



UNDER SECRETARY OF DEFENSE  
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PERSONNEL AND  
 READINESS

INFO MEMO

May 17, 2004, 4:19 PM

FOR: SECRETARY OF DEFENSE

DEPSEC \_\_\_\_\_

FROM: David S.C. Chu, USD (P&R)

*David S.C. Chu 17 May 04*

SUBJECT: Recruiting and Retention in Context of Detainee Abuse

- You asked about the potential impact of recent accounts of detainee abuse in Iraq and their relationship to recruiting and retention. Discussions with uniformed personnel chiefs and their staffs over the past few days suggest recruiting and retention for the active component are on track despite the recent allegations.
- The system has “shock absorbers” that block sharp or immediate changes. For instance, most people who ship to basic training signed contracts several months ago. Further, most retention choices are made well before the actual reenlistment date. In fact, the data through April appear to continue the March trends.
- On Wednesday, I will provide the monthly active duty recruiting and retention report through the end of April. Those data are nearly assembled and suggest that:
  - Active Duty recruiting and retention will remain on glide path with no remarkable shifts one way or the other; however, Army recently is noting slight shortages (to be quantified in “Wednesdayreport”) in first- and second-term retention. Nonetheless, all Services presently anticipate attainment of their year-end strength targets.
  - Army Guard and Air Guard/Reserve are expected to remain somewhat short of their recruiting goals; however, retention among the Reserves is generally favorable, so we do not now see a threat to FY **2004** end strength floors.
- My staff is ensuring that questions about the impact of allegations of detainee abuse on recruiting or retention are included in forthcoming youth and adult influencer polls. Again, this is an interim report. Additional details are forthcoming in a couple of days.

COORDINATIONS: NA

Attachments:  
 As stated



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