



DEPARTMENT OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
ARMY STRENGTH MAINTENANCE DIVISION
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

REPLY TO
ATTENTION OF

02 OCT 2007

NGB-ARH

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard "Active First" Enlistment Option Pilot Program (NGB-ARH Policy Memo # 07-033)

1. Reference:

a. Army Regulation 601-210, Active and Reserve Components Enlistment Program, 7 June 2007.

b. Army National Guard Regulation (NGR) 601-1, Army National Guard Strength Maintenance Program, 1 April 2006.

c. Army NGR 600-200, Enlisted Personnel Management, 1 March 1997.

d. Memorandum, DAPE-MPA, 30 July 2007, subject: Army National Guard "Active First" Enlistment Option Pilot Program.

e. Memorandum, ARH, 1 October 2006, subject: Army National Guard Enlistment Criteria.

2. Purpose. To authorize the Army National Guard (ARNG) "Active First" Enlistment Option Pilot Program and establish the general framework and policy governing the program.

3. Concept of the Program. This program is intended to synchronize ARNG applicants interested in serving a tour in the Active Army with the initial support of the ARNG recruiting network and home station training opportunities. This option will be offered after the applicant determines that the standard Selected Reserve (SELRES) option is not preferred. The period of the pilot program is from 1 October 2007 to August 2013. The pilot will be evaluated on an annual basis by the Army G-1 and Director, ARNG.

4. Intent. The intent of the Active First (AF) enlistment option is to allow ARNG recruiting and retention NCOs (RRNCOs) the ability to offer a tour of active service followed by a Selected Reserve (SELRES) tour in the ARNG. The period of active duty service will be not less than 30 and no more than 48 months. Initial Active Duty Training will not be calculated into the active duty commitment time. Completion of the active duty tour will allow for two options; re-enlistment in the active component or

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completion of original enlistment contract with automatic transition back into the ARNG until completion of their mandatory service obligation (MSO). RRNCOs will inform applicants they are enlisting for a period of 8 years (8x0) to be served in the Active Army and Army National Guard respectively. Soldiers that enlist for the AF enlistment option will be contractually obligated to serve the remainder of their MSO in the ARNG, if they elect not to re-enlist in the Active Army.

5. Effective Date. The policy is effective upon release of this memorandum.

6. Eligible Applicants. The program is available to non-prior service applicants who:

a. Enlist in the Active Army designated critical military occupational specialties (MOS).

b. Are Tier 1, CAT I – III (B) applicants. The CAT IV applicants and Soldiers who enlist for the GED+ enlistment option are ineligible for this program.

c. Agree to complete IADT thru-ticket (the split training option is not authorized for AF enlistments).

7. The MOSs available for the AF enlistment option will be established based on the following criteria. The ARNG will receive a listing of eligible MOS from Human Resources Command, Alexandria. The list is subject to the needs and demands of the Active Army. The MOS list will be delivered to the States from the NGB-ASM (Recruiting Operations Center (ROC)) as updates occur. The MOS that will be included vary depending on the length of the AF tour that the applicant elects. The applicant can enlist for a 30, 36, or 48 month tour in the Active Army. The first available MOS for this program, with the applicable bonus range, is depicted in the following schedule (This list is subject to change by the NGB-ASM):

a. 30/ 36/ 48 month Tour. 11B, 11C, 13B, 13D, 13F, 13M, 13P, 13S, 13W, 15Q, 15R, 15T, 15U, 21B, 21C, 21E, 21J, 21K, 21M, 21T, 21V, 21Y, 25L, 31B, 35M, 42A, 45B, 52C, 63B, 68E, 68G, 68Q, 68R, 68S, 68T, 88H, 89B, 92G, 92M, 92R, 92S, 92Y.

b. 36/ 48 Month Tour. 18X, 19D, 19K, 21R, 25B, 25U, 44C, 56M, 63A, 63M, 68W, 74D, 88M, 92F, 92W.

8. General Framework and Policy for Program. In concept, the AF Program has three phases. The policies and terms relating to each phase are set forth below.

a. Phase 1 - ARNG Enlistment and Participation. During this phase, the recruit will enlist in the ARNG. The recruit will execute the standard enlistment forms associated with enlisting in the ARNG (including bonus annexes for the ARNG and Active First program). In addition to the required enlistment forms, a DD Form 368 (Request for Conditional Release) will be initiated at time of enlistment. MEPS GCs will enter in

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Section II, block 5a. the statement "projected date of graduation from AIT". This statement will serve as the valid period of the DD Form 368.

(1) Enlistment in the ARNG. The enlistment in the ARNG will be with service in a MTOE/TDA unit.

(2) "Active First" Annex. The 30, 36, and 48 month AF annexes are included as an attachment to this policy. The "Active First" Annex will include the following minimum terms:

(a) Upon completion of Initial Entry Training (IET) in the designated critical MOSs, the ROC and State will execute all necessary documents and procedures to lawfully transfer the Soldier to the Active Army for an agreed upon term of 30, 36, or 48 months. These documents will be executed so that the Soldiers will ship from their IET location directly to their initial Active Army duty assignment without first returning to their ARNG home station.

(b) Depending on the length of the Active Army enlistment, the Soldier will receive an "Active First" bonus under the provisions of paragraph 11 of this memorandum after completion of in-processing at their first Active Army unit. The ARNG AF annex must clearly convey that payment is subject to the existing law and regulation. The Active Army will pay the bonus. Bonus payments are outlined in paragraph 11 of this memorandum.

(c) Upon completion of the initial Active Army enlistment, any unfulfilled period of the Soldier's statutory MSO not served in the Active Army must be served in a MTOE/TDA unit in the ARNG. If the Soldier is otherwise qualified and subject to applicable law and regulation, the Soldier will receive a unit "Active First" affiliation bonus upon his transition from the Active Army to their ARNG TPU. If the Soldier elects to re-enlist in the Active Army, that portion of the "Active First" Annex which requires the unfulfilled MSO to be served in an ARNG MTOE/TDA unit will be voided.

(3) Strength Accounting. The Soldier will be accounted for by the ARNG until the Soldier graduates from advanced individual training (AIT). Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

(4) Accession Accounting. The Soldier will count as an ARNG accession. ARNG RRNCOs will receive the accession credit in ARISS. These accessions will also count towards the States yearly accession mission.

(5) Additional Incentives. The additional incentives will be determined by the MOS for which the Soldier enlists. All other benefits associated with an Active Army enlistment option will apply. All Soldiers who qualify will be eligible for reenlistment in the Active Army. Upon initial enlistment in the ARNG, the Soldier will participate in the ARNG's Recruit Sustainment Program where they will receive training on pre-basic training tasks before shipment to IET.

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(6) Other. An AF enlistee may change their mind prior to shipping and remain in the ARNG; thus, voiding the Active Army portion of their contract. The Soldier is entitled to ARNG SRIP if they elect to remain in the ARNG before they ship if they meet the requirements outlined below:

(a) At the time of their enlistment in the ARNG, the enlistee contracts for a Selected Reserve Incentive Program (SRIP) bonus for which they qualify under the SRIP policy in effect at time of enlistment. The following statement will be placed on the SRIP contract:

"I understand that this contract is effective only if I elect, prior to my initial entry training shipping date, not to participate in the Active First program and agree to remain in the ARNG for the remainder of my eight year MSO in a drilling status".

(b) The enlistee will initial the statement.

(c) The SRIP contract will be sent to the State Incentive Manager and will be processed according to NGB-ARM guidance.

(d) Once the Soldier ships, the Soldier is obligated to fulfill the AF portion of their enlistment contract and all ARNG SRIP incentives are voided and any bonus control numbers voided. If the Soldier fails to access into the Active Army for any reason after shipping, the Soldier will be contractually required to remain in the ARNG for the remainder of their eight year MSO and will not receive any ARNG enlistment bonus.

b. Phase 2 – Active Army Enlistment and Participation.

(1) Transition and Service in Active Army. During this phase, the ARNG Soldier will execute all documents necessary to lawfully execute his or her transfer to the Active Army in accordance with the terms of their "Active First" contract. In coordination with the State, Training Base, and HRC, the ARNG ROC must execute all documents necessary for the Soldier to seamlessly transition to the Active Army (e.g., complete the DD Form 368 and generate an AC DD Form 4 series), request assignment instructions from the Human Resource Command (HRC) not later than 30 days prior to the Soldier's completion of IET, transfer Soldier's personnel data (via ARISS) to TAPDB active enlisted files not later than 30 days prior to the Soldier's graduation from IET, and ensure parent unit drops Soldier from unit rolls.

(2) Failure to Transfer. If the Soldier fails to execute the documents necessary to lawfully transfer to the Active Army, he or she will remain a member of the ARNG and subject to the laws and regulations governing such members.

(3) End Strength Accounting. Once the Soldier properly transitions to the Active Army, he will be accounted for by the Active Army. If the Soldier fails to transition to the Active Army, he will remain subject to the ARNG strength accounting.

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(4) Accession Accounting. Upon completion of Active Army transition, the Soldier will be counted as an Active Army accession at HQDA level only.

(5) ARNG Loss Accounting. The Soldier will be counted as a loss to the Soldiers unit of assignment and counted as a loss to the State once the Active Army transition is complete. This loss should be expected and projected. Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

c. Phase 3 – Active Army Re-Enlistment or Transition to an ARNG MTOE/TDA unit.

(1) Soldier's Options Upon Completion of Initial Active Army commitment. In accordance with the terms of the "Active First" Annex to his enlistment contract, upon completion of his initial Active Army obligation, a Soldier may either re-enlist in the Active Army or will be released from active duty to transition to an ARNG MTOE/TDA unit. At the transition point, the "Active First" Soldier must see the RCCC to select a unit of assignment and complete the necessary documents to enlist into the ARNG. Upon arrival to the ARNG unit, Soldier will receive the "Active First" affiliation bonus as reflected in his contract and subject to applicable law and policy.

(2) Strength Accounting. The Soldier shall be accounted for in the Active Army or ARNG end-strength, as appropriate, depending on whether the Soldier re-enlists in the Active Army or transitions to an ARNG MTOE/TDA unit. During the period of this pilot program, the ARNG or State fiscal year accession mission requirement will not include the projected Soldiers returning from the AF program. Instructions for SIDPERS input and tracking will be forthcoming from NGB-ARP.

9. The following enlistment procedures must be followed by RRNCOs and MEPS Guidance Counselors when enlisting a NGAF applicant.

a. DD Form 1966 Series. RRNCOs will enter one of the following remarks as applicable in the remarks section of the DD Form 1966 Series, page 4:

(1) "I am enlisting in the National Guard Active First Enlistment Option under the 30 Month Active First enlistment option. I understand that I will serve 30 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard.", or;

(2) "I am enlisting in the National Guard Active First Enlistment Option under the 36 Month Active First enlistment option. I understand that I will serve 36 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard.", or;

(3) "I am enlisting in the National Guard Active First Enlistment Option under the 48 Month Active First enlistment option. I understand that I will serve 48 months on active duty after completion of IADT and will serve the remainder of my MSO as a drilling member in the National Guard."

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b. Active First Annexes. An ARNG AF annexes are attached to this policy memorandum and has been added to ARISS. It must be completed by the RRNCO. MEPS Guidance Counselors will ensure the appropriate Annex is signed by the applicant and attached to the DD Form 4 upon enlistment to validate the ARNGAF enlistment option.

c. Tracking Code. MEPS Guidance Counselors (GC) will track applicants who enlist under this option in REQUEST. To accomplish this, MEPS GC's will Select the Code "AF"(Active First ARNG Duty) in the recruiting program drop down box in the review "update applicant information qualifications screen record", then call the ROC for NGAF Control Number. If additional assistance is needed, MEPS GC's should call the NGB-ROC for guidance.

10. Incentives. (Note: Incentive amounts reflected in this policy are subject to change IAW the Active Army Incentive Program).

a. ARNG AF applicants will contract and receive a bonus control number as outlined above for the ARNG SRIP and execute the appropriate AF annex indicating the applicable AC bonus at time of enlistment. If the Soldier enters IADT without cancelling the AF portion of their contract, the ARNG bonus annex and control number will be voided at the time the Soldier enters IADT. If the Soldier fails to transition to the Active Army, their AC bonus annex will be void. If the Soldier decides not to assess into the Active Army prior to shipping to IADT, the AC bonus annex will be void and the ARNG bonus annex and control number will remain in affect as outlined above.

b. NGAF applicants will receive a bonus that is paid by the Active Army according to the following schedule:

(1) Initial payment of \$10,000 lump sum. Remaining payments will be made in annual installments on the Soldier's Active Army enlistment anniversary date.

(2) Incentive amounts are as follows:

(a) AF bonus of \$20,000 for a 30 month enlistment.

(b) AF bonus of up to \$30,000 for a 36 month enlistment.

(c) AF bonus of up to \$40,000 for a 48 month enlistment.

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11. Points of Contact.

a. Enlisted Policy, MSG Donald Kiefer, Enlisted Policy NCOIC, at DSN 327-3401 or (703) 607-3401.

b. Recruiting and Retention policy, Mr. Jim Coats, Chief Recruiting Operation Center at DSN 327-3639 or (703) 607-3639.

c. Recruiting and Retention, LTC Ronald Walls, Chief, Enlisted Strength Branch at DSN 327-0583 or (703) 607-0583.



DAVID P. SHERIDAN
COL, GS

Chief, Personnel Policy
and Readiness Division

30 Month Active First Annex

NAME: APPLICANT, John Que

SSN: 000-00-0000

ENLISTMENT/REENLISTMENT AGREEMENT ARMY NATIONAL GUARD SERVICE REQUIREMENTS AND METHODS OF FULFILLMENT

(For use of this Form, see NGR 600–200, the proponent agency is NGB–ARP–P and NGB–ARP–E)

- AUTHORITY:** Section 510 and 511, Title 10, USC and Section 301 and 304, Title 32, USC.
- PRINCIPLE PURPOSE:** To explain your military obligation, the methods of fulfilling that obligation, and participation requirements, and to ensure that your agreement to these conditions is a matter of record.
- ROUTINE USES:** Confirmation of obligation and responsibilities; occasionally as a basis for non-participation action if requirements are not met.
- DISCLOSURE:** Disclosure of the SSN is voluntary; however if not provided you will not be enlisted/reenlisted.

SECTION I – APPLICABILITY

This annex will be completed by all individuals enlisting or reenlisting into ARNG units under the provisions of NGR 600–200.

SECTION II – INSTRUCTIONS

For soldiers enlisting or reenlisting in the Army National Guard: the Guidance Counselor, or the Officer administering the Oath of Enlistment, is responsible for reading and explaining the service requirements and methods of fulfillment set forth below. Following the reading, explanation, affixing of proper signatures, and the administration of the Oath, a copy of this signed form will be maintained with each copy of the signed enlistment agreement. See NGR 600–200 for distribution.

SECTION III – EXPLANATION TO APPLICANT

1. Initial enlistment as a non-prior service member. I have no previous military service on active duty, or active duty for training, in the Armed Forces of the United States and upon executing this enlistment I will incur a statutory military service obligation of eight years. The enlistment option that I have selected provides that I will be a member of an ARNG unit for a period of 6 years
 - a. Unless otherwise stipulated on an Annex attached to the DD Form 4, I will enter and satisfactorily complete an initial period of active duty for training (IADT) to become qualified in a military occupational specialty (MOS) as soon as a training space is available.
 - b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to:
 - (1) Remain on Active Duty for Training for such additional period as is required to become qualified in my selected Military Occupational Specialty, or
 - (2) Accept training in an alternate MOS if offered, and remain on IADT for such additional training as is require to complete such training.
 - c. If I qualify for enlistment under a pay category that authorizes me to be in a paid training status, I will commence training with my unit while I am awaiting entry on IADT. If I am not authorized to be in a paid status upon enlistment, I may voluntarily attend scheduled drills with my unit until such time as I am authorized to be paid and then I will commence training with my unit.

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- d. I understand that my enlistment requires the following contractual agreement:
- e. I will serve in the Army National Guard (ARNG) from time of accession into the ARNG through completion of initial entry training (IET).
- f. I will transition onto active duty in the Regular Army upon completion of IET and remain on active duty for 30 months.
- g. I understand that priority of assignment under this option will be to deploying units.
- h. Upon my separation from the Regular Army, I agree to serve in my MOS for the remainder of my Military Service Obligation in a Selected Reserve (SELRES) unit of the ARNG.
- i. I understand the ARNG SELRES commitment may be voided only if I reenlist onto active duty in the Regular Army.
- j. As a member of an ARNG unit, I understand I will be required to attend and participate in unit drills and attend active duty for training with my unit. There are at least 48 scheduled unit training assemblies per year. Annual training normally consists of 14 days per year.
- k. I agree to be assigned to an ARNG unit prior to my expiration of term of service. I should contact my counselor at least 90 days prior to my expiration of term of Regular Army Service. I understand that the ARNG units are in designated locations only.
- l. I understand that each person who initially enlists into the Armed Forces incurs an eight year Military Service Obligation (MSO) (eight years under this option) and that the time spent in the Regular Army (RA) and the ARNG/AR unit is creditable toward that eight year obligation (eight years under this option) . If I reenlist in the RA for three years or more, the ARNG SELRES portion of my contract will become void.
- m. Should I:
 - (1) Voluntarily, academically, or because of misconduct fail to satisfactorily complete the training (BCT/AIT/OSUT) for the MOS I am enlisting (indicated above), the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (2) If I fail, through my own fault, to meet any of the established prerequisites for the Nuclear Surety Programs or the required security clearances or fail to meet or maintain required medical, physical, professional, or other suitability standards for training or retention in my MOS, the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (3) If I become disqualified for this enlistment program because of personal conduct, withholding of information that I have within my knowledge that precludes access to special intelligence information, I will be retained and required to complete my term of enlistment in accordance with the needs of the Army.
- n. I understand I will be enrolled into the Montgomery GI-Bill Program at the completion of my Initial Training upon entry into the Active Component.
- o. I understand that I will receive the following incentive under this option:
 - (1) I will receive a \$20,000.00 enlistment bonus under this option, which I will receive after arrival at my first permanent duty station in the Regular Army. Initial payment will be a lump sum in the amount of \$10,000.00 and the remaining payments will be made in annual installments on my enlistment anniversary date.
- p. I understand that I am enlisting for a total of 8 years. I have an active duty obligation that does not include the time I spend in initial training. Upon the completion of my active duty time, the remainder of my Military Service Obligation (MSO) will be completed in a SELRES unit of the ARNG. I understand the SELRES commitment.

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SECTION IV – ACKNOWLEDGEMENT

1. **ACKNOWLEDGEMENT:** In connection with my enlistment into the National Guard of the United States I hereby acknowledge that:

a. I have enlisted in the following Army National Guard unit:

DET 1 HHC 1 BN 172 A
13 FERRIS ST SWANTON, VT 05488
(802) 868-3887

UIC: WPXET1

Reception Battalion: FORT KNOX, KENTUCKY

OSUT Station: FORT KNOX, KENTUCKY

2. I am enlisting under the program or programs as indicated below:

<u>PROGRAM</u>	<u>TITLE</u>
S	STANDARD TRAINING

School course, I have been assured of attending the School course for:

MOS: 19D CAVALRY SCOUT

Skill Level: 1

SQI: O NO SPECIAL QUALIFICATIONS

ASI: 00 DEFAULT CODE

Language: YY NONE

- a. **I certify that I have read or have viewed the Job Description for the MOS I am enlisting for and further acknowledge that I understand the general nature of the training I will receive.**
- b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to remain on IADT for such additional period as is required to complete my training or accept training in an alternate MOS if offered and remain on IADT for completion of such alternate training.
- c. Unless I am sooner removed from an active status by proper authority, during the term of my statutory and contractual obligation I must satisfactorily participate while I am assigned to a troop program unit of the Selected Reserve; or if I am subsequently reassigned to the IRR, I must continue to participate satisfactorily as a member of the IRR; or if I am subsequently reassigned to an IMA duty position, I must continue to participate satisfactorily in the IMA program.
- d. I will be required to maintain satisfactory participation in the Ready Reserve for a period of eight years, as stipulated above.
- e. If I am still in high school and fail to satisfactorily complete high school, my enlistment will be terminated unless I meet the non-high school graduate enlistment criteria as specified in NGR 600-200.
- f. If I enlist for assignment to a position requiring airborne training and I refuse to undergo, or fail to complete such training for reasons within my control, or after receiving a parachutist rating I refuse to participate in airborne training, I will be assigned

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to a unit vacancy for which I am, or can be qualified, or if such assignment is not available I will be subject to transfer to the IRR or ING.

g. I understand that I must enter IADT within 270 days after my enlistment.

3. I accept this assignment even though the distance from my home to the Troop Program Unit (TPU) is greater than the normal commuting distance of 50 miles or 90 minutes travel time. I understand extra meals and lodging will not be provided on training assemblies. I further understand that it is my responsibility to attend all scheduled meetings with my assigned unit. Transportation to and from meetings is my responsibility and will not be a reason for not attending meetings.

SECTION V – OBLIGATION AND RESPONSIBILITIES

This statement will be completed by all individuals enlisting or reenlisting into ARNG units and it will be certified yearly in accordance with NGR 600–200.

I, the undersigned, have been counseled relative to my Reserve obligation and responsibilities. I have received a full orientation in accordance with chapter 2, NGR 600–200 and I fully understand that I must participate satisfactorily during the entire period of my enlistment in the ARNG in accordance with the rules and regulations now in effect, or which may be hereafter placed into effect, by proper authority. Satisfactory participation in the Ready Reserve currently is defined as follows:

1. After completing my active duty for training (if required), I will serve the remaining period of my enlistment with my assigned unit unless the option I selected provided for transfer to the Individual Ready Reserve (IRR) or Inactive National Guard (ING) after a period of time in my unit.
2. I will be required to attend all scheduled unit training assemblies (at least 48 per year) unless I am excused by proper authority. (A soldier who attends a scheduled unit training assembly must be in the prescribed uniform, present a neat soldierly appearance, and perform his/her duties in a satisfactory manner to receive credit for attendance.) In the event I do not receive credit for attendance for any of the reasons explained, I will be charged with an unexcused absence.
3. As a member of a unit I will be required to satisfactorily complete one period of annual training of not less than 15 days per year, exclusive of travel time unless excused therefrom by proper authority.
4. If through reasons beyond my control, I lose my unit assignment and am assigned by proper authority to the IRR, I may be required to complete a period of not more than 30 days active duty for training each year.
5. I will be responsible for keeping my commander advised of my current mailing address, at which I will receive official correspondence, and the name and address of a person other than my spouse who will always know how to contact me.
6. I will be responsible for replying to and complying with all official orders and correspondence which I may receive.
7. I will be required to contact my unit commander, or designated representative, should any condition arise that precludes my attendance at a scheduled training period.
8. If there is a change in my personal status that affects my ability to participate regularly with my unit, I must continue to attend scheduled training assemblies until excused or until relieved of my unit of assignment by proper authority.
9. If I accrue 9 or more unexcused absences during any continuous 365 day period, or fail to participate satisfactorily for any of the reasons explained or which may be placed into effect hereafter by proper authority, I may be declared an unsatisfactory participant and subject to reduction in grade and discharge from the ARNG and transfer to the IRR.
10. During the entire period of this enlistment, while I am a member of the Ready Reserve and the ARNG, I may at any time be ordered to active duty involuntarily as a member of a unit in the event of a war or national emergency declared by the Congress or the President of the United States, or in the event of an emergency declared by the Governor of the State, or under any other conditions authorized by law in effect at the time of my enlistment or which may hereafter be enacted into law. I understand that I

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must comply with said orders.

SECTION VI – STATEMENT OF UNDERSTANDING – POLICIES

1. SURE PAY:

- a. As part of my enlistment contract, I hereby acknowledge and agree that I have the duty and responsibility, to establish and maintain an account with a United States financial institution such as a bank, savings and loan, or credit union for the direct deposit/receipt of my Army net pay and allowances. I will have in my possession a completed direct deposit form from a financial institution, an ATM Card and or checks prior to shipping to access funds during training.
- b. I understand that prior to reporting to IADT, I am required to establish an account with the U.S. financial institution for direct deposit/receipt of my Army net pay and allowances, and execute the appropriate forms prior to or immediately to ensure my Army net pay and allowances are deposited directly into my account. I understand I may freely choose or change U.S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty and responsibility to maintain such an account for direct deposit/receipt of my Army net pay allowances so long as I remain in service, unless I receive a specific exemption from this requirement from the Army. I understand that failure to establish and maintain an account as described above, in the absence of a specific exemption, may subject me to administrative action and/or disciplinary action under the Uniform Code of Military Justice or state military code (ARNG).

2. ALCOHOL AND DRUG ABUSE:

- a. I understand that the Army's policy on alcohol and drug abuse is that the Army must prevent alcohol and drug abuse in order to perform its mission to defend the United States, to ensure its combat readiness, and to protect the health and welfare of its soldiers. I understand that service in the United States Army places me in a position of special trust and responsibility. Any drug abuse by soldiers of the United States Army is against the law, violates Army standards of behavior and duty performance, and will not be tolerated. Alcohol abuse involving criminal acts or conduct detrimental to the Army or good order and discipline will also not be tolerated. The illegal use of narcotics, or prescription drugs, or any use of marijuana or other illegal substances by soldiers can lead to criminal prosecution and/or discharge under other than honorable conditions. If I am identified for either alcohol or drug abuse, including the use or possession of marijuana, appropriate disciplinary and/or administrative action may be taken against me. This may include trial by court-martial or administrative separation from the Army.
- b. I understand that certain Military Occupational Specialties (MOS) in the Army cannot be performed by persons who have used marijuana or other drugs. If it is established that I have used drugs or marijuana and that usage disqualifies me for the MOS for which I entered the ARMY or have been awarded, I may be reclassified into another MOS based on the needs of the Army.

3. RELIGIOUS PRACTICE ACCOMMODATION:

- a. I understand the Department of the Army's policy on accommodation of religious practices is to accommodate religious practices when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, health, safety, or discipline. The Army places a high value on the rights of its soldiers to observe the tenants of their respective religions. Unit commanders are authorized to initially approve or deny requests for accommodation of religious practices. Conditions of accommodation may change based on military need. Policy guidelines are contained in AR 600-20 and AR 165-1 which my guidance counselor has available for me to read. I understand that the Army cannot guarantee accommodation of religious practices.
- b. I further state that I have been given the opportunity to read or I have read the policy in AR 600-20 and AR 165-1.

4. FITNESS TRAINING UNIT:

- a. I understand that all recruits reporting for Basic Combat Training (BCT) and One Station Unit Training (OSUT) will be assessed on their physical fitness during processing at the Reception Battalion.

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- b. The new soldiers not meeting the minimum standards listed below will enter the Fitness Training Unit. Those who meet or exceed the standards will proceed on to BCT/OSUT. The minimum standards are:

Push-up:	13 repetitions
Sit-up:	17 repetitions
1 Mile Run:	8 min 30 sec.

5. SEXUAL HARASSMENT:

- a. The U.S. Army will not condone any person who violates the rights of; or discriminates against; any person because of their gender. Further, I understand that:
- (1) Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
 - (3) Any soldier or civilian employee in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace, can occur at almost any place, and violates acceptable standards of integrity and impartiality required of all Army personnel. It interferes with mission accomplishment and unit cohesion. Such behavior by soldiers or Army civilians will not be tolerated.
 - (4) I fully acknowledge that I have the duty and responsibility to report immediately any violation of the above stated policy. In addition, I acknowledge that I am aware of the Army policy stated above and any violation could be grounds for adverse action or criminal charges under the Uniform Code of Military Justice. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program, I may contact the U.S. Army Recruiting Battalion Executive Officer or Commander at 8683887
- b. The U.S. Army has zero tolerance for conduct or behavior that violates the policy stated above.
- c. The Army policy stated above may be found in Army Regulation 600-20, Army Command Policy.

6. PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES:

- a. I have been advised that participation in extremist organizations or activities is inconsistent with the responsibilities of military service. It is the policy of the U.S. Army to provide equal opportunity and treatment for all soldiers without regard to race, color, religion, sex, or national origin. Enforcement of the Army's equal opportunity policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. This paragraph identifies prohibited actions by soldiers involving extremist organizations or activities, discusses the authority of the commander to establish other prohibitions, and establishes that violation of the prohibitions contained in this paragraph or those established by a commander may result in prosecution under various provisions of the Uniform Code of Military Justice (UCMJ).
- (1) Participation. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate racial, gender, or ethnic hatred or intolerance; advocate, create, or

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engage in illegal discrimination based on race, color, sex, religion, or national origin; advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States or any State; or advocate or seek to overthrow the Government of the United States, or any State by unlawful means.

- (2) Prohibitions. Soldiers are prohibited from the following actions in support of extremist organizations or activities. Penalties for violation of these prohibitions include the full range of statutory and regulatory sanctions, both criminal (UCMJ) and administrative.
- (3) Participating in a public demonstration or rally.
- (4) Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause when on duty, when in uniform, when in a foreign country (whether on- or off-duty or in uniform), when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off-limits sanctions or a commander's order;
- (5) Fund-raising;
- (6) Recruiting or training members (including encouraging other soldiers to join);
- (7) Creating, organizing, or taking a visible leadership role in such an organization or activity; or
- (8) Distributing literature on or off a military installation the primary purpose and content of which concerns advocacy or support of extremist causes, organizations, or activities and it appears that the literature presents a clear danger to the loyalty, discipline, or morale of military personnel, or if the distribution would materially interfere with the accomplishment of a military mission.

b. I acknowledge that I have read and fully understand the Army's policy regarding a soldier's participation in extremist organizations or activities. If I request, a complete copy of AR 600-20, paragraph 4-12, will be provided to me.

7. UNIFORM AND APPEARANCE:

a. I acknowledge that I have been informed of the U.S. Army uniform and appearance policy. I understand that:

- (1) AR 670-1 (Wear and Appearance of Army Uniforms and Insignia) contains personal appearance policies which I will be required to comply with. Soldiers are expected to maintain good daily hygiene and wear their uniform so as not to detract from an overall military appearance.
- (2) I have been informed that provisions of AR 670-1 as it applies to personal appearance include specific policy with regard to body markings.
- (3) The current policy is as follows:
 - (a.) Any person with a tattoo on the head, neck, scalp, or face will not be accepted. Furthermore, regardless of a tattoo's location, any tattoo deemed offensive, racist, profane, and/or linked to a criminal activity or extremist group may be denied enlistment.
- (4) TATTOOING in areas of the body (i.e., face, legs, hands, fingers, etc.) that would cause the tattoo to be exposed in a Class A Uniform would detract from a soldierly appearance.
 - (a.) Any person who is not in compliance with AR 670-1 as it applies to tattoos will not be accepted for enlistment in the U.S. Army.

b. I have been advised that while a member of the U.S. Army, to include the National Guard Rep63, I may not violate the above policy. I will refrain from obtaining any body markings or I may be denied entry for violation of the above expressed policy.

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c. I hereby state that I have revealed the existence of all tattoos during my medical examination. I have further revealed to my recruiter, or guidance counselor that I have markings (tattoos).

I DO HAVE TATTOOS.

AUTHENTICATION

SECTION VII – ADDENDUMS

The following addendum's have been attached and are part of my enlistment agreement:

List of Addendum's

Affiliation Bonus Form

Enlistment Bonus Form

Montgomery GI Bill Kicker

Army Advantage Fund (AAF) Addendum

Montgomery GI Bill

SLRP Form

Reenlistment/Enlistment Bonus Form

None

SECTION VIII – STATEMENT OF ACKNOWLEDGEMENT AND UNDERSTANDING

I have read and understand the statements above and that these statements are intended to constitute ALL promises and guarantees whatsoever concerning my enlistment. No other (verbal or otherwise) promise or representation not annexed to my enlistment contract is valid or will be honored. I hereby state that I have NOT been promised anything other than what is written on this form and hereby waive any claim based upon any promise or representation not annexed to my contract. I further state that I have provided my recruiter and guidance counselor all information concerning my qualifications and that no official in the National Guard of the United States or any other agency has advised me to conceal nor have I concealed information in connection with my enlistment.

**TYPED NAME AND SSN OF
APPLICANT**

SIGNATURE OF APPLICANT

DATE

JOHN QUE APPLICANT
000-00-0000



20071002

SECTION IX – CERTIFICATION BY WITNESSING OFFICIAL

I certify that I have read and explained all of the conditions and stipulations concerning service obligations, methods of fulfillment, and satisfactory participation as set forth above under which the individual is, or will become, a member of the Army National Guard. Following this reading and explanation, a copy of this certificate was furnished the above named individual.

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**TYPED NAME AND GRADE OF
COUNSELOR**

SIGNATURE OF WITNESSING OFFICIAL DATE

SFC ROBERT RECRUITER E07



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ENLISTMENT/REENLISTMENT AGREEMENT ARMY NATIONAL GUARD SERVICE REQUIREMENTS AND METHODS OF FULFILLMENT

(For use of this Form, see NGR 600-200, the proponent agency is NGB-ARP-P and NGB-ARP-E)

- AUTHORITY:** Section 510 and 511, Title 10, USC and Section 301 and 304, Title 32, USC.
- PRINCIPLE PURPOSE:** To explain your military obligation, the methods of fulfilling that obligation, and participation requirements, and to ensure that your agreement to these conditions is a matter of record.
- ROUTINE USES:** Confirmation of obligation and responsibilities; occasionally as a basis for non-participation action if requirements are not met.
- DISCLOSURE:** Disclosure of the SSN is voluntary; however if not provided you will not be enlisted/reenlisted.

SECTION I - APPLICABILITY

This annex will be completed by all individuals enlisting or reenlisting into ARNG units under the provisions of NGR 600-200.

SECTION II - INSTRUCTIONS

For soldiers enlisting or reenlisting in the Army National Guard: the Guidance Counselor, or the Officer administering the Oath of Enlistment, is responsible for reading and explaining the service requirements and methods of fulfillment set forth below. Following the reading, explanation, affixing of proper signatures, and the administration of the Oath, a copy of this signed form will be maintained with each copy of the signed enlistment agreement. See NGR 600-200 for distribution.

SECTION III - EXPLANATION TO APPLICANT

1. Initial enlistment as a non-prior service member. I have no previous military service on active duty, or active duty for training, in the Armed Forces of the United States and upon executing this enlistment I will incur a statutory military service obligation of eight years. The enlistment option that I have selected provides that I will be a member of an ARNG unit for a period of 6 years
 - a. Unless otherwise stipulated on an Annex attached to the DD Form 4, I will enter and satisfactorily complete an initial period of active duty for training (IADT) to become qualified in a military occupational specialty (MOS) as soon as a training space is available.
 - b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to:
 - (1) Remain on Active Duty for Training for such additional period as is required to become qualified in my selected Military Occupational Specialty, or
 - (2) Accept training in an alternate MOS if offered, and remain on IADT for such additional training as is required to complete such training.
 - c. If I qualify for enlistment under a pay category that authorizes me to be in a paid training status, I will commence training with my unit while I am awaiting entry on IADT. If I am not authorized to be in a paid status upon enlistment, I may voluntarily attend scheduled drills with my unit until such time as I am authorized to be paid and then I will commence training with my unit.

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- d. I understand that my enlistment requires the following contractual agreement:
- e. I will serve in the Army National Guard (ARNG) from time of accession into the ARNG through completion of initial entry training (IET).
- f. I will transition onto active duty in the Regular Army upon completion of IET and remain on active duty for 36 months.
- g. I understand that priority of assignment under this option will be to deploying units.
- h. Upon my separation from the Regular Army, I agree to serve in my MOS for the remainder of my Military Service Obligation in a Selected Reserve (SELRES) unit of the ARNG.
- i. I understand the ARNG SELRES commitment may be voided only if I reenlist onto active duty in the Regular Army.
- j. As a member of an ARNG unit, I understand I will be required to attend and participate in unit drills and attend active duty for training with my unit. There are at least 48 scheduled unit training assemblies per year. Annual training normally consists of 14 days per year.
- k. I agree to be assigned to an ARNG unit prior to my expiration of term of service. I should contact my counselor at least 90 days prior to my expiration of term of Regular Army Service. I understand that the ARNG units are in designated locations only.
- l. I understand that each person who initially enlists into the Armed Forces incurs an eight year Military Service Obligation (MSO) (eight years under this option) and that the time spent in the Regular Army (RA) and the ARNG/AR unit is creditable toward that eight year obligation (eight years under this option). If I reenlist in the RA for three years or more, the ARNG SELRES portion of my contract will become void.
- m. Should I:
- (1) Voluntarily, academically, or because of misconduct fail to satisfactorily complete the training (BCT/AIT/OSUT) for the MOS I am enlisting (indicated above), the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (2) If I fail, through my own fault, to meet any of the established prerequisites for the Nuclear Surety Programs or the required security clearances or fail to meet or maintain required medical, physical, professional, or other suitability standards for training or retention in my MOS, the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (3) If I become disqualified for this enlistment program because of personal conduct, withholding of information that I have within my knowledge that precludes access to special intelligence information, I will be retained and required to complete my term of enlistment in accordance with the needs of the Army.
- n. I understand I will be enrolled into the Montgomery GI-Bill Program at the completion of my Initial Training upon entry into the Active Component.
- o. I understand that I will receive the following incentive under this option:
- (1) I will receive a \$25,000.00 enlistment bonus under this option, which I will receive after arrival at my first permanent duty station in the Regular Army. Initial payment will be a lump sum in the amount of \$10,000.00 and the remaining payments will be made in annual installments on my enlistment anniversary date.
- p. I understand that I am enlisting for a total of 8 years. I have an active duty obligation that does not include the time I spend in initial training. Upon the completion of my active duty time, the remainder of my Military Service Obligation (MSO) will be completed in a SELRES unit of the ARNG. I understand the SELRES commitment.

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SECTION IV – ACKNOWLEDGEMENT

1. ACKNOWLEDGEMENT: In connection with my enlistment into the National Guard of the United States I hereby acknowledge that:

a. I have enlisted in the following Army National Guard unit:

DET 1 HHC 1 BN 172 A
13 FERRIS ST SWANTON, VT 05488
(802) 868-3887

UIC: WPXET1

Reception Battalion: FORT KNOX, KENTUCKY

OSUT Station: FORT KNOX, KENTUCKY

2. I am enlisting under the program or programs as indicated below:

<u>PROGRAM</u>	<u>TITLE</u>
S	STANDARD TRAINING

School course, I have been assured of attending the School course for:

MOS: 19D CAVALRY SCOUT

Skill Level: 1

SQI: O NO SPECIAL QUALIFICATIONS

ASI: 00 DEFAULT CODE

Language: YY NONE

- a. I certify that I have read or have viewed the Job Description for the MOS I am enlisting for and further acknowledge that I understand the general nature of the training I will receive.
- b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to remain on IADT for such additional period as is required to complete my training or accept training in an alternate MOS if offered and remain on IADT for completion of such alternate training.
- c. Unless I am sooner removed from an active status by proper authority, during the term of my statutory and contractual obligation I must satisfactorily participate while I am assigned to a troop program unit of the Selected Reserve; or if I am subsequently reassigned to the IRR, I must continue to participate satisfactorily as a member of the IRR; or if I am subsequently reassigned to an IMA duty position, I must continue to participate satisfactorily in the IMA program.
- d. I will be required to maintain satisfactory participation in the Ready Reserve for a period of eight years, as stipulated above.
- e. If I am still in high school and fail to satisfactorily complete high school, my enlistment will be terminated unless I meet the non-high school graduate enlistment criteria as specified in NGR 600-200.
- f. If I enlist for assignment to a position requiring airborne training and I refuse to undergo, or fail to complete such training for reasons within my control, or after receiving a parachutist rating I refuse to participate in airborne training, I will be assigned

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to a unit vacancy for which I am, or can be qualified, or if such assignment is not available I will be subject to transfer to the IRR or ING.

- g. I understand that I must enter IADT within 270 days after my enlistment.
3. I accept this assignment even though the distance from my home to the Troop Program Unit (TPU) is greater than the normal commuting distance of 50 miles or 90 minutes travel time. I understand extra meals and lodging will not be provided on training assemblies. I further understand that it is my responsibility to attend all scheduled meetings with my assigned unit. Transportation to and from meetings is my responsibility and will not be a reason for not attending meetings.

SECTION V – OBLIGATION AND RESPONSIBILITIES

This statement will be completed by all individuals enlisting or reenlisting into ARNG units and it will be certified yearly in accordance with NGR 600–200.

I, the undersigned, have been counseled relative to my Reserve obligation and responsibilities. I have received a full orientation in accordance with chapter 2, NGR 600–200 and I fully understand that I must participate satisfactorily during the entire period of my enlistment in the ARNG in accordance with the rules and regulations now in effect, or which may be hereafter placed into effect, by proper authority. Satisfactory participation in the Ready Reserve currently is defined as follows:

1. After completing my active duty for training (if required), I will serve the remaining period of my enlistment with my assigned unit unless the option I selected provided for transfer to the Individual Ready Reserve (IRR) or Inactive National Guard (ING) after a period of time in my unit.
2. I will be required to attend all scheduled unit training assemblies (at least 48 per year) unless I am excused by proper authority. (A soldier who attends a scheduled unit training assembly must be in the prescribed uniform, present a neat soldierly appearance, and perform his/her duties in a satisfactory manner to receive credit for attendance.) In the event I do not receive credit for attendance for any of the reasons explained, I will be charged with an unexcused absence.
3. As a member of a unit I will be required to satisfactorily complete one period of annual training of not less than 15 days per year, exclusive of travel time unless excused therefrom by proper authority.
4. If through reasons beyond my control, I lose my unit assignment and am assigned by proper authority to the IRR, I may be required to complete a period of not more than 30 days active duty for training each year.
5. I will be responsible for keeping my commander advised of my current mailing address, at which I will receive official correspondence, and the name and address of a person other than my spouse who will always know how to contact me.
6. I will be responsible for replying to and complying with all official orders and correspondence which I may receive.
7. I will be required to contact my unit commander, or designated representative, should any condition arise that precludes my attendance at a scheduled training period.
8. If there is a change in my personal status that affects my ability to participate regularly with my unit, I must continue to attend scheduled training assemblies until excused or until relieved of my unit of assignment by proper authority.
9. If I accrue 9 or more unexcused absences during any continuous 365 day period, or fail to participate satisfactorily for any of the reasons explained or which may be placed into effect hereafter by proper authority, I may be declared an unsatisfactory participant and subject to reduction in grade and discharge from the ARNG and transfer to the IRR.
10. During the entire period of this enlistment, while I am a member of the Ready Reserve and the ARNG, I may at any time be ordered to active duty involuntarily as a member of a unit in the event of a war or national emergency declared by the Congress or the President of the United States, or in the event of an emergency declared by the Governor of the State, or under any other conditions authorized by law in effect at the time of my enlistment or which may hereafter be enacted into law. I understand that I

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must comply with said orders.

SECTION VI – STATEMENT OF UNDERSTANDING – POLICIES

1. SURE PAY:

- a. As part of my enlistment contract, I hereby acknowledge and agree that I have the duty and responsibility, to establish and maintain an account with a United States financial institution such as a bank, savings and loan, or credit union for the direct deposit/receipt of my Army net pay and allowances. I will have in my possession a completed direct deposit form from a financial institution, an ATM Card and or checks prior to shipping to access funds during training.
- b. I understand that prior to reporting to IADT, I am required to establish an account with the U.S. financial institution for direct deposit/receipt of my Army net pay and allowances, and execute the appropriate forms prior to or immediately to ensure my Army net pay and allowances are deposited directly into my account. I understand I may freely choose or change U.S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty and responsibility to maintain such an account for direct deposit/receipt of my Army net pay allowances so long as I remain in service, unless I receive a specific exemption from this requirement from the Army. I understand that failure to establish and maintain an account as described above, in the absence of a specific exemption, may subject me to administrative action and/or disciplinary action under the Uniform Code of Military Justice or state military code (ARNG).

2. ALCOHOL AND DRUG ABUSE:

- a. I understand that the Army's policy on alcohol and drug abuse is that the Army must prevent alcohol and drug abuse in order to perform its mission to defend the United States, to ensure its combat readiness, and to protect the health and welfare of its soldiers. I understand that service in the United States Army places me in a position of special trust and responsibility. Any drug abuse by soldiers of the United States Army is against the law, violates Army standards of behavior and duty performance, and will not be tolerated. Alcohol abuse involving criminal acts or conduct detrimental to the Army or good order and discipline will also not be tolerated. The illegal use of narcotics, or prescription drugs, or any use of marijuana or other illegal substances by soldiers can lead to criminal prosecution and/or discharge under other than honorable conditions. If I am identified for either alcohol or drug abuse, including the use or possession of marijuana, appropriate disciplinary and/or administrative action may be taken against me. This may include trial by court-martial or administrative separation from the Army.
- b. I understand that certain Military Occupational Specialties (MOS) in the Army cannot be performed by persons who have used marijuana or other drugs. If it is established that I have used drugs or marijuana and that usage disqualifies me for the MOS for which I entered the ARMY or have been awarded, I may be reclassified into another MOS based on the needs of the Army.

3. RELIGIOUS PRACTICE ACCOMMODATION:

- a. I understand the Department of the Army's policy on accommodation of religious practices is to accommodate religious practices when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, health, safety, or discipline. The Army places a high value on the rights of its soldiers to observe the tenants of their respective religions. Unit commanders are authorized to initially approve or deny requests for accommodation of religious practices. Conditions of accommodation may change based on military need. Policy guidelines are contained in AR 600-20 and AR 165-1 which my guidance counselor has available for me to read. I understand that the Army cannot guarantee accommodation of religious practices.
- b. I further state that I have been given the opportunity to read or I have read the policy in AR 600-20 and AR 165-1.

4. FITNESS TRAINING UNIT:

- a. I understand that all recruits reporting for Basic Combat Training (BCT) and One Station Unit Training (OSUT) will be assessed on their physical fitness during processing at the Reception Battalion.

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- b. The new soldiers not meeting the minimum standards listed below will enter the Fitness Training Unit. Those who meet or exceed the standards will proceed on to BCT/OSUT. The minimum standards are:

Push-up:	13 repetitions
Sit-up:	17 repetitions
1 Mile Run:	8 min 30 sec.

5. SEXUAL HARASSMENT:

- a. The U.S. Army will not condone any person who violates the rights of; or discriminates against; any person because of their gender. Further, I understand that:
- (1) Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
 - (3) Any soldier or civilian employee in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace, can occur at almost any place, and violates acceptable standards of integrity and impartiality required of all Army personnel. It interferes with mission accomplishment and unit cohesion. Such behavior by soldiers or Army civilians will not be tolerated.
 - (4) I fully acknowledge that I have the duty and responsibility to report immediately any violation of the above stated policy. In addition, I acknowledge that I am aware of the Army policy stated above and any violation could be grounds for adverse action or criminal charges under the Uniform Code of Military Justice. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program, I may contact the U.S. Army Recruiting Battalion Executive Officer or Commander at 8683887
- b. The U.S. Army has zero tolerance for conduct or behavior that violates the policy stated above.
- c. The Army policy stated above may be found in Army Regulation 600-20, Army Command Policy.

6. PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES:

- a. I have been advised that participation in extremist organizations or activities is inconsistent with the responsibilities of military service. It is the policy of the U.S. Army to provide equal opportunity and treatment for all soldiers without regard to race, color, religion, sex, or national origin. Enforcement of the Army's equal opportunity policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. This paragraph identifies prohibited actions by soldiers involving extremist organizations or activities, discusses the authority of the commander to establish other prohibitions, and establishes that violation of the prohibitions contained in this paragraph or those established by a commander may result in prosecution under various provisions of the Uniform Code of Military Justice (UCMJ).
- (1) Participation. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate racial, gender, or ethnic hatred or intolerance; advocate, create, or

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engage in illegal discrimination based on race, color, sex, religion, or national origin; advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States or any State; or advocate or seek to overthrow the Government of the United States, or any State by unlawful means.

- (2) Prohibitions. Soldiers are prohibited from the following actions in support of extremist organizations or activities. Penalties for violation of these prohibitions include the full range of statutory and regulatory sanctions, both criminal (UCMJ) and administrative.
- (3) Participating in a public demonstration or rally.
- (4) Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause when on duty, when in uniform, when in a foreign country (whether on- or off-duty or in uniform), when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off-limits sanctions or a commander's order;
- (5) Fund-raising;
- (6) Recruiting or training members (including encouraging other soldiers to join);
- (7) Creating, organizing, or taking a visible leadership role in such an organization or activity; or
- (8) Distributing literature on or off a military installation the primary purpose and content of which concerns advocacy or support of extremist causes, organizations, or activities and it appears that the literature presents a clear danger to the loyalty, discipline, or morale of military personnel, or if the distribution would materially interfere with the accomplishment of a military mission.

b. I acknowledge that I have read and fully understand the Army's policy regarding a soldier's participation in extremist organizations or activities. If I request, a complete copy of AR 600-20, paragraph 4-12, will be provided to me.

7. UNIFORM AND APPEARANCE:

a. I acknowledge that I have been informed of the U.S. Army uniform and appearance policy. I understand that:

- (1) AR 670-1 (Wear and Appearance of Army Uniforms and Insignia) contains personal appearance policies which I will be required to comply with. Soldiers are expected to maintain good daily hygiene and wear their uniform so as not to detract from an overall military appearance.
- (2) I have been informed that provisions of AR 670-1 as it applies to personal appearance include specific policy with regard to body markings.
- (3) The current policy is as follows:
 - (a.) Any person with a tattoo on the head, neck, scalp, or face will not be accepted. Furthermore, regardless of a tattoo's location, any tattoo deemed offensive, racist, profane, and/or linked to a criminal activity or extremist group may be denied enlistment.
 - (4) TATTOOING in areas of the body (i.e., face, legs, hands, fingers, etc.) that would cause the tattoo to be exposed in a Class A Uniform would detract from a soldierly appearance.
 - (a.) Any person who is not in compliance with AR 670-1 as it applies to tattoos will not be accepted for enlistment in the U.S. Army.

b. I have been advised that while a member of the U.S. Army, to include the National Guard Rep63, I may not violate the above policy. I will refrain from obtaining any body markings or I may be denied entry for violation of the above expressed policy.

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c. I hereby state that I have revealed the existence of all tattoos during my medical examination. I have further revealed to my recruiter, or guidance counselor that I have markings (tattoos).

I DO HAVE TATTOOS.

AUTHENTICATION

SECTION VII – ADDENDUMS

The following addendum's have been attached and are part of my enlistment agreement:

- List of Addendum's
- Affiliation Bonus Form
- Enlistment Bonus Form
- Montgomery GI Bill Kicker
- Army Advantage Fund (AAF) Addendum
- Montgomery GI Bill
- SLRP Form
- Reenlistment/Enlistment Bonus Form

None

SECTION VIII – STATEMENT OF ACKNOWLEDGEMENT AND UNDERSTANDING

I have read and understand the statements above and that these statements are intended to constitute ALL promises and guarantees whatsoever concerning my enlistment. No other (verbal or otherwise) promise or representation not annexed to my enlistment contract is valid or will be honored. I hereby state that I have NOT been promised anything other than what is written on this form and hereby waive any claim based upon any promise or representation not annexed to my contract. I further state that I have provided my recruiter and guidance counselor all information concerning my qualifications and that no official in the National Guard of the United States or any other agency has advised me to conceal nor have I concealed information in connection with my enlistment.

TYPED NAME AND SSN OF
APPLICANT

SIGNATURE OF APPLICANT

DATE

JOHN QUE APPLICANT
000-00-0000



20071002

SECTION IX – CERTIFICATION BY WITNESSING OFFICIAL

I certify that I have read and explained all of the conditions and stipulations concerning service obligations, methods of fulfillment, and satisfactory participation as set forth above under which the individual is, or will become, a member of the Army National Guard. Following this reading and explanation, a copy of this certificate was furnished the above named individual.

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NAME: APPLICANT, JOHN QUE

SSN: 000-00-0000

ENLISTMENT/REENLISTMENT AGREEMENT ARMY NATIONAL GUARD SERVICE REQUIREMENTS AND METHODS OF FULFILLMENT

(For use of this Form, see NGR 600–200, the proponent agency is NGB–ARP–P and NGB–ARP–E)

- AUTHORITY:** Section 510 and 511, Title 10, USC and Section 301 and 304, Title 32, USC.
- PRINCIPLE PURPOSE:** To explain your military obligation, the methods of fulfilling that obligation, and participation requirements, and to ensure that your agreement to these conditions is a matter of record.
- ROUTINE USES:** Confirmation of obligation and responsibilities; occasionally as a basis for non-participation action if requirements are not met.
- DISCLOSURE:** Disclosure of the SSN is voluntary; however if not provided you will not be enlisted/reenlisted.

SECTION I – APPLICABILITY

This annex will be completed by all individuals enlisting or reenlisting into ARNG units under the provisions of NGR 600–200.

SECTION II – INSTRUCTIONS

For soldiers enlisting or reenlisting in the Army National Guard: the Guidance Counselor, or the Officer administering the Oath of Enlistment, is responsible for reading and explaining the service requirements and methods of fulfillment set forth below. Following the reading, explanation, affixing of proper signatures, and the administration of the Oath, a copy of this signed form will be maintained with each copy of the signed enlistment agreement. See NGR 600–200 for distribution.

SECTION III – EXPLANATION TO APPLICANT

1. Initial enlistment as a non-prior service member. I have no previous military service on active duty, or active duty for training, in the Armed Forces of the United States and upon executing this enlistment I will incur a statutory military service obligation of eight years. The enlistment option that I have selected provides that I will be a member of an ARNG unit for a period of 6 years
 - a. Unless otherwise stipulated on an Annex attached to the DD Form 4, I will enter and satisfactorily complete an initial period of active duty for training (IADT) to become qualified in a military occupational specialty (MOS) as soon as a training space is available.
 - b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to:
 - (1) Remain on Active Duty for Training for such additional period as is required to become qualified in my selected Military Occupational Specialty, or
 - (2) Accept training in an alternate MOS if offered, and remain on IADT for such additional training as is require to complete such training.
 - c. If I qualify for enlistment under a pay category that authorizes me to be in a paid training status, I will commence training with my unit while I am awaiting entry on IADT. If I am not authorized to be in a paid status upon enlistment, I may voluntarily attend scheduled drills with my unit until such time as I am authorized to be paid and then I will commence training with my unit.

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- d. I understand that my enlistment requires the following contractual agreement:
- e. I will serve in the Army National Guard (ARNG) from time of accession into the ARNG through completion of initial entry training (IET).
- f. I will transition onto active duty in the Regular Army upon completion of IET and remain on active duty for 48 months.
- g. I understand that priority of assignment under this option will be to deploying units.
- h. Upon my separation from the Regular Army, I agree to serve in my MOS for the remainder of my Military Service Obligation in a Selected Reserve (SELRES) unit of the ARNG.
- i. I understand the ARNG SELRES commitment may be voided only if I reenlist onto active duty in the Regular Army.
- j. As a member of an ARNG unit, I understand I will be required to attend and participate in unit drills and attend active duty for training with my unit. There are at least 48 scheduled unit training assemblies per year. Annual training normally consists of 14 days per year.
- k. I agree to be assigned to an ARNG unit prior to my expiration of term of service. I should contact my counselor at least 90 days prior to my expiration of term of Regular Army Service. I understand that the ARNG units are in designated locations only.
- l. I understand that each person who initially enlists into the Armed Forces incurs an eight year Military Service Obligation (MSO) (eight years under this option) and that the time spent in the Regular Army (RA) and the ARNG/AR unit is creditable toward that eight year obligation (eight years under this option) . If I reenlist in the RA for three years or more, the ARNG SELRES portion of my contract will become void.
- m. Should I:
- (1) Voluntarily, academically, or because of misconduct fail to satisfactorily complete the training (BCT/AIT/OSUT) for the MOS I am enlisting (indicated above), the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (2) If I fail, through my own fault, to meet any of the established prerequisites for the Nuclear Surety Programs or the required security clearances or fail to meet or maintain required medical, physical, professional, or other suitability standards for training or retention in my MOS, the Regular Army portion of my contract will become void and I will be required to complete my entire term of enlistment in accordance with the needs of the ARNG.
 - (3) If I become disqualified for this enlistment program because of personal conduct, withholding of information that I have within my knowledge that precludes access to special intelligence information, I will be retained and required to complete my term of enlistment in accordance with the needs of the Army.
- n. I understand I will be enrolled into the Montgomery GI-Bill Program at the completion of my Initial Training upon entry into the Active Component.
- o. I understand that I will receive the following incentive under this option:
- (1) I will receive a \$30,000.00 enlistment bonus under this option, which I will receive after arrival at my first permanent duty station in the Regular Army. Initial payment will be a lump sum in the amount of \$10,000.00 and the remaining payments will be made in annual installments on my enlistment anniversary date.
- p. I understand that I am enlisting for a total of 8 years. I have an active duty obligation that does not include the time I spend in initial training. Upon the completion of my active duty time, the remainder of my Military Service Obligation (MSO) will be completed in a SELRES unit of the ARNG. I understand the SELRES commitment.

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SECTION IV – ACKNOWLEDGEMENT

1. ACKNOWLEDGEMENT: In connection with my enlistment into the National Guard of the United States I hereby acknowledge that:

a. I have enlisted in the following Army National Guard unit:

DET 1 HHC 1 BN 172 A
13 FERRIS ST SWANTON, VT 05488
(802) 868-3887

UIC: WPXET1

Reception Battalion: FORT KNOX, KENTUCKY

OSUT Station: FORT KNOX, KENTUCKY

2. I am enlisting under the program or programs as indicated below:

<u>PROGRAM</u>	<u>TITLE</u>
S	STANDARD TRAINING

School course, I have been assured of attending the School course for:

MOS: 19D CAVALRY SCOUT

Skill Level: 1

SQI: O NO SPECIAL QUALIFICATIONS

ASI: 00 DEFAULT CODE

Language: YY NONE

- a. **I certify that I have read or have viewed the Job Description for the MOS I am enlisting for and further acknowledge that I understand the general nature of the training I will receive.**
- b. If for any reason beyond my control I am unable to complete the training during the period for which I was initially ordered to IADT, I agree to remain on IADT for such additional period as is required to complete my training or accept training in an alternate MOS if offered and remain on IADT for completion of such alternate training.
- c. Unless I am sooner removed from an active status by proper authority, during the term of my statutory and contractual obligation I must satisfactorily participate while I am assigned to a troop program unit of the Selected Reserve; or if I am subsequently reassigned to the IRR, I must continue to participate satisfactorily as a member of the IRR; or if I am subsequently reassigned to an IMA duty position, I must continue to participate satisfactorily in the IMA program.
- d. I will be required to maintain satisfactory participation in the Ready Reserve for a period of eight years, as stipulated above.
- e. If I am still in high school and fail to satisfactorily complete high school, my enlistment will be terminated unless I meet the non-high school graduate enlistment criteria as specified in NGR 600-200.
- f. If I enlist for assignment to a position requiring airborne training and I refuse to undergo, or fail to complete such training for reasons within my control, or after receiving a parachutist rating I refuse to participate in airborne training, I will be assigned

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to a unit vacancy for which I am, or can be qualified, or if such assignment is not available I will be subject to transfer to the IRR or ING.

g. I understand that I must enter IADT within 270 days after my enlistment.

3. I accept this assignment even though the distance from my home to the Troop Program Unit (TPU) is greater than the normal commuting distance of 50 miles or 90 minutes travel time. I understand extra meals and lodging will not be provided on training assemblies. I further understand that it is my responsibility to attend all scheduled meetings with my assigned unit. Transportation to and from meetings is my responsibility and will not be a reason for not attending meetings.

SECTION V – OBLIGATION AND RESPONSIBILITIES

This statement will be completed by all individuals enlisting or reenlisting into ARNG units and it will be certified yearly in accordance with NGR 600–200.

I, the undersigned, have been counseled relative to my Reserve obligation and responsibilities. I have received a full orientation in accordance with chapter 2, NGR 600–200 and I fully understand that I must participate satisfactorily during the entire period of my enlistment in the ARNG in accordance with the rules and regulations now in effect, or which may be hereafter placed into effect, by proper authority. Satisfactory participation in the Ready Reserve currently is defined as follows:

1. After completing my active duty for training (if required), I will serve the remaining period of my enlistment with my assigned unit unless the option I selected provided for transfer to the Individual Ready Reserve (IRR) or Inactive National Guard (ING) after a period of time in my unit.
2. I will be required to attend all scheduled unit training assemblies (at least 48 per year) unless I am excused by proper authority. (A soldier who attends a scheduled unit training assembly must be in the prescribed uniform, present a neat soldierly appearance, and perform his/her duties in a satisfactory manner to receive credit for attendance.) In the event I do not receive credit for attendance for any of the reasons explained, I will be charged with an unexcused absence.
3. As a member of a unit I will be required to satisfactorily complete one period of annual training of not less than 15 days per year, exclusive of travel time unless excused therefrom by proper authority.
4. If through reasons beyond my control, I lose my unit assignment and am assigned by proper authority to the IRR, I may be required to complete a period of not more than 30 days active duty for training each year.
5. I will be responsible for keeping my commander advised of my current mailing address, at which I will receive official correspondence, and the name and address of a person other than my spouse who will always know how to contact me.
6. I will be responsible for replying to and complying with all official orders and correspondence which I may receive.
7. I will be required to contact my unit commander, or designated representative, should any condition arise that precludes my attendance at a scheduled training period.
8. If there is a change in my personal status that affects my ability to participate regularly with my unit, I must continue to attend scheduled training assemblies until excused or until relieved of my unit of assignment by proper authority.
9. If I accrue 9 or more unexcused absences during any continuous 365 day period, or fail to participate satisfactorily for any of the reasons explained or which may be placed into effect hereafter by proper authority, I may be declared an unsatisfactory participant and subject to reduction in grade and discharge from the ARNG and transfer to the IRR.
10. During the entire period of this enlistment, while I am a member of the Ready Reserve and the ARNG, I may at any time be ordered to active duty involuntarily as a member of a unit in the event of a war or national emergency declared by the Congress or the President of the United States, or in the event of an emergency declared by the Governor of the State, or under any other conditions authorized by law in effect at the time of my enlistment or which may hereafter be enacted into law. I understand that I

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must comply with said orders.

SECTION VI – STATEMENT OF UNDERSTANDING – POLICIES

1. SURE PAY:

- a. As part of my enlistment contract, I hereby acknowledge and agree that I have the duty and responsibility, to establish and maintain an account with a United States financial institution such as a bank, savings and loan, or credit union for the direct deposit/receipt of my Army net pay and allowances. I will have in my possession a completed direct deposit form from a financial institution, an ATM Card and or checks prior to shipping to access funds during training.
- b. I understand that prior to reporting to IADT, I am required to establish an account with the U.S. financial institution for direct deposit/receipt of my Army net pay and allowances, and execute the appropriate forms prior to or immediately to ensure my Army net pay and allowances are deposited directly into my account. I understand I may freely choose or change U.S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty and responsibility to maintain such an account for direct deposit/receipt of my Army net pay allowances so long as I remain in service, unless I receive a specific exemption from this requirement from the Army. I understand that failure to establish and maintain an account as described above, in the absence of a specific exemption, may subject me to administrative action and/or disciplinary action under the Uniform Code of Military Justice or state military code (ARNG).

2. ALCOHOL AND DRUG ABUSE:

- a. I understand that the Army's policy on alcohol and drug abuse is that the Army must prevent alcohol and drug abuse in order to perform its mission to defend the United States, to ensure its combat readiness, and to protect the health and welfare of its soldiers. I understand that service in the United States Army places me in a position of special trust and responsibility. Any drug abuse by soldiers of the United States Army is against the law, violates Army standards of behavior and duty performance, and will not be tolerated. Alcohol abuse involving criminal acts or conduct detrimental to the Army or good order and discipline will also not be tolerated. The illegal use of narcotics, or prescription drugs, or any use of marijuana or other illegal substances by soldiers can lead to criminal prosecution and/or discharge under other than honorable conditions. If I am identified for either alcohol or drug abuse, including the use or possession of marijuana, appropriate disciplinary and/or administrative action may be taken against me. This may include trial by court-martial or administrative separation from the Army.
- b. I understand that certain Military Occupational Specialties (MOS) in the Army cannot be performed by persons who have used marijuana or other drugs. If it is established that I have used drugs or marijuana and that usage disqualifies me for the MOS for which I entered the ARMY or have been awarded, I may be reclassified into another MOS based on the needs of the Army.

3. RELIGIOUS PRACTICE ACCOMMODATION:

- a. I understand the Department of the Army's policy on accommodation of religious practices is to accommodate religious practices when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, health, safety, or discipline. The Army places a high value on the rights of its soldiers to observe the tenants of their respective religions. Unit commanders are authorized to initially approve or deny requests for accommodation of religious practices. Conditions of accommodation may change based on military need. Policy guidelines are contained in AR 600-20 and AR 165-1 which my guidance counselor has available for me to read. I understand that the Army cannot guarantee accommodation of religious practices.
- b. I further state that I have been given the opportunity to read or I have read the policy in AR 600-20 and AR 165-1.

4. FITNESS TRAINING UNIT:

- a. I understand that all recruits reporting for Basic Combat Training (BCT) and One Station Unit Training (OSUT) will be assessed on their physical fitness during processing at the Reception Battalion.

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- b. The new soldiers not meeting the minimum standards listed below will enter the Fitness Training Unit. Those who meet or exceed the standards will proceed on to BCT/OSUT. The minimum standards are:

Push-up:	13 repetitions
Sit-up:	17 repetitions
1 Mile Run:	8 min 30 sec.

5. SEXUAL HARASSMENT:

- a. The U.S. Army will not condone any person who violates the rights of; or discriminates against; any person because of their gender. Further, I understand that:
- (1) Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
 - (3) Any soldier or civilian employee in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace, can occur at almost any place, and violates acceptable standards of integrity and impartiality required of all Army personnel. It interferes with mission accomplishment and unit cohesion. Such behavior by soldiers or Army civilians will not be tolerated.
 - (4) I fully acknowledge that I have the duty and responsibility to report immediately any violation of the above stated policy. In addition, I acknowledge that I am aware of the Army policy stated above and any violation could be grounds for adverse action or criminal charges under the Uniform Code of Military Justice. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program, I may contact the U.S. Army Recruiting Battalion Executive Officer or Commander at 8683887
- b. The U.S. Army has zero tolerance for conduct or behavior that violates the policy stated above.
- c. The Army policy stated above may be found in Army Regulation 600-20, Army Command Policy.

6. PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES:

- a. I have been advised that participation in extremist organizations or activities is inconsistent with the responsibilities of military service. It is the policy of the U.S. Army to provide equal opportunity and treatment for all soldiers without regard to race, color, religion, sex, or national origin. Enforcement of the Army's equal opportunity policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. This paragraph identifies prohibited actions by soldiers involving extremist organizations or activities, discusses the authority of the commander to establish other prohibitions, and establishes that violation of the prohibitions contained in this paragraph or those established by a commander may result in prosecution under various provisions of the Uniform Code of Military Justice (UCMJ).
- (1) Participation. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate racial, gender, or ethnic hatred or intolerance; advocate, create, or

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engage in illegal discrimination based on race, color, sex, religion, or national origin; advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States or any State; or advocate or seek to overthrow the Government of the United States, or any State by unlawful means.

- (2) Prohibitions. Soldiers are prohibited from the following actions in support of extremist organizations or activities. Penalties for violation of these prohibitions include the full range of statutory and regulatory sanctions, both criminal (UCMJ) and administrative.
- (3) Participating in a public demonstration or rally.
- (4) Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause when on duty, when in uniform, when in a foreign country (whether on- or off-duty or in uniform), when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off-limits sanctions or a commander's order;
- (5) Fund-raising;
- (6) Recruiting or training members (including encouraging other soldiers to join);
- (7) Creating, organizing, or taking a visible leadership role in such an organization or activity; or
- (8) Distributing literature on or off a military installation the primary purpose and content of which concerns advocacy or support of extremist causes, organizations, or activities and it appears that the literature presents a clear danger to the loyalty, discipline, or morale of military personnel, or if the distribution would materially interfere with the accomplishment of a military mission.

b. I acknowledge that I have read and fully understand the Army's policy regarding a soldier's participation in extremist organizations or activities. If I request, a complete copy of AR 600-20, paragraph 4-12, will be provided to me.

7. UNIFORM AND APPEARANCE:

a. I acknowledge that I have been informed of the U.S. Army uniform and appearance policy. I understand that:

- (1) AR 670-1 (Wear and Appearance of Army Uniforms and Insignia) contains personal appearance policies which I will be required to comply with. Soldiers are expected to maintain good daily hygiene and wear their uniform so as not to detract from an overall military appearance.
- (2) I have been informed that provisions of AR 670-1 as it applies to personal appearance include specific policy with regard to body markings.
- (3) The current policy is as follows:
 - (a.) Any person with a tattoo on the head, neck, scalp, or face will not be accepted. Furthermore, regardless of a tattoo's location, any tattoo deemed offensive, racist, profane, and/or linked to a criminal activity or extremist group may be denied enlistment.
- (4) TATTOOING in areas of the body (i.e., face, legs, hands, fingers, etc.,) that would cause the tattoo to be exposed in a Class A Uniform would detract from a soldierly appearance.
 - (a.) Any person who is not in compliance with AR 670-1 as it applies to tattoos will not be accepted for enlistment in the U.S. Army.

b. I have been advised that while a member of the U.S. Army, to include the National Guard Rep63, I may not violate the above policy. I will refrain from obtaining any body markings or I may be denied entry for violation of the above expressed policy.

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c. I hereby state that I have revealed the existence of all tattoos during my medical examination. I have further revealed to my recruiter, or guidance counselor that I have markings (tattoos).

I DO HAVE TATTOOS.

AUTHENTICATION

SECTION VII – ADDENDUMS

The following addendum's have been attached and are part of my enlistment agreement:

List of Addendum's

Affiliation Bonus Form

Enlistment Bonus Form

Montgomery GI Bill Kicker

Army Advantage Fund (AAF) Addendum

Montgomery GI Bill

SLRP Form

Reenlistment/Enlistment Bonus Form

None

SECTION VIII – STATEMENT OF ACKNOWLEDGEMENT AND UNDERSTANDING

I have read and understand the statements above and that these statements are intended to constitute ALL promises and guarantees whatsoever concerning my enlistment. No other (verbal or otherwise) promise or representation not annexed to my enlistment contract is valid or will be honored. I hereby state that I have NOT been promised anything other than what is written on this form and hereby waive any claim based upon any promise or representation not annexed to my contract. I further state that I have provided my recruiter and guidance counselor all information concerning my qualifications and that no official in the National Guard of the United States or any other agency has advised me to conceal nor have I concealed information in connection with my enlistment.

**TYPED NAME AND SSN OF
APPLICANT**

SIGNATURE OF APPLICANT

DATE

JOHN QUE APPLICANT
000-00-0000



20071002

SECTION IX – CERTIFICATION BY WITNESSING OFFICIAL

I certify that I have read and explained all of the conditions and stipulations concerning service obligations, methods of fulfillment, and satisfactory participation as set forth above under which the individual is, or will become, a member of the Army National Guard. Following this reading and explanation, a copy of this certificate was furnished the above named individual.

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NAME: APPLICANT, JOHN QUE

SSN: 000-00-0000

**TYPED NAME AND GRADE OF
COUNSELOR**

SIGNATURE OF WITNESSING OFFICIAL DATE

SFC JOE RECRUITER E07



20070730