0.123 | 0.087 | 0.055 | 0.057 | 0.105 | 0.032 | 0.066 | 0.069 | 0.046 | 0.052 | 0.059 | 0.027 | 0.027 | 0.040 | 0.038 | 0.032 |
| 2 | 0.042 | 0.353 | 0.561 | 0.300 | 0.119 | 0.146 | 0.220 | 0.190 | 0.128 | 0.105 | 0.096 | 0.098 | 0.057 | 0.066 | 0.051 | 0.049 | 0.033 | 0.048 | 0.027 | 0.027 | 0.040 | 0.038 | 0.032 |
| 3 | 0.042 | 0.281 | 0.231 | 0.126 | 0.063 | 0.330 | 0.569 | 0.391 | 0.256 | 0.126 | 0.178 | 0.135 | 0.089 | 0.066 | 0.089 | 0.069 | 0.035 | 0.054 | 0.027 | 0.027 | 0.040 | 0.038 | 0.032 |
| 4 | 0.042 | 0.128 | 0.105 | 0.050 | 0.048 | 0.422 | 0.605 | 0.394 | 0.202 | 0.202 | 0.184 | 0.128 | 0.126 | 0.058 | 0.088 | 0.092 | 0.036 | 0.051 | 0.056 | 0.036 | 0.040 | 0.038 | 0.032 |
| 5 | 0.042 | 0.050 | 0.041 | 0.044 | 0.069 | 0.269 | 0.342 | 0.216 | 0.148 | 0.137 | 0.133 | 0.091 | 0.090 | 0.063 | 0.059 | 0.053 | 0.061 | 0.067 | 0.040 | 0.042 | 0.040 | 0.038 | 0.032 |
| 6 | 0.042 | 0.038 | 0.049 | 0.071 | 0.089 | 0.270 | 0.288 | 0.223 | 0.194 | 0.197 | 0.139 | 0.150 | 0.101 | 0.078 | 0.083 | 0.070 | 0.049 | 0.074 | 0.044 | 0.042 | 0.040 | 0.038 | 0.032 |
| 7 | 0.042 | 0.043 | 0.063 | 0.076 | 0.130 | 0.219 | 0.222 | 0.215 | 0.202 | 0.178 | 0.154 | 0.134 | 0.121 | 0.110 | 0.151 | 0.127 | 0.111 | 0.130 | 0.093 | 0.042 | 0.040 | 0.038 | 0.032 |
| 8 | 0.042 | 0.041 | 0.059 | 0.065 | 0.103 | 0.205 | 0.189 | 0.187 | 0.176 | 0.161 | 0.126 | 0.097 | 0.106 | 0.106 | 0.065 | 0.064 | 0.082 | 0.072 | 0.082 | 0.042 | 0.040 | 0.038 | 0.032 |
| 9 | 0.042 | 0.055 | 0.064 | 0.075 | 0.086 | 0.171 | 0.224 | 0.173 | 0.135 | 0.148 | 0.148 | 0.091 | 0.087 | 0.089 | 0.108 | 0.058 | 0.055 | 0.054 | 0.099 | 0.042 | 0.040 | 0.038 | 0.032 |
| 10 | 0.042 | 0.059 | 0.066 | 0.066 | 0.075 | 0.151 | 0.162 | 0.147 | 0.115 | 0.097 | 0.085 | 0.096 | 0.074 | 0.090 | 0.047 | 0.042 | 0.074 | 0.039 | 0.070 | 0.042 | 0.040 | 0.038 | 0.032 |
| 11 | 0.042 | 0.054 | 0.072 | 0.085 | 0.097 | 0.119 | 0.113 | 0.099 | 0.112 | 0.093 | 0.095 | 0.072 | 0.079 | 0.062 | 0.063 | 0.080 | 0.046 | 0.078 | 0.070 | 0.042 | 0.040 | 0.038 | 0.032 |
| 12 | 0.042 | 0.050 | 0.069 | 0.078 | 0.097 | 0.103 | 0.084 | 0.079 | 0.085 | 0.065 | 0.058 | 0.059 | 0.058 | 0.052 | 0.090 | 0.065 | 0.078 | 0.067 | 0.063 | 0.042 | 0.040 | 0.038 | 0.032 |
| 13 | 0.042 | 0.052 | 0.059 | 0.065 | 0.074 | 0.069 | 0.068 | 0.073 | 0.067 | 0.060 | 0.082 | 0.043 | 0.051 | 0.056 | 0.037 | 0.045 | 0.038 | 0.071 | 0.042 | 0.042 | 0.040 | 0.038 | 0.032 |
| 14 | 0.042 | 0.046 | 0.056 | 0.066 | 0.063 | 0.051 | 0.052 | 0.058 | 0.045 | 0.071 | 0.050 | 0.037 | 0.047 | 0.074 | 0.023 | 0.035 | 0.040 | 0.024 | 0.031 | 0.042 | 0.040 | 0.038 | 0.032 |
| 15 | 0.042 | 0.042 | 0.047 | 0.070 | 0.049 | 0.041 | 0.037 | 0.051 | 0.036 | 0.039 | 0.043 | 0.046 | 0.039 | 0.057 | 0.038 | 0.028 | 0.032 | 0.024 | 0.043 | 0.035 | 0.040 | 0.038 | 0.032 |
| 16 | 0.042 | 0.045 | 0.046 | 0.051 | 0.054 | 0.040 | 0.033 | 0.035 | 0.047 | 0.040 | 0.029 | 0.028 | 0.033 | 0.030 | 0.028 | 0.020 | 0.027 | 0.024 | 0.026 | 0.035 | 0.040 | 0.038 | 0.032 |
| 17 | 0.042 | 0.033 | 0.040 | 0.043 | 0.049 | 0.033 | 0.034 | 0.035 | 0.029 | 0.034 | 0.037 | 0.026 | 0.035 | 0.039 | 0.035 | 0.020 | 0.023 | 0.024 | 0.028 | 0.035 | 0.040 | 0.038 | 0.032 |
| 18 | 0.042 | 0.036 | 0.038 | 0.038 | 0.048 | 0.038 | 0.035 | 0.040 | 0.029 | 0.037 | 0.022 | 0.021 | 0.034 | 0.031 | 0.022 | 0.020 | 0.031 | 0.024 | 0.025 | 0.035 | 0.040 | 0.038 | 0.032 |
| 19 | 0.042 | 0.034 | 0.037 | 0.032 | 0.040 | 0.031 | 0.036 | 0.032 | 0.030 | 0.031 | 0.036 | 0.022 | 0.030 | 0.028 | 0.017 | 0.020 | 0.020 | 0.024 | 0.021 | 0.035 | 0.040 | 0.038 | 0.032 |
| 20 | 0.042 | 0.035 | 0.032 | 0.038 | 0.045 | 0.033 | 0.032 | 0.036 | 0.037 | 0.039 | 0.031 | 0.026 | 0.035 | 0.024 | 0.026 | 0.020 | 0.016 | 0.024 | 0.020 | 0.035 | 0.040 | 0.038 | 0.032 |
| 21 | 0.042 | 0.035 | 0.039 | 0.040 | 0.035 | 0.036 | 0.033 | 0.024 | 0.032 | 0.030 | 0.024 | 0.016 | 0.025 | 0.016 | 0.020 | 0.020 | 0.016 | 0.024 | 0.020 | 0.035 | 0.040 | 0.038 | 0.032 |
| 22 | 0.042 | 0.039 | 0.036 | 0.034 | 0.035 | 0.032 | 0.026 | 0.028 | 0.032 | 0.035 | 0.029 | 0.029 | 0.031 | 0.016 | 0.022 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.040 | 0.038 | 0.032 |
| 23 | 0.042 | 0.030 | 0.039 | 0.045 | 0.029 | 0.037 | 0.033 | 0.026 | 0.031 | 0.020 | 0.030 | 0.030 | 0.033 | 0.025 | 0.022 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.040 | 0.038 | 0.032 |
| 24 | 0.042 | 0.049 | 0.038 | 0.029 | 0.036 | 0.030 | 0.030 | 0.037 | 0.022 | 0.028 | 0.028 | 0.037 | 0.031 | 0.023 | 0.022 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.040 | 0.038 | 0.032 |
| 25 | 0.042 | 0.048 | 0.039 | 0.036 | 0.027 | 0.024 | 0.030 | 0.031 | 0.029 | 0.029 | 0.020 | 0.029 | 0.016 | 0.025 | 0.019 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.040 | 0.038 | 0.000 |
| 26 | 0.026 | 0.039 | 0.035 | 0.028 | 0.032 | 0.024 | 0.028 | 0.029 | 0.024 | 0.036 | 0.034 | 0.021 | 0.022 | 0.022 | 0.019 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.040 | 0.000 | 0.000 |
| 27 | 0.026 | 0.033 | 0.043 | 0.040 | 0.033 | 0.032 | 0.026 | 0.024 | 0.032 | 0.026 | 0.029 | 0.021 | 0.034 | 0.025 | 0.019 | 0.020 | 0.016 | 0.017 | 0.020 | 0.035 | 0.000 | 0.000 | 0.000 |
| 28 | 0.026 | 0.043 | 0.035 | 0.035 | 0.030 | 0.020 | 0.021 | 0.025 | 0.030 | 0.020 | 0.020 | 0.021 | 0.017 | 0.025 | 0.019 | 0.020 | 0.016 | 0.017 | 0.020 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.026 | 0.043 | 0.032 | 0.027 | 0.029 | 0.023 | 0.019 | 0.028 | 0.023 | 0.025 | 0.024 | 0.021 | 0.002 | 0.024 | 0.019 | 0.020 | 0.016 | 0.017 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.026 | 0.026 | 0.025 | 0.033 | 0.018 | 0.030 | 0.024 | 0.023 | 0.022 | 0.031 | 0.024 | 0.012 | 0.002 | 0.024 | 0.019 | 0.020 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.026 | 0.015 | 0.037 | 0.027 | 0.006 | 0.027 | 0.021 | 0.027 | 0.022 | 0.015 | 0.016 | 0.012 | 0.002 | 0.024 | 0.019 | 0.020 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.026 | 0.032 | 0.025 | 0.026 | 0.022 | 0.026 | 0.022 | 0.017 | 0.014 | 0.015 | 0.016 | 0.012 | 0.002 | 0.024 | 0.019 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.026 | 0.015 | 0.027 | 0.027 | 0.021 | 0.015 | 0.014 | 0.017 | 0.014 | 0.015 | 0.016 | 0.012 | 0.002 | 0.024 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.026 | 0.033 | 0.014 | 0.031 | 0.023 | 0.017 | 0.021 | 0.017 | 0.014 | 0.015 | 0.016 | 0.012 | 0.002 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.026 | 0.013 | 0.030 | 0.020 | 0.028 | 0.018 | 0.021 | 0.017 | 0.014 | 0.015 | 0.016 | 0.012 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.026 | 0.013 | 0.021 | 0.025 | 0.008 | 0.013 | 0.011 | 0.017 | 0.014 | 0.015 | 0.016 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.026 | 0.013 | 0.029 | 0.031 | 0.008 | 0.009 | 0.008 | 0.017 | 0.014 | 0.015 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.026 | 0.013 | 0.033 | 0.013 | 0.008 | 0.009 | 0.009 | 0.008 | 0.017 | 0.014 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.026 | 0.013 | 0.013 | 0.008 | 0.008 | 0.009 | 0.008 | 0.017 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.026 | 0.013 | 0.013 | 0.008 | 0.008 | 0.009 | 0.008 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.026 | 0.013 | 0.013 | 0.008 | 0.008 | 0.009 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve reentrant rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member reenters reserve status during the fiscal year (i.e., the opposite of a decrement rate). For PEBD YOS > 15, the reentrant rate is set to the lessor of the reentrant rate and the loss (or separation) rate to prevent overstatement of those population cells. Values for certain cells in this table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H15 (CONT'D)

## SELECTED RESERVE OFFICER REENTRANT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.239 | 0.298 | 0.239 | 0.259 | 0.211 | 0.243 | 0.297 | 0.355 | 0.211 | 0.213 | 0.238 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 | 0.267 |
| 1 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 |
| 2 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 |
| 3 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 |
| 4 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.029 | 0.028 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.029 | 0.028 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.029 | 0.028 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.029 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.029 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve reentrant rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member reenters reserve status during the fiscal year (i.e., the opposite of a decrement rate). For PEBD YOS > 15, the reentrant rate is set to the lessor of the reentrant rate and the loss (or separation) rate to prevent overstatement of those population cells. Values for certain cells in this table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H16

## SELECTED RESERVE ENLISTEE REENTRANT RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.121 | 0.030 | 0.029 | 0.038 | 0.043 | 0.048 | 0.050 | 0.053 | 0.060 | 0.059 | 0.067 | 0.065 | 0.060 | 0.070 | 0.064 | 0.073 | 0.073 | 0.085 | 0.081 | 0.083 | 0.101 | 0.082 | 0.086 |
| 1 | 0.006 | 0.012 | 0.030 | 0.041 | 0.046 | 0.051 | 0.051 | 0.052 | 0.054 | 0.052 | 0.052 | 0.058 | 0.046 | 0.048 | 0.057 | 0.063 | 0.057 | 0.058 | 0.051 | 0.060 | 0.047 | 0.059 | 0.051 |
| 2 | 0.004 | 0.021 | 0.048 | 0.070 | 0.080 | 0.083 | 0.087 | 0.083 | 0.086 | 0.080 | 0.073 | 0.070 | 0.077 | 0.066 | 0.078 | 0.074 | 0.060 | 0.082 | 0.066 | 0.068 | 0.101 | 0.081 | 0.099 |
| 3 | 0.012 | 0.066 | 0.139 | 0.176 | 0.187 | 0.190 | 0.194 | 0.186 | 0.195 | 0.163 | 0.151 | 0.153 | 0.128 | 0.121 | 0.138 | 0.137 | 0.142 | 0.128 | 0.110 | 0.102 | 0.102 | 0.127 | 0.133 |
| 4 | 0.022 | 0.077 | 0.134 | 0.144 | 0.139 | 0.142 | 0.141 | 0.145 | 0.151 | 0.138 | 0.098 | 0.120 | 0.105 | 0.097 | 0.083 | 0.093 | 0.088 | 0.091 | 0.081 | 0.073 | 0.079 | 0.104 | 0.125 |
| 5 | 0.026 | 0.074 | 0.124 | 0.133 | 0.135 | 0.137 | 0.134 | 0.131 | 0.133 | 0.129 | 0.112 | 0.108 | 0.097 | 0.097 | 0.089 | 0.093 | 0.109 | 0.154 | 0.155 | 0.216 | 0.336 | 0.544 | 0.657 |
| 6 | 0.050 | 0.099 | 0.144 | 0.166 | 0.173 | 0.187 | 0.181 | 0.185 | 0.185 | 0.198 | 0.220 | 0.234 | 0.230 | 0.189 | 0.205 | 0.206 | 0.208 | 0.178 | 0.161 | 0.146 | 0.165 | 0.181 | 0.188 |
| 7 | 0.052 | 0.074 | 0.117 | 0.167 | 0.217 | 0.257 | 0.290 | 0.318 | 0.368 | 0.435 | 0.433 | 0.492 | 0.536 | 0.593 | 0.605 | 0.566 | 0.430 | 0.347 | 0.284 | 0.229 | 0.237 | 0.220 | 0.233 |
| 8 | 0.027 | 0.041 | 0.069 | 0.088 | 0.098 | 0.100 | 0.103 | 0.115 | 0.108 | 0.118 | 0.107 | 0.114 | 0.114 | 0.128 | 0.119 | 0.116 | 0.108 | 0.106 | 0.090 | 0.086 | 0.084 | 0.140 | 0.131 |
| 9 | 0.028 | 0.051 | 0.070 | 0.082 | 0.090 | 0.091 | 0.085 | 0.089 | 0.094 | 0.087 | 0.091 | 0.083 | 0.098 | 0.099 | 0.084 | 0.097 | 0.092 | 0.093 | 0.073 | 0.092 | 0.078 | 0.096 | 0.117 |
| 10 | 0.032 | 0.046 | 0.060 | 0.071 | 0.064 | 0.075 | 0.078 | 0.087 | 0.086 | 0.079 | 0.083 | 0.090 | 0.086 | 0.068 | 0.074 | 0.073 | 0.074 | 0.067 | 0.063 | 0.061 | 0.079 | 0.090 | 0.076 |
| 11 | 0.027 | 0.040 | 0.053 | 0.065 | 0.066 | 0.075 | 0.070 | 0.077 | 0.079 | 0.073 | 0.084 | 0.072 | 0.070 | 0.092 | 0.095 | 0.085 | 0.091 | 0.080 | 0.069 | 0.079 | 0.087 | 0.054 | 0.072 |
| 12 | 0.032 | 0.037 | 0.051 | 0.053 | 0.059 | 0.061 | 0.063 | 0.062 | 0.067 | 0.070 | 0.073 | 0.078 | 0.069 | 0.078 | 0.080 | 0.081 | 0.076 | 0.071 | 0.066 | 0.058 | 0.062 | 0.074 | 0.053 |
| 13 | 0.030 | 0.038 | 0.042 | 0.049 | 0.051 | 0.049 | 0.060 | 0.056 | 0.063 | 0.057 | 0.061 | 0.067 | 0.060 | 0.064 | 0.060 | 0.066 | 0.065 | 0.044 | 0.059 | 0.044 | 0.035 | 0.060 | 0.061 |
| 14 | 0.046 | 0.038 | 0.041 | 0.047 | 0.050 | 0.053 | 0.053 | 0.052 | 0.046 | 0.048 | 0.056 | 0.055 | 0.057 | 0.063 | 0.073 | 0.054 | 0.064 | 0.040 | 0.053 | 0.045 | 0.042 | 0.052 | 0.048 |
| 15 | 0.035 | 0.027 | 0.036 | 0.035 | 0.037 | 0.042 | 0.039 | 0.035 | 0.039 | 0.045 | 0.046 | 0.045 | 0.047 | 0.036 | 0.037 | 0.038 | 0.031 | 0.030 | 0.038 | 0.037 | 0.038 | 0.023 | 0.044 |
| 16 | 0.034 | 0.030 | 0.030 | 0.033 | 0.033 | 0.032 | 0.037 | 0.034 | 0.038 | 0.039 | 0.044 | 0.034 | 0.038 | 0.029 | 0.035 | 0.027 | 0.033 | 0.025 | 0.025 | 0.021 | 0.032 | 0.021 | 0.011 |
| 17 | 0.029 | 0.027 | 0.026 | 0.028 | 0.029 | 0.028 | 0.027 | 0.030 | 0.026 | 0.033 | 0.034 | 0.036 | 0.026 | 0.039 | 0.032 | 0.020 | 0.033 | 0.026 | 0.024 | 0.037 | 0.032 | 0.020 | 0.011 |
| 18 | 0.046 | 0.024 | 0.025 | 0.024 | 0.022 | 0.026 | 0.027 | 0.025 | 0.027 | 0.023 | 0.025 | 0.032 | 0.025 | 0.031 | 0.028 | 0.015 | 0.028 | 0.018 | 0.010 | 0.020 | 0.017 | 0.009 | 0.011 |
| 19 | 0.034 | 0.021 | 0.022 | 0.021 | 0.022 | 0.026 | 0.028 | 0.025 | 0.022 | 0.025 | 0.025 | 0.026 | 0.023 | 0.016 | 0.021 | 0.014 | 0.018 | 0.022 | 0.016 | 0.013 | 0.021 | 0.009 | 0.011 |
| 20 | 0.021 | 0.022 | 0.021 | 0.019 | 0.018 | 0.019 | 0.015 | 0.021 | 0.020 | 0.025 | 0.016 | 0.021 | 0.013 | 0.023 | 0.014 | 0.017 | 0.017 | 0.011 | 0.012 | 0.012 | 0.006 | 0.009 | 0.011 |
| 21 | 0.025 | 0.022 | 0.021 | 0.019 | 0.019 | 0.017 | 0.020 | 0.017 | 0.023 | 0.016 | 0.019 | 0.018 | 0.019 | 0.018 | 0.015 | 0.010 | 0.020 | 0.012 | 0.011 | 0.015 | 0.006 | 0.009 | 0.011 |
| 22 | 0.020 | 0.024 | 0.020 | 0.022 | 0.016 | 0.022 | 0.018 | 0.023 | 0.020 | 0.019 | 0.015 | 0.020 | 0.018 | 0.018 | 0.010 | 0.015 | 0.009 | 0.005 | 0.016 | 0.004 | 0.006 | 0.009 | 0.010 |
| 23 | 0.030 | 0.022 | 0.021 | 0.018 | 0.022 | 0.017 | 0.020 | 0.020 | 0.020 | 0.017 | 0.013 | 0.014 | 0.013 | 0.019 | 0.010 | 0.011 | 0.010 | 0.005 | 0.006 | 0.004 | 0.006 | 0.009 | 0.010 |
| 24 | 0.025 | 0.023 | 0.019 | 0.015 | 0.021 | 0.016 | 0.021 | 0.018 | 0.015 | 0.016 | 0.012 | 0.014 | 0.012 | 0.019 | 0.009 | 0.011 | 0.012 | 0.005 | 0.006 | 0.004 | 0.006 | 0.009 | 0.010 |
| 25 | 0.020 | 0.023 | 0.018 | 0.025 | 0.015 | 0.017 | 0.019 | 0.017 | 0.013 | 0.013 | 0.010 | 0.011 | 0.009 | 0.005 | 0.007 | 0.005 | 0.003 | 0.005 | 0.006 | 0.004 | 0.006 | 0.009 | 0.000 |
| 26 | 0.024 | 0.023 | 0.018 | 0.018 | 0.014 | 0.016 | 0.015 | 0.019 | 0.014 | 0.013 | 0.015 | 0.014 | 0.008 | 0.005 | 0.007 | 0.005 | 0.003 | 0.005 | 0.006 | 0.004 | 0.006 | 0.000 | 0.000 |
| 27 | 0.030 | 0.019 | 0.021 | 0.014 | 0.013 | 0.020 | 0.018 | 0.015 | 0.017 | 0.008 | 0.018 | 0.008 | 0.009 | 0.005 | 0.007 | 0.005 | 0.003 | 0.005 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 28 | 0.022 | 0.023 | 0.017 | 0.012 | 0.017 | 0.015 | 0.013 | 0.012 | 0.015 | 0.019 | 0.009 | 0.005 | 0.010 | 0.005 | 0.005 | 0.005 | 0.003 | 0.005 | 0.006 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.026 | 0.017 | 0.015 | 0.016 | 0.016 | 0.016 | 0.009 | 0.012 | 0.015 | 0.011 | 0.011 | 0.005 | 0.004 | 0.005 | 0.007 | 0.005 | 0.003 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.026 | 0.016 | 0.013 | 0.011 | 0.018 | 0.009 | 0.011 | 0.008 | 0.007 | 0.010 | 0.013 | 0.003 | 0.004 | 0.005 | 0.007 | 0.005 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.026 | 0.012 | 0.014 | 0.017 | 0.011 | 0.015 | 0.016 | 0.013 | 0.012 | 0.008 | 0.004 | 0.003 | 0.004 | 0.005 | 0.007 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.026 | 0.017 | 0.014 | 0.014 | 0.008 | 0.021 | 0.007 | 0.011 | 0.010 | 0.007 | 0.004 | 0.003 | 0.004 | 0.005 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.026 | 0.010 | 0.016 | 0.010 | 0.009 | 0.016 | 0.009 | 0.011 | 0.010 | 0.007 | 0.004 | 0.003 | 0.004 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.026 | 0.011 | 0.009 | 0.010 | 0.008 | 0.013 | 0.012 | 0.004 | 0.010 | 0.007 | 0.004 | 0.003 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.026 | 0.011 | 0.005 | 0.011 | 0.008 | 0.013 | 0.013 | 0.004 | 0.005 | 0.007 | 0.004 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.026 | 0.011 | 0.008 | 0.011 | 0.008 | 0.009 | 0.002 | 0.004 | 0.005 | 0.007 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.026 | 0.011 | 0.010 | 0.008 | 0.008 | 0.004 | 0.002 | 0.004 | 0.005 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.026 | 0.011 | 0.010 | 0.011 | 0.006 | 0.004 | 0.002 | 0.004 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.026 | 0.011 | 0.010 | 0.003 | 0.006 | 0.004 | 0.002 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.026 | 0.011 | 0.010 | 0.003 | 0.006 | 0.004 | 0.002 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.026 | 0.011 | 0.010 | 0.003 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve reentrant rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member reenters reserve status during the fiscal year (i.e., the opposite of a decrement rate). For PEBD YOS > 15, the reentrant rate is set to the lessor of the reentrant rate and the loss (or separation) rate to prevent overstatement of those population cells. Values for certain cells in this table may represent little to no exposure in the population (and would have immaterial impact on results.

# TABLE H16 (CONT'D)

## SELECTED RESERVE ENLISTEE REENTRANT RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.081 | 0.092 | 0.084 | 0.088 | 0.169 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 |
| 1 | 0.057 | 0.105 | 0.075 | 0.136 | 0.143 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 |
| 2 | 0.117 | 0.236 | 0.397 | 0.344 | 0.364 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 |
| 3 | 0.207 | 0.452 | 0.603 | 0.563 | 0.267 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 |
| 4 | 0.124 | 0.231 | 0.317 | 0.240 | 0.286 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.880 | 1.140 | 1.155 | 0.896 | 0.960 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.219 | 0.238 | 0.175 | 0.171 | 0.412 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.194 | 0.251 | 0.258 | 0.234 | 0.171 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.153 | 0.105 | 0.153 | 0.234 | 0.240 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.166 | 0.110 | 0.203 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.141 | 0.165 | 0.075 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.082 | 0.096 | 0.075 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.099 | 0.138 | 0.075 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.046 | 0.099 | 0.075 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.043 | 0.028 | 0.075 | 0.073 | 0.107 | 0.168 | 0.168 | 0.168 | 0.168 | 0.168 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.015 | 0.028 | 0.075 | 0.073 | 0.107 | 0.156 | 0.140 | 0.140 | 0.140 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.015 | 0.028 | 0.075 | 0.073 | 0.107 | 0.156 | 0.140 | 0.140 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.015 | 0.028 | 0.075 | 0.073 | 0.107 | 0.156 | 0.140 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.015 | 0.028 | 0.075 | 0.073 | 0.107 | 0.156 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.015 | 0.028 | 0.075 | 0.073 | 0.107 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.015 | 0.028 | 0.075 | 0.073 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.015 | 0.028 | 0.075 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.015 | 0.028 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.015 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve reentrant rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member reenters reserve status during the fiscal year (i.e., the opposite of a decrement rate). For PEBD YOS > 15, the reentrant rate is set to the lessor of the reentrant rate and the loss (or separation) rate to prevent overstatement of those population cells. Values for certain cells in this table may represent little to no exposure in the population (and would have immaterial impact on results).

# TABLE H17

## SELECTED RESERVE OFFICER PAYGRADE TRANSFER RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 1 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 2 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 3 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 4 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 5 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 6 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 7 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 8 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 9 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 10 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 11 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 12 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 13 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 14 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 15 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 16 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 17 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 18 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 19 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 20 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 21 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 22 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 23 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 24 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 |
| 25 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.001 | 0.001 | 0.001 | 0.001 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve paygrade transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member transfers from officer to enlistee paygrade status during the fiscal year.

# TABLE H17 (CONT'D)

## SELECTED RESERVE OFFICER PAYGRADE TRANSFER RATES

### BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve paygrade transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member transfers from officer to enlistee paygrade status during the fiscal year.

# TABLE H18

## SELECTED RESERVE ENLISTEE PAYGRADE TRANSFER RATES

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.001 | 0.002 | 0.004 | 0.009 | 0.010 | 0.010 | 0.012 | 0.015 | 0.017 | 0.012 | 0.013 | 0.010 | 0.012 | 0.009 | 0.011 | 0.012 | 0.012 | 0.011 | 0.009 | 0.009 | 0.013 |
| 1 | 0.000 | 0.001 | 0.001 | 0.005 | 0.013 | 0.015 | 0.012 | 0.010 | 0.011 | 0.014 | 0.014 | 0.012 | 0.018 | 0.017 | 0.018 | 0.011 | 0.018 | 0.016 | 0.019 | 0.016 | 0.018 | 0.014 | 0.008 |
| 2 | 0.001 | 0.002 | 0.004 | 0.010 | 0.016 | 0.014 | 0.012 | 0.013 | 0.013 | 0.015 | 0.011 | 0.013 | 0.013 | 0.009 | 0.009 | 0.013 | 0.015 | 0.007 | 0.016 | 0.014 | 0.006 | 0.000 | 0.011 |
| 3 | 0.002 | 0.004 | 0.005 | 0.009 | 0.008 | 0.010 | 0.009 | 0.007 | 0.013 | 0.009 | 0.013 | 0.012 | 0.006 | 0.008 | 0.008 | 0.006 | 0.006 | 0.006 | 0.016 | 0.013 | 0.000 | 0.000 | 0.000 |
| 4 | 0.004 | 0.005 | 0.006 | 0.007 | 0.006 | 0.006 | 0.007 | 0.007 | 0.008 | 0.008 | 0.010 | 0.009 | 0.009 | 0.006 | 0.008 | 0.008 | 0.008 | 0.005 | 0.006 | 0.005 | 0.000 | 0.000 | 0.000 |
| 5 | 0.007 | 0.006 | 0.006 | 0.005 | 0.006 | 0.006 | 0.006 | 0.010 | 0.007 | 0.010 | 0.010 | 0.008 | 0.009 | 0.009 | 0.010 | 0.006 | 0.008 | 0.008 | 0.010 | 0.008 | 0.000 | 0.000 | 0.000 |
| 6 | 0.011 | 0.008 | 0.007 | 0.007 | 0.007 | 0.009 | 0.008 | 0.006 | 0.008 | 0.008 | 0.010 | 0.010 | 0.008 | 0.010 | 0.005 | 0.006 | 0.010 | 0.006 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 7 | 0.013 | 0.009 | 0.009 | 0.008 | 0.008 | 0.011 | 0.007 | 0.009 | 0.012 | 0.011 | 0.007 | 0.008 | 0.008 | 0.010 | 0.010 | 0.008 | 0.007 | 0.005 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 8 | 0.014 | 0.010 | 0.011 | 0.009 | 0.010 | 0.008 | 0.010 | 0.012 | 0.012 | 0.010 | 0.011 | 0.010 | 0.011 | 0.014 | 0.006 | 0.006 | 0.007 | 0.000 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 9 | 0.019 | 0.012 | 0.011 | 0.011 | 0.010 | 0.010 | 0.011 | 0.009 | 0.013 | 0.012 | 0.012 | 0.010 | 0.010 | 0.006 | 0.004 | 0.004 | 0.007 | 0.000 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 10 | 0.016 | 0.013 | 0.011 | 0.009 | 0.012 | 0.010 | 0.011 | 0.011 | 0.008 | 0.010 | 0.010 | 0.010 | 0.011 | 0.006 | 0.006 | 0.005 | 0.004 | 0.000 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 11 | 0.015 | 0.012 | 0.011 | 0.009 | 0.012 | 0.007 | 0.009 | 0.005 | 0.006 | 0.010 | 0.007 | 0.008 | 0.006 | 0.005 | 0.006 | 0.005 | 0.004 | 0.000 | 0.006 | 0.004 | 0.000 | 0.000 | 0.000 |
| 12 | 0.017 | 0.016 | 0.012 | 0.010 | 0.009 | 0.009 | 0.010 | 0.009 | 0.009 | 0.007 | 0.013 | 0.007 | 0.004 | 0.006 | 0.006 | 0.005 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.012 | 0.013 | 0.013 | 0.011 | 0.011 | 0.013 | 0.008 | 0.010 | 0.005 | 0.006 | 0.007 | 0.005 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.017 | 0.014 | 0.010 | 0.011 | 0.009 | 0.010 | 0.006 | 0.009 | 0.007 | 0.007 | 0.007 | 0.005 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.012 | 0.010 | 0.009 | 0.008 | 0.008 | 0.008 | 0.006 | 0.007 | 0.007 | 0.004 | 0.004 | 0.005 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.011 | 0.012 | 0.009 | 0.008 | 0.008 | 0.009 | 0.007 | 0.006 | 0.005 | 0.006 | 0.006 | 0.005 | 0.004 | 0.007 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.010 | 0.008 | 0.005 | 0.005 | 0.005 | 0.005 | 0.003 | 0.003 | 0.004 | 0.000 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.008 | 0.006 | 0.005 | 0.005 | 0.006 | 0.004 | 0.004 | 0.003 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.000 | 0.008 | 0.006 | 0.005 | 0.002 | 0.003 | 0.002 | 0.003 | 0.003 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.000 | 0.005 | 0.004 | 0.003 | 0.003 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.000 | 0.006 | 0.003 | 0.003 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.000 | 0.004 | 0.003 | 0.002 | 0.003 | 0.000 | 0.004 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.000 | 0.004 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.005 | 0.003 | 0.000 | 0.003 | 0.000 | 0.000 | 0.005 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.003 | 0.002 | 0.000 | 0.003 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve paygrade transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member transfers from enlistee to officer paygrade status during the fiscal year.

# TABLE H18 (CONT'D)

## SELECTED RESERVE ENLISTEE PAYGRADE TRANSFER RATES

## BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.011 | 0.015 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.014 | 0.020 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve paygrade transfer rates, arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). Rates represent the probability a member transfers from enlistee to officer paygrade status during the fiscal year.

# TABLE H19

## SELECTED RESERVE DISABILITY RETIREMENT RATES

### BY DISABILITY TYPE AND PAYGRADE

| | Permanent | | Temporary | |
|---|---|---|---|---|
| PEBD Years of Service | Officer | Enlistee | Officer | Enlistee |
| Under 1 | 0.00000 | 0.00008 | 0.00000 | 0.00028 |
| 1 | 0.00000 | 0.00017 | 0.00000 | 0.00021 |
| 2 | 0.00000 | 0.00058 | 0.00000 | 0.00038 |
| 3 | 0.00000 | 0.00074 | 0.00000 | 0.00050 |
| 4 | 0.00065 | 0.00079 | 0.00014 | 0.00055 |
| 5 | 0.00065 | 0.00110 | 0.00026 | 0.00065 |
| 6 | 0.00063 | 0.00129 | 0.00039 | 0.00070 |
| 7 | 0.00070 | 0.00111 | 0.00051 | 0.00073 |
| 8 | 0.00069 | 0.00122 | 0.00058 | 0.00071 |
| 9 | 0.00074 | 0.00165 | 0.00057 | 0.00078 |
| 10 | 0.00096 | 0.00201 | 0.00055 | 0.00093 |
| 11 | 0.00098 | 0.00227 | 0.00047 | 0.00115 |
| 12 | 0.00076 | 0.00242 | 0.00042 | 0.00124 |
| 13 | 0.00075 | 0.00253 | 0.00039 | 0.00115 |
| 14 | 0.00092 | 0.00247 | 0.00037 | 0.00106 |
| 15 | 0.00099 | 0.00224 | 0.00035 | 0.00109 |
| 16 | 0.00087 | 0.00210 | 0.00039 | 0.00102 |
| 17 | 0.00077 | 0.00210 | 0.00049 | 0.00101 |
| 18 | 0.00089 | 0.00220 | 0.00048 | 0.00100 |
| 19 | 0.00126 | 0.00292 | 0.00046 | 0.00107 |
| 20 | 0.00177 | 0.00384 | 0.00052 | 0.00109 |
| 21 | 0.00215 | 0.00403 | 0.00043 | 0.00118 |
| 22 | 0.00228 | 0.00486 | 0.00043 | 0.00140 |
| 23 | 0.00188 | 0.00582 | 0.00060 | 0.00149 |
| 24 | 0.00175 | 0.00628 | 0.00090 | 0.00153 |
| 25 | 0.00237 | 0.00669 | 0.00101 | 0.00156 |
| 26 | 0.00302 | 0.00706 | 0.00096 | 0.00172 |
| 27 | 0.00342 | 0.00745 | 0.00086 | 0.00185 |
| 28 | 0.00333 | 0.00810 | 0.00088 | 0.00178 |
| 29 | 0.00317 | 0.00831 | 0.00090 | 0.00164 |
| 30 | 0.00331 | 0.00874 | 0.00091 | 0.00156 |
| 31 | 0.00327 | 0.00907 | 0.00090 | 0.00151 |
| 32 | 0.00321 | 0.00869 | 0.00094 | 0.00142 |
| 33 | 0.00311 | 0.00786 | 0.00096 | 0.00132 |
| 34 | 0.00259 | 0.00744 | 0.00091 | 0.00127 |
| 35 | 0.00157 | 0.00785 | 0.00087 | 0.00132 |
| 36 | 0.00000 | 0.00807 | 0.00093 | 0.00144 |
| 37 | 0.00000 | 0.00753 | 0.00108 | 0.00155 |
| 38 | 0.00000 | 0.00643 | 0.00120 | 0.00158 |
| 39 | 0.00000 | 0.00504 | 0.00127 | 0.00152 |
| 40 | 0.00000 | 0.00000 | 0.00000 | 0.00000 |

**DESCRIPTION**: Selected Reserve disability retirement rates, arrayed by disability type, completed PEBD YOS and paygrade (officer / enlistee). Rates represent the probability that a member receives a disability retirement during the fiscal year

TABLE H20

NON-SELECTED RESERVE WITH 20 GOOD YEARS NONDISABILITY RETIREMENT RATIOS

BY PAYGRADE

| Age | Officer | Enlistee |
|---|---|---|
| 55 | 0.000 | 0.000 |
| 56 | 0.000 | 0.000 |
| 57 | 0.000 | 0.000 |
| 58 | 0.000 | 0.000 |
| 59 | 1.083 | 1.154 |
| 60 | 1.105 | 1.190 |
| 61 | 2.331 | 2.589 |
| 62 | 4.536 | 4.919 |
| >62 | 4.026 | 4.888 |

**DESCRIPTION**: Non-Selected Reserve with 20 good years nondisabled retirement ratios ("blow-up" factors or "loads"), arrayed by age and paygrade (officer / enlistee). These factors are applied to the nondisabled retirement rates for non-Selected Reserves to account for each year's new grey area retirees that were not present in the prior year's grey area reserve data file.

# TABLE H21

## SELECTED RESERVE OFFICER TO NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS TRANSFER RATE RATIOS

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.247 | 0.390 | 0.411 | 0.298 | 0.367 | 0.925 | 0.928 | 0.830 | 0.700 | 0.667 | 0.700 | 0.857 | 0.917 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 20 | 0.247 | 0.126 | 0.148 | 0.135 | 0.325 | 0.620 | 0.597 | 0.411 | 0.513 | 0.309 | 0.245 | 0.278 | 0.400 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 21 | 0.247 | 0.129 | 0.112 | 0.155 | 0.226 | 0.348 | 0.392 | 0.310 | 0.342 | 0.303 | 0.241 | 0.333 | 0.308 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 22 | 0.247 | 0.143 | 0.217 | 0.153 | 0.108 | 0.211 | 0.202 | 0.248 | 0.136 | 0.177 | 0.298 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 23 | 0.247 | 0.179 | 0.189 | 0.174 | 0.212 | 0.218 | 0.197 | 0.132 | 0.258 | 0.141 | 0.333 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 24 | 0.247 | 0.127 | 0.153 | 0.132 | 0.104 | 0.200 | 0.172 | 0.115 | 0.182 | 0.224 | 0.188 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 |
| 25 | 0.247 | 0.217 | 0.159 | 0.252 | 0.192 | 0.114 | 0.112 | 0.212 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.000 |
| 26 | 0.247 | 0.217 | 0.125 | 0.252 | 0.209 | 0.149 | 0.138 | 0.100 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.173 | 0.000 | 0.000 |
| 27 | 0.247 | 0.217 | 0.161 | 0.252 | 0.143 | 0.049 | 0.071 | 0.096 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 |
| 28 | 0.247 | 0.217 | 0.360 | 0.252 | 0.204 | 0.175 | 0.114 | 0.122 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.247 | 0.217 | 0.207 | 0.252 | 0.204 | 0.046 | 0.059 | 0.049 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.247 | 0.217 | 0.108 | 0.252 | 0.204 | 0.161 | 0.152 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.183 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.247 | 0.217 | 0.157 | 0.252 | 0.204 | 0.135 | 0.181 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.158 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.247 | 0.217 | 0.200 | 0.252 | 0.204 | 0.221 | 0.146 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.127 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.247 | 0.217 | 0.368 | 0.252 | 0.204 | 0.210 | 0.275 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.141 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.247 | 0.217 | 0.278 | 0.252 | 0.204 | 0.186 | 0.409 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.107 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.258 | 0.133 | 0.234 | 0.127 | 0.136 | 0.115 | 0.092 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.329 | 0.788 | 0.234 | 0.127 | 0.136 | 0.115 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.364 | 0.788 | 0.234 | 0.127 | 0.136 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.364 | 0.788 | 0.234 | 0.127 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.364 | 0.788 | 0.234 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.364 | 0.788 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.247 | 0.217 | 0.340 | 0.252 | 0.204 | 0.364 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve to non-selected ("grey area") reserve transfer rate ratios ("blow-up" factors or "loads"), arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). These adjustment factors account for unexpected (i.e., not drilling the prior year) transfers to grey area status.

TABLE H21 (CONT'D)

SELECTED RESERVE OFFICER TO NON-SELECTED RESERVE OFFICER WITH 20 GOOD YEARS TRANSFER RATE RATIOS

BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.173 | 0.173 | 0.173 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.173 | 0.173 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.173 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.173 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.173 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve to non-selected ("grey area") reserve transfer rate ratios ("blow-up" factors or "loads"), arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). These adjustment factors account for unexpected (i.e., not drilling the prior year) transfers to grey area status.

# TABLE H22

## SELECTED RESERVE ENLISTEE TO NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS TRANSFER RATE RATIOS

## BY ENTRY AGE

| PEBD Years of Service | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.105 | 0.088 | 0.066 | 0.048 | 0.042 | 0.070 | 0.066 | 0.095 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.133 | 0.104 |
| 20 | 0.105 | 0.029 | 0.053 | 0.069 | 0.023 | 0.043 | 0.039 | 0.052 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.133 | 0.104 |
| 21 | 0.105 | 0.059 | 0.046 | 0.033 | 0.040 | 0.051 | 0.058 | 0.049 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.100 | 0.104 |
| 22 | 0.105 | 0.077 | 0.060 | 0.048 | 0.052 | 0.099 | 0.075 | 0.038 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.100 | 0.104 |
| 23 | 0.105 | 0.062 | 0.035 | 0.052 | 0.044 | 0.059 | 0.075 | 0.034 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.100 | 0.104 |
| 24 | 0.105 | 0.070 | 0.069 | 0.081 | 0.065 | 0.092 | 0.079 | 0.059 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.100 | 0.104 |
| 25 | 0.105 | 0.075 | 0.060 | 0.072 | 0.083 | 0.072 | 0.085 | 0.047 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.100 | 0.000 |
| 26 | 0.105 | 0.092 | 0.128 | 0.101 | 0.070 | 0.103 | 0.106 | 0.088 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.182 | 0.000 | 0.000 |
| 27 | 0.105 | 0.163 | 0.144 | 0.134 | 0.065 | 0.104 | 0.148 | 0.093 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.083 | 0.000 | 0.000 | 0.000 |
| 28 | 0.105 | 0.141 | 0.193 | 0.153 | 0.203 | 0.180 | 0.125 | 0.151 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.081 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.105 | 0.192 | 0.168 | 0.109 | 0.092 | 0.160 | 0.130 | 0.126 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.067 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.105 | 0.158 | 0.140 | 0.187 | 0.295 | 0.173 | 0.121 | 0.098 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.083 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.105 | 0.211 | 0.303 | 0.200 | 0.212 | 0.160 | 0.134 | 0.239 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.102 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.105 | 0.211 | 0.123 | 0.140 | 0.157 | 0.088 | 0.089 | 0.059 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.094 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.105 | 0.130 | 0.156 | 0.225 | 0.156 | 0.206 | 0.195 | 0.181 | 0.092 | 0.100 | 0.090 | 0.084 | 0.075 | 0.096 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.105 | 0.194 | 0.253 | 0.119 | 0.124 | 0.149 | 0.253 | 0.284 | 0.128 | 0.100 | 0.090 | 0.084 | 0.075 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.105 | 0.122 | 0.115 | 0.085 | 0.137 | 0.218 | 0.138 | 0.256 | 0.128 | 0.100 | 0.090 | 0.084 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.105 | 0.118 | 0.113 | 0.223 | 0.255 | 0.161 | 0.270 | 0.256 | 0.128 | 0.100 | 0.090 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.105 | 0.233 | 0.113 | 0.149 | 0.258 | 0.310 | 0.270 | 0.256 | 0.128 | 0.100 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.105 | 0.182 | 0.113 | 0.315 | 0.258 | 0.310 | 0.270 | 0.256 | 0.128 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.105 | 0.182 | 0.113 | 0.315 | 0.258 | 0.310 | 0.270 | 0.256 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.105 | 0.182 | 0.113 | 0.315 | 0.258 | 0.310 | 0.270 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.105 | 0.182 | 0.113 | 0.315 | 0.258 | 0.310 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected reserve to non-selected ("grey area") reserve transfer rate ratios ("blow-up" factors or "loads"), arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). These adjustment factors account for unexpected (i.e., not drilling the prior year) transfers to grey area status.

TABLE H22 (CONT'D)

SELECTED RESERVE ENLISTEE TO NON-SELECTED RESERVE ENLISTEE WITH 20 GOOD YEARS TRANSFER RATE RATIOS

BY ENTRY AGE

| PEBD Years of Service | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | >62 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 1 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 2 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 3 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 4 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 5 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 6 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 7 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 8 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 9 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 10 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 11 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 12 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 13 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 14 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 15 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 16 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 17 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 18 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 19 | 0.104 | 0.104 | 0.104 | 0.104 | 0.104 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 20 | 0.104 | 0.104 | 0.104 | 0.104 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 21 | 0.104 | 0.104 | 0.104 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 22 | 0.104 | 0.104 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 23 | 0.104 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 24 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 25 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 26 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 27 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 28 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 29 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 30 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 31 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 32 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 33 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 34 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 35 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 36 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 37 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 38 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 39 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 40 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |
| 41 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |

**DESCRIPTION**: Selected Reserve to non-selected ("grey area") reserve transfer rate ratios ("blow-up" factors or "loads"), arrayed by entry age, completed PEBD YOS, and paygrade (officer / enlistee). These adjustment factors account for unexpected (i.e., not drilling the prior year) transfers to grey area status.

# APPENDIX I

## RETIREE AND SURVIVOR DECREMENT RATES

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## RETIREE AND SURVIVOR DECREMENT RATES

Military retiree decrement rates are used to predict death, "other" losses from retiree status, and rates of transfer from temporary disability to permanent disability. With respect to the MERHCF valuation, the "other" losses consist of returns to active duty from temporary disability (additional "other loss" categories used in the military retirement valuation are not relevant to retiree medical benefit eligibility). These rates were developed by age nearest birthday for officers and enlistees separately, and were further subdivided by three types of retirement: nondisability, temporary disability, and permanent disability. For temporary disability retirees, select rates were created for each of the first five years of retirement. After five years, those who are still in the temporary disability status are transferred to a permanent disability status.

The data for the rates were taken from the Defense Manpower Data Center Retiree and Survivor Files as of September 30 for the years 2006 through 2012. These files were created by the Finance Centers of the military services (now consolidated under the Defense Finance and Accounting Service), which have responsibility for sending monthly retired pay checks to military retirees. A military retiree can be in "paid status" or "nonpaid status." Nonpaid status indicates that a retiree has an entitlement to an annuity, but the annuity is fully reduced by offsets. Retirees who terminate from paid status during a fiscal year are on the retiree file at the end of that fiscal year with a termination code indicating the type of termination. For purposes of the MERHCF valuation, paid status is not relevant. The retiree need only be eligible for Medicare Part A and retiree pay (even if fully offset) in order to have medical benefits paid from the MERHCF.

The rate development process began by matching two consecutive fiscal year-end files by Social Security number. Cases no longer in paid status were categorized by type of loss. In a few cases, there was no follow-up record. Some of the cases represent changed or corrected Social Security numbers. Where there was a previously retired person with a new Social Security number, it was subtracted from the cases with no follow-up record. The remaining unknowns were prorated. In addition, persons who discontinued a previous waiver of DoD retired pay were subtracted from other losses. After following the above procedures, crude rates were created using the formulas given on page I-3. These were smoothed using a Whittaker-Henderson type B graduation, or by fitting a polynomial to the crude rates. Where there was reason to suspect valid discontinuities in the underlying rates, those segments were not smoothed. A summary of the years on which various rates are based is provided in Table I1.

Retiree and survivor rates are shown in Tables I2 through I7. In tables I2 and I3, the nondisability death rates (updated last valuation year) include death rates greater than 1.0 at the oldest ages. The central death rate formula is the same, but the rates are no longer capped at 0.66667. Now, there is no limit to the nondisability retiree death rates at the oldest ages, and the central rates can be as high as 2. In the future, as the death rates for other DoD retired populations are updated, the death rate caps will also be removed.

For table I6, it's important to note that the MERHCF valuation doesn't apply divorce rates but does apply remarriage rates. Since former spouses can continue their medical benefit eligibility even if the retiree remarries, divorce doesn't change the benefit promise to an eligible former spouse. Remarriage rates for survivors is relevant because a survivor loses benefit eligibility upon remarriage (not included in this experience is remarriage to another military spouse). A

detailed description of the benefit eligibility requirements for survivors and former spouses is contained in Appendix A.

Tables I8 and I9 contain the expected "spouse per sponsor" ratios at each sponsor age in order to properly generate a projection of surviving spouses. Spouse per sponsor ratios are determined by comparing the sum of spouses and eligible former spouses to the number of sponsors at each sponsor age. The spouse per sponsor ratios are based on FY 2015 data.

## RETIREE AND SURVIVOR DECREMENT RATE FORMULAS

DEATH OF NONDISABILITY RETIREES (by age nearest birthday)

$$\frac{Nondisability\ deaths\ during\ the\ year}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times (Nondisability\ deaths + Other\ losses)]}$$

DEATH OF PERMANENT DISABILITY RETIREES (by age nearest birthday)

$$\frac{Permanent\ disability\ deaths\ during\ the\ year^{1}}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times (Permanent\ disability\ deaths + Other\ losses)]}$$

DEATH OF TEMPORARY DISABILITY RETIREES (by age nearest birthday and years retired)

$$\frac{Temporary\ disability\ deaths\ during\ the\ year^{2}}{[Number\ at\ beginning\ of\ year - \frac{1}{2} \times (Deaths + Transfers + Other\ losses)]}$$

OTHER LOSSES FROM TEMPORARY DISABILITY (by age nearest birthday and years retired)

$$\frac{Losses\ other\ than\ death\ or\ transfers\ to\ permanent\ disability\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

TRANSFER FROM TEMPORARY TO PERMANENT DISABILITY (by age nearest birthday and years retired)

$$\frac{Transfers\ to\ permanent\ disability\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

REMARRIAGE OF SURVIVING SPOUSE (by age nearest birthday)

$$\frac{Surviving\ spouse\ remarriages\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

DEATH OF SURVIVING SPOUSE (by age nearest birthday)

$$\frac{Surviving\ spouse\ deaths\ during\ the\ year}{Number\ at\ beginning\ of\ year}$$

[1] Includes only the deaths of members who had permanent disability status at the beginning of the year.
[2] Includes deaths of members who had temporary disability status at the beginning of the year, then transferred to permanent disability, and later died before the end of the year. Determined for each year of temporary disability retirement (1-5).

TABLE I1

SUMMARY OF FISCAL YEARS ON WHICH RETIREE AND SURVIVOR RATES ARE BASED

| | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2015 |
|---|---|---|---|---|---|---|---|---|
| DEATH RATES | | | | | | | | |
| ND Officer | | | | | X | X | X | |
| ND Enlistee | | | | | X | X | X | |
| PD Officer | X | X | X | | | | | |
| PD Enlistee | X | X | X | | | | | |
| TD Officer | | X | X | X | X | | | |
| TD Enlistee | | X | X | X | X | | | |
| OTHER LOSS RATES | | | | | | | | |
| TD Officer | | X | X | X | X | | | |
| TD Enlistee | | X | X | X | X | | | |
| TRANSFER RATES FROM TD TO PD | | | | | | | | |
| Officer | | X | X | X | X | | | |
| Enlistee | | X | X | X | X | | | |
| SURVIVOR RATES | | | | | | | | |
| Remarriage | | | | X | X | | | |
| Survivor Death | | | | X | X | | | |
| SPOUSES GENERATED PER SPONSOR | | | | | | | | |
| Officer | | | | | | | | X |
| Enlistee | | | | | | | | X |

ND = Nondisabled

PD = Permanently Disabled

TD = Temporarily Disabled

TABLE I2

RETIRED OFFICER DEATH RATES

AGE NEAREST BIRTHDAY

| | Non-Disability | | Permanent | Temporary Disability | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | Year of Retirement | | | | |
| Age | Active | Reserve | Disability | One | Two | Three | Four | Five |
| 16 | 0.00035 | 0.00036 | 0.00365 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 17 | 0.00035 | 0.00036 | 0.00365 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 18 | 0.00035 | 0.00036 | 0.00365 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 19 | 0.00035 | 0.00036 | 0.00365 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 20 | 0.00035 | 0.00036 | 0.00365 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 21 | 0.00035 | 0.00036 | 0.00374 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 22 | 0.00035 | 0.00036 | 0.00383 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 23 | 0.00035 | 0.00036 | 0.00394 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 24 | 0.00035 | 0.00036 | 0.00405 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 25 | 0.00035 | 0.00036 | 0.00416 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 26 | 0.00035 | 0.00036 | 0.00428 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 27 | 0.00035 | 0.00036 | 0.00440 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 28 | 0.00035 | 0.00036 | 0.00452 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 29 | 0.00035 | 0.00036 | 0.00463 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 30 | 0.00035 | 0.00036 | 0.00472 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 31 | 0.00038 | 0.00039 | 0.00478 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 32 | 0.00040 | 0.00042 | 0.00482 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 33 | 0.00042 | 0.00045 | 0.00483 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 34 | 0.00044 | 0.00049 | 0.00482 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 35 | 0.00046 | 0.00052 | 0.00478 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 36 | 0.00047 | 0.00056 | 0.00471 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 37 | 0.00049 | 0.00060 | 0.00461 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 38 | 0.00050 | 0.00063 | 0.00449 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 39 | 0.00052 | 0.00067 | 0.00437 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 40 | 0.00053 | 0.00071 | 0.00426 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 41 | 0.00055 | 0.00075 | 0.00417 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 42 | 0.00057 | 0.00080 | 0.00410 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 43 | 0.00059 | 0.00085 | 0.00405 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 44 | 0.00061 | 0.00091 | 0.00404 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 45 | 0.00064 | 0.00097 | 0.00405 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 46 | 0.00066 | 0.00105 | 0.00408 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 47 | 0.00070 | 0.00113 | 0.00414 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 48 | 0.00078 | 0.00122 | 0.00420 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 49 | 0.00089 | 0.00132 | 0.00429 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 50 | 0.00101 | 0.00144 | 0.00472 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 51 | 0.00115 | 0.00156 | 0.00503 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 52 | 0.00132 | 0.00171 | 0.00536 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 53 | 0.00153 | 0.00186 | 0.00574 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 54 | 0.00175 | 0.00203 | 0.00615 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 55 | 0.00200 | 0.00221 | 0.00658 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 56 | 0.00228 | 0.00240 | 0.00703 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 57 | 0.00259 | 0.00260 | 0.00752 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 58 | 0.00293 | 0.00281 | 0.00804 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 59 | 0.00330 | 0.00303 | 0.00861 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 60 | 0.00371 | 0.00325 | 0.00925 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 61 | 0.00416 | 0.00357 | 0.00997 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |

TABLE I2 (CONT'D)

RETIRED OFFICER DEATH RATES

AGE NEAREST BIRTHDAY

| | Non-Disability | | Permanent | Temporary Disability Year of Retirement | | | | |
|---|---|---|---|---|---|---|---|---|
| Age | Active | Reserve | Disability | One | Two | Three | Four | Five |
| 62 | 0.00465 | 0.00397 | 0.01080 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 63 | 0.00522 | 0.00446 | 0.01176 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 64 | 0.00585 | 0.00503 | 0.01288 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 65 | 0.00656 | 0.00569 | 0.01418 | 0.00939 | 0.00890 | 0.00841 | 0.00792 | 0.00742 |
| 66 | 0.00736 | 0.00642 | 0.01568 | | | | | |
| 67 | 0.00828 | 0.00726 | 0.01736 | | | | | |
| 68 | 0.00932 | 0.00820 | 0.01924 | | | | | |
| 69 | 0.01052 | 0.00927 | 0.02129 | | | | | |
| 70 | 0.01189 | 0.01048 | 0.02352 | | | | | |
| 71 | 0.01347 | 0.01186 | 0.02592 | | | | | |
| 72 | 0.01530 | 0.01346 | 0.02850 | | | | | |
| 73 | 0.01741 | 0.01528 | 0.03125 | | | | | |
| 74 | 0.01984 | 0.01737 | 0.03418 | | | | | |
| 75 | 0.02264 | 0.01979 | 0.03735 | | | | | |
| 76 | 0.02586 | 0.02261 | 0.04078 | | | | | |
| 77 | 0.02953 | 0.02589 | 0.04453 | | | | | |
| 78 | 0.03374 | 0.02969 | 0.04865 | | | | | |
| 79 | 0.03853 | 0.03413 | 0.05325 | | | | | |
| 80 | 0.04397 | 0.03928 | 0.05846 | | | | | |
| 81 | 0.05016 | 0.04523 | 0.06437 | | | | | |
| 82 | 0.05715 | 0.05208 | 0.07109 | | | | | |
| 83 | 0.06507 | 0.05993 | 0.07869 | | | | | |
| 84 | 0.07401 | 0.06890 | 0.08715 | | | | | |
| 85 | 0.08403 | 0.07904 | 0.09643 | | | | | |
| 86 | 0.09525 | 0.09046 | 0.10653 | | | | | |
| 87 | 0.10773 | 0.10320 | 0.11745 | | | | | |
| 88 | 0.12157 | 0.11726 | 0.12926 | | | | | |
| 89 | 0.13680 | 0.13264 | 0.14209 | | | | | |
| 90 | 0.15348 | 0.14930 | 0.15618 | | | | | |
| 91 | 0.17161 | 0.16713 | 0.17178 | | | | | |
| 92 | 0.19120 | 0.18609 | 0.18920 | | | | | |
| 93 | 0.21227 | 0.20613 | 0.20875 | | | | | |
| 94 | 0.23485 | 0.22722 | 0.23069 | | | | | |
| 95 | 0.25885 | 0.24925 | 0.25518 | | | | | |
| 96 | 0.28547 | 0.27333 | 0.28348 | | | | | |
| 97 | 0.31678 | 0.30220 | 0.31476 | | | | | |
| 98 | 0.35462 | 0.33806 | 0.34906 | | | | | |
| 99 | 0.40004 | 0.38209 | 0.38657 | | | | | |
| 100 | 0.45323 | 0.43443 | 0.41616 | | | | | |
| 101 | 0.51391 | 0.49464 | 0.44615 | | | | | |
| 102 | 0.58139 | 0.56185 | 0.47642 | | | | | |
| 103 | 0.65495 | 0.63512 | 0.50716 | | | | | |
| 104 | 0.73396 | 0.71363 | 0.53825 | | | | | |
| 105 | 0.81793 | 0.79686 | 0.56969 | | | | | |
| 106 | 0.90713 | 0.88520 | 0.60149 | | | | | |
| 107 | 1.00226 | 0.97975 | 0.63361 | | | | | |
| 108 | 1.10254 | 1.07977 | 0.63770 | | | | | |
| 109 | 1.20674 | 1.18413 | 0.64180 | | | | | |
| 110 | 1.31300 | 1.29101 | 0.66667 | | | | | |

TABLE I3

RETIRED ENLISTEE DEATH RATES

AGE NEAREST BIRTHDAY

| | Non-Disability | | Permanent | Temporary Disability | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | Year of Retirement | | | | |
| Age | Active | Reserve | Disability | One | Two | Three | Four | Five |
| 16 | 0.00045 | 0.00044 | 0.00199 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 17 | 0.00045 | 0.00044 | 0.00199 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 18 | 0.00045 | 0.00044 | 0.00199 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 19 | 0.00045 | 0.00044 | 0.00199 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 20 | 0.00045 | 0.00044 | 0.00199 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 21 | 0.00045 | 0.00044 | 0.00204 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 22 | 0.00045 | 0.00044 | 0.00209 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 23 | 0.00045 | 0.00044 | 0.00214 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 24 | 0.00045 | 0.00044 | 0.00220 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 25 | 0.00045 | 0.00044 | 0.00226 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 26 | 0.00045 | 0.00044 | 0.00233 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 27 | 0.00045 | 0.00044 | 0.00239 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 28 | 0.00045 | 0.00044 | 0.00246 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 29 | 0.00045 | 0.00044 | 0.00252 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 30 | 0.00045 | 0.00044 | 0.00257 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 31 | 0.00048 | 0.00049 | 0.00260 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 32 | 0.00052 | 0.00054 | 0.00262 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 33 | 0.00056 | 0.00059 | 0.00263 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 34 | 0.00061 | 0.00064 | 0.00262 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 35 | 0.00065 | 0.00070 | 0.00260 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 36 | 0.00070 | 0.00076 | 0.00256 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 37 | 0.00075 | 0.00082 | 0.00251 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 38 | 0.00079 | 0.00088 | 0.00244 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 39 | 0.00084 | 0.00095 | 0.00288 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 40 | 0.00089 | 0.00102 | 0.00295 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 41 | 0.00094 | 0.00110 | 0.00307 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 42 | 0.00100 | 0.00118 | 0.00324 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 43 | 0.00106 | 0.00128 | 0.00346 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 44 | 0.00113 | 0.00139 | 0.00373 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 45 | 0.00120 | 0.00151 | 0.00406 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 46 | 0.00130 | 0.00164 | 0.00444 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 47 | 0.00142 | 0.00180 | 0.00488 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 48 | 0.00158 | 0.00197 | 0.00536 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 49 | 0.00177 | 0.00217 | 0.00591 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 50 | 0.00203 | 0.00239 | 0.00650 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 51 | 0.00235 | 0.00264 | 0.00716 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 52 | 0.00273 | 0.00292 | 0.00787 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 53 | 0.00316 | 0.00323 | 0.00865 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 54 | 0.00366 | 0.00357 | 0.00950 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 55 | 0.00424 | 0.00394 | 0.01044 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 56 | 0.00489 | 0.00435 | 0.01145 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 57 | 0.00565 | 0.00478 | 0.01255 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 58 | 0.00650 | 0.00524 | 0.01371 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 59 | 0.00745 | 0.00573 | 0.01494 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 60 | 0.00849 | 0.00624 | 0.01621 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 61 | 0.00964 | 0.00679 | 0.01753 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |

TABLE I3 (CONT'D)

RETIRED ENLISTEE DEATH RATES

AGE NEAREST BIRTHDAY

| | Non-Disability | | Permanent | Temporary Disability | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | Year of Retirement | | | | |
| Age | Active | Reserve | Disability | One | Two | Three | Four | Five |
| 62 | 0.01087 | 0.00744 | 0.01890 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 63 | 0.01220 | 0.00821 | 0.02036 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 64 | 0.01362 | 0.00909 | 0.02192 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 65 | 0.01513 | 0.01009 | 0.02359 | 0.00616 | 0.00565 | 0.00514 | 0.00463 | 0.00413 |
| 66 | 0.01674 | 0.01121 | 0.02543 | | | | | |
| 67 | 0.01846 | 0.01248 | 0.02745 | | | | | |
| 68 | 0.02030 | 0.01389 | 0.02969 | | | | | |
| 69 | 0.02229 | 0.01547 | 0.03215 | | | | | |
| 70 | 0.02444 | 0.01721 | 0.03487 | | | | | |
| 71 | 0.02680 | 0.01915 | 0.03786 | | | | | |
| 72 | 0.02940 | 0.02132 | 0.04113 | | | | | |
| 73 | 0.03228 | 0.02374 | 0.04471 | | | | | |
| 74 | 0.03549 | 0.02646 | 0.04863 | | | | | |
| 75 | 0.03909 | 0.02954 | 0.05293 | | | | | |
| 76 | 0.04313 | 0.03306 | 0.05766 | | | | | |
| 77 | 0.04767 | 0.03708 | 0.06285 | | | | | |
| 78 | 0.05276 | 0.04171 | 0.06858 | | | | | |
| 79 | 0.05845 | 0.04703 | 0.07487 | | | | | |
| 80 | 0.06479 | 0.05312 | 0.08180 | | | | | |
| 81 | 0.07182 | 0.06005 | 0.08938 | | | | | |
| 82 | 0.07959 | 0.06791 | 0.09768 | | | | | |
| 83 | 0.08816 | 0.07674 | 0.10673 | | | | | |
| 84 | 0.09760 | 0.08662 | 0.11654 | | | | | |
| 85 | 0.10792 | 0.09757 | 0.12714 | | | | | |
| 86 | 0.11917 | 0.10964 | 0.13854 | | | | | |
| 87 | 0.13140 | 0.12285 | 0.15075 | | | | | |
| 88 | 0.14462 | 0.13720 | 0.16380 | | | | | |
| 89 | 0.15887 | 0.15273 | 0.17769 | | | | | |
| 90 | 0.17416 | 0.16942 | 0.19248 | | | | | |
| 91 | 0.19049 | 0.18724 | 0.20815 | | | | | |
| 92 | 0.20785 | 0.20620 | 0.22474 | | | | | |
| 93 | 0.22628 | 0.22630 | 0.24228 | | | | | |
| 94 | 0.24580 | 0.24756 | 0.26084 | | | | | |
| 95 | 0.26635 | 0.26991 | 0.28040 | | | | | |
| 96 | 0.28916 | 0.29459 | 0.30214 | | | | | |
| 97 | 0.31560 | 0.32438 | 0.32642 | | | | | |
| 98 | 0.34706 | 0.36140 | 0.35096 | | | | | |
| 99 | 0.38420 | 0.40672 | 0.37590 | | | | | |
| 100 | 0.42696 | 0.46025 | 0.40107 | | | | | |
| 101 | 0.47493 | 0.52129 | 0.42659 | | | | | |
| 102 | 0.52740 | 0.58867 | 0.45233 | | | | | |
| 103 | 0.58367 | 0.66122 | 0.47847 | | | | | |
| 104 | 0.64325 | 0.73794 | 0.50491 | | | | | |
| 105 | 0.70586 | 0.81825 | 0.53165 | | | | | |
| 106 | 0.77199 | 0.90259 | 0.55868 | | | | | |
| 107 | 0.84267 | 0.99229 | 0.58599 | | | | | |
| 108 | 0.91785 | 1.08674 | 0.61373 | | | | | |
| 109 | 0.99731 | 1.18496 | 0.64180 | | | | | |
| 110 | 1.08051 | 1.28544 | 0.66667 | | | | | |

# TABLE I4

## NONDEATH, NONTRANSFER LOSS RATES FROM TEMPORARY DISABILITY

### AGE NEAREST BIRTHDAY

| | OFFICER | | | | | ENLISTEE | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Year of Retirement | | | | | Year of Retirement | | | | |
| Age | One | Two | Three | Four | Five | One | Two | Three | Four | Five |
| 16 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 17 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 18 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 19 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 20 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 21 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 22 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 23 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 24 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 25 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 26 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 27 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 28 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 29 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 30 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 31 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 32 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 33 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 34 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 35 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 36 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 37 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 38 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 39 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 40 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 41 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 42 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 43 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 44 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 45 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 46 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 47 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 48 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 49 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 50 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 51 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 52 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 53 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 54 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 55 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 56 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 57 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 58 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 59 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 60 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 61 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 62 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 63 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 64 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |
| 65 | 0.02640 | 0.08809 | 0.14978 | 0.21147 | 0.27316 | 0.17395 | 0.24334 | 0.31273 | 0.38212 | 0.45151 |

TABLE I5

TRANSFER RATES FROM TEMPORARY DISABILITY TO PERMANENT DISABILITY

AGE NEAREST BIRTHDAY

| | OFFICER | | | | ENLISTEE | | | |
|---|---|---|---|---|---|---|---|---|
| | Year of Retirement | | | | Year of Retirement | | | |
| Age | One | Two | Three | Four | One | Two | Three | Four |
| 16 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 17 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 18 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 19 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 20 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 21 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 22 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 23 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 24 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 25 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 26 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 27 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 28 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 29 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 30 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 31 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 32 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 33 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 34 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 35 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 36 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 37 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 38 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 39 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 40 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 41 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 42 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 43 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 44 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 45 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 46 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 47 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 48 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 49 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 50 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 51 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 52 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 53 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 54 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 55 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 56 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 57 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 58 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 59 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 60 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 61 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 62 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 63 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 64 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |
| 65 | 0.12808 | 0.17399 | 0.21990 | 0.26581 | 0.06262 | 0.09470 | 0.12679 | 0.15887 |

TABLE I6

SURVIVOR REMARRIAGE RATES

AGE NEAREST BIRTHDAY

| Age | Rate | Age | Rate |
|---|---|---|---|
| 16 | 0.0294 | 41 | 0.0110 |
| 17 | 0.0294 | 42 | 0.0110 |
| 18 | 0.0294 | 43 | 0.0110 |
| 19 | 0.0294 | 44 | 0.0110 |
| 20 | 0.0294 | 45 | 0.0061 |
| 21 | 0.0294 | 46 | 0.0061 |
| 22 | 0.0294 | 47 | 0.0061 |
| 23 | 0.0294 | 48 | 0.0061 |
| 24 | 0.0294 | 49 | 0.0061 |
| 25 | 0.0294 | 50 | 0.0035 |
| 26 | 0.0294 | 51 | 0.0035 |
| 27 | 0.0294 | 52 | 0.0035 |
| 28 | 0.0294 | 53 | 0.0035 |
| 29 | 0.0294 | 54 | 0.0030 |
| 30 | 0.0337 | 55 | 0.0025 |
| 31 | 0.0337 | 56 | 0.0021 |
| 32 | 0.0337 | 57 | 0.0018 |
| 33 | 0.0337 | 58 | 0.0016 |
| 34 | 0.0337 | 59 | 0.0013 |
| 35 | 0.0278 | 60 | 0.0011 |
| 36 | 0.0278 | 61 | 0.0010 |
| 37 | 0.0278 | 62 | 0.0008 |
| 38 | 0.0278 | 63 | 0.0007 |
| 39 | 0.0278 | 64 | 0.0006 |
| 40 | 0.0110 | 65 | 0.0005 |

TABLE I7

SURVIVOR DEATH RATES

AGE NEAREST BIRTHDAY

| Age | Rate | Age | Rate | Age | Rate |
|---|---|---|---|---|---|
| 0 | 0.00544 | 40 | 0.00064 | 80 | 0.04118 |
| 1 | 0.00049 | 41 | 0.00068 | 81 | 0.04554 |
| 2 | 0.00032 | 42 | 0.00071 | 82 | 0.05019 |
| 3 | 0.00024 | 43 | 0.00075 | 83 | 0.05510 |
| 4 | 0.00018 | 44 | 0.00078 | 84 | 0.06035 |
| 5 | 0.00016 | 45 | 0.00081 | 85 | 0.06611 |
| 6 | 0.00015 | 46 | 0.00085 | 86 | 0.07269 |
| 7 | 0.00014 | 47 | 0.00091 | 87 | 0.08031 |
| 8 | 0.00013 | 48 | 0.00100 | 88 | 0.08916 |
| 9 | 0.00012 | 49 | 0.00111 | 89 | 0.09934 |
| 10 | 0.00012 | 50 | 0.00125 | 90 | 0.11085 |
| 11 | 0.00013 | 51 | 0.00143 | 91 | 0.12368 |
| 12 | 0.00014 | 52 | 0.00166 | 92 | 0.13774 |
| 13 | 0.00015 | 53 | 0.00191 | 93 | 0.15294 |
| 14 | 0.00018 | 54 | 0.00218 | 94 | 0.16908 |
| 15 | 0.00021 | 55 | 0.00249 | 95 | 0.18607 |
| 16 | 0.00019 | 56 | 0.00369 | 96 | 0.20463 |
| 17 | 0.00020 | 57 | 0.00480 | 97 | 0.22397 |
| 18 | 0.00021 | 58 | 0.00581 | 98 | 0.24394 |
| 19 | 0.00022 | 59 | 0.00670 | 99 | 0.26462 |
| 20 | 0.00022 | 60 | 0.00749 | 100 | 0.28585 |
| 21 | 0.00021 | 61 | 0.00821 | 101 | 0.30774 |
| 22 | 0.00023 | 62 | 0.00891 | 102 | 0.33022 |
| 23 | 0.00023 | 63 | 0.00965 | 103 | 0.35336 |
| 24 | 0.00025 | 64 | 0.01042 | 104 | 0.37711 |
| 25 | 0.00025 | 65 | 0.01126 | 105 | 0.40157 |
| 26 | 0.00027 | 66 | 0.01222 | 106 | 0.42673 |
| 27 | 0.00029 | 67 | 0.01329 | 107 | 0.44956 |
| 28 | 0.00030 | 68 | 0.01452 | 108 | 0.47248 |
| 29 | 0.00033 | 69 | 0.01589 | 109 | 0.49622 |
| 30 | 0.00037 | 70 | 0.01739 | | |
| 31 | 0.00041 | 71 | 0.01898 | | |
| 32 | 0.00045 | 72 | 0.02061 | | |
| 33 | 0.00047 | 73 | 0.02229 | | |
| 34 | 0.00049 | 74 | 0.02405 | | |
| 35 | 0.00050 | 75 | 0.02596 | | |
| 36 | 0.00053 | 76 | 0.02815 | | |
| 37 | 0.00055 | 77 | 0.03070 | | |
| 38 | 0.00057 | 78 | 0.03372 | | |
| 39 | 0.00060 | 79 | 0.03721 | | |

TABLE I8

SPOUSES GENERATED PER OFFICER SPONSOR

AGE NEAREST BIRTHDAY

| Age | Active Nondisabled | Reserve Nondisabled | Active & Reserve Disabled | Age | Active Nondisabled | Reserve Nondisabled | Active & Reserve Disabled |
|---|---|---|---|---|---|---|---|
| 16 | N/A | N/A | 0.00032 | 64 | 0.87563 | 0.76149 | 0.68895 |
| 17 | N/A | N/A | 0.00075 | 65 | 0.87919 | 0.77608 | 0.69895 |
| 18 | N/A | N/A | 0.00176 | 66 | 0.88238 | 0.78791 | 0.70951 |
| 19 | N/A | N/A | 0.00413 | 67 | 0.88511 | 0.79722 | 0.72021 |
| 20 | N/A | N/A | 0.00971 | 68 | 0.88729 | 0.80429 | 0.73065 |
| 21 | N/A | N/A | 0.02282 | 69 | 0.88881 | 0.80939 | 0.74043 |
| 22 | N/A | N/A | 0.05365 | 70 | 0.88958 | 0.81281 | 0.74918 |
| 23 | N/A | N/A | 0.12614 | 71 | 0.88949 | 0.81482 | 0.75665 |
| 24 | N/A | N/A | 0.19341 | 72 | 0.88845 | 0.81564 | 0.76263 |
| 25 | N/A | N/A | 0.25545 | 73 | 0.88637 | 0.81547 | 0.76705 |
| 26 | N/A | N/A | 0.31225 | 74 | 0.88316 | 0.81440 | 0.76984 |
| 27 | N/A | N/A | 0.36381 | 75 | 0.87872 | 0.81248 | 0.77101 |
| 28 | N/A | N/A | 0.41010 | 76 | 0.87299 | 0.80967 | 0.77054 |
| 29 | N/A | N/A | 0.45048 | 77 | 0.86590 | 0.80587 | 0.76840 |
| 30 | 0.61526 | N/A | 0.48754 | 78 | 0.85738 | 0.80091 | 0.76453 |
| 31 | 0.65420 | N/A | 0.52128 | 79 | 0.84736 | 0.79463 | 0.75882 |
| 32 | 0.68704 | N/A | 0.55172 | 80 | 0.83582 | 0.78685 | 0.75114 |
| 33 | 0.71416 | N/A | 0.57890 | 81 | 0.82269 | 0.77738 | 0.74131 |
| 34 | 0.73606 | N/A | 0.60289 | 82 | 0.80795 | 0.76608 | 0.72916 |
| 35 | 0.75329 | N/A | 0.62378 | 83 | 0.79156 | 0.75281 | 0.71454 |
| 36 | 0.76647 | N/A | 0.64170 | 84 | 0.77350 | 0.73747 | 0.69731 |
| 37 | 0.77620 | N/A | 0.65681 | 85 | 0.75376 | 0.72000 | 0.67739 |
| 38 | 0.78304 | N/A | 0.66929 | 86 | 0.73231 | 0.70035 | 0.65475 |
| 39 | 0.78552 | N/A | 0.67935 | 87 | 0.70914 | 0.67850 | 0.62941 |
| 40 | 0.78809 | N/A | 0.68719 | 88 | 0.68425 | 0.65444 | 0.60140 |
| 41 | 0.79075 | N/A | 0.69301 | 89 | 0.65764 | 0.62820 | 0.57074 |
| 42 | 0.79351 | N/A | 0.69698 | 90 | 0.62929 | 0.59980 | 0.53743 |
| 43 | 0.79636 | N/A | 0.69925 | 91 | 0.59921 | 0.56928 | 0.50146 |
| 44 | 0.79931 | N/A | 0.69997 | 92 | 0.56738 | 0.53667 | 0.46279 |
| 45 | 0.80235 | N/A | 0.69925 | 93 | 0.53383 | 0.50199 | 0.42140 |
| 46 | 0.80548 | N/A | 0.69724 | 94 | 0.49853 | 0.46526 | 0.37729 |
| 47 | 0.80872 | N/A | 0.69410 | 95 | 0.46149 | 0.42648 | 0.33044 |
| 48 | 0.81204 | N/A | 0.69006 | 96 | 0.42272 | 0.38565 | 0.29535 |
| 49 | 0.81547 | N/A | 0.68535 | 97 | 0.38221 | 0.35320 | 0.26235 |
| 50 | 0.81899 | N/A | 0.68024 | 98 | 0.34981 | 0.32221 | 0.23242 |
| 51 | 0.82262 | N/A | 0.67499 | 99 | 0.31895 | 0.29346 | 0.20670 |
| 52 | 0.82635 | N/A | 0.66988 | 100 | 0.29037 | 0.26792 | 0.18352 |
| 53 | 0.83017 | N/A | 0.66515 | 101 | 0.26495 | 0.24434 | 0.16291 |
| 54 | 0.83410 | N/A | 0.66108 | 102 | 0.24151 | 0.22282 | 0.14471 |
| 55 | 0.83813 | N/A | 0.65787 | 103 | 0.22013 | 0.20327 | 0.12849 |
| 56 | 0.84224 | N/A | 0.65571 | 104 | 0.20072 | 0.18540 | 0.11410 |
| 57 | 0.84643 | N/A | 0.65478 | 105 | 0.18298 | 0.16910 | 0.10133 |
| 58 | 0.85069 | N/A | 0.65521 | 106 | 0.16681 | 0.15425 | 0.08998 |
| 59 | 0.85498 | 0.64097 | 0.65710 | 107 | 0.15208 | 0.14069 | 0.07990 |
| 60 | 0.85929 | 0.67176 | 0.66053 | 108 | 0.13864 | 0.12832 | 0.07095 |
| 61 | 0.86355 | 0.69916 | 0.66550 | 109 | 0.12639 | 0.11705 | 0.06301 |
| 62 | 0.86774 | 0.72319 | 0.67198 | 110 | 0.11523 | 0.10676 | 0.05595 |
| 63 | 0.87179 | 0.74392 | 0.67986 | | | | |

Note: "N/A" means not applicable, since retiree medical coverage eligibility is not available at these ages.

TABLE I9

SPOUSES GENERATED PER ENLISTEE SPONSOR

AGE NEAREST BIRTHDAY

| Age | Active Nondisabled | Reserve Nondisabled | Active & Reserve Disabled | Age | Active Nondisabled | Reserve Nondisabled | Active & Reserve Disabled |
|---|---|---|---|---|---|---|---|
| 16 | N/A | N/A | 0.00056 | 64 | 0.80110 | 0.75178 | 0.61057 |
| 17 | N/A | N/A | 0.00299 | 65 | 0.80701 | 0.76200 | 0.61838 |
| 18 | N/A | N/A | 0.01586 | 66 | 0.81280 | 0.76933 | 0.62669 |
| 19 | N/A | N/A | 0.08420 | 67 | 0.81810 | 0.77411 | 0.63514 |
| 20 | N/A | N/A | 0.16890 | 68 | 0.82261 | 0.77672 | 0.64341 |
| 21 | N/A | N/A | 0.23475 | 69 | 0.82605 | 0.77753 | 0.65116 |
| 22 | N/A | N/A | 0.29591 | 70 | 0.82822 | 0.77688 | 0.65813 |
| 23 | N/A | N/A | 0.35235 | 71 | 0.82897 | 0.77513 | 0.66408 |
| 24 | N/A | N/A | 0.40410 | 72 | 0.82822 | 0.77252 | 0.66879 |
| 25 | N/A | N/A | 0.45115 | 73 | 0.82592 | 0.76925 | 0.67212 |
| 26 | N/A | N/A | 0.49355 | 74 | 0.82201 | 0.76538 | 0.67391 |
| 27 | N/A | N/A | 0.53137 | 75 | 0.81647 | 0.76091 | 0.67407 |
| 28 | N/A | N/A | 0.56472 | 76 | 0.80924 | 0.75573 | 0.67253 |
| 29 | N/A | N/A | 0.59377 | 77 | 0.80030 | 0.74968 | 0.66922 |
| 30 | 0.61829 | N/A | 0.61870 | 78 | 0.78958 | 0.74255 | 0.66411 |
| 31 | 0.63606 | N/A | 0.63978 | 79 | 0.77704 | 0.73412 | 0.65720 |
| 32 | 0.65137 | N/A | 0.65729 | 80 | 0.76265 | 0.72416 | 0.64850 |
| 33 | 0.66352 | N/A | 0.67153 | 81 | 0.74641 | 0.71251 | 0.63803 |
| 34 | 0.67332 | N/A | 0.68285 | 82 | 0.72836 | 0.69899 | 0.62584 |
| 35 | 0.68153 | N/A | 0.69155 | 83 | 0.70857 | 0.68350 | 0.61196 |
| 36 | 0.68915 | N/A | 0.69797 | 84 | 0.68715 | 0.66595 | 0.59642 |
| 37 | 0.69513 | N/A | 0.70237 | 85 | 0.66427 | 0.64631 | 0.57926 |
| 38 | 0.70255 | N/A | 0.70498 | 86 | 0.64010 | 0.62456 | 0.56050 |
| 39 | 0.70969 | N/A | 0.70601 | 87 | 0.61481 | 0.60071 | 0.54017 |
| 40 | 0.71653 | N/A | 0.70560 | 88 | 0.58857 | 0.57479 | 0.51828 |
| 41 | 0.72306 | N/A | 0.70386 | 89 | 0.56150 | 0.54684 | 0.49483 |
| 42 | 0.72926 | N/A | 0.70090 | 90 | 0.53372 | 0.51687 | 0.46985 |
| 43 | 0.73508 | N/A | 0.69678 | 91 | 0.50529 | 0.48492 | 0.44332 |
| 44 | 0.74051 | N/A | 0.69161 | 92 | 0.47627 | 0.45100 | 0.41525 |
| 45 | 0.74550 | N/A | 0.68546 | 93 | 0.44669 | 0.41513 | 0.38564 |
| 46 | 0.75005 | N/A | 0.67844 | 94 | 0.41655 | 0.37731 | 0.36107 |
| 47 | 0.75411 | N/A | 0.67066 | 95 | 0.38588 | 0.33756 | 0.33720 |
| 48 | 0.75768 | N/A | 0.66226 | 96 | 0.35466 | 0.29587 | 0.31459 |
| 49 | 0.76074 | N/A | 0.65341 | 97 | 0.32289 | 0.26429 | 0.29394 |
| 50 | 0.76328 | N/A | 0.64429 | 98 | 0.29661 | 0.23471 | 0.27446 |
| 51 | 0.76533 | N/A | 0.63510 | 99 | 0.27170 | 0.20793 | 0.25626 |
| 52 | 0.76695 | N/A | 0.62608 | 100 | 0.24861 | 0.18487 | 0.23933 |
| 53 | 0.76825 | N/A | 0.61751 | 101 | 0.22787 | 0.16411 | 0.22348 |
| 54 | 0.76940 | N/A | 0.60963 | 102 | 0.20870 | 0.14566 | 0.20869 |
| 55 | 0.77055 | N/A | 0.60275 | 103 | 0.19113 | 0.12936 | 0.19488 |
| 56 | 0.77187 | N/A | 0.59710 | 104 | 0.17509 | 0.11484 | 0.18198 |
| 57 | 0.77351 | N/A | 0.59293 | 105 | 0.16037 | 0.10196 | 0.16994 |
| 58 | 0.77558 | N/A | 0.59040 | 106 | 0.14689 | 0.09053 | 0.15869 |
| 59 | 0.77820 | 0.64974 | 0.58962 | 107 | 0.13454 | 0.08038 | 0.14819 |
| 60 | 0.78146 | 0.67735 | 0.59064 | 108 | 0.12323 | 0.07136 | 0.13838 |
| 61 | 0.78542 | 0.70131 | 0.59340 | 109 | 0.11288 | 0.06336 | 0.12922 |
| 62 | 0.79008 | 0.72163 | 0.59779 | 110 | 0.10339 | 0.05626 | 0.12067 |
| 63 | 0.79537 | 0.73840 | 0.60360 | | | | |

Note: "N/A" means not applicable, since retiree medical coverage eligibility is not available at these ages.

# APPENDIX J

# MISCELLANEOUS VALUATION PARAMETERS

Page

Description ..... J-2

Table J1: Description of Miscellaneous Valuation Parameters ..... J-3

HORGO is the computer program used to produce the population projections underlying the computation of the aggregate entry-age-normal costs and the unfunded liability. In addition to being affected by the external rates, HORGO has a number of internal parameters which affect its results. These parameters are assumptions or methodologies and approaches used to develop actuarial results. Examples include sponsor and survivor age differences.

A description of the various valuation parameters by population is given in Table J1. Numerical values are also shown for selected items.

TABLE J1

DESCRIPTION OF MISCELLANEOUS VALUATION PARAMETERS

| Item | Description/Value |
|---|---|
| Non-Selected Reserve with 20 Good Years deferral coverage rates | The purpose of these rates is to account for survivor deaths and remarriages prior to when the deceased member would have attained age 60. |
| Proportion of Selected Reserve 'Line of Duty' deaths | The purpose of these factors is to account for immediate coverage granted to survivors of members who die while in the 'line of duty.' The factor is the ratio of 'line of duty' deaths to all deaths of Selected Reserve members. Factors are developed by paygrade – officer (33%) and enlistee (15%). |
| Proportion of reserve benefit earned through active duty component service | In determining the normal cost using a new entrant group, this factor is used to allocate a portion of the value of the reserve benefit in the part-time normal cost to the active duty (full-time) normal cost. The amount allocated accounts for the portion of the benefit for reserve retirees earned through active duty component service. In the current valuation, 23.9% of the benefit in the part-time normal cost is allocated to the full-time normal cost. The full- and part-time normal cost calculations are adjusted so that the allocation doesn't significantly impact the total normal cost contribution. |
| Assumed age difference between military sponsor and survivor | In the current valuation, when sponsors die, surviving spouses are assumed three years younger than their sponsors (for active duty) and four years younger than their sponsors (for reserves). This assumption is used when projecting future survivors. The valuation projects current survivors based on the survivors' ages. |

TABLE J1 (CONT'D)
DESCRIPTION OF MISCELLANEOUS VALUATION PARAMETERS

| Item | Description/Value |
|---|---|
| First partial year adjustment to the per capita normal cost calculation | An additional adjustment is made to the denominator in the per capita NC calculation to account for the first partial year of service of the new entrants during the valuation year (so that as of the September 30 valuation date, they have on average ½ year of service). This adjustment aligns the new entrant NC calculation with the valuation decrement rates, which are developed on a completed-years-of-service basis. |

# APPENDIX K

# GLOSSARY

Page

Terms ……. ..... K-2

| TERM / ACRONYM | DEFINITION |
|---|---|
| AL | Actuarial Accrued Liability or Actuarial liability; present value of future retirement benefits attributed to past service. |
| All Uniformed | Refers to the population containing DoD, Coast Guard (CG), Public Health Service (PHS), and National Oceanic and Atmospheric Administration (NOAA). |
| CAPER | Comprehensive Ambulatory Provider Encounter Record; workload measure for Direct Care Outpatient services. |
| CMS | Center for Medicare and Medicaid Services |
| CPI | Consumer Price Index, or a scale that shows the annual change (trend) in prices for a market basket of goods and services. For the MERHCF valuation, CPI-U (CPI for all urban consumers) is used. |
| CV | Claim Vector; an array of average costs by age. CVs for USFHP contain average capitation rates or global rates costs by age. |
| DC | Direct Care; care received at a military treatment facility (MTF). |
| DEERS | Defense Enrollment Eligibility Reporting System; system that stores demographic and benefit information on military members, their dependents and survivors. |
| DHA | Defense Health Agency; a component of the Military Health System, and responsible for shared services, functions, and activities of the MHS and other common clinical and business processes. Prior to October 1, 2013, these activities were managed by TRICARE Management Activity (TMA). |
| DIEUS | Date of Initial Entry to Uniformed Services. |
| Direct Care | Medical care received at an MTF. |
| Discount Rate | The single interest rate that is used to discount all projected benefit payments back to the actuarial valuation date; the rate used to compute the present value of future benefit plan payments. For the MERHCF valuation, set equal to the assumed long term rate of return on Fund investments, which are restricted to US Treasury securities. |
| DoD | U.S. Department of Defense |
| Endstrength | Count of military sponsors, usually as of the end of the month or year, unless an average endstrength is defined over a specified period. |

| TERM / ACRONYM | DEFINITION |
|---|---|
| FY | Fiscal Year; October 1 – September 30. |
| FYE | Fiscal Year End |
| Global Rate | A capitated rate, paid monthly, for each covered plan member; one rate (varies by gender and age group) that covers the full cost of providing care provided under USFHP. |
| HA | Health Affairs; component of Military Health System; partner with Defense Health Agency (DHA). |
| HORGO | Name of population projection model for the health valuation; health version of GORGO, OACT's population projection program for the Military Retirement Fund. |
| ID | Identification |
| IDES | Integrated Disability Evaluation System; method of evaluating disabilities; used by both DoD and the VA, employing the same rating criteria. |
| ING | Inactive National Guard |
| IRR | Individual Ready Reserve |
| MERHCF | Medicare-Eligible Retiree Health Care Fund, or Fund |
| MTF | Military Treatment Facility; located on or near a military base. Direct care services are provided at MTFs. |
| NC | Normal Cost; determined on a per capita basis, and multiplied by expected average annual strength to determine annual contribution to the MERHCF for the annual accrual cost. |
| NDAA | National Defense Authorization Act |
| Nominal interest rate | Real interest rate adjusted for inflation |
| Non-Selected Reserves with 20 good years | Reservists who are not in the Selected Reserve and who have completed 20 "good" (or creditable) years toward retirement, but who have not yet reached retirement age. |
| Non-USFHP | All TRICARE programs or members other than USFHP or other than members enrolled in USFHP. |
| OACT | DoD Office of the Actuary (unless stated otherwise) |
| PC | Purchased Care; care received in civilian settings. |
| PCM | Primary Care Manager (plan feature of TRICARE Prime) |
| PCP | Primary Care Provider (plan feature of USFHP) |

| TERM / ACRONYM | DEFINITION |
|---|---|
| PEBD | Pay Entry Base Date; set as the initial service or hire date, and adjusted for each break in service. The PEBD is used to determine position on the pay table. |
| Purchased Care | Medical care received in a commercial setting (not in an MTF). |
| PVB | Present Value of future Benefits; also called PVFB. |
| PVFB | Present Value of Future Benefits; also called PVB. |
| PVFNC | Present Value of Future Normal Costs |
| Real interest rate | The difference between the nominal interest rate and CPI; real rate of growth. |
| RWP | Relative Weighted Product; workload measure for Direct Care Inpatient services. |
| Selected Reserves | Reserve units and individuals actively participating in training and/or drilling activities who typically must complete 48 drills plus two weeks of annual training each year. Selected Reservists are the first to be activated. |
| Strength | Military head counts (or count of sponsors) |
| TFL | TRICARE For Life, the medical plan offered to retired members and their eligible spouses, dependents and survivors who are eligible for Medicare. |
| TRR | TRICARE Retired Reserve, the medical program offered on a nonsubsidized basis to members of the retired Reserve who are under age 60 (i.e., qualified for non-regular retirement) and not eligible for the Federal Employees Health benefits (FEHB) program. |
| TYA | TRICARE Young Adult, the medical program offered on a nonsubsidized basis to unmarried children under age 26 who do not satisfy the eligibility conditions for subsidized TRICARE coverage and who do not have access to employer sponsored health care coverage. |
| U.S.C. | United States Code; the general and permanent laws of the United States. Published by the Office of the Law Revision Counsel of the U.S. House of Representatives. |
| UFL | Unfunded Liability; AL minus Assets. |
| USFHP | US Family Health Plan; a TRICARE medical plan with a managed care design (like TRICARE Prime). USFHP serves Uniformed Services families. Enrollment is required for participation in the plan, and members must reside within the |

| TERM / ACRONYM | DEFINITION |
|---|---|
| | provider service area. Unlike other TRICARE plans, this plan does not coordinate with Medicare (Medicare is not primary payer). |
| Val | Valuation |