

**ANNEX B TO DD FORM 4  
ENLISTED AFFILIATION BONUS ADDENDUM  
ARMY NATIONAL GUARD of the UNITED STATES**

For use of this form see NGR 600-7. The proponent agency is ARNG-GSE-I

**PRIVACY ACT STATEMENT**

**AUTHORITY:** 10 USC section 3013, Secretary of the Army E. O. 9397 (SSN); and AR 600-8-104, Military Personnel Information Management/Records

**PURPOSE(S):** To determine service member's qualification for the Enlisted Affiliation Incentive.

**ROUTINE USES:** Release is restricted to ARNG incentive personnel who need the information to assist in activities related to Selective Reserve Incentive Program. The information provided may be used in computer matching programs within the DOD or with any other Federal Agency for verification to determine your eligibility and/or compliance with the benefit program requirements being applied for herein and to effect recovery of any improper payments made toward delinquent debts owed by a beneficiary or former beneficiary.

**DISCLOSURE:** Voluntary, however, failure to provide the requested information may delay processing of your application.

-----**SECTION I - GENERAL**-----

This addendum will be completed by all persons accepting assignment to the Army National Guard (ARNG) with entitlement to an affiliation bonus under the Selected Reserve Incentive Program (SRIP). The enlisting official will explain the requirements contained within this document. List this form (NGB 600-7-4-R-E) as Annex B on the DD Form 4 and attached the documents together. An additional copy will be given to the Soldier.

-----**SECTION II - ELIGIBILITY**-----

I hereby acknowledge that in connection with my enlistment in the Army National Guard of the United States, I meet the following eligibility criteria for an Affiliation Bonus under the SRIP,

1. \_\_\_\_\_ (*Initials*) I am affiliating into the Selected Reserve of the ARNG for a period of no less than three years in a skill, unit or pay grade for which there is a critical need for personnel as determined by the Secretary of the Army.
2. \_\_\_\_\_ (*Initials*) I am currently serving, or has served on active duty (AD) in the Regular Army, or corresponding AD in another U.S. Armed Force or as a mobilized Individual Ready Reserve (IRR) Soldier and was discharged or released under honorable conditions.
3. \_\_\_\_\_ (*Initials*) I have satisfactorily completed any term of enlistment or period of obligated AD service.
4. \_\_\_\_\_ (*Initials*) If currently on AD or when last discharged or separated from AD, I was eligible to remain on AD by reenlistment or voluntary extension in the component which I was assigned.
5. \_\_\_\_\_ (*Initials*) If currently assigned to the IRR or Standby Reserve, the service preceding the IRR or Standby Reserve assignment was as an active duty member of an Armed Force.
6. \_\_\_\_\_ (*Initials*) I am duty military occupational specialty qualified (DMOS), or qualified in an MOS within substitution rules of DA Pam 611-21, for the duty position to which I am being assigned.
7. \_\_\_\_\_ (*Initials*) I am affiliating into the following critical skill MOS \_\_\_\_\_ in the ARNG.

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

8. \_\_\_\_\_ (Initials) I am accepting assignment to a valid position vacancy and I hold the grade, or am no more than one grade below the required grade, of the vacancy (*Ssg and above must hold the grade of the vacancy*).

9. \_\_\_\_\_ (Initials) I am not affiliating for a Title 10 or Title 32 AGR position nor am I affiliating for a technician vacancy (*Temporary Technician of less than 179 days excluded*).

10. \_\_\_\_\_ (Initials) I am not for affiliating for continuous AD service.

11. \_\_\_\_\_ (Initials) I meet the Separation Program Code (SPD) requirements set forth in AR 601-210 and current ARNG SRIP Policy necessary to receive the affiliation bonus. SPD Code is: \_\_\_\_\_

12. \_\_\_\_\_ (Initials) I have completed fewer than 16 years total military service at current ETS.

13. \_\_\_\_\_ (Initials) I have read Section II and understand the contents thereof.

-----**SECTION III – BONUS AMOUNT and PAYMENTS**-----  
Incentive amount and payments will be as follows (*Soldier Initials and completes blanks on the applicable option*). (*This section is based on the Army National Guard Selected Reserve Incentive Program policy memorandum in effect at the time of enlistment*): (*Applicant will initial and complete*)

1. \_\_\_\_\_ (Initial) **Enlisted Affiliation Bonus DMOSQ 3 years:** \$5,000, Lump Sum payment. Processed for payment upon affiliation into the ARNG and reporting to unit of assignment.

2. \_\_\_\_\_ (Initial) I have read Section III and understand the contents thereof.

-----**SECTION IV- CONTINUED RECEIPT**-----

\_\_\_\_\_ (Initials) I understand that I will be eligible for continued receipt of incentives under the following conditions:

1. For normal career progress (DA PAM 611-21).
2. When involuntary transfer between Army RC is due to unit transition per AR 601-210.
3. When transfer is at the convenience of the government and authorized by the CNGB, I must become MOS qualified in the new skill within 24 months or incentives will be terminated.
4. Involuntarily transferred ACASP Soldiers will continue to receive payments as scheduled.
5. Military personnel returning within the authorized period of non-availability may resume receipt of incentives provided their specialty skill is authorized when they return and an authorized unit vacancy and funding is available. Soldier must agree to extend contractual obligation for the length of time in a non-available status. Soldiers in a non-available status must extend their enlistment within 90 days of their reassignment to retain this incentive. (with a maximum of up to 3 years).
6. Mobilized Soldiers are eligible to retain incentive for which they were qualified to receive prior to mobilization, regardless of position and MOS assigned to fill during mobilization. Following mobilization, the Soldier must return to the original MOS and position, or another bonus MOS, and position annotated on the current SRIP at the time of release from active duty ( REFRAD), and return to SELRES duty to be able to continue to receive any remaining incentive payments.
7. During a period of suspension of favorable actions, receipt of incentives is suspended, except for APFT failures of failures to meet body fat standards as prescribed in section VI of this addendum.

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

8. When suspension if favorably lifted, continued receipt of incentives is authorized.
9. Soldier whose MOS is changed at the convenience of the government or whose unit is inactivated, relocated, reorganized, or converted are entitled to continue receiving incentives provided they meet all other eligibility criteria, become MOSQ within 24 months, and are not separated from the SELRES. Soldier must be coded 9994, excess due to reorganization in SIDPERS (9995 TAPDB-G code). Assignment Orders must be uploaded into iMARC.
10. Mil Techs on temporary assignment (includes indefinite and temporary technicians on tour for less than 179 days in any continuous 12 month period).
11. All Soldiers performing ADOS (formerly ADSW) and/or FTNGDOS who meet the eligibility criteria to reenlist or extend may qualify for SRIP Incentives regardless of the duration of their tour provided they meet the eligibility criteria of the incentive as prescribed by AR 601-210, NGR 600-7 or other appropriate policy guidance.
12. Soldier may continue to receive full incentive payment, if otherwise eligible, when the Soldier is transferred or reassigned per AR 601-210, 10-5, f. (1) to (3).

-----**SECTION V - SUSPENSION**-----

\_\_\_\_\_ (*Initials*) I may be suspended from incentive eligibility and no incentive will be paid during the period of suspension if I:

1. Enter a period of non-availability (*placement in the Inactive National Guard (ING)*) per National Guard Regulation (NGR) 614-1. Non-availability in excess of the maximum period authorized will be cause for termination of incentive eligibility. Except under extraordinary circumstances only one suspension may be granted or imposed. Maximum periods of non-availability are:
  - a. One year for personal reasons.
  - b. Three years for missionary obligations.
  - c. Request for suspension must be justified to the incentives manager, in writing.
  - d. In order to regain incentive eligibility see section VII of this addendum (AR 601-210).
  - e. Participation in other approved DOD programs.
2. Incur a suspension for favorable action initiated per AR 600-8-2 will not be processed for an initial or anniversary payment. Bonus payment(s) may be processed effective the date the suspension is lifted for those who have continued eligibility. This excludes suspension of favorable actions for APFT failure or failure to meet body fat standards. Repeat APFT failure or failure to meet body fat standard within a one year period will result in suspension of incentive.
  - a. Exception are Soldiers affected by unit transition and required to change MOS/AOC but remain eligible for an incentive may receive subsequent payments before qualifying in new specialty. Must become qualified in new MOS/AOC within 24 months.
  - b. Authorized subsequent payment will resume on the adjusted anniversary date of satisfactory creditable SELRES service.

-----**SECTION VI – REINSTATEMENT**-----

\_\_\_\_\_ (Initials) I understand that reinstatement and resumption of subsequent incentive payments following a period of non availability is not guaranteed. In order to complete a period of nonavailability and request reinstatement of eligibility for incentives and resumption of subsequent payments I must:

1. Complete the period of authorized non-availability within the required time limit in section VI of this addendum.
2. Rejoin an existing vacancy in the SELRES authorized the Soldier's grade and specialty in a bonus authorized unit or bonus authorized specialty.
3. Extend contract, enlistment, or reenlistment agreement within 90 days after completing the period of nonavailability, in order to serve out the full incentive contract period in the SELRES.
  - a. Failure to comply with the above requirement will be subject to termination of incentives with recoupment action required.
  - b. Will be entitled to payments resumed on the anniversary date of satisfactory creditable SELRES service provided the funding is available and comply with the above listed requirements.

-----**SECTION VII – TERMINATION**-----

1. \_\_\_\_\_ (Initials) **Termination without recoupment reasons listed below.** Members shall not be able to receive any further incentive payments once determined ineligible. Once declared ineligible, termination of an incentive will not affect my responsibility to serve the current statutory or contractual Service commitment.

- a. SELRES member who become simultaneous members of an authorized officer commissioning program to include those drawing a stipend will remain in the incentive program while in advanced training status provided they continue to perform military duties as specified in this incentive agreement.
- b. Acceptance of an immediate appointment as a commissioned officer/warrant officer in any component of the Army, excluding the IRR/ING. An enlisted Soldier accepting an appointment as a commissioned officer/warrant officer is not subject to recoupment of any enlistment or reenlistment bonus, including lump sums provided that they do not receive an officer accession/affiliation bonus.
- c. Separation from the SELRES or transfer from the designated bonus position because of death, injury, illness, or other impairment that is not the result of any misconduct by the Soldier.
- d. Soldier acceptance of a Mil Tech position where membership in a Reserve Component is a condition of employment and has served one or more days in the losing SELRES (includes indefinite and temporary technicians on tour for 180 consecutive days or more in any continuous 12-month period) will result in the incentive agreement being terminated 1day prior to the start date of the Mil Tech tour. Standard Form (SF) 50 and/or SF 52 must be uploaded into iMARC for confirmation of the Not to Exceed (NTE) dates of tour.
- e. Soldier accepts an AGR position where membership in a Reserve Component is a condition of employment and has served 6 months or more in the losing SELRES. The incentive agreement will be terminated 1day prior to the start date of the order.
- f. Soldier's failure to obtain DMOSQ within 24-months after an involuntary transfer into another skill

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

for the convenience of the government. Any periods of service spent in a deployed/mobilized status subsequent to the transfer will be added to the 24-month period. The State MILPO may request an exception to policy through NGB-GSE-O for an extension to the authorized re-training time if the Soldier is not DMOSQ due to no fault of the Soldier. Termination will be effective the date the Soldier was transferred to the new skill.

g. Ordered to extended AD (EAD) (voluntarily or involuntarily) and accessed in the Active Army end strength. Additionally, those on EAD can still be a TPU Soldier.

h. Involuntary retirement.

i. Involuntary separation from the ARNG as a result of unit inactivation, relocation, reorganization, or a DoD directed reduction in the ARNG force.

j. Soldier failing to ship within 365 days of their enlistment date will not receive an incentive and/or the incentive will be terminated without recoupment.

k. Discharge due to hardship reasons in accordance with the applicable separation policy.

l. Paid a bonus for a period of enlistment or reenlistment in a component of the Army (Active, AR or ARNG) who is then discharged for immediate reenlistment in any other component of the Army (Active, AR or ARNG) or any other military service (AC or RC) for which no bonus or incentive is paid may be considered to have completed the full term of Service from the former enlistment contract, provided the reenlistment includes the remaining period of service from the former enlistment.

m. When a waiver of indebtedness is obtained for erroneous payments received and the Soldier becomes eligible for the incentive through a reenlistment/extension option, the waiver amount will be subtracted from the contracted limit to prevent overpayment.

2. \_\_\_\_\_ (*Initials*) **Termination with recoupment reasons listed below.** Entitlement to an incentive will be terminated when any of the following termination reasons apply before the fulfillment of the service on this written agreement and shall not be eligible to receive any further incentive payments for service performed before the termination date. Once declared ineligible, termination of an incentive will not affect the responsibility to serve this statutory or contractual Service commitment.

a. Become an unsatisfactory participant per AR 135-91. The termination date entered into the personnel data reporting systems must be the date declared an unsatisfactory participant.

b. Fails to become MOS qualified or certified in the health specialty for which contracting.

c. Accepts an AGR or a permanent military technician position where membership in the SELRES is a condition of employment and has served less than 6 months in the losing SELRES. The incentive agreement will be terminated 1 day prior to the start date of the order.

d. Voluntarily moves to a non bonus unit or MOS.

e. Exceeds the authorized maximum period of nonavailability.

f. Separates from the SELRES unit or ING for any reason. Separation includes but is not limited to:

1) Discharge or transfer to the IRR, ING, Standby, or Retired Reserve.

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

2) Enlistment or appointment in an AC, or RC of the Army, or another U.S. Armed Force for which no bonus, incentive or special pay is paid, may be considered to have completed the full term of service specified in the former enlistment contract, provided the term of the latter reenlistment includes the remaining period of Service from the former enlistment.

g. Accrues one or more unexcused absences (nine for IDT and one for ADT). Termination will be initiated 90 days after the first unexcused absence(s), if the absence(s) was not subsequently excused or made up. The effective date of termination is the date of the first unexcused absence ("U" on DA 1379).

h. Fails to participate satisfactorily in required training during the entire period of Service agreed to in accordance with this written agreement, unless the failure to participate was beyond the control of the member (death, injury, illness, or other impairments).

i. Disposition of incentives for deceased members or for members being separated for disability described under 10 USC 61 that was incurred in the line of duty in a designated combat zone or in a combat related operation designated by the Secretary of Defense will be as follows:

1) Payment of incentive will be made on determination of beneficiary eligibility of the decedent's incentives or for disabled Soldiers directly to the Soldier upon separation.

2) Payment will only include unpaid balance payable during the settlement of the decedent's or members final military pay account.

j. Soldiers who are commissioned and receive an officer accession/affiliation bonus will have their enlisted bonus terminated with recoupment. Termination is effective the date of acceptance of commission or appointment. Note: Officers cannot receive SLRP and OAB at the same time.

k. Soldier receives an OAB upon commissioning after SRIP was suspended on the basis of becoming a contracted SMP/ROTC Cadet. Termination of the SRIP is effective on the date of the ROTC contract.

l. Separation from the SELRES or transfer from the designated bonus position because of death, injury, illness, or other impairment that is the result of any misconduct by the Soldier.

m. Soldier separating from the ARNG for enlistment into any Active Component (AC) (Regular Army, Navy, USMC, USAF or USCG), and receives an incentive from the AC enlistment, or when the period of service is less than the Soldier's current ARNG contract.

n. Failure to maintain assignment in a valid, vacant position (SIDPERS excess code 9993, TAPDB-G excess code 999K). Soldiers placed in an over-strength status due to their unit being inactivated, relocated, reorganized, or converted (unit transformation or reorganization) are entitled to continue receiving payment(s), including the initial payment. Soldiers have 24 months from the date of the transformation or reorganization (plus period spent in a mobilized status) to be placed in a valid vacancy. Soldiers should not be coded 9993 in SIDPERS.

o. Discharge while under suspension of favorable actions flag when the flag was not lifted prior to discharge. The effective date of termination is the date the flag is initiated (does not apply to flag for initial APFT failure or initial failure to meet body fat standards).

p. Two consecutive record APFT failures or two consecutive failures to meet body fat standards

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

within the contract term. Termination will be effective on the date of the second APFT failure or second failure to meet body fat standards.

q. Failure to maintain medical and dental readiness, in accordance with AR 40-501, Standards of Medical Fitness, 23 August 2010, during the entire period of the service obligation, unless failure was due to reasons outside of the Soldier's control as determined by the State Surgeon. Supporting documentation should be uploaded into iMARC for quick reference.

r. Failure to obtain DMOSQ within 24 months of enlistment.

s. Voluntary transfer out of the CS position for which the incentive is approved.

t. Soldier leaving the AGR or Mil Tech program to return to traditional status and receives an incentive while assigned in traditional status will have that incentive terminated with recoupment if they have served less than 50 percent of the incentive contractual agreement prior to reentering the AGR or Mil Tech program.

u. Lose position due to unit transition as a Drill Sergeant, Instructor, or Linguist position and refuse a reassignment in a SELRES.

v. Failure to become instructor qualified (Special Qualification Identifier (SQI) =8) within 179 days of assignment to a Regional Training Institute. Incentive will be terminated effective the date of transfer.

w. Failure to become instructor qualified (SQI=8) or Drill Sergeant qualified (SQI=X) within 365 days of date of assignment as a Recruit Sustainment Program cadre. Incentive will be terminated effective the date of transfer.

x. Failure to obtain and maintain MOS qualification due to denial of any required security clearance.

3. \_\_\_\_\_ (*Initials*) Any other additional termination with recoupment condition that is not included in this addendum can be found in the appropriate chapter of AR 601-210 or in the ARNG SRIP Guidance.

4. \_\_\_\_\_ (*Initials*) Termination and recoupment is authorized when a Soldier does not return from an authorized period of non-availability within the time limit or fails to extend for the amount of time needed to complete the contractual military service obligation on return from an authorized period of non-availability.

5. \_\_\_\_\_ (*Initials*) A soldier loses their position due to unit transition refuses a reassignment in the SELRES.

6. \_\_\_\_\_ (*Initials*) Entry on AD in an AC or AGR status and Soldier does not have at least 6 months on their current contract.

7. \_\_\_\_\_ (*Initials*) The bonus is repaid if I fail to commence or complete the period of obligated service specified in this agreement, in which case the Secretary concerned may require payment to the United States in the amount equal to the amount of repayments made in connection with the agreement.

-----**SECTION VIII-RECOUPMENT**-----

1. When relief is not granted through the waiver or exception process from incentives received, the member must refund pro-rata amount to the Government when termination is due to reasons outlined below. Commanders will refer to the Army National Guard Bureau for resolution and consideration for waiver or exception in doubtful cases, in which recoupment is contrary to personnel policy, management

Printed Soldiers Name: \_\_\_\_\_ SSN: \_\_\_\_\_ BCN: \_\_\_\_\_

objectives, against good equity or conscience or contrary to the best interest of the U.S. and best interest of the ARNG.

2. All debts to the U.S. Government will be submitted for collection from SELRES members. Delinquent repayment(s) will result in the collection of interest on the remaining balance per 10 USC 2005.

a. The recoupment will be based on the following formula: Total basic incentive authorized divided by the total number of months contracted. (Establishes the monthly amount available). Multiply the dollar amount by the total number of months served prior to separation (determines the total amount earned by the Soldier). Subtract the amount earned from the amount already paid to the Soldier to determine if the Soldier has been overpaid or underpaid.

b. Calculated overpayments to the Soldier will be recouped.

c. Calculated underpayments will be paid to the Soldier.

d. Commanders will be responsible for initiating recoupment procedures whenever the member's eligibility to an incentive is terminated and and recoupment is required. When a commander is not in the chain of command of the Soldier, the incentives program manager will initiate recoupment procedures.

3. Any refund made to the Soldier does not affect the period of obligation that must be served. A member of the ARNG must serve the balance of the term of Service entered into contractually or by statutory requirements.

-----**SECTION IX - STATEMENT OF UNDERSTANDING**-----

\_\_\_\_\_ (Initials) I have read this entire addendum and understand all of the above statements concerning my enlistment incentive. I also understand that this addendum will be void if I do not meet all of the requirements. If the incentive is terminated, recouped or depreciated, I understand that it does not affect the terms of my contractual agreement. No other promises have been made to me in connection with this enlistment incentive addendum.

-----**SECTION X - AUTHENTICATION**-----

I understand that at time of signature, an iMARC Bonus Control Number (BCN) has been verified, approved and recorded on this incentive addendum by the State Incentive Manager. I also understand that the incentive I am contracting for is invalid without this BCN recorded on this form, on this date, and I will be held to the terms of service of this agreement. Exceptions to Policy are **ONLY** authorized per the current SRIP guidance. No other promises, representation, or commitment have been made in connection with my enlistment incentive.

\_\_\_\_\_  
Unit and Address

\_\_\_\_\_  
Date

\_\_\_\_\_  
Typed or Printed Name of Soldier

\_\_\_\_\_  
Signature of Soldier



Printed Soldiers Name: \_\_\_\_\_SSN: \_\_\_\_\_BCN: \_\_\_\_\_

-----**SECTION XI - 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 Soldier meets the eligibility requirements of NGR 600-7, paragraph 2-3 and the applicant's MOS is currently eligible for an affiliation bonus with the ARNG. I certify that I have verified the approved BCN for which contracted.

\_\_\_\_\_  
Typed or Printed Name/Rank of Witnessing Officer

\_\_\_\_\_  
Signature of Witnessing Officer /Date

\_\_\_\_\_  
Typed or Printed Name/ Service Representative

\_\_\_\_\_  
Signature of Service Representative/Date

BONUS CONTROL NUMBER \_\_\_\_\_  
(Contract Invalid without approved iMARC BCN)