

**SELECTED RESERVE INCENTIVE PROGRAM - ENLISTMENT BONUS ADDENDUM**

For use of this form, see AR 135-7; the proponent agency is ODCSPER.

**ARGUS:** ADDENDUM TO DD FORM 4 SERIES (*ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES*)

**USAR:** ADDENDUM TO DA FORM 3540 SERIES (*CERTIFICATE AND ACKNOWLEDGMENT OF SERVICE REQUIREMENTS FOR INDIVIDUALS ENLISTING, REENLISTING, OR TRANSFERRING INTO TROOP PROGRAM UNITS OF THE U.S. ARMY RESERVE*)

**DATA REQUIRED BY THE PRIVACY ACT OF 1974**

- AUTHORITY:** Section 308c, title 37, USC and section 552a, title 5, USC.
- PRINCIPAL PURPOSE:** To explain obligation and participation requirements for entitlement under SRIP and to ensure that your agreement to these conditions is a matter of record.
- ROUTINE USES:** Confirmation of obligation and participation requirements for entitlement under the SRIP; occasionally as a basis for suspension, termination, and recoupment if requirements are not met.
- DISCLOSURE:** Disclosure of your SSN is voluntary, however, if not provided, you will not be eligible for the SRIP.

**SECTION I - APPLICABILITY**

This addendum will be completed by all persons enlisting in the ARGUS or USAR with concurrent assignment to a troop program unit for cash bonus entitlement under the Selected Reserve Incentive Program (*SRIP*).

**SECTION II - INSTRUCTIONS**

The service representative is responsible for reading and explaining the Enlistment Bonus requirements outlined on this form. Following the reading, explanation, and affixing of proper signatures, a copy of this form will be stapled to each copy of the DD Form 4 series for ARGUS personnel, or the DA Form 3540 series for USAR personnel.

**SECTION III - ACKNOWLEDGMENT**

In connection with my enlistment in the Army National Guard of the United States/U. S. Army Reserve for a cash enlistment bonus, I hereby acknowledge I meet the following eligibility criteria:

1. I have never previously served on 1 or more days of active duty or active duty for training.
2. I am a high school graduate, or equivalent, or I am currently attending high school and expect to graduate before I enter the second phase of initial active duty for training under the split-training option.
3. I have scored 31 or higher on the Armed Forces Qualification Test (*AFQT*).
4. I am not enlisting in the ARGUS/USAR to fill a permanent civilian position where membership in the Selected Reserve is a condition of employment (*Temporary civilian assignment is excluded*).
5. I am not enlisting for voluntary assignment to full-time active duty or active duty for training exceeding 90 days in support of the Reserve program.
6. I am enlisting in the ARGUS/USAR with concurrent assignment to a unit of the Selected Reserve for a minimum of 6 years, Incentive entitlement is based on-- (*Initial the appropriate paragraph below*).

\_\_\_\_\_ a. Assignment to a high-priority unit authorized by HQDA for a bonus entitlement.

\_\_\_\_\_  
(*Enter complete unit identification and UIC*)

\_\_\_\_\_ b. Assignment to a unit (*not high-priority*) authorized by HQDA for a bonus entitlement in an MOS that is also authorized by HQDA for a bonus entitlement.

\_\_\_\_\_  
(*Enter MOS and complete unit identification and UIC*)

\_\_\_\_\_ c. Assignment to a unit (*not high-priority*) authorized by HQDA for a bonus entitlement.

\_\_\_\_\_  
(*Enter complete unit identification and UIC*)

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\_\_\_\_\_ d. Assignment in military occupational specialty (MOS) \_\_\_\_\_ which is authorized by HQDA for bonus entitlement.

\_\_\_\_\_ e. Assignment in MOS \_\_\_\_\_ under the Army Civilian Acquired Skills Program (ACASP) authorized by HQDA for a bonus entitlement.

**SECTION IV - OBLIGATION**

*(Applicant must initial this block)* I am enlisting for 8 years (8x0 or 6x2) in the ARNGUS/USAR and I agree to serve my initial 6 years in a bonus unit, or in a bonus MOS, unless excused for the convenience of the Government, to include normal career progression. I must serve satisfactorily, as prescribed by ARNGUS or USAR regulations, unless excused for the convenience of the Government.

**SECTION V - ENTITLEMENT**

1. According to the option I have initiated in Section III, paragraph 6 above, I am entitled to **one** of the following cash enlistment bonuses: *(Administering official will enter the appropriate dollar amount currently authorized by HQDA in one of the following and the individual will initial the sum.)*

- \_\_\_\_\_ a. HIGH PRIORITY UNIT BONUS = \$ \_\_\_\_\_
- \_\_\_\_\_ b. BONUS MOS IN BONUS UNIT = \$ \_\_\_\_\_
- \_\_\_\_\_ c. UNIT *(not high-priority)* BONUS = \$ \_\_\_\_\_
- \_\_\_\_\_ d. MOS *(not ACASP)* BONUS = \$ \_\_\_\_\_
- \_\_\_\_\_ e. ACASP MOS BONUS = \$ \_\_\_\_\_

2. Except for the ACASP MOS BONUS *(para 1e above)*, bonus payment will be as follows:

- a. Initial payment of 50% of the total authorized bonus amount entered in paragraph 1a, b, c, or d above, after receiving my high school diploma, completing initial active duty for training, and qualifying in the MOS.
- b. Two subsequent payments of 25% of the total authorized bonus amount entered in paragraph 1a, b, c, or d above, upon satisfactory completion of the 2nd and 4th year of the enlistment term of service.

3. For the ACASP MOS BONUS, payment will be as follows:

- a. On enlistment in the Army National Guard of the United States (ARNGUS) I will receive:
  - (1) An initial payment of 20% of the total authorized bonus amount entered in paragraph 1e above, after receiving my high school diploma, and being awarded the ACASP MOS.
  - (2) An amount of 30% of the total authorized bonus amount entered in paragraph 1e above, on the 3rd anniversary date of my enlistment.
  - (3) The remainder (50%) of the total authorized bonus amount entered in paragraph 1e above, on the 5th anniversary date of my enlistment.
- b. On enlistment in the United States Army Reserve (USAR) I will receive:
  - (1) An initial payment of 50% of the total authorized bonus amount entered in paragraph 1e above, after receiving my high school diploma, and being awarded the ACASP MOS.
  - (2) An amount of 20% of the total authorized bonus amount entered in paragraph 1e above, on the 3rd anniversary date of my enlistment.
  - (3) The remainder (30%) of the total authorized bonus amount entered in paragraph 1e above, on the 5th anniversary date of my enlistment.

4. I understand all incentive payments are subject to Federal and State income tax withholdings.

5. I understand procedures for payment of the ENLISTMENT BONUS will be initiated by my unit commander. I further understand I cannot receive any portion of the ENLISTMENT BONUS until I have received my high school diploma equivalent, completed initial active duty for training, and have been awarded my MOS, or received sufficient training to be deployable.

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**SECTION VI - SUSPENSION**

I understand that under certain conditions I can be suspended on a one-time basis for a specified period from the incentive program, rather than being terminated. Suspensions are limited to the following conditions:

1. Temporary overseas residence, missionary obligation, or overseas employment obligation for 3 years or less. Also transfer to the Inactive National Guard or Individual Ready Reserve for personal reasons for up to 1 year. Reinstatement to a partial or full resumption of incentive eligibility, when authorized, requires extending my term of service equal to the period I was in a nonavailable status and reestablishing my basic incentive eligibility.
2. I must remain MOS qualified unless changed through unit reorganization, relocation, redesignation, deactivation, or conversion. If I am reassigned to a new position for any other reason and I am not MOS qualified, bonus payments will be suspended. I must become MOS qualified within 12 months if on-the-job training (*OJT*) is required, or within 24 months if attendance at a service school is required. If otherwise eligible, I will be entitled to receive bonus payments (*section V*) when I become MOS qualified in the new position.
3. If I enter a period of service where favorable personnel actions on my behalf are suspended, entitlement to subsequent bonus payment will also be suspended. If otherwise eligible, I will be entitled to receive bonus payments (*section V*) when the suspension has been favorably lifted. This excludes suspension of favorable personnel actions for Army Physical Fitness Test failure or failure to meet body fat standards.

**SECTION VII - TERMINATION**

My entitlement to the enlistment bonus will be terminated should any of the following conditions occur before the fulfillment of my enlistment agreement and obligation. Should I --

1. Become an unsatisfactory participant per AR 135-91. This could result in a recoupment action as explained in section VIII below.
2. Move to a nonbonused unit or MOS, or if I am reclassified. This could result in a recoupment action as explained in section VII below. However, my bonus entitlement will not terminate if I move to another Selected Reserve unit or MOS for normal career progression, or because my current unit has been reorganized, relocated, redesignated, inactivated, or converted, or if my move has been approved by the Chief, National Guard Bureau or the Chief, Army Reserve.
3. Fail to become MOS qualified within 12 months, if required to perform on-the-job training, or within 24 months if required to attend a service school, following a voluntary reassignment to a bonus authorized MOS or unit other than that for which I have herein contracted. This could result in a recoupment action as explained in section VIII below.
4. Be separated from my status as an enlisted soldier assigned to a unit of the Selected Reserve, for any reason, except when separated for an authorized period of nonavailability or entry on AD or FTNGD in an AGR status. This could result in recoupment action as explained in Section VIII below unless the separation is due to -
  - a. Unit inactivation, reorganization, conversion, relocation, reduction of overstrength, or reduction in force; or
  - b. Acceptance of immediate appointment as an officer in the Ready Reserve after I have served 1 year or more in a Selected Reserve unit under this agreement; or
  - c. Death, injury, illness, or other impairment not the result of my own misconduct; or
  - d. Involuntary order to extended active duty in the Active Army; or
  - e. Becoming assigned member of Control Group (*ROTC*).
5. Accept a permanent civilian position where membership in the Selected Reserve is a condition of employment. If I have not satisfactorily served 6 months or more of the Selected Reserve Service under this agreement before accepting a permanent civilian position, I could be subject to a recoupment action as explained in section VIII below.
6. Exceed the maximum period authorized for suspension during a period of nonavailability. This could result in a recoupment action as explained in section VIII below.
7. Fail to extend my ARNGUS or USAR contracted term of service to compensate for a period on nonavailability. This could result in a recoupment action as explained in section VIII. below.
8. Enroll in the Senior Reserve Officers Training Corps (*SROTC*) with assignment to Control Group (*ROTC*), or if I become a participant in the ROTC Simultaneous Membership Program (*SMP*). While enrollment in the SROTC, or participation in the SMP will terminate bonus entitlement, it will not result in recoupment action.

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9. Complete at least 6 years in a Selected Reserve unit as I have agreed to do under the terms of this contract.
10. Enter on the second phase of alternate (*split*) training without proof of qualification as a secondary school graduate.

\_\_\_\_\_ 11. (*Applicant must initial*) Be transferred between the USAR and the ARNGUS. The following rules will apply:

a. If, as a member of the USAR entitled to bonus payments under this program, I transfer to the ARNGUS--

(1) Because my USAR troop program unit has been reorganized, relocated, redesignated, inactivated, or converted, I will not terminate my entitlement and will continue receiving bonus payments according to the schedule established with my USAR agreement.

(2) For any reason other than (1) above, I will terminate my entitlement to bonus payments under this program unless the Chief, National Guard Bureau authorizes continued entitlement on enlistment in the ARNGUS, or the bonus is based on enlistment through the ACASP and I remain in the bonused MOS.

b. If, as a member of the ARNGUS entitled to bonus payments under this program, I transfer to a USAR Selected Reserve unit and provided I remain otherwise eligible, I will not terminate my entitlement and will continue receiving bonus payments according to the schedule established with my ARNGUS agreement.

#### SECTION VIII - RECOUPMENT

If my entitlement to the enlisted bonus is terminated for a reason listed in paragraphs 1 through 7 of section VII above, I may be subject to recoupment action. The recoupment amount will be calculated as follows:

- The number of months served satisfactorily during the term of enlistment will be multiplied by the proportionate monthly dollar amount (*total bonus authorized divided by 72 months*).
- The product of the above will be subtracted from the total amount of bonus paid to me to date, including initial and subsequent payments.
- If the above calculation indicates overpayment to me, I will be required to refund that amount to the U.S. Government. If the calculation indicates I have earned more than I have been paid, I will be paid a final payment in the amount due me.
- Any refund made by me will not affect my period of obligation to serve in the ARNGUS or USAR.

#### SECTION IX - STATEMENT OF UNDERSTANDING

I have read and understand each of the statements above and have had my questions satisfactorily answered. I understand the statements above are intended to constitute all promises and agreements, whatsoever, concerning my enlistment for cash bonus. Any other representation, or commitments, made to me in connection with my enlistment for a cash bonus have been entered below in my own handwriting, or they are hereby waived. (*If none, indicate by writing the word "NONE" below*).

DATE SIGNED	APPLICANT'S SIGNATURE
SSN	TYPED OR PRINTED NAME AND RANK

#### SECTION X - CERTIFICATION BY SERVICE REPRESENTATIVE

I certify that I have witnessed the reading and signing of the above agreement and the signature appearing above is that of the applicant. I have verified the applicant meets the eligibility requirements of AR 135-7, paragraph 2-3, and the applicant's unit of assignment (*section III, para 6a*) or MOS (*section III, para 6b*) is currently eligible for an enlistment cash bonus. No other promises were made to the applicant as a condition of entitlement to an enlistment cash bonus under the Selected Reserve Incentive Program. I have provided the applicant with a copy of this form.

DATE SIGNED	SIGNATURE OF SERVICE REPRESENTATIVE
TITLE	TYPED OR PRINTED NAME AND RANK