

# U.S. Army Promotion Board - Army Programs Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!**

## Questions

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- 1. Which of the following is NOT one of the six elements of the sponsorship program?**
  - A. Welcome letter**
  - B. ACS Relocation Readiness Services**
  - C. Team-building activities**
  - D. Reception**
  
- 2. What kind of behaviors does the EO program aim to eliminate?**
  - A. Improper uniform standards**
  - B. Discriminatory behaviors or practices**
  - C. Interpersonal conflicts within units**
  - D. Miscommunication during operations**
  
- 3. Who is eligible for assistance from AER?**
  - A. Only active duty Soldiers**
  - B. Retired Soldiers only**
  - C. Soldiers on extended active duty and their dependents**
  - D. Only widows and orphans**
  
- 4. What aspect does the ACS symbol's gyroscope represent?**
  - A. Community support**
  - B. Stability**
  - C. Military readiness**
  - D. Health and wellness**
  
- 5. What is the primary purpose of DEERS?**
  - A. To provide military personnel with vehicle registrations**
  - B. To obtain dependent ID cards for eligible spouses and children**
  - C. To track military personnel's service records**
  - D. To manage health care appointments for active duty soldiers**

- 6. What are the three policies that each commander is required to publish for equal opportunity?**
- A. Written command policy statements for EO**
  - B. Prevention of Sexual Harassment**
  - C. Equal Opportunity Complaint Procedures**
  - D. All of the above**
- 7. What Army Regulation outlines the Total Army Sponsorship Program?**
- A. AR 600-20**
  - B. AR 385-40**
  - C. AR 600-8-8**
  - D. AR 690-600**
- 8. How soon after the DA Form 5434 is received should a sponsor be assigned?**
- A. 5 days**
  - B. 10 days**
  - C. 15 days**
  - D. Retrospectively**
- 9. What is the Army's written policy on Equal Opportunity?**
- A. Protection based on seniority**
  - B. Equal treatment regardless of personal attributes**
  - C. Limited to working hours only**
  - D. Enforcement only on military installations**
- 10. How is the staff of the American Red Cross primarily composed?**
- A. Full-time employees**
  - B. Contractors**
  - C. Volunteers**
  - D. Interns**

## **Answers**

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1. C
2. B
3. C
4. B
5. B
6. D
7. C
8. B
9. B
10. C

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## **Explanations**

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**1. Which of the following is NOT one of the six elements of the sponsorship program?**

- A. Welcome letter**
- B. ACS Relocation Readiness Services**
- C. Team-building activities**
- D. Reception**

The six elements of the sponsorship program are designed to ensure that new soldiers and their families feel welcomed and integrated into their new environment as they transition to a new duty station. These elements typically include components such as a welcome letter to provide essential initial information, ACS (Army Community Service) Relocation Readiness Services that assist in the move, and a reception that formally greets the newcomers. Team-building activities, while beneficial for enhancing camaraderie among soldiers, do not fall under the core elements of the sponsorship program. The focus of the sponsorship program is primarily on the specific transition needs of the incoming personnel, ensuring they are effectively oriented and supported during the challenging period of relocation. Therefore, while team-building activities can enhance unit cohesion, they are not considered an essential element of the official sponsorship framework, differentiating them from the other crucial components like the welcome letter, ACS services, and reception.

**2. What kind of behaviors does the EO program aim to eliminate?**

- A. Improper uniform standards**
- B. Discriminatory behaviors or practices**
- C. Interpersonal conflicts within units**
- D. Miscommunication during operations**

The Equal Opportunity (EO) program in the U.S. Army is specifically designed to promote a fair and equitable working environment by addressing and preventing discriminatory behaviors or practices. Discrimination can take many forms, whether it's based on race, color, religion, gender, national origin, or other protected characteristics. The EO program seeks to create a culture of respect and inclusion, ensuring that all soldiers have equal access to opportunities and resources, regardless of their background. By focusing on eliminating discriminatory behaviors, the EO program helps foster a unit cohesion and morale that is essential for operational effectiveness. When soldiers feel valued and treated fairly, they are more likely to perform at their best and work collaboratively with one another. The emphasis on eliminating discrimination is crucial for maintaining a professional and respectful workplace, which ultimately enhances mission success.

### 3. Who is eligible for assistance from AER?

- A. Only active duty Soldiers
- B. Retired Soldiers only
- C. Solders on extended active duty and their dependents**
- D. Only widows and orphans

Assistance from Army Emergency Relief (AER) is available to a broad range of individuals connected to the Army. Option C specifies that soldiers on extended active duty and their dependents are eligible for this assistance, which is accurate. AER provides financial support for various emergency situations, ensuring that those who serve and their families have access to the help they need. Extended active duty soldiers not only include those currently serving but also encompass those who may be on active duty for longer durations, such as reservists activated for duty. Their dependents are also included in this eligibility, recognizing that emergency needs often extend to families as well. This reflects the Army's commitment to supporting its members and their loved ones during difficult times. Other options present more limited scenarios that do not capture the full scope of eligibility under AER. For instance, only active duty soldiers or only retired soldiers would exclude significant portions of the Army community that may need assistance. Similarly, limiting eligibility to just widows and orphans does not adequately cover the diversity of individuals who might require support in emergencies. Thus, the correct answer highlights the inclusivity of AER's mission to help members of the Army community and their families in times of need.

### 4. What aspect does the ACS symbol's gyroscope represent?

- A. Community support
- B. Stability**
- C. Military readiness
- D. Health and wellness

The gyroscope in the Army Community Service (ACS) symbol represents stability. This symbolism reflects the ACS's commitment to providing support and resources that help stabilize the lives of Soldiers and their families, particularly during challenging times. Stability is a fundamental aspect for military personnel, who often face unique stresses associated with service life, including deployments and relocations. By offering various programs and services—such as financial counseling, family advocacy, and relocation assistance—ACS aims to create a stable environment that allows service members and their families to thrive despite the inherent uncertainties of military life. This focus on stability reinforces the notion that a well-supported community is essential for the overall readiness and effectiveness of Army personnel.

**5. What is the primary purpose of DEERS?**

- A. To provide military personnel with vehicle registrations**
- B. To obtain dependent ID cards for eligible spouses and children**
- C. To track military personnel's service records**
- D. To manage health care appointments for active duty soldiers**

The primary purpose of the Defense Enrollment Eligibility Reporting System (DEERS) is to maintain an accurate and up-to-date record of military personnel and their dependents. This system is crucial for managing eligibility for various military benefits, including the issuance of identification cards for eligible spouses and children. By ensuring that dependents are properly enrolled in DEERS, the military can facilitate access to health care services, benefits, and other support programs that are crucial for families of service members. The other options, while related to military support services, do not capture the central function of DEERS. Vehicle registration is not a primary function of DEERS, nor is it specifically designed for tracking service records or managing healthcare appointments directly.

**6. What are the three policies that each commander is required to publish for equal opportunity?**

- A. Written command policy statements for EO**
- B. Prevention of Sexual Harassment**
- C. Equal Opportunity Complaint Procedures**
- D. All of the above**

Each commander is required to publish three specific policies for equal opportunity to ensure a comprehensive approach to fostering an inclusive environment. These policies are designed to uphold the Army's commitment to equal opportunity and to address issues that could prevent a respectful and equitable workplace. The first requirement is the written command policy statements for Equal Opportunity (EO). These statements articulate the commander's intent and commitment to maintaining an environment free of discrimination and harassment, which sets the tone for organizational culture. The second policy focuses on the prevention of sexual harassment. This is critical as it addresses behavior that can create a hostile environment and establishes expectations for conduct among service members. Lastly, the Equal Opportunity Complaint Procedures provide service members with a clear and accessible process for reporting and addressing instances of discrimination or harassment. This procedure is vital in empowering individuals to speak out and seek resolution in a supportive manner. Collectively, these three policies ensure that the Army maintains a proactive stance on equal opportunity, safeguarding the rights and dignity of all personnel.

**7. What Army Regulation outlines the Total Army Sponsorship Program?**

- A. AR 600-20**
- B. AR 385-40**
- C. AR 600-8-8**
- D. AR 690-600**

The Total Army Sponsorship Program is governed by Army Regulation 600-8-8. This regulation provides comprehensive guidance on the policies and procedures for sponsoring soldiers and their families during the transition process to a new duty station. It ensures that incoming personnel receive the necessary support to acclimate to their new environment, which includes information about local resources, a point of contact for assistance, and an overall welcoming process. AR 600-20, while important for outlining policies on command and organizational relationships, does not specifically address sponsorship. AR 385-40 pertains to accident reporting and investigations and is not relevant to personnel sponsorship. Lastly, AR 690-600 deals with employment of personnel and labor-management relations, which again does not cover sponsorship procedures. Therefore, the specifics of the Total Army Sponsorship Program are distinctly outlined in AR 600-8-8, confirming its central role in assisting soldiers and their families during transitions within the Army.

**8. How soon after the DA Form 5434 is received should a sponsor be assigned?**

- A. 5 days**
- B. 10 days**
- C. 15 days**
- D. Retrospectively**

The correct timeline for assigning a sponsor after receiving the DA Form 5434 is 10 days. This form is critical in the sponsorship process as it helps facilitate the transition and orientation of incoming personnel and their families. Assigning a sponsor within this timeframe ensures that the new service member can receive timely assistance, which helps to reduce stress and uncertainty associated with relocating. This period aligns with the Army's commitment to support soldiers and their families by providing them with the necessary resources and information as they arrive at their new duty station. Timely sponsorship is essential for fostering a welcoming environment and supporting the overall well-being and morale of service members and their families during transitions.

## 9. What is the Army's written policy on Equal Opportunity?

- A. Protection based on seniority
- B. Equal treatment regardless of personal attributes**
- C. Limited to working hours only
- D. Enforcement only on military installations

The Army's written policy on Equal Opportunity emphasizes equal treatment regardless of personal attributes, such as race, color, religion, gender, national origin, age, sexual orientation, and disability. This principle is foundational to fostering a workplace environment where all soldiers have the same access to opportunities and are evaluated solely based on their performance and qualifications rather than personal characteristics. This approach aligns with the Army's commitment to creating an inclusive culture where diversity is valued and every individual has the right to serve and advance without facing discrimination. The focus on equal treatment is critical to building effective teams and enhancing overall mission readiness, as it ensures all personnel are respected and empowered to contribute fully to their units. Considering this, it's clear how other options do not reflect the comprehensive and proactive nature of the Equal Opportunity policy. Protection based on seniority or limitations focused solely on working hours or military installations do not address the broader scope of equality and inclusivity that the Army seeks to uphold across all aspects of service.

## 10. How is the staff of the American Red Cross primarily composed?

- A. Full-time employees
- B. Contractors
- C. Volunteers**
- D. Interns

The staff of the American Red Cross is primarily composed of volunteers. This reflects the organization's commitment to community support and disaster assistance, leveraging the contributions and dedication of individuals who are passionate about helping others. Volunteers are pivotal in executing various programs and services offered by the American Red Cross, from disaster response to blood donation drives, as well as health and safety training. While there may be full-time employees, contractors, and interns involved in specific roles or projects, the foundational strength of the organization relies heavily on the willingness of volunteers to step in and provide their time and skills. This volunteer framework allows the American Red Cross to mobilize quickly in times of need, drawing on a vast network of individuals ready to assist in various capacities.

## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://armyprograms.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**

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