

Appendix Table L. O*NET Principal Component Scores for Military Occupation Specialists (MOS) and Areas of Concentration (AOC) in the Army Stars 2004-2009 administrative records per month sample (n = 100,871).

The table provides the standardized Principal Component Scores (PCSA) scores (mean of 1 standard deviation of 1) associated with the components described in Tables 1 and 2 scales based on PCA of all 246 dimensions and 3 (18 within domain scales of the paper). The first three columns in Appendix Table L 'Physical demands', 'Interpersonal complexity', and 'Substantive complexity' provide the component scores for the three primary rotated components based on the PCA of all 246 O*NET dimensions reported in Table 1 of the paper. The remaining columns provide scores for the 18 components from the within-subdomain PCSA of O*NET dimensions in Table 2 in the paper. All domain-level MOS/AOC codes change over time. For example, the MOS code E22 refers to 'Avionic Communications Equipment Repairer' from 2004/01/01 to 2005/01/01, whereas it refers to 'Counter Intelligence Agent' from 2007/01/01 to 2009/12/31. The 'notes' section in the table provides the time frame during which the MOS/AOC code is valid for all codes that changed in this way over the study period. An additional 60 MOS/AOC categories not included in our analysis were assigned scores based on the results of our analysis.

MOS/AOC Code	MOS/AOC Title	Notes	Physical demands	Interpersonal complexity	Substantive complexity	Physical abilities	Cognitive abilities	Teaching/Training	Creativity/Intellectual interests	Work values	Work styles	Basic skills	Organizational skills	Physical system	Social sciences	Engineering and technology	Business/mathematics	Supervision	Interacting with others	Technical complexity	Hazardous work	Dealing with others	Interpersonal intensity	
			0.89		0.31	0.48	0.13	0.06	0.13	0.08		0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11		
E002	Communications Repair Major		-2.32	0.34	1.51	-2.07	1.05	2.48	-0.49	0.86	0.49	-1.29	2.14	-1.32	0.41	-1.64	1.83	1.60	0.13	-2.56	-1.77	-0.69	1.77	
E02A	Army Band Director		-2.22	-0.79	-1.22	-0.97	0.84	-1.22	-0.83	-1.51	-1.21	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02B	Conductor or Trumpet Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02C	Euphonium Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02D	French Horn Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02E	Trumpet Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02F	Tuba Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02G	Music Director		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02H	Music Director		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02I	Clarinet Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02J	Drum Major		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02K	Drum Major		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02L	Saxophone Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02M	Percussion Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02N	Drum Major		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02S	Special Band Member		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02T	Guitar Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02U	Electric Bass Player		-1.23	-0.49	-1.22	-0.72	-0.97	0.94	-2.32	-0.79	-0.03	-1.51	-1.11	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	-1.51	
E02Z	Bands Senior Sergeant		-1.76	0.04	-1.15	0.06	0.25	2.15	2.75	0.47	0.71	0.00	1.12	1.25	1.00	-1.28	0.34	-1.03	-1.83	-1.75	-1.08	-0.89	-0.47	
E90C	Training Language Interpreter/Translator		-1.81	-0.05	-0.50	-1.36	0.55	1.42	1.96	-0.56	-0.77	0.49	-0.98	-1.38	0.31	-1.52	-0.88	-0.65	-0.35	-1.92	-2.01	-0.45	-0.88	
E90A	Interpreter/Translator		-1.81	-0.05	-0.50	-1.36	0.55	1.42	1.96	-0.56	-0.77	0.49	-0.98	-1.38	0.31	-1.52	-0.88	-0.65	-0.35	-1.92	-2.01	-0.45	-0.88	
E11A	Infantryman		0.77	1.19	0.44	0.86	0.74	0.41	0.69	1.09	1.04	0.55	0.48	0.08	0.50	0.92	0.84	1.02	0.88	1.04	0.84	1.41	0.28	
E11C	Infantryman		0.86	1.17	0.47	1.03	0.75	0.74	1.09	1.04	0.55	0.48	0.08	0.09	0.54	0.82	0.79	0.84	1.02	0.80	0.90	1.36	0.32	
E11Z	Infantryman		0.70	1.09	0.52	0.90	1.19	0.56	0.85	0.85	1.32	1.72	1.92	1.92	1.92	1.92	1.92	1.92	1.92	1.92	1.92	1.92	1.92	
E12A	Combat Engineer		-0.97	0.60	-1.49	1.93	0.77	1.29	1.07	0.87	1.67	1.74	0.05	0.07	2.22	0.72	0.79	0.84	1.02	0.90	0.92	-1.23	1.38	
E12B	Bridge Crewmember		-0.90	-0.95	2.60	-1.49	1.93	0.77	1.29	0.87	1.67	1.74	0.05	0.07	2.22	0.72	0.79	0.84	1.02	0.90	0.92	-1.23	1.38	
E12C	Combat Engineering Senior Sergeant		-0.90	-0.95	2.60	-1.49	1.93	0.77	1.29	0.87	1.67	1.74	0.05	0.07	2.22	0.72	0.79	0.84	1.02	0.90	0.92	-1.23	1.38	
E13A	Canon Crewmember		0.84	1.17	0.75	0.84	1.04	0.68	0.73	1.21	0.96	1.04	0.83	0.26	1.11	0.96	1.03	0.78	1.10	0.78	1.10	0.78	1.10	
E11C	Tactical Automated Fire Control Systems Specialist		0.31	1.14	0.15	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	1.15	0.54	
E11D	Field Artillery Automated Tactical Data System Specialist		1.16	1.02	1.09	1.04	0.82	0.89	0.91	1.16	0.93	1.12	0.63	0.72	1.37	0.99	0.50	0.24	0.10	1.17	0.81	1.14	0.16	1.38
E13E	Canon Fire Direction Specialist		1.16	1.02	1.09	1.04	0.82	0.89	0.91	1.16	0.93	1.12	0.63	0.72	1.37	0.99	0.50	0.24	0.10	1.17	0.81	1.14	0.16	1.38
E14F	Fire Support Specialist		1.16	1.02	1.09	1.04	0.82	0.89	0.91	1.16	0.93	1.12	0.63	0.72	1.37	0.99	0.50	0.24	0.10	1.17	0.81	1.14	0.16	1.38
E13M	Multiple Launch Rocket System (MLRS) Crewmember	Valid from 2005/01/01	1.15	0.83	0.19	1.15	0.45	0.35	0.54	0.97	0.84	0.39	0.66	1.48	1.14	1.02	0.30	-0.24	1.06	0.79	1.66	0.89	0.20	
E13M	Multiple Launch Rocket System (MLRS) High Mobility Crewmember	Valid from 2005/06/01	1.15	0.83	0.19	1.15	0.45	0.35	0.54	0.97	0.84	0.39	0.66	1.48	1.14	1.02	0.30	-0.24	1.06	0.79	1.66	0.89	0.20	
E13M	Multiple Launch Rocket System (MLRS) Operations/Fire Direction Specialist	Valid from 2005/06/01	1.15	0.83	0.19	1.15	0.45	0.35	0.54	0.97	0.84	0.39	0.66	1.48	1.14	1.02	0.30	-0.24	1.06	0.79	1.66	0.89	0.20	
E13P	Field Artillery (FA) Firefinder Radar Operator		0.51	1.35	-0.19	0.85	0.45	0.34	0.15	0.93	1.04	0.38	0.00	0.03	1.23	0.42	-0.43	-0.12	1.34	0.11	0.56	1.32	0.62	
E13R	Field Artillery (FA) Firefinder Radar Operator		0.51	1.35	-0.19	0.85	0.45	0.34	0.15	0.93	1.04	0.38	0.00	0.03	1.23	0.42	-0.43	-0.12	1.34	0.11	0.56	1.32	0.62	
E13S	Field Artillery Surveyor		0.01	-0.83	0.14	-0.14	-0.30	-0.40	-0.85	-0.39	-0.43	-0.39	-0.43	-0.39	-0.43	-0.39	-0.43	-0.39	-0.43	-0.39	-0.43	-0.39	-0.43	
E13W	Field Artillery Meteorological Crewmember		0.15	1.22	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	1.40	0.15	
E13Z	Field Artillery Senior Sergeant		-0.70	1.09	0.92	-0.02	1.13	1.58	-0.56	1.12	1.55	1.32	1.72	0.98	-1.12	0.32	-1.16	0.79	-0.82	-0.35	0.55	1.21	0.12	
E14E	Patrol/Fire Control Enhanced Operator/Maintainer	Air Defense Command, Control, Communications, Computers and Intelligence Functional Operations Center Enhanced Operator/Maintainer	0.51	1.35	-0.19	0.85	0.45	0.34	0.15	0.93	1.04	0.38	0.00	0.03	1.23	0.42	-0.43	-0.12	1.34	0.11	0.56	1.32	0.62	
E14E	Patrol/Fire Control Enhanced Operator/Maintainer	Air Defense Command, Control, Communications, Computers and Intelligence Functional Operations Center Enhanced Operator/Maintainer	0.51	1.35	-0.19	0.85	0.45	0.34	0.15	0.93	1.04	0.38	0.00	0.03	1.23	0.42	-0.43	-0.12	1.34	0.11	0.56	1.32	0.62	
E14F	BRADLEY Linebacker Crewmember		0.67	1.19	0.12	0.79	1.07	0.38	0.84	1.06	1.03	1.21	0.55	1.43	1.51	1.22	1.16	1.12	0.26	0.80	1.22	0.99	1.02	
E14G	Avionics/Mechanical (AMM) Crewmember		0.19	1.18	0.14	0.99	0.39	0.34	0.15	0.63	1.04	0.38	0.00	0.03	1.23	0.42	-0.43	-0.12	1.34	0.11	0.56	1.32	0.62	
E14T	PATRIOT Launching Station Enhanced Operator/Maintainer		1.28	1.05	0.13	1.12	0.53	0.34	0.15	0.93	1.04	0.49	0.34	1.22	1.18	0.92	0.37	-0.04	1.21	0.77	1.63	1.17	0.15	
E14T	Air Defense Artillery Senior Sergeant		-0.70	1.09	0.92	-0.02	1.13	1.58	-0.56	1.12	1.55	1.32	1.72	0.98	-1.12	0.32	-1.16	0.79	-0.82	-0.35	0.55	1.21	0.12	
E15A	Aircraft Powerplant Repairer		0.75	0.06	-0.2																			

E68K	Medical Laboratory Specialist	Valid from 2006/03/31+	-0.40	-0.41	-0.18	-0.59	0.23	-0.54	0.92	-0.22	-0.06	3.30	-0.19	0.37	0.00	0.09	-1.01	-0.50	-0.35	-0.08	-1.12	0.29	-0.28
E68M	Nutrition Care Specialist		-0.67	-0.88	0.16	0.70	-1.60	0.33	0.42	-1.51	-0.36	1.25	0.62	0.80	-1.06	0.92	1.74	-1.18	-1.45	-0.65	-0.90	-0.28	-0.29
E68N	Automotive Mechanic		-0.13	-1.29	0.09	-0.75	-0.95	-1.19	0.16	-0.48	-1.45	-0.23	1.13	-1.38	0.13	0.11	-0.80	-0.10	-1.08	0.75	-0.67	-0.63	-0.17
E68P	Pharmacy Specialist		-0.66	-0.92	0.37	0.02	0.68	0.37	0.30	-0.49	0.68	0.04	0.41	0.00	0.42	0.00	0.41	0.00	0.42	0.00	0.41	0.00	0.42
E68Q	Pharmacy Specialist		-0.29	-0.69	0.09	-0.92	-0.09	-1.17	-0.18	-0.78	-0.49	-0.87	-0.48	-0.39	-0.68	-0.92	-0.39	-0.68	-0.92	-0.39	-0.68	-0.92	-0.39
E68R	Veterinary Food Inspection Specialist		-0.41	-0.35	0.19	0.39	-0.27	0.09	-1.17	-0.18	-0.78	-0.49	-0.87	-0.48	-0.39	-0.68	-0.92	-0.39	-0.68	-0.92	-0.39	-0.68	-0.92
E68S	OS-580 Armament/Electrical/Avionics System Repairer	Valid from 2006/03/31	0.13	-1.29	0.09	-0.75	-0.95	-1.19	0.16	-0.48	-1.45	-0.23	1.13	-1.38	0.13	0.11	-0.80	-0.10	-1.08	0.75	-0.67	-0.63	-0.17
E68T	Preventive Medicine Specialist	Valid from 2006/03/31	0.79	-0.34	1.56	1.30	1.03	0.30	0.43	0.55	-0.05	1.00	1.11	0.16	0.61	1.22	0.34	1.39	0.01	0.80	0.25	-0.82	1.66
E68U	Animal Care Specialist		-0.43	-1.63	0.14	-0.34	-0.30	-0.84	-0.37	-0.69	-0.85	-0.39	-0.43	0.08	-0.48	-0.79	-0.69	-0.99	-0.09	0.09	0.09	-0.74	-0.02
E68V	Respiratory Specialist		0.44	-0.16	-0.10	0.47	-0.18	0.44	0.67	0.38	0.00	0.09	-0.02	0.17	0.28	0.37	-1.21	-0.16	0.13	0.21	-0.16	0.06	0.53
E68W	Health Care Specialist		0.32	0.66	-0.15	0.58	0.04	1.04	0.85	-0.13	0.07	0.40	0.23	0.43	1.04	0.04	-0.44	0.47	0.03	0.62	0.29	0.26	0.60
E68X	Avionics/Avionics Electrical Systems Repairer		-0.75	-0.13	0.78	0.19	-1.18	-0.48	-0.75	-1.18	-0.48	-0.75	-1.18	-0.48	-0.75	-1.18	-0.48	-0.75	-1.18	-0.48	-0.75	-1.18	-0.48
E68Y	AH-64D Armament/Electrical/Avionics System Repairer		-1.11	-1.29	0.09	-0.75	-0.95	-1.19	0.16	-0.48	-1.45	-0.23	1.13	-1.38	0.13	0.11	-0.80	-0.10	-1.08	0.75	-0.67	-0.63	-0.17
E68Z	Chief Medical NCO		-1.97	0.51	1.88	2.14	1.01	2.13	-0.54	1.20	1.12	1.39	2.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
E71L	Administrative Specialist		-2.07	-0.17	0.88	0.19	-2.18	-0.67	-1.10	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07	-1.07
E73C	Finance Specialist		-2.25	-0.89	-2.00	-2.30	-0.78	0.55	-2.39	-1.04	-1.08	-0.55	-1.21	-1.76	-1.42	-1.10	-1.14	-0.80	-1.00	-2.51	-1.92	-1.09	0.70
E73D	Accounting Specialist		-2.20	-0.89	-2.00	-2.30	-0.78	0.55	-2.39	-1.04	-1.08	-0.55	-1.21	-1.76	-1.42	-1.10	-1.14	-0.80	-1.00	-2.51	-1.92	-1.09	0.70
E73E	Information Systems Specialist		-1.92	-0.61	1.51	1.93	1.28	0.47	1.38	1.47	1.38	1.47	1.38	1.47	1.38	1.47	1.38	1.47	1.38	1.47	1.38	1.47	1.38
E74B	Information Systems Operator/Analyst		-1.01	-0.50	0.15	0.86	-0.11	-0.26	-1.09	-0.83	-0.47	-0.13	0.17	0.32	0.95	0.08	0.34	-0.33	-0.35	-0.75	-1.68	-1.23	0.85
E74C	Telecommunications Operator/Maintainer		-1.01	-0.50	0.15	0.86	-0.11	-0.26	-1.09	-0.83	-0.47	-0.13	0.17	0.32	0.95	0.08	0.34	-0.33	-0.35	-0.75	-1.68	-1.23	0.85
E74D	Specialist		0.74	0.08	0.21	0.22	-1.03	0.19	-1.17	-0.99	-0.59	-0.60	0.19	-1.35	0.28	1.18	1.25	-0.13	0.89	0.56	-0.82	-0.27	0.81
E74E	Information Systems Chief		1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18	0.68	1.18
E75B	Personal Administration Specialist		-2.22	-0.20	0.02	-1.20	0.47	1.21	-2.12	-0.73	-0.35	0.34	-0.85	-1.53	-0.20	-1.03	-1.79	-0.48	-0.15	-2.33	-1.08	-0.67	0.21
E75F	Personnel Information Systems Management Specialist		-1.14	-0.24	0.38	-0.92	0.20	0.43	-0.97	-0.21	0.06	0.24	0.28	0.29	0.24	-0.34	-1.25	1.93	0.10	-1.03	-1.07	-0.65	0.92
E75G	Personnel Information Systems Management Specialist		-1.14	-0.24	0.38	-0.92	0.20	0.43	-0.97	-0.21	0.06	0.24	0.28	0.29	0.24	-0.34	-1.25	1.93	0.10	-1.03	-1.07	-0.65	0.92
E77F	Petroleum Supply Specialist		-1.07	-1.07	0.48	0.25	-1.04	-1.22	-0.16	-0.33	-1.94	-0.94	-1.15	-0.61	-0.61	-0.61	-0.61	-0.61	-0.61	-0.61	-0.61	-0.61	-0.61
E77L	Petroleum Laboratory Specialist		-2.02	-0.78	0.72	0.23	0.16	-1.26	0.44	-0.11	0.26	0.07	0.38	0.57	0.44	1.11	0.16	0.20	0.20	0.20	0.20	0.20	0.20
E77M	Water Treatment Specialist		-0.20	-0.17	-0.39	0.23	0.21	2.06	-0.85	-0.04	0.49	0.56	0.62	-1.79	0.01	-1.31	1.68	0.99	-0.06	-2.22	-1.71	-0.31	1.56
E79S	Career Counselor		-2.20	0.32	0.54	-2.13	0.21	2.06	-0.85	-0.04	0.49	0.56	0.62	-1.79	0.01	-1.31	1.68	0.99	-0.06	-2.22	-1.71	-0.31	1.56
E79T	U.S.I.		-2.20	0.32	0.54	-2.13	0.21	2.06	-0.85	-0.04	0.49	0.56	0.62	-1.79	0.01	-1.31	1.68	0.99	-0.06	-2.22	-1.71	-0.31	1.56
E79U	Army Reserve Career Counselor (Army Reserve)		-2.20	0.32	0.54	-2.13	0.21	2.06	-0.85	-0.04	0.49	0.56	0.62	-1.79	0.01	-1.31	1.68	0.99	-0.06	-2.22	-1.71	-0.31	1.56
E81L	Lithographer		-1.35	-1.00	-0.01	-1.61	-0.73	-0.32	-0.67	-1.45	-1.44	-1.25	0.47	1.35	0.05	-0.33	-0.89	-1.55	-0.64	-1.10	-0.49	-0.18	0.40
E81T	Topographic Analyst		-1.02	-1.26	0.51	-1.09	0.23	-0.65	-1.10	-1.18	-1.35	0.08	-0.16	-0.38	-0.87	0.06	0.17	-0.15	-0.94	-0.60	-1.34	-0.96	0.80
E82C	Topographic Information Supervisor	Valid through 2006/03/31	0.25	-1.29	0.21	-1.29	-0.65	-1.10	-1.18	-1.35	0.08	-0.16	-0.38	-0.87	0.06	0.17	-0.15	-0.94	-0.60	-1.34	-0.96	0.80	0.40
E82C	Field Artillery Surveyor		-0.01	-0.83	0.14	-0.34	-0.30	-0.84	-0.37	-0.69	-0.85	-0.39	-0.43	0.08	-0.48	-0.79	-0.69	-0.99	-0.09	0.09	0.09	-0.74	-0.02
E82D	Topographic Surveyor		-0.01	-0.83	0.14	-0.34	-0.30	-0.84	-0.37	-0.69	-0.85	-0.39	-0.43	0.08	-0.48	-0.79	-0.69	-0.99	-0.09	0.09	0.09	-0.74	-0.02
E82E	Range Specialist		0.22	0.15	0.25	0.25	0.12	-0.38	0.88	-0.22	-0.26	0.39	0.59	0.29	0.59	0.29	0.59	0.29	0.59	0.29	0.59	0.29	0.59
E88K	Watercraft Operator		-0.47	-0.66	0.28	-0.48	0.35	-0.73	-0.20	-1.21	-0.93	-0.57	0.25	-0.66	-0.22	-1.43	-0.79	-0.34	-0.58	-1.08	-0.08	0.40	0.40
E88L	Watercraft Engineer		-0.47	-0.66	0.28	-0.48	0.35	-0.73	-0.20	-1.21	-0.93	-0.57	0.25	-0.66	-0.22	-1.43	-0.79	-0.34	-0.58	-1.08	-0.08	0.40	0.40
E88M	Motor Transport Operator		-1.85	-0.44	-1.97	-0.80	-0.70	-1.70	-1.22	-1.32	-0.80	-0.56	-1.58	-1.23	-1.17	-0.11	-0.49	-0.96	-1.52	-1.14	-0.49	-0.96	-1.52
E88P	Transportation Management Coordinator		-1.85	-0.44	-1.97	-0.80	-0.70	-1.70	-1.22	-1.32	-0.80	-0.56	-1.58	-1.23	-1.17	-0.11	-0.49	-0.96	-1.52	-1.14	-0.49	-0.96	-1.52
E88R	Railway Operation Repairer (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E88U	Railway Operation Repairer (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E88V	Railway Operation Repairer (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E88W	Railway Senior Sergeant (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E88X	Railway Senior Sergeant (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E88Y	Railway Senior Sergeant (IC)		-0.70	-1.21	-0.68	-1.07	-1.08	-1.13	-0.30	-0.80	-1.42	-1.06	-1.06	0.98	1.10	0.72	-0.08	-0.53	-0.93	-0.82	-1.92	-1.11	-0.87
E89A	Ammunition Stock Control and Accounting Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89B	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89C	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89D	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89E	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89F	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89G	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89H	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89I	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34
E89J	Ammunition Specialist		-0.76	-0.58	0.35	0.49	-0.09	-1.03	0.44	-0.60	-0.51	-0.11	-0.19	0.28	-0.70	0.72	0.27	0.79	-0.18	1.06	0.89	-0.55	-0.34

064C	Veterinary Laboratory Animal Medicine	-0.76	0.42	0.81	-0.68	0.58	-0.41	1.81	1.70	0.95	1.21	0.71	-0.92	0.36	-0.36	-0.13	0.39	0.61	-0.83	-0.84	0.70	-0.29
064D	Veterinary Pathology	-0.76	0.42	0.81	-0.68	0.58	-0.41	1.81	1.70	0.95	1.21	0.71	-0.92	0.36	-0.36	-0.13	0.39	0.61	-0.83	-0.84	0.70	-0.29
064E	Veterinary Preventive Medicine	-0.76	0.42	0.81	-0.68	0.58	-0.41	1.81	1.70	0.95	1.21	0.71	-0.92	0.36	-0.36	-0.13	0.39	0.61	-0.83	-0.84	0.70	-0.29
064F	Veterinary Clinical Medicine	-0.76	0.42	0.81	-0.68	0.58	-0.41	1.81	1.70	0.95	1.21	0.71	-0.92	0.36	-0.36	-0.13	0.39	0.61	-0.83	-0.84	0.70	-0.29
065A	Occupational Therapy	-1.18	0.89	0.74	-0.79	0.60	1.38	1.28	1.48	1.07	1.12	1.48	0.92	0.86	-0.92	0.86	1.07	0.93	-1.04	-1.26	0.10	-0.36
065B	Physical Therapy	-0.99	0.81	0.56	-0.57	0.33	1.05	1.13	1.16	1.16	1.06	1.06	0.96	0.96	-1.00	0.25	0.81	0.68	-1.00	-1.46	0.31	-0.60
065C	Dietetics	-1.81	1.02	1.48	-1.89	1.02	1.53	1.84	1.80	-0.14	1.66	1.81	0.84	1.19	-0.96	0.03	1.61	1.21	0.86	-1.50	-1.74	0.32
065D	Physician Assistant	-1.22	0.64	0.67	-1.11	0.82	0.82	1.63	0.87	0.35	1.30	0.96	1.19	1.19	-0.74	1.30	0.18	1.09	-1.42	-1.15	0.50	0.27
065E	Specialist Allied Operations	-1.27	0.51	1.48	-2.04	1.04	2.13	0.64	1.20	1.12	1.39	2.10	0.66	1.19	-0.78	1.26	2.26	2.26	0.35	-1.74	-1.44	-0.07
066A	Army Public Health Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066C	Psychiatric/Mental Health Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066E	Preoperative Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066F	Nurse Anesthetist	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066G	Obstetrics and Gynecologic Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066H	Medical Surgical Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066N	Generalist Nurse	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
066P	Family Nurse Practitioner	-0.69	0.84	0.48	-0.10	1.13	1.01	0.73	0.94	0.76	1.01	1.02	0.60	1.09	-1.07	-0.95	0.42	0.73	-0.57	-1.13	0.96	-1.07
067A	Health Services	-1.07	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
067B	Laboratory Sciences	-1.51	-0.01	1.79	-2.01	1.87	2.06	2.89	0.67	0.93	1.39	1.30	0.49	0.85	0.20	0.37	0.95	0.42	-1.02	-1.41	-1.49	1.40
067C	Preventive Medicine Sciences	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
067D	Behavioral Sciences	-1.51	-0.01	1.79	-2.01	1.87	2.06	2.89	0.67	0.93	1.39	1.30	0.49	0.85	0.20	0.37	0.95	0.42	-1.02	-1.41	-1.49	1.40
067E	Pharmacy	-1.25	1.14	1.30	-1.23	1.40	0.52	0.46	0.48	0.06	0.72	1.13	1.21	0.44	0.41	0.41	0.84	0.84	-0.94	-1.45	0.94	0.15
067F	Optomology	-1.09	0.15	0.89	-0.99	0.85	0.43	1.08	1.45	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.81	0.45	-0.90	-1.68	-1.07	0.25
067G	Aeronautical Evacuation	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070A	Health Care Administration	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070B	Health Services Administration	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070C	Health Services Computer	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070D	Health Services Systems Management	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070E	Patient Administration	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070F	Health Services Human Resources	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070G	Health Services Plans, Operations, Intelligence, Security & Training	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070H	Health Services Materiel	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
070I	Microbiology	-0.92	0.55	2.10	-1.09	1.92	0.74	1.05	0.23	-0.57	1.89	0.26	0.20	0.24	0.44	0.44	0.44	0.44	-0.92	-1.13	-1.07	-0.66
071A	Biotechnology	-0.98	0.81	2.17	-2.41	1.04	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
071E	Clinical Laboratory	-1.97	0.51	1.88	-2.14	1.01	2.13	0.54	1.20	1.12	1.39	2.10	1.13	0.66	-0.78	2.36	2.26	2.26	0.35	-1.74	-1.44	-0.07
071F	Research Psychology	-2.51	0.75	0.47	-2.23	0.70	1.42	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	1.12	-2.74	-2.06	-0.79	0.86
072A	Nuclear Medical Science	-1.51	0.51	2.01	-1.87	1.29	0.26	2.89	0.67	0.93	1.39	1.30	0.49	0.85	0.20	0.37	0.95	0.42	-1.02	-1.41	-1.49	1.40
072B	Entomology	-0.97	0.45	1.76	-0.60	1.85	0.06	-0.23	1.87	1.30	0.21	-0.08	-0.08	0.91	0.85	-0.80	0.58	-0.80	-1.05	-0.82	-0.89	0.89
072C	Audiology	-1.24	0.01	1.11	-1.22	1.07	0.98	1.42	1.00	-0.33	1.37	1.76	0.24	0.48	0.42	0.68	0.68	0.68	-0.69	-1.74	-2.24	0.27
072D	Environmental Science and Engineering	-0.97	0.45	1.76	-0.60	1.85	0.06	-0.23	1.87	1.30	0.21	-0.08	-0.08	0.91	0.85	-0.80	0.58	-0.80	-1.05	-0.82	-0.89	0.89
072E	Environmental Engineer	-0.97	0.45	1.76	-0.60	1.85	0.06	-0.23	1.87	1.30	0.21	-0.08	-0.08	0.91	0.85	-0.80	0.58	-0.80	-1.05	-0.82	-0.89	0.89
072F	Social Work	-2.02	1.09	0.45	-1.63	0.75	2.02	1.14	0.99	1.16	1.01	1.17	1.07	1.36	-1.97	-0.16	0.69	0.93	-2.51	-1.39	0.06	0.99
072H	Clinical Psychology	-0.26	0.26	0.47	0.70	1.42	0.32	1.42	0.32	1.42	0.32	1.42	0.32	1.42	0.32	1.42	0.32	1.42	0.32	-2.74	-2.06	-0.79
07AA	Chemical, Biological, Radiological, and Nuclear (CBRN)	-1.00	0.60	1.72	-0.96	1.19	1.75	0.73	0.73	0.73	1.44	2.20	0.97	1.37	0.66	1.85	1.85	1.85	-0.71	-0.63	-0.40	1.14
07AB	Chemical Operations and Training	-0.50	1.39	0.08	-1.20	1.99	0.08	-0.30	0.86	-0.30	0.86	0.38	0.38	0.38	0.38	0.38	0.38	0.38	-0.30	-0.60	-0.85	1.43
07AC	Chemical Munitions and Materiel Management	-0.44	-0.81	0.50	0.02	0.34	-1.30	0.74	0.59	0.73	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.84	0.52	0.85	0.77
07AA	Transportation, General	-1.84	-0.19	1.49	-2.03	0.59	1.18	-1.16	0.89	-0.31	0.74	1.49	1.39	0.11	0.15	1.71	1.80	-0.40	-1.81	-1.35	-0.95	1.79
07AB	Traffic Management	-1.84	-0.19	1.49	-2.03	0.59	1.18	-1.16	0.89	-0.31	0.74	1.49	1.39	0.11	0.15	1.71	1.80	-0.40	-1.81	-1.35	-0.95	1.79
07AC	Maritime and Terrestrial Operations	-1.84	-0.19	1.49	-2.03	0.59	1.18	-1.16	0.89	-0.31	0.74	1.49	1.39	0.11	0.15	1.71	1.80	-0.40	-1.81	-1.35	-0.95	1.79
07AD	Motor/Vial Transportation	-1.84	-0.19	1.49	-2.03	0.59	1.18	-1.16	0.89	-0.31	0.74	1.49	1.39	0.11	0.15	1.71	1.80	-0.40	-1.81	-1.35	-0.95	1.79
07AE	Explosive Ordnance Disposal	-1.84	-0.19	1.49	-2.03	0.59	1.18	-1.16	0.89	-0.31	0.74	1.49	1.39	0.11	0.15	1.71	1.80	-0.40	-1.81	-1.35	-0.95	1.79
07AF	Logistics	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091A	Maintenance and Munitions Materiel Officer	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091B	Maintenance Management	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091C	Munitions Management	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091D	Explosive Ordnance Disposal	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091E	Logistics	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091F	Munitions Management	-1.71	-0.21	1.39	-1.97	0.73	1.56	-1.25	0.58	0.66	0.81	1.42	-1.03	0.16	0.16	0.38	1.39	0.80	-0.19	-1.33	-1.51	-1.01
091G	Explosive Ordnance Disposal	-1.71	-0.21	1.39	-1.97																	