



## AIMS TOOLBOX

*This document is intended to provide some ideas that may be helpful in telling the Air & Space Forces story. Use any or all of it, and feel free to improve it. Please contact the POC with updates and suggestions.*

Topic/Title: Why Join the Air & Space Forces – Ask Your Employer to Match This

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### ***Ask Employer to Match This***

1. Ask your potential employer for a starting salary of \$1918.00 a month with the assurance of frequent pay raises and promotions.
  - 2024 - E1 less than four months will earn \$1,865; E1 over four months, but under two years will earn \$2,017
  - See a complete explanation of military pay and benefits at <https://www.military.com/benefits/military-pay/charts>
2. Insist they hire you with no prior experience and provide you with college accredited job training with full PAY.
3. Demand a rent-free apartment / house (if married) with all utilities paid and free meals.
4. Insist on a minimum of 30 days PAID vacation per year, plus weekends and all 11 federal holidays off.
5. Ask them to provide you with FREE work clothes and an additional yearly allowance for upkeep and replacement.
6. Demand FULL medical and dental coverage at no cost to you with unlimited paid sick leave.
7. Tell them you will be going to *COLLEGE while you work for them*, and you want them to pay for 100% of your tuition!!!
8. Insist on free MEMBERSHIP to a state-of-the-art fitness facility with the ability to work out during working hours.
9. Demand free air TRAVEL to hundreds of worldwide locations, and popular vacation destinations.
10. Tell them you want to be provided with tax free purchases on most day-to-day items.
11. Demand a low-cost life insurance package providing up to \$500,000 of coverage! (approximately \$30 month/\$500K).
12. Insist they provide you with a 401K with an automatic 1% investment of your pay (*not out of your pay*), even if you do not contribute.
  - After two years, ask them to match an additional 4% of your contribution, meaning that if you contribute 5% it would be equivalent to a 10% investment.
13. Tell them you might be leaving in 4 or 5 years and expect an education severance package.
  - When you do leave, you want an additional \$47,000 to \$80,000 for college, university, or vocational training.
  - After leaving and furthering your education, you want them to help PAY your bills, so you can focus on your schoolwork!
  - Full tuition and fees for in-state public schools, monthly housing allowance, books & supplies stipend.



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14. If you decide to stay, tell them you want to retire and collect a pension and benefits after only working for 20 years.
  - Defined Benefit: Retired pay equal to 2% times the number of years of service, times your retired base pay. If you retire at 20 years service, you get 40% of your final base pay. See the *Blended Retirement System Paper in the tool box* or <https://militarypay.defense.gov/blendedretirement/>