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ZNR UUUUU

R 031948Z APR 25 MID120001806283U

FM COMNAVCRUITCOM MILLINGTON TN

TO TSC GREAT LAKES IL

TSC DET CHARLESTON SC

TSC NORFOLK VA

TSC PENSACOLA FL

TSC YOKOSUKA JA

DFAS CLEVELAND OH

COMNAVCRUITREG EAST MILLINGTON TN

COMNAVCRUITREG WEST MILLINGTON TN

NAVTALACQGRU ATLANTA GA

NAVTALACQGRU CAROLINA RALEIGH NC

NAVTALACQGRU EMPIRE STATE GARDEN CITY NY

NAVTALACQGRU GOLDEN GATE MOUNTAIN VIEW CA

NAVTALACQGRU GREAT LAKES IL

NAVTALACQGRU HEARTLAND DETROIT MI

NAVTALACQGRU HOUSTON TX

NAVTALACQGRU JACKSONVILLE FL

NAVTALACQGRU MIAMI FL

NAVTALACQGRU MID AMERICA ST LOUIS MO

NAVTALACQGRU NASHVILLE TN

NAVTALACQGRU NEW ENGLAND BOSTON MA

NAVTALACQGRU NEW ORLEANS LA

NAVTALACQGRU NORTHERN PLAINS MINNEAPOLIS MN

NAVTALACQGRU OHIO RIVER VALLEY COLUMBUS OH

NAVTALACQGRU PACIFIC LOS ANGELES CA

NAVTALACQGRU PACIFIC NORTHWEST SEATTLE WA

NAVTALACQGRU PHILADELPHIA PA

NAVTALACQGRU PHOENIX AZ

NAVTALACQGRU PITTSBURGH PA

NAVTALACQGRU PORTLAND OR

NAVTALACQGRU RED RIVER IRVING TX

NAVTALACQGRU RICHMOND VA

NAVTALACQGRU ROCKY MOUNTAIN DENVER CO

NAVTALACQGRU SAN ANTONIO TX

NAVTALACQGRU SOUTHWEST SAN DIEGO CA

INFO CNO WASHINGTON DC

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BT

UNCLAS

MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N3/SEPTEMBER//

SUBJ/ACTIVE AND RESERVE COMPONENT ENLISTMENT BONUSES//

REF/A/MSG/COMNAVCRUITCOM/202009Z MAR 25//

REF/B/DOC/COMNAVCRUITCOM/12NOV24//

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

REF/D/DOC/NDAA/2025//

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

REF/F/MSG/CNRF/261910Z SEP 24//

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

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

REF/I/MEMO/CNR/5SEP24//

REF/J/MEMO/OASD MRA/5JUN23//

REF/K/MEMO/CNRC/24FEB25//

NARR/REF A IS ACTIVE COMPONENT ENLISTMENT BONUS (EB) AND RESERVE COMPONENT SHIPPING BONUSES.

REF B IS COMNAVCRUITCOMINST 1130.8P, NAVY RECRUITING MANUAL-ENLISTED.

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

REF D IS NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) OF 2025, which authorizes contracts to be entered into with certain Enlistment Bonuses (EB) through December 31, 2025. The availability of bonuses under this policy is subject to congressional reauthorization of Section 331 of Title 37 U.S. Code.

REF E IS DoD INSTRUCTION 1304.31, ENLISTED BONUS PROGRAM.

REF F IS FY25 SELECTED RESERVE ENLISTED RECRUITING AND RETENTION INCENTIVES.

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

REF H IS Navy Recruiting Command Operations Note that modifies Loan Repayment Program processing policy.

REF I IS Chief of Naval Reserve Memo authorizing Commander, Navy Recruiting Command to offer shipping and high school bonuses to TAR Sailors who ship during FY25.

REF J IS Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs memorandum authorizing the Navy to increase the maximum enlistment bonuses for selected ratings through 4 June 2028, subject to Congressional reauthorization.

REF K IS Navy Recruiting Command Decision Guidance Memorandum N00-33 Warrior Challenge Recruiting Guidance.

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 reference (a) and authorizes enlisted Reserve Component (RC) shipping bonuses for select RC ratings that ship during specific periods not otherwise referred to in reference (f), for any Future Sailor (FS) initially classified or reclassified on or after April 4, 2025 who meets 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. EB for Armed Forces Qualification Test Score (EBAFQT)
- f. Enlisted Loan Repayment Program (LRP)

3. Reference (d) is dependent on Congressional appropriations to obligate funds. Funding is currently available through September 30, 2025. During periods of lapsed appropriations when recruiting is designated as an exempted activity, classifiers may include EB in contracts. During such periods, classifiers must enter the following language on the DD Form 1966: "Funds are not presently available for payment of enlistment bonuses. The Government's obligation for payment of enlistment bonuses is subject to the enactment of an appropriation from which payment can be made. No legal liability on the part of the Government for any payment may arise until funds are made available to the Department of Navy."

4. EI Policy: Reference (e) provides guidance for determining bonus eligibility.

- a. EB Maximum Limit: The EB maximum limit for the Nuclear Field

(NUC-NF) is \$75,000. The EB maximum limit for Aviation Rescue Swimmer (AIRR-ATF), Explosive Ordnance Disposal Technician (EOD-ATF), Hospital Corpsman - Advanced Technical Field (HM-ATF), Information Systems Technician - Submarines (ITS-ATF), Submarine Electronics/Computer Field (SECF-5YO), and Special Warfare Boat Operator (SB-ATF) is \$60,000. For all other rates, the EB maximum limit will be maintained at \$50,000. If the sum of EBs exceeds the maximum limit, the EBSR will be reduced to maintain total EB at the maximum for the specified rating. However, EB and LRP can be combined such that each reach their respective maximum (\$50,000/\$60,000/\$75,000 EB and \$65,000 LRP).

b. Contract Policy: While in the Delayed Entry Program (DEP), eligibility determinations are initially based on the initial date the Service Member enters DEP (see block 5 of DD FORM 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. For reclassifications that occur while in DEP, the classifier must apply EB that is in effect the day of reclassification, create a new Annex and EBSOU. Changes in program, rate, and ship date occur often. Classifiers must be vigilant.

c. 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 reference (f) to determine bonus eligibility.

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

e. Classifiers are reminded that in accordance with reference (e), Future Sailors with Tier 3 education credentials are NOT authorized EB.

5. If a Service Member has a defective contract due to improper or incorrectly determined bonuses, a TSC Classifier with support from assigned classifiers at RTC is authorized to correct the contract prior to affected Sailor's graduation from RTC. Effectively, this invalidates the superseded Annex and a new Annex is placed in the Service Member's official record. For example, a Sailor with a NUC contract originally ships to RTC only with a NUC \$38,000 dollar EBSR. However, when RTC reviews the Sailors contract, RTC discovers that the Sailor was also originally eligible for EBCC, proven by the Sailor's college transcripts. A classifier will correct the problem with a new contract.

If a defective contract is observed after RTC graduation, the Service Member must use the Board for Correction of Naval Records (BCNR) procedures.

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

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

b. EBSR payments will be made by Transaction Support Center (TSC) Great Lakes.

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

7. 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	\$30,000	(3,6)
CTI	ATF	October-September	Any	\$15,000	(5)
EOD	ATF	October-September	Any	\$30,000	(5,6)
HM	ATF	October-September	Any	\$30,000	(2)
ITS	ATF	October-September	Any	\$35,000	(2)
MMS	5YO	October-September	Any	\$10,000	(2)
ND	ATF	October-September	Any	\$30,000	(5,6)
NUC	NF	October-September	Any	\$50,000	(1)
SB	ATF	October-September	Any	\$30,000	(4,6)
SECF	5YO	October-September	Any	\$35,000	(2)
SO	ATF	October-September	Any	\$15,000	(5,6)
All	April - May	FY25		\$10,000	(2,7,8)

Note(s):

1. See reference (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 Charlie Phase of Special Warfare Combat Crewman (SWCC) Training.
5. For Explosive Ordnance Disposal (EOD) ATF, payment occurs

following EOD "A" school. For Navy Diver (ND) ATF, payment occurs following Dive "A" school. For Cryptologic Technician Interpretive (CTI) ATF, payment occurs following Language "A" school and first duty station qualification training in the designated language. For Special Warfare Operator (SO) ATF, payment occurs following graduation from SEAL Qualification Training (SQT).

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

7. Sailors must graduate from an A-School in an Active Component program. Ratings that do not currently have an A-School will receive it upon RTC graduation.

8. Bonus does not apply to Nuclear Field and Warrior Challenge Ratings. All other ratings may add this EBSR kicker to their current EBSR amount.

b. EB for High School (EBHS): Any School Year (SY) 25 High School Senior written and scheduled to ship June 2025 through August 2025 for an Active Component or a Reserve Component TAR rating is authorized EBHS according to the tables below. Applicants must be enrolled in and attending a traditional or alternative high school program that leads to a DOD Tier 1 education credential at the time of the initial contracting date located on the DD Form 4, block 5. To remain eligible, they must graduate high school and receive a DOD Tier 1 Civilian Education credential prior to accession.

#### ACTIVE COMPONENT TABLE - EBHS

AFQT Range	SHIP MONTHS	FY	EBHS	Notes
50 - 99	July FY25 - August FY25		\$5,000	(1,2,3,4)
31 - 49	July FY25 - August FY25		\$5,000	(1,2,3,4)

Note(s):

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 is to fill vacancies in FY25.  
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 currently in DEP are not authorized EBHS.

4. Future Sailors must have an Armed Forces Qualification Test (AFQT) Score in the designated range to qualify for EBHS. FS with an AFQT below 31 are not eligible for EBHS.

#### RESERVE COMPONENT TRAINING AND ADMINISTRATION OF RESERVES TABLE -EBHS

AFQT Range	SHIP MONTHS FY	EBHS	Notes
50 - 99	June FY25 - August FY25	\$5,000	(1,2,3,4)
31 - 49	June FY25 - August FY25	\$5,000	(1,2,3,4)

Note(s):

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 is to fill vacancies in FY25.  
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. Future Sailors must have an Armed Forces Qualification Test (AFQT) Score in the designated range to qualify

for EBHS. FS with an AFQT below 31 are not eligible for EBHS.

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

d. EB for Armed Forces Qualification Test (EBAFQT):

(a) Active Component recruits who have an accession AFQT Score between 10 and 30 and who attend the Future Sailor Preparatory Course -Academic (FSPC-A) are eligible to receive up to \$6K in EB if they improve their AFQT Score to designated categories. EBAFQT is limited to a maximum of \$6K. Future Sailors who are scheduled to ship between January 2025 to May 2025 are authorized EBAFQT according to the EBAFQT table below.

Future Sailors currently in DEP with a Category IV AFQT Score on the date of this message are eligible for an EBAFQT bonus if they increase their pre-Accession AFQT to 31 or better.

ACTIVE COMPONENT TABLE - EBAFQT

New Score	SHIP MONTHS-FY	EBAFQT	Notes
31 - 49 (IIIB)	January FY25 - May FY25	\$2,000	(1,2,3,4)
50 - 64 (IIIA)	January FY25 - May FY25	\$4,000	(1,2,3,4)
65 - 92 (II)	January FY25 - May FY25	\$5,000	(1,2,3,4)
93 - 99 (I)	January FY25 - May FY25	\$6,000	(1,2,3,4)
31 - 99	ANY	\$2,000	(1,2,5)

Note(s):

1. EBAFQT is earned and payable upon graduation from RTC and may not be recouped due to separation.

2. NRC classifiers must list the EBAFQT separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

3. The intent of EBAFQT is to encourage Sailors attending FSPC-A to improve their AFQT scores and qualify for additional ratings.

4. Sailors that reclassify at RTC after improving their

scores are eligible for any EBSR that is applicable for their chosen rating at the time of reclassification, in addition to EBAFQT.

5. Future Sailors must be in DEP as of the effective date of this message and must improve their AFQT Category from Category IV to Category IIIB or better (31+) prior to accession.

e. EB for Shipping (EBSHP):

(a) Active Component recruits listed below are eligible for EBSHP in these months in FY25 in accordance with (IAW) associated notes. Newly classified or reclassified applicants scheduled to ship in April FY2025 - December FY2026 in selected ratings are authorized EBSHP according to the following table. Active Component recruits with a shipping date change due to the needs of the Navy who ship April FY25 - December FY26 are also eligible.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
ABE	5YO	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
ABF	5YO	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
ABH	5YO	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
AIRR	ATF	April FY25 - September FY25	\$25,000	(1,2,3,4,5,7)
AN	PACT	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
BM	5YO	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
CS	5YO	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
CTI	ATF	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
CTM	AEF	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
CTT	SG	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
EOD	ATF	April FY25 - September FY25	\$35,000	(1,2,3,4,5,7)
FN	PACT	April FY25 - July FY25	\$10,000	(1,2,3,4,5)
HM	ATF	April FY25 - September FY25	\$25,000	(1,2,3,4,5,7)

IT SG April FY25 - July FY25 \$10,000 (1,2,3,4,5)  
ND ATF April FY25 - September FY25 \$30,000 (1,2,3,4,5,7)  
NUC NF April FY25 - December FY26 \$25,000 (1,2,3,4,5,6)  
SB ATF April FY25 - September FY25 \$30,000 (1,2,3,4,5,7)  
SN PACT April FY25 - July FY25 \$10,000 (1,2,3,4,5)  
SO ATF April FY25 - September FY25 \$25,000 (1,2,3,4,5,7)  
STG 5YO April FY25 - July FY25 \$10,000 (1,2,3,4,5)

Note(s):

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 April 2025 - December 2025. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus.

4. Future Sailors must have an Armed Forces Qualification Test (AFQT) Score greater than or equal to 31 to be eligible for EBSHP.

5. In the case of a shipping date change due to the needs of the Navy, the following applies: The MEPS Classifier shall annotate the shipping date change on the DD FORM 1966/3 blocks 34b and 34c. The MEPS Classifier shall enter the following entry on the DD FORM 1966/4: 'Future Sailor (Name) scheduled ship date was changed due to the needs of the Navy to align the shipping date with the A School class convening date. Due to this forced move, the Service Member remains or becomes entitled to the EBSHP entitlements annotated on the NAVCRUIT 1133/52 Annex and the

Enlisted Bonus Statement of Understanding. The MEPS Classifier shall contact the NRC A&P Shop to restore the applicable EB entitlements to the future Sailor PRIDE profile.

6. Nuclear Field FSs classified into shipping dates outside of the authorized time period to wait for security clearance adjudication are eligible for the listed EBSHP.

7. FSs in Warrior Challenge (WC) ratings (i.e. AIRR-ATF, EOD-ATF, HM-ATF, ND-ATF, SB-ATF, SO-ATF) must meet the standards specified in reference (k) before EBSHP can be added to their NAVCRUIT 1133/52 Enlistment Guarantee. This EBSHP restriction does not impact FS eligibility for other bonuses listed in this message.

(b) Reserve Component recruits in ratings and programs listed below are eligible for EBSHP in these months in FY25 IAW associated notes.

RESERVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
AD	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AECF	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AIRC	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AM	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AME	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AO	TAR	April FY25 - May FY25	\$15,000	(1,2,3,4,5)
AS	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
AV	TAR	April FY25 - May FY25	\$25,000	(1,2,3,4,5)
HM	TAR	April FY25 - May FY25	\$15,000	(1,2,3,4,5)
LS	TAR	April FY25 - May FY25	\$10,000	(1,2,3,4,5)
PR	TAR	April FY25 - May FY25	\$10,000	(1,2,3,4,5)

Note(s):

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 April 2025 - May 2025.

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

5. Future Sailors must have an Armed Forces Qualification Test (AFQT) Score greater than or equal to 31 to be eligible for EBSHP.

8. LRP Policy: This message authorizes the Loan Repayment Program for any Future Sailor initially classified or reclassified on the effective date of this message. Reference (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)

Note(s):

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. The LRP Manager can be reached at [cnrc\\_lrp-eb@navy.mil](mailto:cnrc_lrp-eb@navy.mil).

c. The LRP Manager oversees the application and payment process. Reference (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

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

Request widest dissemination to all recruiting activities and Transaction Support Centers.

10. Released by RADM J.P. Waters, CNRC//

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