

Subject: ENLISTMENT BONUS (EB) AND ENLISTMENT LOAN REPAYMENT (LRP) PROGRAMS//
Originator: COMNAVCRUITCOM MILLINGTON TN(UC)
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Precedence: ROUTINE
DAC: General

To: AIG 329, PERSUPP DET NTC GREAT LAKES IL(UC), PERSUPP DET NEW LONDON CT(UC),
PERSUPP DET BANGOR WA(UC), PERSUPP DET WASHINGTON DC(UC), PERSUPP DET YOKOSUKA
JA(UC), PERSUPP DET WPNSTA CHARLESTON SC(UC), PERSUPP DET NORTH ISLAND CA(UC)
cc: CNO WASHINGTON DC(UC), DFAS CLEVELAND OH(UC), PERSUPP DET PENSACOLA FL(UC),
COMNAVCRUITCOM MILLINGTON TN(UC)

UNCLASSIFIED//

Precedence: ROUTINE

MSGID/GENADMIN/N1//

SUBJ/ENLISTMENT BONUS (EB) AND ENLISTMENT LOAN REPAYMENT (LRP) PROGRAMS//

REF/A/MSG/CNRC/292213ZSEP10//

REF/B/DOC/OPNAV/05APR2007//

REF/C/DOC/CNRC/22OCT2008//

REF/D/DOC/NPC-PMO//WEEKLY MATRIX//

REF/E/MSG/NAVADMIN 294-10// NARR/REF A IS COMMANDER, NAVY RECRUITING COMMAND
(CNRC) 29 SEP 2010 EB MESSAGE. REF B IS THE EB PROGRAM INSTRUCTION (OPNAVINST
1160.9). REF C IS COMNAVCRUITCOMINST 1130.8 (NAVY RECRUITING MANUAL-ENLISTED).
REF D IS THE PRODUCTION MANAGEMENT OFFICE (PERS 00C32) WEEKLY PRODUCTION
RECLASSIFICATION MATRIX (WPRM). REF E IS THE NAT RESERVE BONUS MESSAGE.//
RMKS/1. THIS MESSAGE REPLACES REF A FOR INDIVIDUALS ENTERING THE DELAYED ENTRY
PROGRAM ON OR AFTER 01 NOV 2010. THOSE INDIVIDUALS ALREADY IN THE DELAYED ENTRY
PROGRAM (DEP) ARE NOT AFFECTED BY THIS MESSAGE.

2. THE ENLISTMENT BONUS (EB) PROGRAM HAS EXPANDED OVER THE PAST SEVERAL YEARS IN
SUPPORT OF NAVY'S EMERGING STRATEGY FOR OUR PEOPLE. THE EB PROGRAM HAS ENABLED
NAVY TO ATTRACT AND ENLIST PERSONNEL WITH THE RIGHT FIT TO NAVY REQUIREMENTS.
THE EB PROGRAM PROVIDES FOR EXTENDED ENLISTMENTS TO MEET THE NEEDS OF THE FORCE.
THE ENLISTMENT BONUS PROGRAM

INCLUDES:

- A. EB FOR SOURCE RATE (EBSR)
- B. EB FOR PHYSICAL SCREENING TEST (EBPST)
- C. EB FOR LANGUAGE PROFICIENCY (EBLP)
- D. EB FOR RECLASSIFICATION (EBRCL)

COMBINATIONS OF ENLISTMENT BONUSES CAN BE TAKEN TOGETHER AND WILL BE REFERRED TO
COLLECTIVELY AS "EB" IN THIS MESSAGE.

3. POLICY: THE EFFECTIVE EB AWARD LEVEL MESSAGE DETERMINES THE AMOUNT OF EB THAT
MAY BE AWARDED. THE MESSAGE IN EFFECT FOR A SAILOR IS DETERMINED BY THE DATE THE
SAILOR ENTERS THE DEP. EBSR AWARD LEVELS CAN VARY BASED ON SHIP MONTH. IF
RECLASSIFICATION OCCURS WHILE IN THE DEP, CLASSIFIERS MUST CAREFULLY NOTE THE
AWARD LEVEL FOR THE NEW SHIP MONTH TO DETERMINE THE SAILOR'S NEW AWARD LEVEL.
CLASSIFIERS ARE NOT AUTHORIZED TO NEGOTIATE AWARD LEVELS. SAILORS ARE REQUIRED TO
FULFILL ALL EB GUIDELINES, INCLUDING THE 12-MONTH EXTENSION REQUIREMENT (SEE NOTE
1 FOR EXCEPTIONS). FOR EXAMPLE, IF A 5YO-BU RECRUIT TAKES THE EBLP, THEN THIS
RECRUIT WOULD HAVE TWO NAVPERS 1070/621, ONE FOR THE EXTRA 12-MONTHS FOR RATE
TRAINING AND THE OTHER FOR TAKING THE EBLP. THE NAVPERS 1070/621 (AGREEMENT TO

EXTEND ENLISTMENT) FOR THE EBLP SHALL CONTAIN THE FOLLOWING STATEMENT: "TO ESTABLISH ELIGIBILITY FOR THE ENLISTMENT BONUS AS SPECIFIED IN OPNAVINST 1160.9." TOTAL ENLISTMENT FOR THIS RECRUIT IS SIX YEARS. NO ACTIVE DUTY ENLISTMENT TERM SHALL EXCEED SIX YEARS. COMBINATIONS OF EB AND LOAN REPAYMENT PROGRAM (LRP) AND COMBINATIONS OF LRP AND NCF ARE PROHIBITED. TOTAL EB INCENTIVE SHALL NOT EXCEED \$40,000.

4. MAINTENANCE AND TERMINATION:

A. IF A SAILOR CHANGES RATING, SKILL, PROGRAM, OR SHIP DATE WHILE IN THE DEP, THE ORIGINAL EFFECTIVE MESSAGE AT TIME OF ENROLLMENT INTO THE DEP REMAINS APPLICABLE TO THAT SAILOR. DO NOT DISCHARGE AND REENTER A SAILOR FROM THE DEP TO INCREASE AWARD LEVEL. IN ALL RECLASSIFICATION CASES, A NEW ENLISTMENT CONTRACT (ENLISTMENT GUARANTEE ANNEX (1133/52)) MUST BE GENERATED THAT REPLACES THE PREVIOUS CONTRACT. PAGE 13 ENTRIES CANNOT MODIFY OR CHANGE THE BONUS AMOUNTS ON AN EXISTING CONTRACT.

B. IF A SAILOR CHANGES RATING, SKILL, OR PROGRAM DURING RECLASSIFICATION AFTER ACCESSION TO ACTIVE DUTY, THE SAILOR MAY BE ELIGIBLE FOR NEW BONUS AMOUNTS. USE THE EB MESSAGE AND THE WPRM IN EFFECT ON THE DAY OF RECLASSIFICATION TO DETERMINE THE NEW AWARD AMOUNT. TO DETERMINE THE EBSR FOR THE SAILOR, USE THE MONTH THE SAILOR RECLASSIFIED AS THE SHIP MONTH SHOWN IN PARAGRAPHS 11 OR 12. TO DETERMINE THE EBRCL, USE WPRM IN EFFECT ON THE DAY OF RECLASSIFICATION TO CONFIGURE THE EBRCL. THE PRODUCTION MANAGEMENT OFFICE (PERS-00C23) WILL APPROVE ALL RECLASSIFICATION REQUESTS UNDER THIS GUIDANCE, PER REF D.

5. PRIOR SERVICE: TO BE ELIGIBLE FOR AN EB, A RETURNING ACTIVE DUTY SERVICE-MEMBER WHO IS A VETERAN MUST ENTER AT PAYGRADE E4 OR BELOW AND HAVE NOT PREVIOUSLY RECEIVED AN EB OR SELECTIVE REENLISTMENT BONUS (SRB). NAVY VETERANS SHOULD BE SCREENED FOR SRB ELIGIBILITY.

6. EB FOR LANGUAGE PROFICIENCY (EBLP): A SAILOR WHO DEMONSTRATES A CRITICAL LANGUAGE PROFICIENCY, AS OUTLINED IN THIS PARAGRAPH, CAN EARN A \$10,000 EBLP. RESERVE PROGRAM SAILORS ARE NOT ELIGIBLE. A SCORE GREATER THAN OR EQUAL TO 2/2 ON THE DEFENSE LANGUAGE PROFICIENCY TEST IS REQUIRED AND MUST BE ACHIEVED PRIOR TO GRADUATION FROM RTC. SAILORS RECEIVING AN EBLP ARE REQUIRED TO FULFILL ALL EB PROGRAM GUIDELINES, INCLUDING THE 12-MONTH EXTENSION. EBLP MAY BE COMBINED WITH OTHER EB'S.

A. ELIGIBLE PROGRAMS AND RATINGS: 5YO BU, 5YO CE, 5YO CM, 5YO EA, 5YO EO, 5YO SW, 5YO UT, 5YO HM, SCHOOL GUARANTEE (SG) MA, SG LS, AND SG RP.

B. ELIGIBLE FOREIGN LANGUAGES: ARABIC, MODERN STANDARD AD/ARB, PERSIAN FARSI (IRANIAN) PF/PES, INDONESIAN JN/IND, ARABIC GULF (IRAQI) DG/OAG, MALAY ML/MLY, PERSIAN DARI (AFGHAN) PG/PRS, SOMALI SM/SOM, URDU UR/URD, PASHTO PU/PUS, HINDI HJ/HIN, TAMIL TC/TAM, ARABIC DIALECTS (TO INCLUDE ALGERIAN, GULF, IRAQI, ETC.), BALUCHI BT/BAL, CHECHEN, CK/CHE, KURDISH KU/KUR, PUNJABI PJ/PAN, SWAHILI SW/SWA, TAUSUG/MORO MH/TSG.

7. EB FOR RECLASSIFICATION (EBRCL): A SAILOR WHO RECLASSIFIES INTO A CRITICAL RATING, AS IDENTIFIED ON THE WPRM (REF E) WITH APPROVAL FROM PMO (PERS-00C32), IS ELIGIBLE FOR AN \$8,000 EBRCL. SAILORS RECEIVING AN EBRCL ARE REQUIRED TO FULFILL ALL EB PROGRAM GUIDELINES, INCLUDING THE 12-MONTH EXTENSION. EBRCL MAY NOT BE COMBINED WITH OTHER EB'S. IF A SAILOR FAILS TO REMAIN IN THE RATING ELIGIBLE FOR THE EBRCL, THEN EBRCL COULD BE RECOUPED.

8. EB FOR PST (EBPST): SAILORS IN SPECWAR/SPECOPS/AIRR RATINGS WHO PASS THE PHYSICAL SCREENING TEST (PST) AT RECRUIT TRAINING COMMAND AT THE ELEVATED LEVEL ARE ELIGIBLE FOR THE EBPST. PARTICIPANTS WHO ACHIEVE STANDARDS FOR PASSING AT AN ELEVATED SCORE WILL RECEIVE \$2,000 EBPST. SPECIFIC STANDARDS FOR PASSING AT AN ELEVATED SCORE WILL BE PROMULGATED BY SEPARATE CORRESPONDENCE.

A. SAILORS WHO ATTRITE DURING SPECWAR/SPECOPS/AIRR TRAINING AND REMAIN IN THE NAVY WILL RETAIN THEIR EBPST. IF THE SAILOR RECLASSIFIES AFTER ATTRITING AS OUTLINED IN PARAGRAPH 4B OF THIS GENADMIN, THE SAILOR WILL HAVE HIS NEW EBSR REDUCED BY ANY EBPST PAYMENT ALREADY RECEIVED.

9. THE FOLLOWING EB PROGRAM PAYMENT PROCEDURES APPLY:

A. EBSR, EBRCL AND EBLP: SAILORS BECOME ELIGIBLE FOR PAYMENT UPON SUCCESSFUL COMPLETION OF "A" AND/OR "C" SCHOOL AND DESIGNATION IN THE SKILL FOR WHICH THE SAILOR ENLISTED. FOR SAILORS IN SG OR 5YO PROGRAMS, THE MOST APPROPRIATE TIME OF PAYMENT IS UPON GRADUATION FROM "A" SCHOOL.

FOR SAILORS IN THE ADVANCED ELECTRONIC FIELD (AEF)/ADVANCED TECHNICAL FIELD (ATF)/PROFESSIONAL APPRENTICE CAREER TRACK (PACT) PROGRAMS, PAYMENT OCCURS AFTER THE SAILOR ARRIVES AT HIS/HER FIRST PERMANENT DUTY STATION. HOWEVER, FOR ATF-SO THE FINAL PAYMENT SHOULD FOLLOW GRADUATION FROM SEAL QUALIFICATION TRAINING (SQT). FOR ATF-SB THE FINAL PAYMENT SHOULD FOLLOW GRADUATION FROM THE CREWMAN QUALIFICATION TRAINING (CQT); ATF-EOD FOLLOWING EOD "A" SCHOOL; FOR ATF-ND FOLLOWING DIVE "A" SCHOOL.

FOR SAILORS IN THE AIRCREW PROGRAM - RESCUE SWIMMER (AIRR), PAYMENT OCCURS AFTER GRADUATION FROM "A" SCHOOL AND ARRIVAL AT THE SAILOR'S FIRST PERMANENT DUTY STATION FILLING A 7815 BILLET.

B. EBPST FOR SPECOPS/SPECWAR/AIRR: THE \$2,000 EBPST IS DEDUCTED FROM THE EBSR. EBPST PAYMENT WILL BE PROCESSED BY PERSONNEL SUPPORT DETACHMENT (PSD) GREAT LAKES PRIOR TO SAILOR DETACHING RTC. SAILORS WITH EBSR IN HIS/HER CONTRACT WILL RECEIVE THE REMAINING VALUE OF THE EBSR IAW PARAGRAPH 9A. ADJUSTMENTS TO BONUSES WILL BE MADE TO ENSURE THAT THE \$40,000 EB LIMIT IS NOT EXCEEDED. ALL SUBSEQUENT PAYMENT REQUESTS DESCRIBED BELOW WILL BE MADE THROUGH NPC PERS-811.

C. NUCLEAR FIELD PROGRAM: PAYMENT PROCEDURES FOR PHASED EB ARE LISTED IN PARAGRAPH 13 OF REF B. SAILORS RECEIVE MULTIPLE PAYMENTS PER PARAGRAPH 13 OF REF B. PSD'S SERVICING SCHOOLS SHOULD CONTACT NPC PERS-811 FOR FURTHER GUIDANCE ON PHASED PAYMENT AMOUNTS.

10. NEW ACCESSION TRAINING (NAT) (FORMERLY KNOWN AS THE "NON-PRIOR SERVICE BASIC" OR "NPSB" PROGRAM): SAILORS ENTERING THE NAT PROGRAM ARE NOT ELIGIBLE FOR ACTIVE DUTY EBSR OR EBLP. SEE REF E FOR NAT PROGRAM BONUS DETAILS.

11. EBSR ELIGIBILITY:

A. THE FOLLOWING PROGRAMS AND RATINGS ARE ELIGIBLE FOR THE EBSR IN THESE SHIP MONTHS:

| RATINGS | SHIP MONTHS | EBSR |
|----------|----------------------|----------|
| NF | OCTOBER - SEPTEMBER: | \$12,000 |
| AIRR-ATF | OCTOBER - SEPTEMBER: | \$12,000 |
| EOD-ATF | OCTOBER - SEPTEMBER: | \$12,000 |
| ND-ATF | OCTOBER - SEPTEMBER: | \$12,000 |
| SB-ATF | OCTOBER - SEPTEMBER: | \$12,000 |
| SO-ATF | OCTOBER - SEPTEMBER: | \$20,000 |

B. THE FOLLOWING PROGRAMS AND RATINGS ARE ELIGIBLE FOR THE EBSR IN THESE SHIP MONTHS IN FY11 ONLY:

| RATINGS | SHIP MONTHS | EBSR |
|---------|------------------------------|---------|
| IT-ATF | DECEMBER 2010 - JANUARY 2011 | \$8,000 |
| IT-SG | DECEMBER 2010 - MARCH 2011 | \$5,000 |

12. LRP PROGRAM:

A. WITH THE EXCEPTION OF FULL TIME SUPPORT (FTS) AND NATIONAL ACCESSION TRAINING (NAT), ALL ACTIVE DUTY RATINGS AND PROGRAMS ARE ELIGIBLE FOR LRP IN ALL FY 11 SHIPPING MONTHS.

B. APPLICATION PROCEDURES ARE CONTAINED IN REF C.

MINIMUM REQUIREMENTS: CURRENT NAVCRUIT 1133/52 AND NAVCRUIT 1133/75, COMPLETED DD FORM 2475, AND PROMISSORY NOTES ON QUALIFYING LOANS.

TYPICAL QUALIFYING LOANS ARE STAFFORD, PERKINS, PLUS (RECRUIT MUST BE LISTED AS THE STUDENT), AND FORD LOANS. THESE QUALIFYING LOANS ARE GENERALLY DESCRIBED AS TITLE 4 LOANS. TYPICAL NON-QUALIFYING LOANS ARE CREDIT BASED LOANS SUCH AS PRIVATE, SIGNATURE, ALTERNATIVE, AND NON-TITLE FOUR LOANS. LRP PARTICIPANTS WHO ACCESS WITHOUT LRP PROGRAM MANAGER (NAVY RECRUITING COMMAND CODE N531) APPROVAL ARE NOT ENROLLED IN THE NAVY'S LRP. LISTING LRP ON THE ENLISTMENT GUARANTEE FORM (NAVCRUIT 1133/52; ANNEX TO DD FORM 4) WITHOUT APPROVAL FROM THE LRP PROGRAM MANAGER DOES NOT CONSTITUTE ENROLLEMENT NOR ENTITLEMENT TO LRP BENEFITS.

C. PAYMENT PROCEDURES ARE CONTAINED IN REF C. THE MAXIMUM BENEFIT IS \$65,000 AND IS APPLIED TO THE LESSER OF THE ORIGINAL LOAN AMOUNT OR PRINCIPAL BALANCE OUTSTANDING AT TIME OF ACCESSION ONTO ACTIVE DUTY FOR ALL QUALIFYING LOANS. MEMBERS MUST SUBMIT A COMPLETED DD FORM 2475 TO THE LRP MANAGER, ANNUALLY, 90 DAYS IN ADVANCE OF THE ANNIVERSARY OF THEIR ACTIVE DUTY SERVICE DATE. DFAS WILL DISTRIBUTE PAYMENT, LESS FEDERAL AND STATE TAXES, DIRECTLY TO THE LENDER. MEMBERS ARE SENT A SEPARATE IRS FORM W-2 OR 1099 TO DOCUMENT THE WITHHOLDING OF TAXES. THESE FORMS ARE SENT TO THE MEMBER'S UNIT ADDRESS, NOT THEIR HOME ADDRESS.

D. MONTGOMERY GI BILL (MGIB) AND POST 9/11 GI BILL ENTITLEMENTS WILL BE AFFECTED BY SELECTING ACTIVE DUTY LRP. FOR MORE INFORMATION GO TO WWW.NPC.NAVY.MIL/CAREERINFO/EDUCATION/GIBILL.

NOTES:

(1) APPLICANTS IN THE NF, SECF-5YO, AND OTHER PROGRAMS WITH A TOTAL OF SIX YEARS OBLIGATION DO NOT NEED TO SIGN A 12-MONTH EXTENSION FOR PARTICIPATING IN THE EB PROGRAM.

13. FOR EB POLICY QUESTIONS CALL OPNAV N130D2 AT COMM (703) 695-3130/DSN 225. FOR EB PROCEDURAL QUESTIONS, CONTACT MR. GARY TON, CNRC, AT COMM(901) 874-9322/DSN 882. FOR EB PHASED PAYMENT QUESTIONS, CONTACT PERS-811 AT COMM(901) 874-3215/DSN 882. FOR PMO WPRM QUESTIONS, CONTACT STEVE CLEMENS, METRICS AND RECLASSIFICATION BRAND HEAD AT 901-874-4646/EMAIL STEVEN.CLEMENS@NAVY.MIL. FOR LRP POLICY AND PROCEDURE QUESTIONS CALL THE NAVY RECRUITING COMMAND LRP MANAGER AT (877) 747-7657. FOR PAST EB AND LRP-NCF MESSAGES, FAQ'S, AND FORMS, GO TO WWW.CNRC.NAVY.MIL AND SELECT ENLISTED INCENTIVES. REQUEST WIDEST DISSEMINATION TO ALL RECRUITING ACTIVITIES AND PERSONNEL SUPPORT DETACHMENTS.

14. RELEASED BY RDML CRAIG S. FALLER, CNRC. MINIMIZE CONSIDERED.//