**Subject line: Contribute to strengthening the European Defence Industrial Base**

Dear [xxxx],

The European defence industry faces a skills gap and must continue to recruit qualified staff, which means that it needs to be an attractive employer for everyone. In order to assist different stakeholders in this task, the **European Commission** ([DG DEFIS](https://defence-industry-space.ec.europa.eu/index_en)) has initiated a survey on Perceptions and Experiences of the European Defence Industry as an employer, conducted by [Verian](https://www.veriangroup.com/), an independent research company.

The findings will improve the industry’s access to, and retention of, skilled labour. It is therefore important that as many defence workers across Europe as possible, including those who recently have retired, reply to the survey –**for this, your help is necessary**.

Simply click on the following link to take part:  <https://horizons.confirmit.eu/wix/p620921008399.aspx?ol=1>

The short online survey should take no more than **15 minutes** to complete and will ask about your experiences and views working in the defence sector.

Responses will be reported in aggregated form, will remain strictly confidential and won't be accessed by anyone outside of the research team. This means that any information you share in the survey will never be traceable to you or your employer.

We would like to thank you for your time in taking part in this important initiative.

If you have any questions about the research, please contact Verian’s research team at: DefenceIndustrySurvey2024@veriangroup.com.

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| Kind regards,  |
| [xxxx] |