CHOOSE A PATH WITH PURPOSE

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ARMY NATIONAL GUARD
STATE ALMANAC

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THE ARMY NATIONAL GUARD
SRSC CREATIVE SERVICES TEAM

SERVING ALL
54 STATES AND TERRITORIES WITH
QUALITY PRODUCTS FOR RECRUITERS

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PRINTING
PHOTOGRAPHY
VIDEO
TV AND RADIO PSA
SOCIAL MEDIA PREROLL

THE ARMY VALUES

LOYALTY
Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers. Bearing true faith and allegiance is a matter of believing in and devoting yourself to something or someone. A loyal Soldier is one who supports the leadership and stands up for fellow Soldiers. By wearing the uniform of the U.S. Army you are expressing your loyalty. And by doing your share, you show your loyalty to your unit.

DUTY
Fulfill your obligations. Doing your duty means more than carrying out your assigned tasks. Duty means being able to accomplish tasks as part of a team. The work of the U.S. Army is a complex combination of missions, tasks and responsibilities – all in constant motion. Our work entails building one assignment onto another. You fulfill your obligations as a part of your unit every time you resist the temptation to take "shortcuts" that might undermine the integrity of the final product.

RESPECT
Treat people as they should be treated. In the Soldier’s Code, we pledge to “treat others with dignity and respect while expecting others to do the same.” Respect is what allows us to appreciate the best in other people. Respect is trusting that all people have done their jobs and fulfilled their duty. And self-respect is a vital ingredient with the Army value of respect, which results from knowing you have put forth your best effort. The Army is one team and each of us has something to contribute.

SELFLESS SERVICE
Put the welfare of the nation, the Army and your subordinates before your own. Selfless service is larger than just one person. In serving your country, you are doing your duty loyally without thought of recognition or gain. The basic building block of selfless service is the commitment of each team member to go a little further, endure a little longer, and look a little closer to see how he or she can add to the effort.

HONOR
Live up to Army values. The nation’s highest military award is The Medal of Honor. This award goes to Soldiers who make honor a matter of daily living – Soldiers who develop the habit of being honorable, and solidify that habit with every value choice they make. Honor is a matter of carrying out, acting, and living the values of respect, duty, loyalty, selfless service, integrity and personal courage in everything you do.

INTEGRITY
Do what’s right, legally and morally. Integrity is a quality you develop by adhering to moral principles. It requires that you do and say nothing that deceives others. As your integrity grows, so does the trust others place in you. The more choices you make based on integrity, the more this highly prized value will affect your relationships with family and friends, and, finally, the fundamental acceptance of yourself.

PERSONAL COURAGE
Face fear, danger or adversity (physical or moral). Personal courage has long been associated with our Army. With physical courage, it is a matter of enduring physical duress and at times risking personal safety. Facing moral fear or adversity may be a long, slow process of continuing forward on the right path, especially if taking those actions is not popular with others. You can build your personal courage by daily standing up for and acting upon the things that you know are honorable.
ALASKA
STATE CAPITAL: Juneau
STATE POPULATION ESTIMATE (2018): 737,438

STATE UNEMPLOYMENT RATE: 6.7%
STATE UNEMPLOYMENT RANKING: 111th lowest
NATIONAL RANKING - STATE COST OF LIVING: 45th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax
AVERAGE ANNUAL TUITION COSTS: $3,963-$5,818
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: State University only
STATE EDUCATION ASSISTANCE STIPULATIONS: Applied after Federal Tuition Assistance limit has been reached.
STATE TA WEBSITE LINK:
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 3
PRIVATE 4-YEAR COLLEGES: 3
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 2
VA HOSPITALS/CLINICS: 1
TOP EMPLOYERS WITHIN THE STATE: Fort Wainwright, Federal Credit Union, Bristol Bay Native, Chugach Alaska, Anchorage School District, Yukon Kuskokwim Health, Kenai Peninsula Borough School District, NANA Dev
FORTUNE 500 COMPANIES BASED IN THE STATE: None

TOTAL AUTHORIZED STATE STRENGTH: 1,835
TOTAL ASSIGNED STATE STRENGTH: 1,643
NUMBER OF UNITS (UICs): 60
STATE TOP CRITICAL WARRANT OFFICER MOSs: None
MAJOR OFFICER BRANCHES IN THE STATE: AV, ADA, IN, MP

STATE UNEMPLOYMENT RATE: 4.8%
STATE UNEMPLOYMENT RANKING: 47th lowest
NATIONAL RANKING - STATE COST OF LIVING: 24th lowest
MILITARY-EXEMPT STATE INCOME TAX: Active Duty military income is not taxable.
AVERAGE ANNUAL TUITION COSTS: $2,209-$9,729
NATIONAL GUARD STATE EDUCATION BENEFIT: No
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: No
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: N/A
STATE TA WEBSITE LINK:
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 21
PRIVATE 2-YEAR COLLEGES: 4
PUBLIC 4-YEAR COLLEGES: 3
PRIVATE 4-YEAR COLLEGES: 10
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 4
VA HOSPITALS/CLINICS: 5

FORTUNE 500 COMPANIES BASED IN THE STATE: Avnet, Republic Services Inc, Magellan Health, ON Semiconductor Corp, Freeport-McMoRan, Insight Enterprises

TOTAL AUTHORIZED STATE STRENGTH: 4,490
TOTAL ASSIGNED STATE STRENGTH: 5,149
NUMBER OF UNITS (UICs): 100
STATE TOP CRITICAL WARRANT OFFICER MOSs: None
MAJOR OFFICER BRANCHES IN THE STATE: AR, AV, FA, IN, MC
ARKANSAS

STATE CAPITAL: Little Rock

STATE UNEMPLOYMENT RATE: 3.6%
STATE UNEMPLOYMENT RANKING: 21st lowest
NATIONAL RANKING - STATE COST OF LIVING: 3rd lowest
MILITARY-EXEMPT STATE INCOME TAX: Active Duty military income is not taxable.

AVERAGE ANNUAL TUITION COSTS: $2,815-$6,968
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $2,500 per Semester/Tuition waiver program
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private AR Colleges/Universities
STATE EDUCATION ASSISTANCE STIPULATIONS: 15 years or less Time in Service. No APFT and/or HT/WT Flags. Must maintain a cumulative GPA of 2.0. Cannot exceed 130 semester hrs/8 semester limit.
STATE TA WEBSITE LINK: https://arkansas.nationalguard.mil/Careers/Education-Services/Military-Education/

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 25
PRIVATE 2-YEAR COLLEGES: 12
PUBLIC 4-YEAR COLLEGES: 14
PRIVATE 4-YEAR COLLEGES: 12
TECHNICAL COLLEGES: 3

VA HOSPITALS/CLINICS: 3

TOP EMPLOYERS WITHIN THE STATE: Walmart, Tyson Foods, J.B. Hunt, Baptist Health, Triad Hospitals, Altel Corp, Pilgrim’s Pride, Whirlpool, Georgia-Pacific Corp, Beverly Enterprise

FORTUNE 500 COMPANIES BASED IN THE STATE: Dillard’s, J.B. Hunt, Murphy Oil, Tyson Foods, Walmart, Windstream, Arc Best, Baldor Electric

TOTAL AUTHORIZED STATE STRENGTH: 6,576
TOTAL ASSIGNED STATE STRENGTH: 6,527
STATE TOP CRITICAL WARRANT OFFICER MOS: 120A, 131A, 153A, 153D, 255A
MAJOR OFFICER BRANCHES IN THE STATE: EN, FA, IN

CALIFORNIA

STATE CAPITAL: Sacramento
STATE POPULATION ESTIMATE (2018): 39,557,045

STATE UNEMPLOYMENT RATE: 4.2%
STATE UNEMPLOYMENT RANKING: 38th lowest
NATIONAL RANKING - STATE COST OF LIVING: 49th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $1,418-$9,368
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $12,192 per year
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private CA Institutions
STATE EDUCATION ASSISTANCE STIPULATIONS: 2 years minimum in the CA ARNG or State Military Reserve and remain active member, be California resident. Enroll in at least 3 units, maintain a 2.0 GPA.

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 11
PRIVATE 2-YEAR COLLEGES: 114
PUBLIC 4-YEAR COLLEGES: 31
PRIVATE 4-YEAR COLLEGES: 74
TECHNICAL COLLEGES: 170
COLLEGES WITH ROTC PROGRAMS: 11

VA HOSPITALS/CLINICS: 123

TOP EMPLOYERS WITHIN THE STATE: 32nd St. Naval Station, UCLA Health Systems, UCLA, Disneyland, University of California-Davis, Dept. of Transportation CA, LA County Sheriff, Nestle USA Inc., University of California-San Francisco, Edwards AFB, University of CA-Berkley, Sharp Memorial Hospital


TOTAL AUTHORIZED STATE STRENGTH: 14,835
TOTAL ASSIGNED STATE STRENGTH: 13,654
NUMBER OF UNITS (UICs): 220
STATE TOP CRITICAL WARRANT OFFICER MOS: 153A, 255A, 350F, 915A, 920A
MAJOR OFFICER BRANCHES IN THE STATE: AV, CY, EW, OD, SC
COLORADO
STATE CAPITAL: Denver
STATE POPULATION ESTIMATE (2018): 5,696,000

STATE UNEMPLOYMENT RATE: 6.3%
STATE UNEMPLOYMENT RANKING: 31st lowest
NATIONAL RANKING - STATE COST OF LIVING: 34th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free for OCONUS for at least 305 days during the tax year. Stipulation includes accompanying spouse.
AVERAGE ANNUAL TUITION COSTS: $3,599-$8,416
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $475 per credit hr. Up to $4,250 paid per semester/trimester/quarter.
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: State technical colleges, schools in the CT State University system and the University of Connecticut.
STATE EDUCATION ASSISTANCE STIPULATIONS: Must live in CT for a minimum of one year to meet eligibility requirements for the tuition waiver program. Service Member must be in good standing with the CTARNG/CTANG.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 14
PRIVATE 2-YEAR COLLEGES: 8
PUBLIC 4-YEAR COLLEGES: 14
PRIVATE 4-YEAR COLLEGES: 26
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 19
VA HOSPITALS/CLINICS: 2
FORTUNE 500 COMPANIES BASED IN THE STATE: Arrow Electronics, DaVita, DISH Network, Molson Coors Brewery, Ball Corporation, Qurate Retail, DCP Midstream, Liberty Media, Newmont Mining, Western Union
TOTAL AUTHORIZED STATE STRENGTH: 3,751
TOTAL ASSIGNED STATE STRENGTH: 3,834
NUMBER OF UNITS (UICs): 75
STATE TOP CRITICAL WARRANT OFFICER MOSs: 12OA, 131A, 180A
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA

STATE UNEMPLOYMENT RATE: 3.8%
STATE UNEMPLOYMENT RANKING: 30th lowest
NATIONAL RANKING - STATE COST OF LIVING: 43rd lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free if the Service Member is stationed outside of the state and does not own a home in Connecticut. Income will be taxable if Service Member visits Connecticut for 31 days or more.
AVERAGE ANNUAL TUITION COSTS: $3,598-$9,630
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 100% tuition waiver program
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: State technical colleges, schools in the CT State University system and the University of Connecticut.
STATE EDUCATION ASSISTANCE STIPULATIONS: Must live in CT for a minimum of one year to meet eligibility requirements for the tuition waiver program. Service Member must be in good standing with the CTARNG/CTANG.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 12
PRIVATE 2-YEAR COLLEGES: 2
PUBLIC 4-YEAR COLLEGES: 9
PRIVATE 4-YEAR COLLEGES: 21
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 13
VA HOSPITALS/CLINICS: 2
FORTUNE 500 COMPANIES BASED IN THE STATE: Aetna, United Technologies, Cigna, Charter Communications, Hartford Financial Services, Sychrony Financial, XPO Logistics, Stanley Black & Decker, Booking Holdings, Praxair, Xerox
TOTAL AUTHORIZED STATE STRENGTH: 3,593
TOTAL ASSIGNED STATE STRENGTH: 3,528
NUMBER OF UNITS (UICs): 68
STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST: 11B, 11C, 12C, 12N, 12T, 27D, 42R, 91B, 91D, 92F
STATE TOP CRITICAL WARRANT OFFICER MOSs: 153A, 255A, 915A, 920B
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA

CONNECTICUT
STATE CAPITAL: Hartford
STATE POPULATION ESTIMATE (2018): 3,572,665
DELAWARE
STATE CAPITAL: Dover
STATE POPULATION ESTIMATE (2018): 967,171

STATE UNEMPLOYMENT RATE: 3.6%
STATE UNEMPLOYMENT RANKING: 22nd lowest
NATIONAL RANKING - STATE COST OF LIVING: 35th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $3,113-$10,890
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Reimbursement
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private institutions
STATE EDUCATION ASSISTANCE STIPULATIONS: Requires 6-yr obligation. Service Member must apply all other applicable benefits before state tuition assistance reimbursement can be applied.

VA HOSPITALS/CLINICS: 1
FORTUNE 500 COMPANIES BASED IN THE STATE: DuPont, Navient

TOTAL AUTHORIZED STATE STRENGTH: 1,639
TOTAL ASSIGNED STATE STRENGTH: 1,526
NUMBER OF UNITS (UICs): 34

FLORIDA
STATE CAPITAL: Tallahassee
STATE POPULATION ESTIMATE (2018): 21,299,325

STATE UNEMPLOYMENT RATE: 3.3%
STATE UNEMPLOYMENT RANKING: 17th lowest
NATIONAL RANKING - STATE COST OF LIVING: 30th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax

AVERAGE ANNUAL TUITION COSTS: $3,100-$6,232
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private institutions
STATE EDUCATION ASSISTANCE STIPULATIONS: Use FTA first, must provide grades on official transcript. Service Member must be in good standing with the FLARNG/FLAGM.

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 60
PRIVATE 2-YEAR COLLEGES: 22
PUBLIC 4-YEAR COLLEGES: 158
PRIVATE 4-YEAR COLLEGES: 67
TECHNICAL COLLEGES: 100
COLLEGES WITH ROTC PROGRAMS: 8
VA HOSPITALS/CLINICS: 50

TOP EMPLOYERS WITHIN THE STATE: Walt Disney World Resort, AdventHealth, Universal Orlando Resort, Orange County Public Schools, University of Central Florida, Universal City Development Partners, American Airlines, ZeroChaos, American Express, Hillsborough County Public Schools

TOTAL AUTHORIZED STATE STRENGTH: 9,737
TOTAL ASSIGNED STATE STRENGTH: 9,183
NUMBER OF UNITS (UICs): 163

MAJOR OFFICER BRANCHES IN THE STATE: ADA, FA, LG, SC, SF
GEORGIA
STATE CAPITAL: Atlanta
STATE POPULATION ESTIMATE (2018): 10,519,475

STATE UNEMPLOYMENT RATE: 3.3%
STATE UNEMPLOYMENT RANKING: 18th lowest
NATIONAL RANKING - STATE COST OF LIVING: 11th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable
AVERAGE ANNUAL TUITION COSTS: $3,176-$7,504
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Scholarship
State Education Benefit Available for ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $2,000/yr for 4 yrs
STATE Tuition Assistance for Public/Private Institutions: Public/Private
STATE EDUCATION ASSISTANCE STIPULATIONS: Must be a GA resident
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 38
PRIVATE 2-YEAR COLLEGES: 4
PUBLIC 4-YEAR COLLEGES: 26
PRIVATE 4-YEAR COLLEGES: 37
TECHNICAL COLLEGES: 22
COLLEGES WITH ROTC PROGRAMS: 27
VA HOSPITALS/CLINICS: 1
FORTUNE 500 COMPANIES BASED IN THE STATE: Home Depot, UPS, Delta Airlines, Coca-Cola Co., Southern, Aflac, Genuine Parts, WestRock, Suntrust Banks, Mohawk Industries
TOTAL AUTHORIZED STATE STRENGTH: 10,070
TOTAL ASSIGNED STATE STRENGTH: 10,849
NUMBER OF UNITS (UICs): 198
STATE TOP CRITICAL WARRANT OFFICER MOS: 131A, 255A, 255N, 35L, 35M
MAJOR OFFICER BRANCHES IN THE STATE: CM, EN, MC

GUAM
STATE CAPITAL: Hagatna
STATE POPULATION ESTIMATE (2018): 165,718

STATE UNEMPLOYMENT RATE: 5.6%
STATE UNEMPLOYMENT RANKING: N/A
NATIONAL RANKING - STATE COST OF LIVING: N/A
MILITARY-EXEMPT STATE INCOME TAX: Independent tax rules apply.
ANNUAL FEDERAL TUITION COSTS: $4,044-$6,344
NATIONAL GUARD STATE EDUCATION BENEFIT: No
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: N/A
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: N/A
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 3
PRIVATE 2-YEAR COLLEGES: 2
PUBLIC 4-YEAR COLLEGES: 2
PRIVATE 4-YEAR COLLEGES: N/A
TECHNICAL COLLEGES: 1
COLLEGES WITH ROTC PROGRAMS: 1
VA HOSPITALS/CLINICS: 1
TOP EMPLOYERS WITHIN THE STATE: KUAM FM, JP Superstores, Leo Palace Resort Guam, Public Health & Social Svc, Superior Court, Outrigger Guam Resort, Caravel, Guam Bar Assn, DZSP
FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 1,296
TOTAL ASSIGNED STATE STRENGTH: 1,108
NUMBER OF UNITS (UICs): 20
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: None
MAJOR OFFICER BRANCHES IN THE TERRITORY: AV, IN

Photography by the SRSC
HAWAII
STATE CAPITAL: Honolulu
STATE POPULATION ESTIMATE (2018): 1,360,301

STATE UNEMPLOYMENT RATE: 2.6%
STATE UNEMPLOYMENT RANKING: 3rd lowest
NATIONAL RANKING - STATE COST OF LIVING: 51st lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.
AVERAGE ANNUAL TUITION COSTS: $3,098-$8,665
NATIONAL GUARD STATE EDUCATION BENEFIT: No
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: N/A
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: N/A
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 6
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 4
PRIVATE 4-YEAR COLLEGES: 7
TECHNICAL COLLEGES: 5
COLLEGES WITH ROTC PROGRAMS: 4

VA HOSPITALS/CLINICS: 3

TOP EMPLOYERS WITHIN THE STATE: Altres Industrial, Kapolei Medical Center, Queen’s Medical Center, Hawaii Health Systems Corp, Department of Public Safety, Kaila Suites By Hilton Grand, Kyo-YA Co. LLC, Tripler Army Medical Center, Bank of Hawaii, Bank of Hawaii Corp

STATE TOP CRITICAL WARRANT OFFICER MOSs: 131A, 255A, 340F, 92A, 92G
MAJOR OFFICER BRANCHES IN THE STATE: AR, FA, OD, QM, TC

STATE UNEMPLOYMENT RANKING: 6th lowest
NATIONAL RANKING - STATE COST OF LIVING: 20th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free if stationed outside of the state.
AVERAGE ANNUAL TUITION COSTS: $2,864-$5,991
NATIONAL GUARD STATE EDUCATION BENEFIT: No
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: N/A
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: N/A
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 4
PRIVATE 2-YEAR COLLEGES: 1
PUBLIC 4-YEAR COLLEGES: 4
PRIVATE 4-YEAR COLLEGES: 4
TECHNICAL COLLEGES: 6
COLLEGES WITH ROTC PROGRAMS: 6

VA HOSPITALS/CLINICS: 11

TOP EMPLOYERS WITHIN THE STATE: St. Luke’s Regional Medical Center, Micron Technology, Mountain Home Air Force Base, Boise State University, Military Department, Battelle Energy Alliance, St. Alphonsus Health System, University of Idaho, St. Alphonsus Regional Medical Center
FORTUNE 500 COMPANIES BASED IN THE STATE: Micron, Albertson’s, JR Simplot, Potlatch, Nationwide

TOTAL AUTHORIZED STATE STRENGTH: 3,357
TOTAL ASSIGNED STATE STRENGTH: 3,083
NUMBER OF UNITS (UICs): 68
STATE TOP CRITICAL WARRANT OFFICER MOSs: 131A, 255A, 340F, 882A, 925E
MAJOR OFFICER BRANCHES IN THE STATE: FA, MC, QM
### Illinois

**State Capital:** Springfield  
**State Population Estimate (2018):** 12,741,080

<table>
<thead>
<tr>
<th>State Unemployment Rate:</th>
<th>4.4%</th>
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</thead>
<tbody>
<tr>
<td>State Unemployment Ranking:</td>
<td>43rd lowest</td>
</tr>
<tr>
<td>National Ranking - State Cost of Living:</td>
<td>21st lowest</td>
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<tr>
<td>Military-Exempt State Income Tax:</td>
<td>Military income is tax-free for Active Duty, Army National Guard</td>
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<tr>
<td>Average Annual Tuition Costs:</td>
<td>$17,888</td>
</tr>
<tr>
<td>National Guard State Education Benefit:</td>
<td>Yes/Grant-Funded</td>
</tr>
<tr>
<td>State Education Assistance Available for ARNG:</td>
<td>Yes</td>
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<tr>
<td>State Education Tuition Assistance Amount:</td>
<td>Up to 100% of tuition and certain fees, up to 15 semester hours.</td>
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<tr>
<td>State Education Assistance Stipulations:</td>
<td>Must be an IL resident.</td>
</tr>
<tr>
<td>Annual Federal Tuition Assistance Total:</td>
<td>$4,000</td>
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<tr>
<td>Public 2-Year Colleges:</td>
<td>11</td>
</tr>
<tr>
<td>Private 4-Year Colleges:</td>
<td>28</td>
</tr>
<tr>
<td>Technical Colleges:</td>
<td>15</td>
</tr>
<tr>
<td>Colleges with ROTC Programs:</td>
<td>27</td>
</tr>
</tbody>
</table>

### Indiana

**State Capital:** Indianapolis  
**State Population Estimate (2018):** 6,691,878

<table>
<thead>
<tr>
<th>State Unemployment Rate:</th>
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<tbody>
<tr>
<td>State Unemployment Ranking:</td>
<td>20th lowest</td>
</tr>
<tr>
<td>National Ranking - State Cost of Living:</td>
<td>9th lowest</td>
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<tr>
<td>Military-Exempt State Income Tax:</td>
<td>Military income is tax-free up to $5,000.</td>
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<tr>
<td>Average Annual Tuition Costs:</td>
<td>$3,650-$8,704</td>
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<tr>
<td>National Guard State Education Benefit:</td>
<td>Yes/Grant-Funded</td>
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<td>State Education Benefit Available for ARNG:</td>
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<tr>
<td>Public 2-Year Colleges:</td>
<td>2</td>
</tr>
<tr>
<td>Private 4-Year Colleges:</td>
<td>17</td>
</tr>
<tr>
<td>Technical Colleges:</td>
<td>15</td>
</tr>
<tr>
<td>Colleges with ROTC Programs:</td>
<td>27</td>
</tr>
</tbody>
</table>

### Top Employers within the State:

#### Illinois:
- Office of Public and Government Affairs, Shire, University of Illinois, Adjutant General, Allstate Insurance Company, State Farm, Abbott Laboratories, Allstate Corporation, University of Illinois at Chicago, CDW Government LLC

#### Indiana:
- IU Medical Center, Purdue University, IU Health, St. Vincent Hospital, Delphi Electronics, Indiana University, IU Health University Hospital, Peyton Manning Children Hospital, IUPUI, Eli Lilly and Co.

### Fortune 500 Companies Based in the State:

#### Illinois:

#### Indiana:
- Eli Lilly and Co., Cummins, Steel Dynamics, Zimmer Biomet, Berry Global, Simon Property Group

### Major Officer Branches in the State:

#### Illinois:
- AR, AV, EN, FA, IN

#### Indiana:
- CM, FA, IDA, LG

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### Military Information:

#### Illinois:
- Total Authorized State Strength: 11,532
- Total Assigned State Strength: 11,109
- Number of Units (UICs): 173

#### Indiana:
- Total Authorized State Strength: 11,532
- Total Assigned State Strength: 11,109
- Number of Units (UICs): 173
- State Top Critical Warrant Officer MOSs: 120A, 1250, 131A, 1404A, 150U

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**Note:** The information provided is a summary and may not include all details. For complete details, please visit the provided links.
**IOWA**

**STATE CAPITAL:** Des Moines  
**STATE POPULATION ESTIMATE (2018):** 3,156,145

**STATE UNEMPLOYMENT RATE:** 2.4%  
**STATE UNEMPLOYMENT RANKING:** 1st lowest  
**NATIONAL RANKING - STATE COST OF LIVING:** 13th lowest  
**MILITARY-EXEMPT STATE INCOME TAX:** Military income is tax-free.

**AVERAGE ANNUAL TUITION COSTS:** $4,237-$7,830  
**NATIONAL GUARD STATE EDUCATION BENEFIT:** Yes/Grant  
**STATE EDUCATION BENEFIT AVAILABLE FOR ARNG:** Yes  
**STATE EDUCATION TUITION ASSISTANCE AMOUNT:** Not less than 50% of Cost of Attendance not to exceed State Regents Average Tuition Rate

**STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS:**  
**STATE EDUCATION ASSISTANCE STIPULATIONS:** Complete IADT, Be an Iowa Resident, Attend an Iowa School


**STATE TOP CRITICAL WARRANT OFFICER MOSs:**  
**MAJOR OFFICER BRANCHES IN THE STATE:** EN, FA, IN, LG, SC

**FORTUNE 500 COMPANIES BASED IN THE STATE:** Principal Financial Group, Casey's General Stores, Rockwell Collins

**TOTAL AUTHORIZED STATE STRENGTH:** 6,805  
**TOTAL ASSIGNED STATE STRENGTH:** 6,648  
**NUMBER OF UNITS (UICs):** 124  
**STATE TOP CRITICAL WARRANT OFFICER MOSs:** 131A, 140D, 255A, 255N, Entire 350 CMF, 920B  
**MAJOR OFFICER BRANCHES IN THE STATE:** EN, FA, IN, LG, SC

**STATE TOP CRITICAL WARRANT OFFICER MOSs:** 131A, 140D, 255A, 255N, Entire 350 CMF, 920B  
**MAJOR OFFICER BRANCHES IN THE STATE:** EN, FA, IN, LG, SC

**STATE TA WEBSITE LINK:** https://www.goarmyed.com/public/facility_pages/NG_Kansas_Education_Services_Office/default.asp

**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

**TOP EMPLOYERS WITHIN THE STATE:** Casey’s General Stores, Rockwell Collins, Principal Financial Group, Hy-Vee, IA State University, Fareway Stores, HNI, Pella, Marsden Services, University of IA Health Care

**VA HOSPITALS/CLINICS:** 2

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**KANSAS**

**STATE CAPITAL:** Topeka  
**STATE POPULATION ESTIMATE (2018):** 2,911,505

**STATE UNEMPLOYMENT RATE:** 3.3%  
**STATE UNEMPLOYMENT RANKING:** 17th lowest  
**NATIONAL RANKING - STATE COST OF LIVING:** 8th lowest  
**MILITARY-EXEMPT STATE INCOME TAX:** Military income is taxable.

**AVERAGE ANNUAL TUITION COSTS:** $3,650-$8,704  
**NATIONAL GUARD STATE EDUCATION BENEFIT:** Yes/Funded  
**STATE EDUCATION BENEFIT AVAILABLE FOR ARNG:** Yes  
**STATE EDUCATION TUITION ASSISTANCE AMOUNT:** Up to 100% of tuition cost, depending on requests and funding levels.

**STATE EDUCATION ASSISTANCE STIPULATIONS:** Used as “Top-UP” for Army, main TA for ANG. Will pay for tuition toward first bachelor’s level degree only.

**STATE TA WEBSITE LINK:** https://www.goarmyed.com/public/facility_pages/NG_Kansas_Education_Services_Office/default.asp

**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

**PUBLIC 2-YEAR COLLEGES:** 28  
**PRIVATE 2-YEAR COLLEGES:** 36  
**PUBLIC 4-YEAR COLLEGES:** 10  
**PRIVATE 4-YEAR COLLEGES:** 23  
**TECHNICAL COLLEGES:** 11  
**COLLEGES WITH ROTC PROGRAMS:** 2

**TOP EMPLOYERS WITHIN THE STATE:** Spirit Aero Systems, Sprint, Cessna Aircraft, General Motors, Bombardier, Black & Veatch, National Beef Packing, Tyson Fresh Meats, Koch Industries

**FORTUNE 500 COMPANIES BASED IN THE STATE:** Seaboard, Sprint, Nextel, YRC Worldwide

**TOTAL AUTHORIZED STATE STRENGTH:** 4,820  
**TOTAL ASSIGNED STATE STRENGTH:** 4,293  
**NUMBER OF UNITS (UICs):** 110  
**STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST:** 12B, 12N, 13B, 13J, 13M, 68W, 88M, 91B, 92F, 92G  
**STATE TOP CRITICAL WARRANT OFFICER MOSs:** 20A, 131A, 290A  
**MAJOR OFFICER BRANCHES IN THE STATE:** AR, LG

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## KENTUCKY

**State Capital:** Frankfort  
**State Population Estimate (2018):** 4,468,402

- **State Unemployment Rate:** 4.3%  
- **State Unemployment Ranking:** 39th lowest  
- **National Ranking - State Cost of Living:** 14th lowest

**Military-Exempt State Income Tax:** Military income is tax-free.

**Average Annual Tuition Costs:** $4,201-$8,455

**National Guard State Education Benefit:** Yes/Funded  
**State Education Benefit Available for ARNG:** Yes

**State Tuition Assistance for Public/Private Institutions:** Public/Private

**State Tuition Assistance for Public/Private Institutions:** Public/Private KY schools  
**State Education Assistance Stipulations:** Tuition only up to 12 semester hours at the in-state institution rate (per semester)  
**State TA Website Link:** [https://www.goarmyed.com/public/facility_pages/NG_Kentucky_Education_Services_Office/default.asp](https://www.goarmyed.com/public/facility_pages/NG_Kentucky_Education_Services_Office/default.asp)

**State Tuition Assistance Total:** $4,000

**Public 2-Year Colleges:** 16  
**Private 2-Year Colleges:** 54  
**Public 4-Year Colleges:** 8  
**Private 4-Year Colleges:** 37  
**Technical Colleges:** 12  
**Colleges with ROTC Programs:** 11

**VA Hospitals/Clincs:** 23  
**Fortune 500 Companies Based in the State:** Humana, YUM!, Ashland, Omnicare Inc., Lexmark International Inc.

**Total Authorized State Strength:** 6,587  
**Total Assigned State Strength:** 6,408

**Number of Units (UICs):** 128

**State Top Critical Bonus-Eligible MOS List:** 11B, 12B, 12C, 12N, 1ST, 74D, 88M, 91B, 92F, 92G

**State Top Critical Warrant Officer MOSs:** 131A, 153L, 255A

**Major Officer Branches in the State:** AV, FA, IN

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## LOUISIANA

**State Capital:** Baton Rouge  
**State Population Estimate (2018):** 4,659,978

- **State Unemployment Rate:** 4.9%  
- **State Unemployment Ranking:** 46th lowest  
- **National Ranking - State Cost of Living:** 18th lowest

**Military-Exempt State Income Tax:** Up to $30,000 in military income is tax-free if stationed out-of-state for 120 consecutive days or more.

**Average Annual Tuition Costs:** $3,001-$5,812

**National Guard State Education Benefit:** Yes/Waiver

**State Education Benefit Available for ARNG:** Yes

**State Education Tuition Assistance Amount:** 100% tuition waiver program

**State Tuition Assistance for Public/Private Institutions:** Public LA schools only  
**State Education Assistance Stipulations:** LA residents only  

**Annual Federal Tuition Assistance Total:** $4,000

**Public 2-Year Colleges:** 39  
**Private 2-Year Colleges:** 23  
**Public 4-Year Colleges:** 12  
**Private 4-Year Colleges:** 37  
**Technical Colleges:** 44  
**Colleges with ROTC Programs:** 11

**VA Hospitals/Clincs:** 23  
**Top Employers Within the State:** CenturyLink, Ochsner Health System, Odyssey Marine, Amedisys, Entergy, Future Pipe Industries Inc., Turner Industries, LHC Group, LSU, Tulane University  
**Fortune 500 Companies Based in the State:** Century Link, Entergy, Shaw Group  

**Total Authorized State Strength:** 18,312  
**Total Assigned State Strength:** 19,748

**Number of Units (UICs):** 171


**State Top Critical Warrant Officer MOSs:** 120A, 255A, 255N, 351M, 915A

**Major Officer Branches in the State:** AR, AV, EN, IN, TC

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MAINE

STATE CAPITAL: Augusta
STATE POPULATION ESTIMATE (2018): 1,338,404

STATE UNEMPLOYMENT RATE: 3.5%
STATE UNEMPLOYMENT RANKING: 20th lowest
NATIONAL RANKING - STATE COST OF LIVING: 39th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free if stationed outside of the state.

AVERAGE ANNUAL TUITION COSTS: $3,329-$9,471
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $15,000 of military income is tax-free if stationed OCONUS.
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private ME schools
STATE EDUCATION ASSISTANCE STIPULATIONS:
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 7
PRIVATE 2-YEAR COLLEGES: 2
PUBLIC 4-YEAR COLLEGES: 8
PRIVATE 4-YEAR COLLEGES: 12
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 9

FORTUNE 500 COMPANIES BASED IN THE STATE: None

STATE TOP CRITICAL WARRANT OFFICER MOS: 255A, 353T
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, OD, SC, TC

MARYLAND

STATE CAPITAL: Annapolis
STATE POPULATION ESTIMATE (2018): 6,042,718

STATE UNEMPLOYMENT RATE: 3.7%
STATE UNEMPLOYMENT RANKING: 24th lowest
NATIONAL RANKING - STATE COST OF LIVING: 46th lowest
MILITARY-EXEMPT STATE INCOME TAX: Up to $15,000 of military income is tax-free if stationed OCONUS.

AVERAGE ANNUAL TUITION COSTS: $3,875-$8,220
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Waiver and/or Reimbursement
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to 50% of tuition and fees for waiver. Up to $750 or 50% of remaining balance after applying all other applicable benefits.
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Certain partner schools
STATE EDUCATION ASSISTANCE STIPULATIONS: For Reimbursement: Must attain a C or better and is limited to E4 and below pursuing first degree
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 1
PRIVATE 2-YEAR COLLEGES: 16
PUBLIC 4-YEAR COLLEGES: 13
PRIVATE 4-YEAR COLLEGES: 20
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 17

TOP EMPLOYERS WITHIN THE STATE: Marriott International, Lockheed Martin, Social Security Administration, Laureate International Universities, MedStar Health, HMSHost, Johns Hopkins Medicine, Servirail, Perdue Farms, National Institutes of Health

TOTAL AUTHORIZED STATE STRENGTH: 4,817
TOTAL ASSIGNED STATE STRENGTH: 4,543
NUMBER OF UNITS (UICs): 105
STATE TOP CRITICAL WARRANT OFFICER MOS: 120A, 153D
MAJOR OFFICER BRANCHES IN THE STATE: CM, EN, FA, MP, TC
### Massachusetts

**State Capital:** Boston  
**State Population Estimate (2018):** 6,902,149

- **State Unemployment Rate:** 3.1%  
- **State Unemployment Ranking:** 12th lowest  
- **National Ranking - State Cost of Living:** 47th lowest  
- **Military-Exempt State Income Tax:** Military income is taxable.

**Average Annual Tuition Costs:** $5,118-$10,619  
**National Guard State Education Benefit:** Yes/Waiver  
**State Education Tuition Assistance Amount:** 100% Tuition/Fees  
**State Tuition Assistance for Public/Private Institutions:** Must pass course(s)


**Annual Federal Tuition Assistance Total:** $4,000

- **Public 2-Year Colleges:** 15  
- **Private 2-Year Colleges:** 69  
- **Public 4-Year Colleges:** 14  
- **Private 4-Year Colleges:** 31  
- **Technical Colleges:** 8  
- **Colleges with ROTC Programs:** 49

- **Total Authorized State Strength:** 6,157  
- **Total Assigned State Strength:** 5,900

**State Top Critical Warrant Officer MOSs:** 180A, 255A, 255N, 351M, 882A, 890A, 914A, 915A, 920B  
**Major Officer Branches in the State:** AV, EN, FA, MP

**State Top Employment Within the State:** General Electric, Liberty Mutual, TJX, Massachusetts Mutual Life Insurance, Raytheon, Thermo Fisher, Biogen, State Street Corp, Boston Scientific, Global Partners, EverSource Energy, American Tower, Staples

### Michigan

**State Capital:** Lansing  
**State Population Estimate (2018):** 9,995,915

- **State Unemployment Rate:** 4%  
- **State Unemployment Ranking:** 34th lowest  
- **National Ranking - State Cost of Living:** 5th lowest  
- **Military-Exempt State Income Tax:** Military income is tax-free.

**Average Annual Tuition Costs:** $3,048-$11,172  
**National Guard State Education Benefit:** Yes/Reimbursement  
**State Education Tuition Assistance Available for ARNG:** Yes  
**State Education Tuition Assistance Amount:** Up to $6,000 per year

**State Tuition Assistance for Public/Private Institutions:** Schools with campus or HQ in MI  
**State Education Assistance Stipulations:** C or better, all ranks, no service obligation, up to master’s or first professional degree


**Annual Federal Tuition Assistance Total:** $4,000

- **Public 2-Year Colleges:** 27  
- **Private 2-Year Colleges:** 0  
- **Public 4-Year Colleges:** 51  
- **Private 4-Year Colleges:** 51  
- **Technical Colleges:** 3  
- **Colleges with ROTC Programs:** 8

**VA Hospitals/Clinics:** 25

**Top Employers Within the State:** University of Michigan - Ann Arbor, Ford, Detroit Receiving Hospital, Spectrum Health, GM, Daimler-Chrysler, Google, Quicken, L3 Land Combat Systems, Bayer

**Fortune 500 Companies Based in the State:** General Motors, Ford Motors, DowDuPont, Penske Automotive Group, Whirlpool, Lear, Kellogg, DTE Energy, Stryker, AutoLiv

**Total Authorized State Strength:** 8,197  
**Total Assigned State Strength:** 8,015

**Number of Units (UICs):** 114
MINNESOTA
STATE CAPITAL: St. Paul
STATE POPULATION ESTIMATE (2018): 5,611,179

STATE UNEMPLOYMENT RATE: 2.9%
STATE UNEMPLOYMENT RANKING: 9th lowest
NATIONAL RANKING - STATE COST OF LIVING: 31st lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free.
AVERAGE ANNUAL TUITION COSTS: $5,380-$10,388
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to 100% of tuition only at the University of MN undergrad semester rate
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private MN schools
STATE EDUCATION ASSISTANCE STIPULATIONS: C grade or better. In combination with FTA/CH33, cannot exceed 100% of actual tuition.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 41
PRIVATE 2-YEAR COLLEGES: 28
PUBLIC 4-YEAR COLLEGES: 12
PRIVATE 4-YEAR COLLEGES: 74
TECHNICAL COLLEGES: 16
COLLEGES WITH ROTC PROGRAMS: 20
VA HOSPITALS/CLINICS: 13

TOP EMPLOYERS WITHIN THE STATE: Mayo Clinic, State of MN, U.S. Federal Govt, Target Group, Allina Health, University of MN, Health Partners, Walmart, Fairview Health Services, Wells Fargo Bank MN


TOTAL AUTHORIZED STATE STRENGTH: 9,333
TOTAL ASSIGNED STATE STRENGTH: 10,811
NUMBER OF UNITS (UICs): 133
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA, IN, SC

MISSISSIPPI
STATE CAPITAL: Jackson
STATE POPULATION ESTIMATE (2018): 2,986,530

STATE UNEMPLOYMENT RATE: 4.7%
STATE UNEMPLOYMENT RANKING: 45th lowest
NATIONAL RANKING - STATE COST OF LIVING: 9th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.
AVERAGE ANNUAL TUITION COSTS: $2,265-$4,147
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $4,500
STATE EDUCATION TUITION ASSISTANCE STIPULATIONS: Undergraduate only. Must have completed basic qualification course (AIT / BOLC). 10-year delineation period from initial usage date.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 15
PRIVATE 2-YEAR COLLEGES: 5
PUBLIC 4-YEAR COLLEGES: 12
PRIVATE 4-YEAR COLLEGES: 9
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 17
VA HOSPITALS/CLINICS: 2

TOP EMPLOYERS WITHIN THE STATE: Home Health & Hospice, MS State Govt., Sanderson Farms, Commerce Bancorp LLC, Greek Orthodox Church Of Holy Trinity, Island View Casino Resort, Ameristar Casino Vicksburg, The Yates, Companies Inc., NMMC, University of Mississippi Medical Center

FORTUNE 500 COMPANIES BASED IN THE STATE: None

TOTAL AUTHORIZED STATE STRENGTH: 9,707
TOTAL ASSIGNED STATE STRENGTH: 9,498
NUMBER OF UNITS (UICs): 158
STATE TOP CRITICAL WARRANT OFFICER MOS: 125D, 150A, 155G, 180A, 290A, 922A
MAJOR OFFICER BRANCHES IN THE STATE: AV, IN, SC
MISSOURI

STATE CAPITAL: Jefferson City
STATE POPULATION ESTIMATE (2018): 6,126,452

STATE UNEMPLOYMENT RATE: 3.1%
STATE UNEMPLOYMENT RANKING: 12th lowest
NATIONAL RANKING - STATE COST OF LIVING: 4th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free.

AVERAGE ANNUAL TUITION COSTS: $2,890-$7,917
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Reimbursement
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $274/semester hour up to 100% (0-10 yrs time in service) or 50% (10-17 yrs time in service)
STATE EDUCATION ASSISTANCE STIPULATIONS: Must maintain 2.5 GPA and must use FTA first and pays only tuition
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 14
PUBLIC 4-YEAR COLLEGES: 13
PRIVATE 4-YEAR COLLEGES: 26
TECHNICAL COLLEGES: 69
COLLEGES WITH ROTC PROGRAMS: 19

VA HOSPITALS/CLINICS: 35

TOP EMPLOYERS WITHIN THE STATE: Walmart, Barnes-Jewish Hospital, Mercy Hospital, Boeing Company, Washington University, Schnuck Markets, Cerner Corporation, Lester E. Cox Medical, Lowes Home Centers, and Hy-Vee

FORTUNE 500 COMPANIES BASED IN THE STATE: Express Scripts Holdings, Centene, Emerson Electric, Monsanto, Reinsurance Group of America, O'Reilly Automotive, Edward Jones Financial, Graybar Electric, Ameren, Peabody Energy
TOTAL AUTHORIZED STATE STRENGTH: 9,021
TOTAL ASSIGNED STATE STRENGTH: 9,200
NUMBER OF UNITS (UICs): 156
STATE TOP CRITICAL WARRANT OFFICER MOS: 350G, 351M
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA, IN, MP

MONTANA

STATE CAPITAL: Helena
STATE POPULATION ESTIMATE (2018): 1,062,305

STATE UNEMPLOYMENT RATE: 3.7%
STATE UNEMPLOYMENT RANKING: 24th lowest
NATIONAL RANKING - STATE COST OF LIVING: 33rd lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free.

AVERAGE ANNUAL TUITION COSTS: $3,079-$6,139
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Reimbursement
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $900/Semester
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private MT institutions
STATE EDUCATION ASSISTANCE STIPULATIONS: E1-E7, WO1-CW3, O1-O2, 6-year contract with National Guard (Army or Air), must have completed AIT, working on an undergraduate degree, with less than 16 years of service, and be attending a State School - paid only for passing credits
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 7
PRIVATE 2-YEAR COLLEGES: 2
PUBLIC 4-YEAR COLLEGES: 8
PRIVATE 4-YEAR COLLEGES: 2
TECHNICAL COLLEGES: 2
COLLEGES WITH ROTC PROGRAMS: 2

VA HOSPITALS/CLINICS: 20

TOP EMPLOYERS WITHIN THE STATE: Billings Clinic, Agroset Farm, Billings Hospital, Montana State University, Malmstrom Air Force Base, University of Montana, Big Sky Ski Resort, Blackfeet Communications, Glacier Bank, Burlington Northern Railroad

FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 2,629
TOTAL ASSIGNED STATE STRENGTH: 2,434
NUMBER OF UNITS (UICs): 52
STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST: 11B, 12N, 12W, 21B, 742, 92A, 92F, 92G, 92S
STATE TOP CRITICAL WARRANT OFFICER MOS: 350G, 351M, 740A, 890A
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA, IN, MP
NEBRASKA

STATE CAPITAL: Lincoln  
STATE POPULATION ESTIMATE (2018): 1,929,268

STATE UNEMPLOYMENT RATE: 2.8%  
STATE UNEMPLOYMENT RANKING: 6th lowest
NATIONAL RANKING - STATE COST OF LIVING: 17th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $2,608-$7,199
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 75% of Tuition up to in-state rate
STATE EDUCATION ASSISTANCE STIPULATIONS: Must exhaust FTA first. Enlisted personnel only, to the bachelor's level. Must agree to serve an additional 3 years with NARMG.

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 12  
PRIVATE 2-YEAR COLLEGES: 10  
PUBLIC 4-YEAR COLLEGES: 25  
PRIVATE 4-YEAR COLLEGES: 5  
TECHNICAL COLLEGES: 22  
COLLEGES WITH ROTC PROGRAMS: 4

NEVADA

STATE CAPITAL: Carson City  
STATE POPULATION ESTIMATE (2018): 3,034,392

STATE UNEMPLOYMENT RATE: 4.4%  
STATE UNEMPLOYMENT RANKING: 42nd lowest
NATIONAL RANKING - STATE COST OF LIVING: 36th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.

AVERAGE ANNUAL TUITION COSTS: $2,700-$6,371
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Waiver - Fall & Spring, Reimbursement - Summer
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 100% tuition only
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: NV System of Higher Education Schools only
STATE EDUCATION ASSISTANCE STIPULATIONS: Tuition only, no fees
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 5  
PRIVATE 2-YEAR COLLEGES: 6  
PUBLIC 4-YEAR COLLEGES: 6  
PRIVATE 4-YEAR COLLEGES: 8  
TECHNICAL COLLEGES: 20  
COLLEGES WITH ROTC PROGRAMS: 2

VA HOSPITALS/CLINICS: 5

TOP EMPLOYERS WITHIN THE STATE: Offutt AFB, University of Nebraska, First Data, Liberty Tax Services, Vitamin Shoppe, Health and Human Services, University of NE Med Center, Nebraska Medicine, Tyson Fresh Meats, Union Pacific Railroad Co.
FORTUNE 500 COMPANIES BASED IN THE STATE: Berkshire Hathaway, Conagra Foods, Union Pacific, Peter Kiewit Sons, Mutual of Omaha

TOTAL AUTHORIZED STATE STRENGTH: 3,400  
TOTAL ASSIGNED STATE STRENGTH: 3,162  
NUMBER OF UNITS (UICs): 75  
STATE TOP CRITICAL WARRANT OFFICER MOSs: 915A, 919A, 920A  
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA, MC, TC

VA HOSPITALS/CLINICS: 15

FORTUNE 500 COMPANIES BASED IN THE STATE: Caesars, Las Vegas Sands, MGM Mirage, Wynn Resorts, Harrah's Entertainment

TOTAL AUTHORIZED STATE STRENGTH: 3,270  
TOTAL ASSIGNED STATE STRENGTH: 3,102  
NUMBER OF UNITS (UICs): 53  
STATE TOP CRITICAL WARRANT OFFICER MOSs: 890A  
MAJOR OFFICER BRANCHES IN THE STATE: MP, OD, QM, SC, TC
NEW HAMPSHIRE
STATE CAPITAL: Concord
STATE POPULATION ESTIMATE (2018): 1,356,458

STATE UNEMPLOYMENT RATE: 3.9%
STATE UNEMPLOYMENT RANKING: 32nd lowest
NATIONAL RANKING - STATE COST OF LIVING: 41st lowest
MILITARY-EXEMPT STATE INCOME TAX: If your permanent home was New Hampshire before entering the military, active-duty income is not subject to state taxes, if you meet all three of the following conditions: 1) did not maintain any permanent home in New Hampshire during tax year; 2) maintained a permanent home outside New Hampshire during the entire year; 3) spent less than 30 days in New Hampshire state during tax year. Barracks, bachelor officers’ quarters, quarters assigned on vessel do not constitute permanent abode. However, if you pay for and maintain, either by out-of-pocket payments or forfeiture of quarters allowance, an apartment or a home (either owned or rented) outside New Hampshire, such facilities constitute a permanent home outside New Hampshire.
AVERAGE ANNUAL TUITION COSTS: $6,752-$14,567
STATE GUARD STATE EDUCATION BENEFIT: Yes/Waiver
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 100% tuition only
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public schools only
STATE EDUCATION ASSISTANCE STIPULATIONS: Covers tuition only, no fees

NEW JERSEY
STATE CAPITAL: Trenton
STATE POPULATION ESTIMATE (2018): 8,908,520

STATE UNEMPLOYMENT RATE: 2.4%
STATE UNEMPLOYMENT RANKING: 1st lowest
NATIONAL RANKING - STATE COST OF LIVING: 37th lowest
MILITARY-EXEMPT STATE INCOME TAX: If your permanent home was New Jersey before entering the military, active-duty income is not subject to state taxes, if you meet all three of the following conditions: 1) did not maintain any permanent home in New Jersey during tax year; 2) maintained a permanent home outside New Jersey during the entire year; 3) spent less than 30 days in New Jersey state during tax year. Barracks, bachelor officers’ quarters, quarters assigned on vessel do not constitute permanent abode. However, if you pay for and maintain, either by out-of-pocket payments or forfeiture of quarters allowance, an apartment or a home (either owned or rented) outside New Jersey, such facilities constitute a permanent home outside New Jersey.
AVERAGE ANNUAL TUITION COSTS: $4,218-$12,399
STATE GUARD STATE EDUCATION BENEFIT: Yes/Waiver
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 100% tuition only
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public schools only
STATE EDUCATION ASSISTANCE STIPULATIONS: Covers tuition only, no fees

VA HOSPITALS/CLINICS: 3
TOP EMPLOYERS WITHIN THE STATE: Johnson & Johnson, Prudential Financial, Merck, Honeywell International, NRG Energy, Cognizant Technology Solutions, Bed Bath & Beyond
FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 6,003
TOTAL ASSIGNED STATE STRENGTH: 5,923
NUMBER OF UNITS (UICs): 107
STATE TOP CRITICAL WARRANT OFFICER MOS: None
MAJOR OFFICER BRANCHES IN THE STATE: CY, EN, FA
NEW MEXICO
STATE CAPITAL: Santa Fe
STATE POPULATION ESTIMATE (2018): 2,095,428

STATE UNEMPLOYMENT RATE: 5%
STATE UNEMPLOYMENT RANKING: 48th lowest
NATIONAL RANKING - STATE COST OF LIVING: 51st lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free.

AVERAGE ANNUAL TUITION COSTS: $1,537-$5,687
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up 100% of tuition
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS:
Public/Private NM schools
STATE EDUCATION ASSISTANCE STIPULATIONS:
In combination with other programs, cannot exceed 100% of actual costs
STATE TA WEBSITE LINK:

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 17
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 23
PRIVATE 4-YEAR COLLEGES: 2
TECHNICAL COLLEGES: 24
COLLEGES WITH ROTC PROGRAMS: 5

VA HOSPITALS/CLINICS: 13

TOP EMPLOYERS WITHIN THE STATE:
Los Alamos National Security LLC,
University of NM, NM State University, Presbyterian, Ernest Health,
New Mexico Department of Health, Lovelace Health System, San Juan
Regional Medical Center, Ambergare, Santa Fe Public Schools

FORTUNE 500 COMPANIES BASED IN THE STATE: None

TOTAL AUTHORIZED STATE STRENGTH: 2,893
TOTAL ASSIGNED STATE STRENGTH: 2,742
NUMBER OF UNITS (UICs): 58
STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST: 11B, 12N, 12W, 25U,
42A, 88M, 91B, 91D, 92G, 94F
STATE TOP CRITICAL WARRANT OFFICER MOSs: 882A
MAJOR OFFICER BRANCHES IN THE STATE: EN, IN, MP, TC

STATE UNEMPLOYMENT RATE: 3.9%
STATE UNEMPLOYMENT RANKING: 32nd lowest
NATIONAL RANKING - STATE COST OF LIVING: 48th lowest
MILITARY-EXEMPT STATE INCOME TAX: If your permanent home was New York before entering the military, active-duty income is not subject to state taxes, if taxpayer meets all three of the following conditions: 1) did not maintain any permanent home in New York during tax year; 2) maintained a permanent home outside New York during the entire year; 3) spent less than 30 days in New York during tax year. Barracks, bachelor officers’ quarters, quarters assigned on vessel do not constitute permanent abode. It also is not subject to tax if taxpayer was in a foreign country for at least 450 days during any period of 548 consecutive days.

AVERAGE ANNUAL TUITION COSTS: $4,452-$6,560
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to 100% of SUNY tuition rate
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS:
Public/Private NY schools
STATE EDUCATION ASSISTANCE STIPULATIONS:
Will fund up to a bachelor’s degree. Certificate programs are ineligible.
STATE TA WEBSITE LINK:

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 18
PUBLIC 4-YEAR COLLEGES: 39
PRIVATE 4-YEAR COLLEGES: 99
TECHNICAL COLLEGES: 112
COLLEGES WITH ROTC PROGRAMS: 20

VA HOSPITALS/CLINICS: 89

TOP EMPLOYERS WITHIN THE STATE:

FORTUNE 500 COMPANIES BASED IN THE STATE:

TOTAL AUTHORIZED STATE STRENGTH: 10,201
TOTAL ASSIGNED STATE STRENGTH: 9,958
NUMBER OF UNITS (UICs): 164
STATE TOP CRITICAL WARRANT OFFICER MOSs: 131A, 350F, 351L, 351M, 882A, 923A
MAJOR OFFICER BRANCHES IN THE STATE: AR, EN, IN
### North Carolina

**State Capital:** Raleigh  
**State Population Estimate (2018):** 10,383,620

<table>
<thead>
<tr>
<th>Topic</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Unemployment Rate</td>
<td>3.7%</td>
</tr>
<tr>
<td>State Unemployment Ranking</td>
<td>24th lowest</td>
</tr>
<tr>
<td>National Ranking - State Cost of Living</td>
<td>19th lowest</td>
</tr>
<tr>
<td>Military-Exempt State Income Tax</td>
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</tr>
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<td>Average Annual Tuition Costs</td>
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<td>$2,161-$6,220</td>
</tr>
</tbody>
</table>

**State Education Assistance:**

- **State Tuition Assistance for Public/Private Institutions:** Public/Private NC schools approved by the NC State Approving Agency.
- **State Education Tuition Assistance Amount:** Varies; amount set by the NC State Education Assistance Authority each fiscal year.
- **State Education Assistance Stipulations:** Must exhaust FTA first. Can be used for tuition and fees. Combined cannot exceed 100% of actual costs. Failures are recouped. Subject to availability of funds. Must be a member in good standing. Is available to both ARNG and ANG. Must be able to complete course prior to ETS. Written into state statute. Funded by state legislature. Is a reimbursement program. Is a waiver program. Schools must be physically located in state. Available for public and private schools. Available only to certain partner/member schools. Has a lifetime limit. Must obtain a minimum grade C or better.


**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

<table>
<thead>
<tr>
<th>Level</th>
<th>Public 2-Year Colleges</th>
<th>Private 2-Year Colleges</th>
<th>Public 4-Year Colleges</th>
<th>Private 4-Year Colleges</th>
<th>Technical Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>58</td>
<td>8</td>
<td>16</td>
<td>51</td>
<td>7</td>
</tr>
</tbody>
</table>

**Colleges with ROTC Programs:** 38

**VA Hospitals/Clinics:** 4

**State Top Critical Bonus-Eligible MOS List:** 12N, 12K, 13J, 13M, 15T, 88M, 91A, 92F

**State Top Critical Warrant Officer MOSs:** 152/153A, 180A, 255N, 915A, 919A, 920A

**Major Officer Branches in the State:** FA, MP, OD, OM, TC

### North Dakota

**State Capital:** Bismarck  
**State Population Estimate (2018):** 760,077

<table>
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<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Unemployment Rate</td>
<td>2.6%</td>
</tr>
<tr>
<td>State Unemployment Ranking</td>
<td>3rd lowest</td>
</tr>
<tr>
<td>National Ranking - State Cost of Living</td>
<td>29th lowest</td>
</tr>
<tr>
<td>Military-Exempt State Income Tax</td>
<td>If you are a North Dakota resident who is a National Guard or Reservist mobilized for federal active duty, you are allowed to deduct your federal active duty from your taxable income. Combat pay, training pay, and some other pays are not deductible.</td>
</tr>
<tr>
<td>Average Annual Tuition Costs</td>
<td>$3,964-$6,973</td>
</tr>
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<td>Average Annual Tuition Costs</td>
<td>$3,964-$6,973</td>
</tr>
</tbody>
</table>

**State Education Assistance:**

- **State Education Tuition Assistance Amount:** 25% Waiver/75% Reimbursement
- **State Education Tuition Assistance Stipulations:** Must exhaust FTA first. Can be used for tuition and fees. Combined cannot exceed 100% of actual costs. Failures are recouped. Subject to availability of funding. Must be a member in good standing. Is available to both ARNG and ANG. Must be able to complete course prior to ETS. Written into state statute. Funded by state legislature. Is a reimbursement program. Is a waiver program. Schools must be physically located in state. Available for public and private schools. Available only to certain partner/member schools. Has a lifetime limit. Must obtain a minimum grade C or better.


**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

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<tbody>
<tr>
<td></td>
<td>8</td>
<td>1</td>
<td>6</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

**VA Hospitals/Clinics:** 9

**State Top Critical Bonus-Eligible MOS List:** 12N, 12K, 13J, 13M, 15T, 88M, 91A, 92F

**State Top Critical Warrant Officer MOSs:** 120A, 170A, 420A, 922A

**Major Officer Branches in the State:** ADA, EN, MP


**State Top Critical Warrant Officer MOSs:** 120A, 170A, 420A, 922A

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**State Top Critical Warrant Officer MOSs:** 120A, 170A, 420A, 922A

**Major Officer Branches in the State:** ADA, EN, MP


**State Top Critical Warrant Officer MOSs:** 120A, 170A, 420A, 922A

**Major Officer Branches in the State:** ADA, EN, MP
**OHIO**

**STATE CAPITAL:** Columbus  
**STATE POPULATION ESTIMATE (2018):** 11,689,442

**STATE UNEMPLOYMENT RATE:** 4.6%  
**STATE UNEMPLOYMENT RANKING:** 44th lowest  
**NATIONAL RANKING - STATE COST OF LIVING:** 16th lowest  
**MILITARY-EXEMPT STATE INCOME TAX:** Military income is tax-free.

**AVERAGE ANNUAL TUITION COSTS:** $3,168-$6,350  
**NATIONAL GUARD STATE EDUCATION BENEFIT:** Yes/Waiver  
**STATE EDUCATION BENEFIT AVAILABLE FOR ARNG:** Yes  
**STATE EDUCATION TUITION ASSISTANCE AMOUNT:** Up to 18 credits tuition only per semester  
**STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS:** Public schools only  
**STATE EDUCATION ASSISTANCE STIPULATIONS:** 2.0 GPA. Up to a bachelor's degree only. Tuition only/associate's or bachelor's degree program for in-state 2- or 4-year colleges only.  
**STATE TA WEBSITE LINK:** https://www.goarmyed.com/public/facility_pages/NG_Ohio_Education_Services_Office/default.asp  
**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

**PUBLIC 2-YEAR COLLEGES:** 78  
**PRIVATE 2-YEAR COLLEGES:** 174  
**PUBLIC 4-YEAR COLLEGES:** 38  
**PRIVATE 4-YEAR COLLEGES:** 94  
**TECHNICAL COLLEGES:** 41  
**COLLEGES WITH ROTC PROGRAMS:** 40  
**VA HOSPITALS/CLINICS:** 38

**TOP EMPLOYERS WITHIN THE STATE:** Cleveland Clinic Health System, Walmart, Kroger, Mercy Health, Ohio State University, Wright-Patterson Air Force Base, University Hospitals, JP Morgan Chase & Company, Giant Eagle Inc., Ohio Health  
**FORTUNE 500 COMPANIES BASED IN THE STATE:** Kroger, Cardinal Health, Procter & Gamble, Marathon Petroleum, Nationwide, Macy’s, Progressive, American Electric Power, Goodyear & Rubber, First Energy  
**TOTAL AUTHORIZED STATE STRENGTH:** 10,096  
**TOTAL ASSIGNED STATE STRENGTH:** 11,316  
**NUMBER OF UNITS (UICs):** 133  
**STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST:** 12W, 14G, 14S, 25U, 74D, 88M, 91B, 91D, 92F, 92G  
**STATE TOP CRITICAL WARRANT OFFICER MOSs:** 120A, 170A, 290A, Entire 350 CMF, 890A  
**MAJOR OFFICER BRANCHES IN THE STATE:** ADA, AV, EN, IN

**OKLAHOMA**

**STATE CAPITAL:** Oklahoma City  
**STATE POPULATION ESTIMATE (2018):** 3,943,079

**STATE UNEMPLOYMENT RATE:** 3.1%  
**STATE UNEMPLOYMENT RANKING:** 12th lowest  
**NATIONAL RANKING - STATE COST OF LIVING:** 2nd lowest  
**MILITARY-EXEMPT STATE INCOME TAX:** Military income is tax-free.

**AVERAGE ANNUAL TUITION COSTS:** $3,168-$6,350  
**NATIONAL GUARD STATE EDUCATION BENEFIT:** Yes/Waiver  
**STATE EDUCATION BENEFIT AVAILABLE FOR ARNG:** Yes  
**STATE EDUCATION TUITION ASSISTANCE AMOUNT:** Up to 18 credits tuition only per semester  
**STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS:** Public schools only  
**STATE EDUCATION ASSISTANCE STIPULATIONS:** 2.0 GPA. Up to a bachelor's degree only. Tuition only/associate's or bachelor's degree program for in-state 2- or 4-year colleges only.  
**STATE TA WEBSITE LINK:** https://www.goarmyed.com/public/facility_pages/NG_Oklahoma_Education_Services_Office/default.asp  
**ANNUAL FEDERAL TUITION ASSISTANCE TOTAL:** $4,000

**PUBLIC 2-YEAR COLLEGES:** 21  
**PRIVATE 2-YEAR COLLEGES:** 0  
**PUBLIC 4-YEAR COLLEGES:** 36  
**PRIVATE 4-YEAR COLLEGES:** 23  
**TECHNICAL COLLEGES:** 60  
**COLLEGES WITH ROTC PROGRAMS:** 4  
**VA HOSPITALS/CLINICS:** 17  
**TOP EMPLOYERS WITHIN THE STATE:** Dell, Devon, Halliburton, Conoco, Chesapeake, Walmart, Lowes, Home Depot, Pepsi, Coca Cola Co.  
**FORTUNE 500 COMPANIES BASED IN THE STATE:** Chesapeake Energy, Devon Energy, Oneok, Williams  
**TOTAL AUTHORIZED STATE STRENGTH:** 6,475  
**TOTAL ASSIGNED STATE STRENGTH:** 6,498  
**NUMBER OF UNITS (UICs):** 109  
**STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST:** 11B, 11C, 12N, 12B, 13B, 13F, 13J, 19D, 91B, 92G  
**STATE TOP CRITICAL WARRANT OFFICER MOSs:** 131A, 151A, 153A, 153M, 915A  
**MAJOR OFFICER BRANCHES IN THE STATE:** AV, EN, IN
OREGON
STATE CAPITAL: Salem
STATE POPULATION ESTIMATE (2018): 4,190,713

STATE UNEMPLOYMENT RATE: 4.3%
STATE UNEMPLOYMENT RANKING: 39th lowest
NATIONAL RANKING - STATE COST OF LIVING: 45th lowest
MILITARY-EXEMPT STATE INCOME TAX: All active duty pay earned out-of-state is tax-free, up to $6,000 of active-duty pay earned in Oregon is also tax-free.
AVERAGE ANNUAL TUITION COSTS: $4,214-$8,303
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to 180 credits for public universities and up to 90 credits for community colleges
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public schools only
STATE EDUCATION ASSISTANCE STIPULATIONS: Complete IADT, passing APFT, no flags, currently drilling member, must not have achieved a baccalaureate degree or higher, not in default on any federal Title IV loan, be enrolled in and in good standing with the education institution (2.0 or higher GPA).
https://oregonstudentaid.gov/state-tuition-assistance.aspx

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 17
PRIVATE 2-YEAR COLLEGES: 3
PUBLIC 4-YEAR COLLEGES: 8
PRIVATE 4-YEAR COLLEGES: 37
TECHNICAL COLLEGES: 11
COLLEGES WITH ROTC PROGRAMS: 56
VA HOSPITALS/CLINICS: 23
TOP EMPLOYERS WITHIN THE STATE: Precision Castparts, Daimler Trucks North America, Oregon Health & Sciences University, Lithia Motors, The Greenbrier Companies, State of Oregon, University of Oregon, Intel, Columbia Sportswear, Facebook
FORTUNE 500 COMPANIES BASED IN THE STATE: Nike, Precision Castparts, Lithia Motors, StanCorp Financial Group, Schnitzer Steel Industries

PENNSYLVANIA
STATE CAPITAL: Harrisburg
STATE POPULATION ESTIMATE (2018): 12,807,060

STATE UNEMPLOYMENT RATE: 4.2%
STATE UNEMPLOYMENT RANKING: 38th lowest
NATIONAL RANKING - STATE COST OF LIVING: 28th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free if stationed outside of the state.
AVERAGE ANNUAL TUITION COSTS: $4,202-$12,330
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $3,410 per semester
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: 6-yr obligation to PANG and must apply all other applicable benefits first (FTA, GI Bill, etc). In combination with other programs, cannot exceed 100% of actual costs. Can be used for all costs associated with attending an institution of higher learning (tuition, fees, books, room and board, etc) but cannot exceed 100% of costs.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 17
PRIVATE 2-YEAR COLLEGES: 102
PUBLIC 4-YEAR COLLEGES: 44
PRIVATE 4-YEAR COLLEGES: 116
TECHNICAL COLLEGES: 21
COLLEGES WITH ROTC PROGRAMS: 17
VA HOSPITALS/CLINICS: 20
FORTUNE 500 COMPANIES BASED IN THE STATE: AmerisourceBergen, Comcast, Ritz Aid, Kraft Heinz, PNC Financial, PPG Industries, Aramark, Lincoln Health Services, United States Steel

TOTAL AUTHORIZED STATE STRENGTH: 15,233
TOTAL ASSIGNED STATE STRENGTH: 14,486
NUMBER OF UNITS (UICs): 198
STATE TOP CRITICAL WARRANT OFFICER MOS: 120A, 131A, 170B, 290A, 351M/L
MAJOR OFFICER BRANCHES IN THE STATE: AR, FA, IN, MI, OD

40

41
PUERTO RICO

STATE CAPITAL: San Juan

STATE UNEMPLOYMENT RATE: N/A
STATE UNEMPLOYMENT RANKING: N/A
NATIONAL RANKING - STATE COST OF LIVING: N/A
MILITARY-EXEMPT STATE INCOME TAX: Independent tax rules apply.

AVERAGE ANNUAL TUITION COSTS: Up to $2,739
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION ASSISTANCE STIPULATIONS: Member of the PRNG, contribute $5.00 per month.

VA HOSPITALS/CLINICS: 4

FORTUNE 500 COMPANIES BASED IN THE STATE: Triple-S Management Corp
TOTAL AUTHORIZED STATE STRENGTH: 6,817
TOTAL ASSIGNED STATE STRENGTH: 5,969
NUMBER OF UNITS (UICs): 99
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: 914A, 915A, 919A, 922A
MAJOR OFFICER BRANCHES IN THE TERRITORY: LG, EN, MP

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 1
PRIVATE 2-YEAR COLLEGES: 7
PUBLIC 4-YEAR COLLEGES: 7
PRIVATE 4-YEAR COLLEGES: 14
TECHNICAL COLLEGES: 8
COLLEGES WITH ROTC PROGRAMS: 1

RHODE ISLAND

STATE CAPITAL: Providence
STATE POPULATION ESTIMATE (2018): 1,057,315

STATE UNEMPLOYMENT RATE: 4%
STATE UNEMPLOYMENT RANKING: 34th lowest
NATIONAL RANKING - STATE COST OF LIVING: 42nd lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $3,950-$10,849
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Waiver
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION ASSISTANCE AMOUNT: Tuition is waived for up to five classes per semester
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public
STATE EDUCATION ASSISTANCE STIPULATIONS: Guard members will incur a one-year service obligation at the end of class for every 12 credits. Program will fund up to a master's degree and CCRI, RIC, and URI.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 1
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 3
PRIVATE 4-YEAR COLLEGES: 9
TECHNICAL COLLEGES: 12
COLLEGES WITH ROTC PROGRAMS: 2

VA HOSPITALS/CLINICS: 1
TOP EMPLOYERS WITHIN THE STATE: AAA, Amgen Inc., AMICA, Bank of America, Blue Cross Blue Shield, Citizens Bank, Cox Communications, CVS, RI Hospital, General Dynamics, Lifespan System

FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 4,089
TOTAL ASSIGNED STATE STRENGTH: 3,596
NUMBER OF UNITS (UICs): 38
STATE TOP CRITICAL WARRANT OFFICER MOS: None
MAJOR OFFICER BRANCHES IN THE TERRITORY: AV, FA, IN, MP, SF
SOUTH CAROLINA

STATE CAPITAL: Columbia
STATE POPULATION ESTIMATE (2018): 5,084,127

STATE UNEMPLOYMENT RATE: 3.2%
STATE UNEMPLOYMENT RANKING: 15th lowest
NATIONAL RANKING - STATE COST OF LIVING: 26th lowest
MILITARY-EXEMPT STATE INCOME TAX: Active duty military pay is taxable. National Guard and Reserve drill pay is tax-free.
AVERAGE ANNUAL TUITION COSTS: $3,834-$10,698
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $9,000/yr (ANG only) ARNG Soldiers are capped at $4,500 not to exceed $18,000 total. State TA is applied after FTA.
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public and in-state private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: In combination with other programs, cannot exceed 100% of actual costs
VA HOSPITALS/CLINICS: 2
TOP EMPLOYERS WITHIN THE STATE: Cryovac Inc, Michelin, Sonoco, Long’s Drugs, Intertech Group, KEMET Electronics, BI-LO, BlueCross BlueShield of South Carolina, AVX, Perrigo Company plc
FORTUNE 500 COMPANIES BASED IN THE STATE: Domtar
TOTAL AUTHORIZED STATE STRENGTH: 9,142
TOTAL ASSIGNED STATE STRENGTH: 9,144
NUMBER OF UNITS (UICs): 156
STATE TOP CRITICAL WARRANT OFFICER MOS: 25SA, 25SN, 922A, 948B, 948D
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, OD, SC, TC

SOUTH DAKOTA

STATE CAPITAL: Pierre
STATE POPULATION ESTIMATE (2018): 882,235

STATE UNEMPLOYMENT RATE: 2.9%
STATE UNEMPLOYMENT RANKING: 9th lowest
NATIONAL RANKING - STATE COST OF LIVING: 27th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.
AVERAGE ANNUAL TUITION COSTS: $5,159-$7,082
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: 50% of tuition only
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public schools only
STATE EDUCATION ASSISTANCE STIPULATIONS: Available to SDNG members at completion of basic training. Soldier must be in good academic standing with the applicable school they are attending. Program covers 128-hour cap for bachelor’s degree and 32-hour cap for master’s degree.
VA HOSPITALS/CLINICS: 3
TOP EMPLOYERS WITHIN THE STATE: The Good Samaritan Society, Avera Health, Regional Health, Rapid City Regional Hospital, Black Hills, Daktronics, First PREMIER Bank, University of South Dakota, Great Western Bank, Northwestern Energy
FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 3013
TOTAL ASSIGNED STATE STRENGTH: 3147
NUMBER OF UNITS (UICs): 64
STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST: 12C, 12N, 12E, 12K, 13T, 88M, 91B, 92A, 92D, 92E
STATE TOP CRITICAL WARRANT OFFICER MOS: 120A, 25SA, 25SN, 922A, 890A, 922A
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA, LG
TENNESSEE

STATE CAPITAL: Nashville
STATE POPULATION ESTIMATE (2018): 6,770,010

STATE UNEMPLOYMENT RATE: 3.3%
STATE UNEMPLOYMENT RANKING: 17th lowest
NATIONAL RANKING - STATE COST OF LIVING: 7th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.

AVERAGE ANNUAL TUITION COSTS: $2,632 - $7,847
NATIONAL GUARD STATE EDUCATION BENEFIT: No
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $9,000/yr subject to funding availability
STATE EDUCATION ASSISTANCE STIPULATIONS: In combination with other programs, cannot exceed 100% of actual costs. 12 semester hours limit each semester, Spring/Fall only. For E-1s through O-5s
STATE TA WEBSITE LINK: https://tmd.texas.gov/state-tuition-assistance-program
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 63
PRIVATE 2-YEAR COLLEGES: 16
PUBLIC 4-YEAR COLLEGES: 52
PRIVATE 4-YEAR COLLEGES: 69
TECHNICAL COLLEGES: 7
COLLEGES WITH ROTC PROGRAMS: 54

VA HOSPITALS/CLINICS: 27

TOP EMPLOYERS WITHIN THE STATE: Eastman Chemical, Southern TN Medical Center, Covenant Transportation Company, Davidson Hotel Company LLC, B&W, Nissan North America, Baptist Memorial, Lockheed Martin Energy, McKee Foods Corporation, Gaylord Entertainment Company

STATE TOP CRITICAL BONUS-ELIGIBLE MOS LIST: 11B, 12B, 13B, 19D, 88M, 91B, 92G
MAJOR OFFICER BRANCHES IN THE STATE: AR, CM, EN, FA, IN, OD, TC

TEXAS

STATE CAPITAL: Austin
STATE POPULATION ESTIMATE (2018): 28,701,845

STATE UNEMPLOYMENT RATE: 3.7%
STATE UNEMPLOYMENT RANKING: 24th lowest
NATIONAL RANKING - STATE COST OF LIVING: 12th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.

AVERAGE ANNUAL TUITION COSTS: $2,632 - $7,847
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $9,000/yr subject to funding availability
STATE EDUCATION ASSISTANCE STIPULATIONS: In combination with other programs, cannot exceed 100% of actual costs. 12 semester hours limit each semester, Spring/Fall only. For E-1s through O-5s
STATE TA WEBSITE LINK: https://tmd.texas.gov/state-tuition-assistance-program
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 63
PRIVATE 2-YEAR COLLEGES: 16
PUBLIC 4-YEAR COLLEGES: 52
PRIVATE 4-YEAR COLLEGES: 69
TECHNICAL COLLEGES: 7
COLLEGES WITH ROTC PROGRAMS: 54

VA HOSPITALS/CLINICS: 100

TOP EMPLOYERS WITHIN THE STATE: Pizza Hut, AT&T, Keller Williams, American Airlines, Tenet Healthcare, JCPenney, Dell, Schlumberger, NEC, H-E-B

MAJOR OFFICER BRANCHES IN THE STATE: AR, CM, EN, FA, IN, OD, TC

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U.S. VIRGIN ISLANDS

STATE CAPITAL: Charlotte Amalie
STATE POPULATION ESTIMATE (2018): 104,914

STATE UNEMPLOYMENT RATE: N/A
STATE UNEMPLOYMENT RANKING: N/A
NATIONAL RANKING - STATE COST OF LIVING: N/A
MILITARY-EXEMPT STATE INCOME TAX: Independent tax rules apply.

AVERAGE ANNUAL TUITION COSTS: $5,235-$14,496
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Waiver
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to 32 credit hours for career
STATE EDUCATION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: University of VI only
STATE EDUCATION ASSISTANCE STIPULATIONS: Cannot be combined with FTA. Community Engagement and Lifelong Learning (CELL) program offers free tuition at the UVI for Veterans who entered the Armed Forces while residing in the Virgin Islands.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000

PUBLIC 2-YEAR COLLEGES: 0
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 1
PRIVATE 4-YEAR COLLEGES: 0
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 1

STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $6,000 annually
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: FTA must be applied and exhausted first
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 1
PUBLIC 4-YEAR COLLEGES: 6
PRIVATE 4-YEAR COLLEGES: 3
TECHNICAL COLLEGES: 8
COLLEGES WITH ROTC PROGRAMS: 8

VA HOSPITALS/CLINICS: 1

TOP EMPLOYERS WITHIN THE STATE: Alexander A. Farelly Justice, St. Thomas Superior Court, Caneel Bay Resort, Buccaneer, St. Thomas Public Works Dept., Cardow Jewelers, St. Croix Corrections Bureau, St. Croix Central High School, Cost U Less, Antilles School

FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 755
TOTAL ASSIGNED STATE STRENGTH: 651
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: None

MAJOR OFFICER BRANCHES IN THE TERRITORY: AG, EN, LG, OM

STATE UNEMPLOYMENT RATE: 3.2%
STATE UNEMPLOYMENT RANKING: 15th lowest
NATIONAL RANKING - STATE COST OF LIVING: 25th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $3,149-$5,595
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $6,000 annually
STATE EDUCATION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: FTA must be applied and exhausted first
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 1
PUBLIC 4-YEAR COLLEGES: 6
PRIVATE 4-YEAR COLLEGES: 3
TECHNICAL COLLEGES: 8
COLLEGES WITH ROTC PROGRAMS: 8

VA HOSPITALS/CLINICS: 9

TOP EMPLOYERS WITHIN THE STATE: University Health Care, University of Utah Health Care, Micron Technology Inc., BYU Conference Center, Brigham Young University, Intermountain Medical Center, CR England Inc., Sun Products Corp, Young Living World

FORTUNE 500 COMPANIES BASED IN THE STATE: Huntsman
TOTAL AUTHORIZED STATE STRENGTH: 5,221
TOTAL ASSIGNED STATE STRENGTH: 5,517
NUMBER OF UNITS (UICs): 93
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: None
MAJOR OFFICER BRANCHES IN THE STATE: AV, EN, FA
VERMONT
STATE CAPITAL: Montpelier
STATE POPULATION ESTIMATE (2018): 626,299

STATE UNEMPLOYMENT RATE: 2.6%
STATE UNEMPLOYMENT RANKING: 3rd lowest
NATIONAL RANKING - STATE COST OF LIVING: 40th lowest
MILITARY-EXEMPT STATE INCOME TAX: Active duty military income earned outside VT is tax-free. Up to $2,000 of Guard/Reserve pay is not taxable.
AVERAGE ANNUAL TUITION COSTS: $6,790-$13,582
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Loan
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: As needed
STATE TUITION ASSISTANCE FOR PUBLIC/Private INSTITUTIONS: Public/Private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: Interest-free loan
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 6
PRIVATE 4-YEAR COLLEGES: 13
TECHNICAL COLLEGES: 2
COLLEGES WITH ROTC PROGRAMS: 6
VA HOSPITALS/CLINICS: 8
TOP EMPLOYERS WITHIN THE STATE: IBM, Fletcher Allen Health Care, University of Vermont, Shaw’s Supermarkets Inc., Rutland Regional Medical Center, Middlebury College, Chittenden Bank, C&S Wholesale Grocers Inc, Central Vermont Medical Center, GE Aircraft Engines-Rutland Operation
FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 2,621
TOTAL ASSIGNED STATE STRENGTH: 2,404
NUMBER OF UNITS (UICs): 60
STATE TOP CRITICAL WARRANT OFFICER MOS: None
MAJOR OFFICER BRANCHES IN THE STATE: AR, EN, IN

VIRGINIA
STATE CAPITAL: Richmond
STATE POPULATION ESTIMATE (2018): 8,517,685

STATE UNEMPLOYMENT RATE: 2.8%
STATE UNEMPLOYMENT RANKING: 6th lowest
NATIONAL RANKING - STATE COST OF LIVING: 32nd lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.
AVERAGE ANNUAL TUITION COSTS: $4,184-$9,907
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $2,500 for tuition and $350 for books
STATE EDUCATION ASSISTANCE STIPULATIONS: Incur a 2yr service obligation to VANG. When combined with FTA, cannot exceed 100% of tuition.
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 24
PRIVATE 2-YEAR COLLEGES: 13
PUBLIC 4-YEAR COLLEGES: 15
PRIVATE 4-YEAR COLLEGES: 43
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 6
VA HOSPITALS/CLINICS: 3
FORTUNE 500 COMPANIES BASED IN THE STATE: General Dynamics, Northrop Grumman, Capital One Financial, Altia Group, AES, Computer Sciences, CarMax, Dominion Resources, Norfolk Southern, Hilton Worldwide Holdings
TOTAL AUTHORIZED STATE STRENGTH: 7,384
TOTAL ASSIGNED STATE STRENGTH: 7,086
NUMBER OF UNITS (UICs): 145
STATE TOP CRITICAL WARRANT OFFICER MOS: 12A, 353T, 740D
MAJOR OFFICER BRANCHES IN THE STATE: AV, IN, MI
WASHINGTON

STATE CAPITAL: Olympia
STATE POPULATION ESTIMATE (2018): 7,535,591

STATE UNEMPLOYMENT RATE: 5.4%
STATE UNEMPLOYMENT RANKING: 50th lowest
NATIONAL RANKING - STATE COST OF LIVING: 50th lowest
MILITARY-EXEMPT STATE INCOME TAX: Independent tax rules apply.

AVERAGE ANNUAL TUITION COSTS: $5,888-$28,075
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $10,000/fiscal year for tuition and $500 for course-related fees (both Army & Air)
STATE TUTION ASSISTANCE FOR PUBLIC/Private INSTITUTIONS: Public/Private schools
STATE EDUCATION ASSISTANCE STIPULATIONS: Must successfully complete course or suffer recoupment, maintain 2.0 GPA, no PT failure or H/Wt failure, must have no less than 1 yr remaining before ETS, Used up to first professional degree (FY19)

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: N/A
PRIVATE 2-YEAR COLLEGES: N/A
PUBLIC 4-YEAR COLLEGES: 1
PRIVATE 4-YEAR COLLEGES: 7
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 14

STATE TOP CRITICAL WARRANT OFFICER MOS: 311A, 913A, 914A, 948B, 948D
MAJOR OFFICER BRANCHES IN THE TERRITORY: AG, AV, EN, FI, MI, MP, MS

WASHINGTON, D.C.
STATE CAPITAL: N/A
STATE POPULATION ESTIMATE (2018): 702,455

STATE UNEMPLOYMENT RATE: 5.4%
STATE UNEMPLOYMENT RANKING: 43rd lowest
NATIONAL RANKING - STATE COST OF LIVING: 38th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.

AVERAGE ANNUAL TUITION COSTS: $4,247-$10,774
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: No
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE TUITION ASSISTANCE FOR PUBLIC/Private INSTITUTIONS: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: N/A

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: N/A
PRIVATE 2-YEAR COLLEGES: N/A
PUBLIC 4-YEAR COLLEGES: 1
PRIVATE 4-YEAR COLLEGES: 7
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 8

VA HOSPITALS/CLINICS: 4


FORTUNE 500 COMPANIES BASED IN THE STATE: Fannie Mae, Danaher

TOTAL AUTHORIZED STATE STRENGTH: 1,285
TOTAL ASSIGNED STATE STRENGTH: 1,266
NUMBER OF UNITS (UICs): 41
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: 311A, 913A, 914A, 948B, 948D
MAJOR OFFICER BRANCHES IN THE TERRITORY: AG, AV, EN, FI, MI, MP, MS

STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: N/A
STATE EDUCATION TUITION ASSISTANCE AMOUNT: N/A
STATE EDUCATION ASSISTANCE STIPULATIONS: Must successfully complete course or suffer recoupment, maintain 2.0 GPA, no PT failure or H/Wt failure, must have no less than 1 yr remaining before ETS, Used up to first professional degree (FY19)


ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: N/A
PRIVATE 2-YEAR COLLEGES: N/A
PUBLIC 4-YEAR COLLEGES: 1
PRIVATE 4-YEAR COLLEGES: 7
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 14

VA HOSPITALS/CLINICS: 3

TOP EMPLOYERS WITHIN THE STATE: Boeing, Joint Base Lewis-McChord, Microsoft, University of Washington, Amazon, Providence Health and Services, Walmart, Weyerhaeuser, Fred Meyer, King County Government

FORTUNE 500 COMPANIES BASED IN THE STATE: Fannie Mae, Danaher

TOTAL AUTHORIZED STATE STRENGTH: 1,285
TOTAL ASSIGNED STATE STRENGTH: 1,266
NUMBER OF UNITS (UICs): 41
TERRITORY TOP CRITICAL WARRANT OFFICER MOS: 311A, 913A, 914A, 948B, 948D
MAJOR OFFICER BRANCHES IN THE TERRITORY: AG, AV, EN, FI, MI, MP, MS

STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $10,000/fiscal year for tuition and $500 for course-related fees (both Army & Air)
STATE EDUCATION ASSISTANCE STIPULATIONS: Must successfully complete course or suffer recoupment, maintain 2.0 GPA, no PT failure or H/Wt failure, must have no less than 1 yr remaining before ETS, Used up to first professional degree (FY19)
WEST VIRGINIA
STATE CAPITAL: Charleston
STATE POPULATION ESTIMATE (2018): 1,805,832

STATE UNEMPLOYMENT RATE: 5.1%
STATE UNEMPLOYMENT RANKING: 49th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is tax-free if stationed outside of WV.

AVERAGE ANNUAL TUITION COSTS: $2,901-$5,883
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $6,000 annually
STATE EDUCATION ASSISTANCE STIPULATIONS: Limit of 10 semester hours undergrad and 5 semester hours graduate education and must maintain 2.0 GPA for the semester. Cannot exceed 8 full-time semesters or equivalent. Must be a member of the WING on end date of course to be reimbursed.

WISCONSIN
STATE CAPITAL: Madison
STATE POPULATION ESTIMATE (2018): 5,813,568

STATE UNEMPLOYMENT RATE: 3.1%
STATE UNEMPLOYMENT RANKING: 11th lowest
MILITARY-EXEMPT STATE INCOME TAX: Military income is taxable.

AVERAGE ANNUAL TUITION COSTS: $4,058-$5,690
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Reimbursement
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: Up to $3,996
STATE EDUCATION ASSISTANCE STIPULATIONS: Enlisted only use after other benefits are applied, cannot be flagged, must achieve a 2.0 GPA for the semester. Cannot exceed 8 full-time semesters or equivalent. Must be a member of the WING on end date of course to be reimbursed.

VA HOSPITALS/CLINICS: 5

TOP EMPLOYERS WITHIN THE STATE: University of Wisconsin, Milwaukee Area Technical College, Menards INC, Epic, ThedaCare, Kohl’s, WE Energies, Johnson Controls, FCA Healthcare, Rogers Memorial Hospital

FORTUNE 500 COMPANIES BASED IN THE STATE: Johnson Controls, Northwestern Mutual, Manpower Group, Kohl’s, Oshkosh Corp, American Family Ins, Rockwell Automation, Harley Davidson, WE Energy, Pincer

TOTAL AUTHORIZED STATE STRENGTH: 7,227
TOTAL ASSIGNED STATE STRENGTH: 7,044
NUMBER OF UNITS (UICs): 120
STATE TOP CRITICAL WARRANT OFFICER MOS: None

MAJOR OFFICER BRANCHES IN THE STATE: ADA, EN, FA, IN, SC

STATE EDUCATION ASSISTANCE STIPULATIONS:
Limit of 10 semester hours undergrad and 5 semester hours graduate education and must maintain 2.0 GPA

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 14
PRIVATE 2-YEAR COLLEGES: 1
PUBLIC 4-YEAR COLLEGES: 13
PRIVATE 4-YEAR COLLEGES: 23
TECHNICAL COLLEGES: 16
COLLEGES WITH ROTC PROGRAMS: 0

STATE EDUCATION ASSISTANCE STIPULATIONS:
Limit of 10 semester hours undergrad and 5 semester hours graduate education and must maintain 2.0 GPA

ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 2
PRIVATE 2-YEAR COLLEGES: 15
PUBLIC 4-YEAR COLLEGES: 13
PRIVATE 4-YEAR COLLEGES: 9
TECHNICAL COLLEGES: 13
COLLEGES WITH ROTC PROGRAMS: 4

VA HOSPITALS/CLINICS: 8

TOP EMPLOYERS WITHIN THE STATE:
Walmart, WV United Health System, Charleston Area Medical Center, Kroger, Mylan Pharmaceuticals, Murray American Electric, St. Mary’s Medical Center, Lowe’s Home Centers, Cabell Huntington Hospital, Res-Care Inc.

STATE EDUCATION ASSISTANCE STIPULATIONS:
Limit of 10 semester hours undergrad and 5 semester hours graduate education and must maintain 2.0 GPA for the semester. Cannot exceed 8 full-time semesters or equivalent. Must be a member of the WING on end date of course to be reimbursed.
WYOMING

STATE CAPITAL: Cheyenne
STATE POPULATION ESTIMATE (2018): 577,737

STATE UNEMPLOYMENT RATE: 4.1%
STATE UNEMPLOYMENT RANKING: 36th lowest
NATIONAL RANKING - STATE COST OF LIVING: 10th lowest
MILITARY-EXEMPT STATE INCOME TAX: No state income tax.

AVERAGE ANNUAL TUITION COSTS: $2,432-$4,278
NATIONAL GUARD STATE EDUCATION BENEFIT: Yes/Funded
STATE EDUCATION BENEFIT AVAILABLE FOR ARNG: Yes
STATE EDUCATION TUITION ASSISTANCE AMOUNT: $1,230 per semester; up to in-state rate
STATE TUITION ASSISTANCE FOR PUBLIC/PRIVATE INSTITUTIONS: Public/Private WY schools
STATE EDUCATION ASSISTANCE STIPULATIONS:
Agree to serve an additional 2 yrs in WYARNG and maintain 2.0 GPA. Cannot exceed 100% of actual cost when combined with other programs.

STATE TA WEBSITE LINK:
ANNUAL FEDERAL TUITION ASSISTANCE TOTAL: $4,000
PUBLIC 2-YEAR COLLEGES: 7
PRIVATE 2-YEAR COLLEGES: 0
PUBLIC 4-YEAR COLLEGES: 1
PRIVATE 4-YEAR COLLEGES: 2
TECHNICAL COLLEGES: 0
COLLEGES WITH ROTC PROGRAMS: 2

VA HOSPITALS/CLINICS: 2

TOP EMPLOYERS WITHIN THE STATE:
Sheridan College, Jackson Hole Mountain Resort, Cloud Peak Energy, Elkhorn Construction, Admiral Beverage, Wyoming Medical Center, Sierra Trading Post, Wyoming Machinery, Cyclone Drilling Inc.

FORTUNE 500 COMPANIES BASED IN THE STATE: None
TOTAL AUTHORIZED STATE STRENGTH: 1,581
TOTAL ASSIGNED STATE STRENGTH: 1,500
NUMBER OF UNITS (UICs): 43

STATE TOP CRITICAL WARRANT OFFICER MOSs: 120A, 255N
MAJOR OFFICER BRANCHES IN THE STATE: AV, FA, IN