

OIX GATEWAY NORFOLK VA SUCCESSFUL PROCESSING REPORT: ACTIVE AND RESERVE COMPONENT ENLISTMENT BONUSES//

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FM COMNAVCRUITCOM MILLINGTON TN

TO COMNAVCRUITREG EAST MILLINGTON TN

COMNAVCRUITREG WEST MILLINGTON TN

DFAS CLEVELAND OH

NAVTALACQGRU ATLANTA GA

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SUBJ/ACTIVE AND RESERVE COMPONENT ENLISTMENT BONUSES//

REF/A/MSG/COMNAVCRUITCOM/241810Z JUL 26 //

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

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

REF/D/DOC/NDAA/2026//

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

REF/F/MSG/CNRF/ 232145Z SEP 25//

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

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

REF/I/MEMO/OASD MRA/11JAN24//

REF/J/DOC/COMNAVCRUITCOMINST/27JUL26//

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 2026, which authorizes contracts to be entered into with certain Enlistment Bonuses (EB) through December 31, 2026. 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 Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs memorandum authorizing the Armed Services to increase the maximum enlistment bonuses through 10 January 2027, subject to Congressional reauthorization.

REF J is Commander, Navy Recruiting Command Instruction (COMNAVCRUITCOMINST) 1121.2D Operational Guidance for the Execution of Navy Special Operations Program.

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) for any Future Sailor (FS) initially classified or reclassified after August 30, 2026 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 for Shipping (EBSHP)
- d. EB for Physical Screening Test (EBPST)

e. Enlisted Loan Repayment Program (LRP)

3. Reference (d) is dependent on Congressional appropriations to obligate funds. Funding is currently available through September 30, 2026. During periods of lapsed appropriations when recruiting is designated as an exempted activity, classifiers may include EB in contracts with inclusion of the following required 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 the 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 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. EB for Source Rate (EBSR):
 - 1. 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
AC	5YO	October - September	Any	\$5,000	(2)
AECF	AEF	October - September	Any	\$15,000	(2)
AIRC	ATF	October - September	Any	\$10,000	(2)
AIRR	ATF	October - September	Any	\$25,000	(3,6)
CTI	ATF	October - September	Any	\$25,000	(7)
CTM	AEF	October - September	Any	\$15,000	(2)
CTR	SG	October - September	Any	\$10,000	(2)
CTT	AEF	October - September	Any	\$15,000	(2)
CTT	SG	October - September	Any	\$10,000	(2)
EOD	ATF	October - September	Any	\$30,000	(5,6)
HM	ATF	October - September	Any	\$20,000	(9)
HMDH	SG	October - September	Any	\$20,000	(2)
HM	SG	October - September	Any	\$20,000	(2)
IC	ATF	October - September	Any	\$5,000	(2)
IT	ATF	October - September	Any	\$5,000	(2)
IT	SG	October - September	Any	\$10,000	(2)

ITS	ATF	October - September	Any	\$15,000	(2)
MA	SG	October - September	Any	\$10,000	(2)
MMS	5YO	October - September	Any	\$5,000	(2)
MN	SG	October - September	Any	\$10,000	(2)
MT	AEF	October - September	Any	\$10,000	(8)
MU	SG	October - September	Any	\$10,000	(1,11)
ND	ATF	October - September	Any	\$20,000	(5,6)
NUC	NF	October - September	FY26	\$45,000	(1)
NUC	NF	October - September	FY27	\$35,000	(1)
NUC (SUBVOL)		October - September	FY27	\$10,000	(1,10)
SB	ATF	October - September	Any	\$35,000	(4,6)
SECF	5YO	October - September	Any	\$10,000	(2)
SO	ATF	October - September	Any	\$30,000	(5,6)
STG	5YO	October - September	Any	\$15,000	(2)
STG	AEF	October - September	Any	\$15,000	(2)

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 Special Warfare Operator (SO) ATF, payment occurs following graduation from SEAL Qualification Training (SQT).
6. Must have earned the rating Navy Enlisted Classification Code (NEC) and have a security clearance.

7. Cryptologic Technician Interpretive (CTI) ATF Sailors must complete cryptologic training and earn one of the following NECs to be eligible for payment: C30A, C31A, C32A, C33A.

8. Missile Technician (MT) Sailors must complete C-School and earn the NEC T48A.

9. HM-ATF Sailors must earn one of the following NECs: L02A, L27A, or L00A.

10. This additional bonus is for Nuclear Field (NF) FSs who volunteer for submarine duty (SUBVOL). FSs must have a completed SUBVOL NAVPERS 1070/613 "Page 13" uploaded and the "Submarine Volunteer" checkbox ticked in their applicant record before the bonus can be added to their Annex. FS SUBVOL status and bonus eligibility will be verified prior to shipping.

11. This bonus is for MU-SG Sailors who attain one of the following NECs: A14M (keyboardist), A55A (audio engineer)

2. Reserve Component recruits in ratings and programs listed below are eligible for EBSR in these months in FY26 IAW associated notes.

RESERVE COMPONENT TABLE - EBSR

RATE	PROGRAM	SHIP MONTHS-FY	EBSR	Notes
AIRC	TAR	July FY26 - 30 September FY26	\$20,000	(1,2,3,4)
AM	TAR	July FY26 - 30 September FY26	\$20,000	(1,2,3,4)

Note(s):

1. See reference (c) for payment guidance.
2. EBSR earned and payable upon graduation from A or C school.
 - b. EB for High School (EBHS): Not authorized.
 - c. EB for Physical Screening Test (EBPST):
 1. FSs in Navy Special Operations (NSO) ratings (i.e. AIRR-ATF, EOD-ATF, HM-ATF, ND-ATF, SB-ATF, SO-ATF) who meet the elevated Physical Screening Test (PST) standards specified in

reference (k) are eligible for the EBPST bonus.

ACTIVE COMPONENT TABLE - EBPST

RATE	PROGRAM	SHIP MONTHS	FY	EBPST	Notes
AIRR	ATF	October - September	Any	\$20,000	(1,2)
EOD	ATF	October - September	Any	\$20,000	(1,2)
HM	ATF	October - September	Any	\$20,000	(1,2)
ND	ATF	October - September	Any	\$20,000	(1,2)
SB	ATF	October - September	Any	\$20,000	(1,2)
SO	ATF	October - September	Any	\$20,000	(1,2)

Note(s):

1. Eligibility for EBPST only exists while the FS is in DEP. The Sailor may not reclassify at RTC. EBPST is earned and payable upon RTC graduation. The bonus may not be recouped due to post-RTC reclassification or separation.

2. When a FS meets the requirements listed in reference (j), the EBPST can be added to their NAVCRUIT 1133/52 Enlistment Guarantee.

d. EB for Shipping (EBSHP):

1. Active Component recruits listed below are eligible for EBSHP in these months in FY26 and FY27 in accordance with (IAW) associated notes. Newly classified or reclassified applicants scheduled to ship in July FY2026 - September FY2027 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 July 2026 - September 2027 are also eligible.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
MU	SG	31 August FY26 - 30 September FY26	\$10,000	(1,2,3,4,5,7)
NUC	NF	31 August FY26 - 30 September FY27	\$20,000	(1,2,3,4,5,6)

Note(s):

1. Eligibility for EBSHP only exists while the FS is in

DEP. The Sailor may not reclassify at RTC. EBSHP is earned and payable upon RTC graduation. The bonus may not be recouped due to post-RTC 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 during the authorized shipping period. Recruiting personnel should not advise FSs 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 currently scheduled to ship after the designated shipping period who roll into an authorized shipping date and FSs who sign a new contract or reclassify into the designated rating and ship in the designated period are eligible.

8. LRP Policy: This message authorizes the Loan Repayment Program

for any Future Sailor initially classified or reclassified on or after 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 the ratings listed below are eligible.

PROGRAM	SHIP MONTHS	FY	MAX LRP	Notes
AC-5YO	October-September	Any	\$65,000	(1)
AECF-AEF	October-September	Any	\$65,000	(1)
AIRR-ATF	October-September	Any	\$65,000	(1)
AV-5YO	October-September	Any	\$65,000	(1)
CTI-ATF	October-September	Any	\$65,000	(1)
CTM-AEF	October-September	Any	\$65,000	(1)
CTR-SG	October-September	Any	\$65,000	(1)
CTT-AEF	October-September	Any	\$65,000	(1)
EOD-ATF	October-September	Any	\$65,000	(1)
HM-SG	October-September	Any	\$65,000	(1)
HMDH-SG	October-September	Any	\$65,000	(1)
ITS-ATF	October-September	Any	\$65,000	(1)
MA-SG	October-September	Any	\$65,000	(1)
MN-SG	October-September	Any	\$65,000	(1)
MR-SG	October-September	Any	\$65,000	(1)
MU-SG	October-September	Any	\$65,000	(1)
NUC-NF	October-September	Any	\$65,000	(1)
SB-ATF	October-September	Any	\$65,000	(1)
SECF-5YO	October-September	Any	\$65,000	(1)
SO-ATF	October-September	Any	\$65,000	(1)
STG-AEF	October-September	Any	\$65,000	(1)
STG-5YO	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 nrc_hq_n3_lrp@us.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 RDML F.O. Young, CNRC//

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