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BT

UNCLAS

MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N2/MAR//

SUBJ/ACTIVE COMPONENT ENLISTMENT BONUSES (EB)

AND RESERVE COMPONENT SHIPPING BONUSES//

REF/A/MSG/COMNAVCRUITCOM/ 241640Z JUN 22 //

REF/B/DOC/COMNAVCRUITCOM/21JUL22//

REF/C/DOC/OPNAV/3JUN19//

REF/D/DOC/NDAA/2022//

REF/E/DOC/DODI/5NOV2020//

REF/F/MSG/ALNAVRESFOR 0003/131549Z JAN 22//

REF/G/MEMO/CNP/15JUN21//

NARR/REF A IS ACTIVE COMPONENT ENLISTMENT BONUS (EB)

AND RESERVE COMPONENT SHIPPING BONUSES.

REF B IS COMNAVCRUITCOMINST 1130.8M,

NAVY RECRUITING MANUAL-ENLISTED.

REF C IS OPNAVINST 1160.9A, THE EB PROGRAM INSTRUCTION.

REF D IS NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) OF 2022,
authorizes Enlistment Bonuses through December 31, 2022.

REF E IS DoD INSTRUCTION 1304.31, ENLISTED BONUS PROGRAM.

REF F IS FY22 SELECTED RESERVE ENLISTED RECRUITING AND
RETENTION INCENTIVES, THE EB PROGRAM INSTRUCTION.

REF G IS DELEGATION OF AUTHORITY FOR THE EB PROGRAM,
authorizing Commander, Navy Recruiting Command
(CNRC) to modify eligibility for the EB Program, and delegating
responsibilities to CNRC.

RMKS/1. This message announces the Enlistment **Incentives (EI)**
that must attract the highest quality of recruits to fit
specific requirements to ensure Fleet readiness.

This message replaces ref (a) and authorizes enlisted
Reserve Component (RC) shipping bonuses for select RC
ratings that ship during specific periods not otherwise
referred to in ref (f), for any Future Sailor(FS) initially
classified or reclassified on or after **5 August 22** who meet
the conditions of this message.

2. The **EI** Program includes:

- a. Enlistment Bonus Source Rate (EBSR)
- b. EB High School (EBHS)
- c. EB College Credit (EBCC)
- d. EB for Shipping (EBSHP)
- e. **Enlisted Loan Repayment Program (LRP)**

3. Ref D is dependent on congressional appropriations to
obligate funds. When funds are not available, the applicant will

be required to sign a statement on DD Form 1966 during classification. When legislation restores funding, classifiers can restore incentives based on the effective message at the time of the original classification.

4. **EI** Policy: Ref (e) provides guidance for determining bonus eligibility. The **EB** maximum limit is \$50,000. If the sum of **EBs** exceed \$50,000, EBSR will be reduced to maintain total **EB** at \$50,000. **However, EB and LRP can be combined such that each reach their respective maximum (\$50,000 EB and \$65,000 LRP).**

a. Contract Policy: While in the Delayed Entry Program (DEP), eligibility determinations are based on the initial date the Service Member enters DEP (see block 5 of DD 4), ship date, and effective message. Eligible bonuses are listed in the new contract and a Statement of Understanding (NAVCRUIT 1133/102) will be completed. Future Sailors will sign an Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCRUIT 1133/52)), with all eligible bonuses. Changes in program, rate, and ship date occur often. Classifiers must be vigilant.

b. Prior Service Members, either Navy or other services, re-enlisting onto Active Duty are eligible for bonuses. They must enter Active Duty in pay grade E-4 or below, meet specific bonus eligibility, and not have received a bonus in their first enlistment.

c. If a Service Member is reclassified while attending training, the EBSR is determined by the current effective message. If EBSHP, EBCC, EBPFA, EBPST, EBHS are listed in the old contract, they are transferred to the new contract.

5. Payments Policy: Sailors can be paid in one or multiple installments based on specific accomplishments of the bonus criteria.

a. EBCC, EBSHP and EBHS are paid upon graduation of RTC.

b. EBSR payments will be made by the Personnel Support Detachment (PSD) supporting the training pipeline.

c. Recoupment: Only the unearned portion of the EBSR is eligible for recoupment as outlined in ref (c).

6. Enlistment Bonuses:

a. Active Component Recruits are eligible for the enlistment bonus for source rate (EBSR) in these ship months and fiscal year(s):

RATE	PROGRAM	SHIP MONTHS	FY	EBSR	Notes
AIRR	ATF	October-September	Any	\$24,000	(3,6)
CTI	ATF	October-September	Any	\$15,000	(5)
CTN	ATF	October-September	Any	\$5,000	(2)
EOD	ATF	October-September	Any	\$18,000	(5,6)
HM	ATF	October-September	Any	\$18,000	(2)
ITS	ATF	October-September	Any	\$15,000	(2)
MMS	5YO	October-September	Any	\$10,000	(2)
MT	AEF	October-September	Any	\$5,000	(2)
NUC	NF	October-September	Any	\$38,000	(1)
SB	ATF	October-September	Any	\$18,000	(4,6)
SECF	5YO	October-September	Any	\$15,000	(2)

(1) See ref (c) for payment guidance.

(2) EBSR earned and payable upon graduation from A or C school.

(3) For Navy aviation rescue swimmer (AIRR) advance technical field (ATF), payment occurs after graduation from Naval Aircrew Candidate School (NACCS), "A" school, Fleet Replacement Squadron (FRS) training, and after arrival at first permanent duty station.

(4) For special boat (SB) ATF, the payment occurs following graduation from the crewman qualification training (CQT).

(5) For explosive ordnance disposal (EOD) ATF, payment occurs following EOD *A* school. For Cryptologic Technician Interpretive (CTI) ATF, payment occurs following Language *A* school and first duty station qualification training in the designated language.

(6) Must have earned the rating NEC and have a security clearance.

b. EB for High School (EBHS): Active Component recruits are eligible for EBHS if they enter DEP with a DoD Civilian Education code of 11S (High School Senior with 11 years of education) between the effective date of this message and 31 October 2022.

To remain eligible, they must graduate high school, and receive a DoD Civilian Education code of 12L (High School Graduate with 12 years of education), prior to accession.

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	July	23	\$10,000	(a,b,c)

(a) Eligibility for EBHS only exists while the FS is in DEP. EBHS is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the

EBHS separately on the Enlistment Guarantee (NAVCUIT 1133/52).

(c) The intent of this EBHS to rebuild DEP and fill vacancies in FY23 T3. Only newly contracted applicants are eligible for the bonuses listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS in DEP on the date of this message are not eligible.

c. EB for College Credit (EBCC): Not authorized.

d. EB for Shipping (EBSHP):

(1) Active Component recruits listed below are eligible for EBSHP in these months in FY22 in accordance with (IAW) associated notes. \$10,000 EBSHP is awarded to any newly classified applicant scheduled to ship in August-September 2022 or any FS currently in DEP with a scheduled shipping date of 1 October 2022 or later that rolls in or reclassifies into August-September 2022. Any newly classified applicant scheduled to ship in August-September 2022 or FS scheduled to ship in 1 October or later that rolls in to ship in August-September 2022 in the below ratings is authorized a \$10,000 EBSHP plus up to \$20,000 EBSHP, totaling an EBSHP amount of up to \$30,000. For example, a newly contracted applicant who enters DEP and is scheduled to ship 15 August 2022 as a CS-5YO is authorized a \$10,000 EBSHP. A FS currently in DEP with a scheduled shipping date of 2 October 2022 as an IT-SG who rolls in to ship in August-September 2022 will be authorized a \$25,000 EBSHP. Any FS in DEP scheduled to ship on or after 1 October 2022 that rolls in to ship during August-September 2022 is authorized a \$10,000, \$25,000, or \$30,000 EBSHP if they ship in August-September 2022 in a rating authorized an accelerated EBSHP amount.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP DATES	FY	EBSHP	Notes
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AECF	AEF	August - September	22	\$25,000	(a,b,c)
AIRR	ATF	August - September	22	\$25,000	(a,b,c)
AV	5YO	August - September	22	\$25,000	(a,b,c)
CSS	5YO	August - September	22	\$25,000	(a,b,c)
CTI	ATF	August - September	22	\$25,000	(a,b,c)
CTM	AEF	August - September	22	\$25,000	(a,b,c)
CTN	ATF	August - September	22	\$25,000	(a,b,c)
CTT	AEF	August - September	22	\$25,000	(a,b,c)
CTT	SG	August - September	22	\$25,000	(a,b,c)
EOD	ATF	August - September	22	\$25,000	(a,b,c)
HM	ATF	August - September	22	\$25,000	(a,b,c)
HMDH	SG	August - September	22	\$25,000	(a,b,c)
IT	ATF	August - September	22	\$25,000	(a,b,c)
IT	SG	August - September	22	\$25,000	(a,b,c)
ITS	ATF	August - September	22	\$30,000	(a,b,c)
MMS	5YO	August - September	22	\$25,000	(a,b,c)
MN	SG	August - September	22	\$25,000	(a,b,c)
MT	AEF	August - September	22	\$25,000	(a,b,c)
ND	ATF	August - September	22	\$25,000	(a,b,c)
NUC	NF	August - September	22	\$25,000	(a,b,c)
RP	SG	August - September	22	\$25,000	(a,b,c)
SB	ATF	August - September	22	\$25,000	(a,b,c)
SECF	5YO	August - September	22	\$30,000	(a,b,c)
SO	ATF	August - September	22	\$25,000	(a,b,c)
STG	5YO	August - September	22	\$25,000	(a,b,c)
STG	AEF	August - September	22	\$25,000	(a,b,c)
ANY		August - September	22	\$10,000	(a,b,c)

(a) Eligibility for EBSHP only exists while the FS is in DEP. EBSHP is earned and payable upon graduation

of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this EBSHP is to fill shipping gaps in **August-September 2022**. Newly contracted applicants as well as FS currently scheduled to ship in **1 October 2022** or later who reclassify or roll in to ship in **August-September 2022** are eligible for the bonuses listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS scheduled to ship **August-September 2022** on the effective date of this message are not eligible for EBSHP. The only exceptions are the following:

[1] Reclassifications: If the FS was not previously classified in an EBSR eligible rating and that FS classifies into one of the EBSR eligible ratings in the specific shipping month(s) listed, **they are eligible for EBSHP at the current levels.**

[2] Roll ins: If a FS is scheduled to ship in one of the specified ratings eligible to earn **\$10,000/\$25,000/\$30,000** EBSHP but has a shipping date of **1 October** or later, they must Roll into **August-September 2022** to be eligible for the **\$10,000/\$25,000/\$30,000.**

(2) Reserve Component New Accession Training (NAT) recruits listed below are eligible for NAT EBSHP in these months in FY22 IAW associated notes.

RESERVE COMPONENT NAT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AIRC	NAT	August - September	22	\$5,000	(a,b,c)
CTT	NAT	August - September	22	\$10,000	(a,b,c)

EA	NAT	August - September	22	\$10,000	(a,b,c)
IS	NAT	August - September	22	\$15,000	(a,b,c)
IT	NAT	August - September	22	\$15,000	(a,b,c)
MN	NAT	August - September	22	\$10,000	(a,b,c)
RP	NAT	August - September	22	\$10,000	(a,b,c)

(a) Eligibility for EBSHP only exists while the FS is in DEP. EBSHP is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this NAT EBSHP is to fill shipping gaps in August through September. Only newly contracted NAT applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for NAT EBSHP.

(3) Reserve Component Training and Administration of the Reserves (TAR) recruits listed below are eligible for EBSHP in these months in FY22 IAW associated notes. \$25,000 TAR EBSHP is awarded to any newly classified TAR applicant scheduled to ship in August - September 2022.

RESERVE COMPONENT FTS TABLE – EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
ANY	TAR	August – September	22	\$25,000	(a,b,c,d)

(a) Eligibility for TAR EBSHP only exists while the FS is in DEP. EBSHP is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this TAR EBSHP is to fill shipping gaps in August through September. Only newly contracted TAR applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for TAR EBSHP.

(d) Reserve Component Full-time Support (FTS) program name is replaced with TAR.

6. LRP Policy: This message reinstates the Loan Repayment Program for any Future Sailor initially classified or reclassified on the effective date of this message. Ref (b) provides guidance for determining LRP eligibility.

a. Active Component Enlisted Loan Repayment Eligibility: Participants are eligible for LRP if they ship in any month of any FY. Participants in rates listed below are eligible.

PROGRAM	SHIP MONTHS	FY	MAX LRP	Notes
ANY	October-September	Any	\$65,000	(1)

(1) Future Sailors must access to Active Component and have LRP listed as a guarantee in their current Annex to DD Form 4 (Enlistment Guarantee/NAVCRUIT 1133/52) in order to maintain eligibility. Classifiers will obtain the NRC LRP Manager decision prior to generating the new Annex. LRP can be combined with all other EB types. For post-accession inquiries, the LRP Manager is responsible for determining LRP eligibility.

b. Sailors that accessed without LRP in their contract are ineligible to receive LRP as a result of reclassification; contact the LRP Manager for specific inquiries.

8. For EB policy questions, ref (c) is located at <https://www.secnav.navy.mil/doni/Directives>. CNRC Incentive website is <https://www.cnrc.navy.mil/pages-nrc-links/>

nrc-enlisted-incentives.htm. Go to FAQs for contact information.

Request widest dissemination to all recruiting activities and personnel support detachments.

9. Released by RDML A.T. Walker, CNRC//

AC EB & LRP

ACTIVE COMPONENT (5 AUG 2022)				ACTIVE COMPONENT (5 AUG 2022)				ACTIVE COMPONENT (5 AUG 2022)			
Who	Listed	Listed	Listed	Who	Listed	Listed	Listed	Who	Listed	Listed	Listed
Shipping	Any Date	August - September FY22	July FY23	Shipping	Any Date	August - September FY22	July FY23	Shipping	Any Date	August - September FY22	July FY23
RATING	EBSR	EBSHP	EBHS	RATING	EBSR	EBSHP	EBHS	RATING	EBSR	EBSHP	EBHS
ABE-5YO		10000	10000	CTT-SG		25000	10000	MMS-5YO	10000	25000	10000
ABF-5YO		10000	10000	DC-5YO		10000	10000	MN-SG		25000	10000
ABH-5YO		10000	10000	EA-5YO		10000	10000	MR-SG		10000	10000
AC-5YO		10000	10000	EM-5YO		10000	10000	MT-AEF	5000	25000	10000
AD-SG		10000	10000	EN-5YO		10000	10000	MU-SG		10000	10000
AECF-AEF		25000	10000	EO-5YO		10000	10000	ND-ATF		25000	10000
AG-SG		10000	10000	EOD-ATF	18000	25000	10000	NUC-NF	38000	25000	10000
AIRC-ATF		10000	10000	FN-PACT		10000	10000	OS-5YO		10000	10000
AIRR-ATF	24000	25000	10000	GM-5YO		10000	10000	PR-SG		10000	10000
AM-5YO		10000	10000	GSE-5YO		10000	10000	PS-SG		10000	10000
AME-5YO		10000	10000	GSM-5YO		10000	10000	QM-5YO		10000	10000
AN-PACT		10000	10000	HM-5YO		10000	10000	RP-SG		25000	10000
AO-5YO		10000	10000	HM-ATF	18000	25000	10000	RS-5YO		10000	10000
AS-SG		10000	10000	HMBHT-		10000	10000	SB-ATF	18000	25000	10000
AV-5YO		25000	10000	HMDA-5YO		10000	10000	SECF-5YO	15000	30000	10000
AZ-5YO		10000	10000	HMDH-SG		25000	10000	SN-PACT		10000	10000
BM-5YO		10000	10000	HM-SG		10000	10000	SO-ATF		25000	10000
BU-5YO		10000	10000	HT-5YO		10000	10000	STG-5YO		25000	10000
CE-5YO		10000	10000	IC-ATF		10000	10000	STG-AEF		25000	10000
CM-5YO		10000	10000	IC-SG		10000	10000	SW-5YO		10000	10000
CS-5YO		10000	10000	IS-ATF		10000	10000	UT-5YO		10000	10000
CSS-5YO		25000	10000	IT-ATF		25000	10000	YN-SG		10000	10000
CTI-ATF	15000	25000	10000	ITS-ATF	15000	30000	10000	YNS-SG		10000	10000
CTM-AEF		25000	10000	IT-SG		25000	10000				
CTN-ATF	5000	25000	10000	LS-5YO		10000	10000				
CTR-SG		10000	10000	LSS-5YO		10000	10000				
CTT-AEF		25000	10000	MA-SG		10000	10000				
				MC-5YO		10000	10000				
				MM-5YO		10000	10000				

*AC LRP available for all AC ratings shipping in any month of any FY. Max LRP amount is \$65000.

RC EB

TAR (FTS) RESERVE COMPONENT (5 AUG 2022)			NAT RESERVE COMPONENT (5 AUG 2022)		
Who	Listed	Listed	Who	Listed	Listed
Shipping	Any Date	August - September FY22	Shipping	Any Date	August - September FY22
RATING	EBSR	EBSHP	RATING	EBSR	EBSHP
AD-FTS		25000	AD-NAT		
AECF-FTS		25000	AECF-NAT		
AIRC-FTS		25000	AG-NAT		
AME-FTS		25000	AIRC-NAT	15000	5000
AM-FTS		25000	AM-NAT		
AO-FTS		25000	AZ-NAT		
AS-FTS		25000	BM-NAT		
AV-FTS		25000	BU-NAT		
AZ-FTS		25000	CE-NAT		
BM-FTS		25000	CM-NAT		
DC-FTS		25000	CTR-NAT		
EM-FTS		25000	CTT-NAT		10000
HM-FTS		25000	EA-NAT		10000
IT-FTS		25000	EN-NAT		
LS-FTS		25000	EO-NAT	5000	
PR-FTS		25000	GM-NAT		
PS-FTS		25000	GSM-NAT		
YN-FTS		25000	HM-NAT		
			HT-NAT		
			IS-NAT	5000	15000
			IT-NAT	5000	15000
			LS-NAT		
			MA-NAT		
			MC-NAT		
			MN-NAT		10000
			PS-NAT		
			QM-NAT		
			RP-NAT		10000
			SW-NAT		
			UT-NAT		
			YN-NAT		