

R 161557Z SEP 22 MID600052164121U

FM COMNAVCRUITCOM MILLINGTON TN

TO FUNCSEVCTR GREAT LAKES IL

FUNCSEVCTR NORFOLK VA

PERSUPP DET KITSAP WA

PERSUPP DET NEW LONDON CT

PERSUPP DET WASHINGTON DC

PERSUPP DET YOKOSUKA JA

PERSUPP DET WPNSTA CHARLESTON SC

PERSUPP DET PENSACOLA FL

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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/ 042222Z AUG 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//

REF/H/OPNOTE148/NRCN3/06SEP22//

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. REF H is Navy Recruiting Command Operations

Note that modifies Loan Repayment Program processing policy.

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 17 September 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 (NAVCROUIT 1133/102) will be completed. Future Sailors will sign an Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCROUIT 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. Additionally, Navy Prior Service Members must have been separated from active duty for at least 12 months prior to shipping to be eligible for bonuses. Prior Service

Members re-enlisting into the

Reserves will use Ref (F) to determine bonus eligibility.

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 December 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.

ACTIVE COMPONENT TABLE - EBHS

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	Jun-July	23	\$10,000	(1,2,3)

RESERVE COMPONENT TAR TABLE – EBHS

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	Jun	23	\$10,000	(1,2,3)

1. 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.

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

3. 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): Active Component recruits enlisting in any rate/program with college credit from a postsecondary accredited institution can receive EBCC. EBCC is payable and earned upon graduation from RTC. EBCC can be combined with EBSR, EBSHP, and EBHS. If the institution is not in the Database of Accredited Post-Secondary Institutions and Programs, then a "Request for Evaluation of Education Credentials and Foreign Education (EDVER), NAVCRUIT 1133/51, must be used to verify its accreditation.

The DoE site is <https://ope.ed.gov/dapip/#/home>

All future sailors with foreign education must have an approved NAVCRUIT 1133/51 to be eligible for the EBCC.

PROGRAM	SHIP MONTHS	FY	EBCC	Notes
ANY	October-September	Any	\$5,000	(1,2,3,4)
ANY	October-September	Any	\$8,000	(1,2,3,5)
ANY	October-September	Any	\$3,000	(1,2,3,6)
ANY	October-September	Any	\$5,000	(1,2,3,7)
ANY	October-September	Any	\$2,000	(1,2,3,8)
ANY	October-September	Any	\$3,000	(1,2,3,9)
ANY	October-September	Any	\$4,000	(1,2,3,10)
ANY	October-September	Any	\$6,000	(1,2,3,11)
ANY	October-September	Any	\$7,000	(1,2,3,12)

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

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

3. The intent of this EBCC is to fill shipping gaps in September-December 2022. 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.

4. For Associates Degree.

5. For Bachelor Degree or greater.

6. For 1yr vocation.

7. For 2yr vocation.
8. For 12-23 semester hours.
9. For 24-47 semester hours.
10. For 48-71 semester hours.
11. For 72-95 semester hours.
12. For 96 or greater semester hours.

d. EB for Shipping (EBSHP):

(a) Active Component recruits listed below are eligible for EBSHP in these months in FY22 and FY23 in accordance with (IAW) associated notes. Any newly classified applicant scheduled to ship in **September-December 2022** in the below ratings is authorized a \$10,000 EBSHP plus up to **\$25,000** EBSHP, totaling an EBSHP amount of up to **\$35,000**.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
AECF	AEF	September FY22-December FY23	\$25,000	(1,2,3)
AIRR	ATF	September FY22-December FY23	\$25,000	(1,2,3)
AV	5YO	September FY22-December FY23	\$25,000	(1,2,3)
CSS	5YO	September FY22-December FY23	\$25,000	(1,2,3)
CTI	ATF	September FY22-December FY23	\$25,000	(1,2,3)
CTM	AEF	September FY22-December FY23	\$25,000	(1,2,3)
CTN	ATF	September FY22-December FY23	\$25,000	(1,2,3)
CTT	AEF	September FY22-December FY23	\$25,000	(1,2,3)
CTT	SG	September FY22-December FY23	\$25,000	(1,2,3)
EOD	ATF	September FY22-December FY23	\$25,000	(1,2,3)
HM	ATF	September FY22-December FY23	\$25,000	(1,2,3)
HMDH	SG	September FY22-December FY23	\$25,000	(1,2,3)

IT	ATF	September FY22-December FY23	\$25,000	(1,2,3)
IT	SG	September FY22-December FY23	\$25,000	(1,2,3)
ITS	ATF	September FY22-December FY23	\$35,000	(1,2,3)
MMS	5YO	September FY22-December FY23	\$25,000	(1,2,3)
MN	SG	September FY22-December FY23	\$25,000	(1,2,3)
MT	AEF	September FY22-December FY23	\$25,000	(1,2,3)
ND	ATF	September FY22-December FY23	\$25,000	(1,2,3)
NUC	NF	September FY22-December FY23	\$25,000	(1,2,3)
RP	SG	September FY22-December FY23	\$25,000	(1,2,3)
SB	ATF	September FY22-December FY23	\$25,000	(1,2,3)
SECF	5YO	September FY22-December FY23	\$35,000	(1,2,3)
SO	ATF	September FY22-December FY23	\$25,000	(1,2,3)
STG	5YO	September FY22-December FY23	\$25,000	(1,2,3)
STG	AEF	September FY22-December FY23	\$25,000	(1,2,3)
ANY		September FY22-December FY23	\$10,000	(1,2,3)

1. 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.

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

3. The intent of this EBSHP is to fill shipping gaps in September-December 2022. Only newly contracted applicants are eligible for the bonuses listed above. FS scheduled to ship in September FY22 with an EBSHP in their contract are authorized to retain EBSHP if requested to roll into FY23 at the request of the Navy. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus.

(b) Reserve Component recruits listed below are eligible for

EBSHP in these months in **FY22 or FY23** IAW associated notes.

RESERVE COMPONENT NAT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
AIRC	NAT	September FY22-December FY23	\$5,000	(1,2,3)
CTT	NAT	September FY22-December FY23	\$10,000	(1,2,3)
EA	NAT	September FY22-December FY23	\$10,000	(1,2,3)
IS	NAT	September FY22-December FY23	\$15,000	(1,2,3)
IT	NAT	September FY22-December FY23	\$15,000	(1,2,3)
MN	NAT	September FY22-December FY23	\$10,000	(1,2,3)
RP	NAT	September FY22-December FY23	\$10,000	(1,2,3)

RESERVE COMPONENT TAR TABLE – EBSHP

RATE	PROGRAM	SHIP MONTHS/FY	EBSHP	Notes
ANY	TAR	September FY22-December FY23	\$25,000	(1,2,3,4)

1. 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.

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

3. The intent of this EBSHP is to fill shipping gaps in **September** and December 2022. Only newly contracted TAR applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for EBSHP.

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

7. 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.

c. The LRP Manager oversees the application and payment process. REF H modifies application policy by approving applications based on specific conditions, specifically the lack of a signed DD 2475.

1. Applicants must have a 50 AFQT or above.

2. Approximately 25% of the payment will be withheld for tax purposes.

3. Applicants must submit a DD 2475 for each payment.

4. Applicants will receive an Approval Letter with instructions.

5. Applicant will receive a W-2 to calculate taxes withheld

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

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

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

AC EB & LRP

ACTIVE COMPONENT (17 SEP 2022)					ACTIVE COMPONENT (17 SEP 2022)					ACTIVE COMPONENT (17 SEP 2022)				
Who	Listed	Listed	Listed	Listed	Who	Listed	Listed	Listed	Listed	Who	Listed	Listed	Listed	Listed
Shipping	Any Date	Any Date	September FY22 - December FY23	June-July FY23	Shipping	Any Date	Any Date	September FY22 - December FY23	June-July FY23	Shipping	Any Date	Any Date	September FY22 - December FY23	June-July FY23
RATING	EBSR	EBCC	EBSHP	EBHS	RATING	EBSR	EBCC	EBSHP	EBHS	RATING	EBSR	EBCC	EBSHP	EBHS
ABE-SYO		max 8000	10000	10000	DC-SYO		max 8000	10000	10000	MMS-SYO	10000	max 8000	25000	10000
ABF-SYO		max 8000	10000	10000	EA-SYO		max 8000	10000	10000	MN-SG		max 8000	25000	10000
ABH-SYO		max 8000	10000	10000	EM-SYO		max 8000	10000	10000	MR-SG		max 8000	10000	10000
AC-SYO		max 8000	10000	10000	EN-SYO		max 8000	10000	10000	MT-AEF	5000	max 8000	25000	10000
AD-SG		max 8000	10000	10000	EO-SYO		max 8000	10000	10000	MU-SG		max 8000	10000	10000
AECF-AEF		max 8000	25000	10000	EOD-ATF	18000	max 8000	25000	10000	ND-ATF		max 8000	25000	10000
AG-SG		max 8000	10000	10000	FN-PACT		max 8000	10000	10000	NUC-NF	38000	max 8000	25000	10000
AIRC-ATF		max 8000	10000	10000	GM-SYO		max 8000	10000	10000	OS-SYO		max 8000	10000	10000
AIRR-ATF	24000	max 8000	25000	10000	GSE-SYO		max 8000	10000	10000	PR-SG		max 8000	10000	10000
AM-SYO		max 8000	10000	10000	GSM-SYO		max 8000	10000	10000	PS-SG		max 8000	10000	10000
AME-SYO		max 8000	10000	10000	HM-SYO		max 8000	10000	10000	QM-SYO		max 8000	10000	10000
AN-PACT		max 8000	10000	10000	HM-ATF	18000	max 8000	25000	10000	RP-SG		max 8000	25000	10000
AO-SYO		max 8000	10000	10000	HMBHT-ATF		max 8000	10000	10000	RS-SYO		max 8000	10000	10000
AS-SG		max 8000	10000	10000	HMDA-SYO		max 8000	10000	10000	SB-ATF	18000	max 8000	25000	10000
AV-SYO		max 8000	25000	10000	HMDH-SG		max 8000	25000	10000	SECF-SYO	15000	max 8000	35000	10000
AZ-SYO		max 8000	10000	10000	HM-SG		max 8000	10000	10000	SN-PACT		max 8000	10000	10000
BM-SYO		max 8000	10000	10000	HT-SYO		max 8000	10000	10000	SO-ATF		max 8000	25000	10000
BU-SYO		max 8000	10000	10000	IC-ATF		max 8000	10000	10000	STG-SYO		max 8000	25000	10000
CE-SYO		max 8000	10000	10000	IC-SG		max 8000	10000	10000	STG-AEF		max 8000	25000	10000
CM-SYO		max 8000	10000	10000	IS-ATF		max 8000	10000	10000	SW-SYO		max 8000	10000	10000
CS-SYO		max 8000	10000	10000	IT-ATF		max 8000	25000	10000	UT-SYO		max 8000	10000	10000
CSS-SYO		max 8000	25000	10000	ITS-ATF	15000	max 8000	35000	10000	YN-SG		max 8000	10000	10000
CTI-ATF	15000	max 8000	25000	10000	IT-SG		max 8000	25000	10000	YNS-SG		max 8000	10000	10000
CTM-AEF		max 8000	25000	10000	LS-SYO		max 8000	10000	10000					
CTN-ATF	5000	max 8000	25000	10000	LSS-SYO		max 8000	10000	10000					
CTR-SG		max 8000	10000	10000	MA-SG		max 8000	10000	10000					
CTT-AEF		max 8000	25000	10000	MC-SYO		max 8000	10000	10000					
CTT-SG		max 8000	25000	10000	MM-SYO		max 8000	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 (17 SEP 2022)				NAT RESERVE COMPONENT (17 SEP 2022)		
Who	Listed	Listed	Listed	Who	Listed	Listed
Shipping	Any Date	September FY22 - December FY23	June FY23	Shipping	Any Date	September FY22 - December FY23
RATING	EBSR	EBSHP	EBHS	RATING	EBSR	EBSHP
AD-FTS		25000	10000	AD-NAT		
AECF-FTS		25000	10000	AECF-NAT		
AIRC-FTS		25000	10000	AG-NAT		
AME-FTS		25000	10000	AIRC-NAT	15000	5000
AM-FTS		25000	10000	AM-NAT		
AO-FTS		25000	10000	AME-NAT		
AS-FTS		25000	10000	AO-NAT		
AV-FTS		25000	10000	AZ-NAT		
AZ-FTS		25000	10000	BM-NAT		
BM-FTS		25000	10000	BU-NAT		
DC-FTS		25000	10000	CE-NAT		
EM-FTS		25000	10000	CM-NAT		
HM-FTS		25000	10000	CS-NAT		
IT-FTS		25000	10000	CTR-NAT		
LS-FTS		25000	10000	CTT-NAT		10000
PR-FTS		25000	10000	DC-NAT		
PS-FTS		25000	10000	EA-NAT		10000
YN-FTS		25000	10000	EM-NAT		
				EN-NAT		
				EO-NAT	5000	
				GM-NAT		
				GSE-NAT		
				GSM-NAT		
				HM-NAT		
				HT-NAT		
				IS-NAT	5000	10000
				IT-NAT	5000	10000
				LS-NAT		
				MA-NAT		
				MC-NAT		
				MM-NAT		
				MN-NAT		10000
				PS-NAT		
				QM-NAT		
				RP-NAT		10000
				SW-NAT		
				UT-NAT		
				YN-NAT		