

**CERTIFICATE AND ACKNOWLEDGMENT
UNITED STATES ARMY RESERVE
SERVICE REQUIREMENTS AND METHODS OF FULFILLMENT**
For use of this form, see AR 135-91; the proponent agency is ODCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 37 USC 331, General Bonus Authority for Enlisted Members and AR 601-210, Regular Army and Reserve Components Enlistment Program, and 9397 EO (as amended).

PRINCIPAL PURPOSE: It is used to record contractual obligations to enlistees; education and priority skills incentives; and acknowledgement of Army policy that applies to all Soldiers. For additional information see the System of Records Notice A0600-8-104b AHRC <https://dpcl.dod.mil/Privacy/SORNSIndex/DOD-wide-SORN-Article-View/Article/570051/a0600-8-104b-ahrc.aspx>.

ROUTINE USES: There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice(s) specified in the purpose statement above.

DISCLOSURE: Voluntary, however failure to provide the required information may result in denial of enlistment.

SECTION I - APPLICABILITY

1. Except as noted in paragraph 2 below, this certificate will be completed by all soldiers:
 - a. Enlisting or (reenlisting) in the Army Reserve without a concurrent order to active duty; or
 - b. Transferred or reassigned to an Army Reserve (TPU) or to a duty position in the Individual Mobilization Augmentation (IMA) Program.
2. This certificate is not applicable to enlistment in conjunction with enrollment in the Senior Reserve Officers Training Corps (ROTC) program.

SECTION II - INSTRUCTIONS

1. For Soldiers enlisting or reenlisting for a term of service in the Army Reserve the guidance counselor, reenlistment official, or the officer administering the Oath, 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 stapled to each copy of the signed enlistment/reenlistment document (DD Form 4 Series).
2. For Soldiers transferred or reassigned to a TPU of the Army Reserve or to an IMA duty position, the unit commander/gaining organization commander, or his/her designated representative, is responsible for reading and explaining the service requirements and methods of fulfillment set forth below. Following the reading, explanation, and affixing of proper signatures, a copy will be furnished the Soldier. At accession, a copy will be transferred to the Soldier file at Human Resources Command (HRC) and will be available to authorized personnel via the interactive Personnel Electronic Records Management System (iPERMS).
3. For Soldiers assigned to a TPU of the Army Reserve, at least once annually, commanders or their designated representative, will conduct an orientation of the service requirements, methods of fulfillment, and participation requirements as set forth below.

SECTION III - EXPLANATION

In connection with your membership in the Army Reserve, as the witnessing official it is my duty and responsibility to explain the service and participation requirements that are applicable. If during this explanation, you have any questions or want further clarification, advise me and I will explain all matters to your satisfaction and understanding before proceeding.

1. If you are enlisting or reenlisting, you will be furnished an enlistment/reenlistment document (DD Form 4 Series), which you will be required to sign following administration of the Oath. An exact copy of this explanation with your signature will be attached to all copies of your enlistment/reenlistment document.
2. If you are being transferred or reassigned to a TPU of the Army Reserve or IMA duty position an exact copy of this explanation will be inserted in your military records.
3. I will furnish you a copy of this signed and witnessed statement.

SECTION IV - SERVICE OBLIGATION

1. ACKNOWLEDGEMENT: In connection with my enlistment into the United States Army Reserve I hereby acknowledge that:

My enlistment in the U. S. Army Reserve obligates me to a total of 8 years' service in the U. S. Armed Forces, including service in the Reserve components. I agree to serve 6 years as an assigned member of a TPU in the Selected Reserve (SELRES) and 2 years as an assigned member of the Individual Ready Reserve (IRR).

INITIAL ENLISTMENT AS A NON-PRIOR SERVICE APPLICANT. I have had no previous military service on active duty, or active duty for training, in the Armed Forces of the United States and on executing this enlistment I will incur a statutory military service obligation (MSO) of 8 years and a contractual obligation to serve **6** years as an assigned member of a TPU in the SELRES and 2 years as an assigned member of the IRR unless I voluntarily elect to remain assigned and continue to satisfactorily participate as a member of a TPU.

I have enlisted in the following Army Reserve unit:
CO C, 392D esb
700 EAST ORDNANCE ROAD
BALTIMORE, MD, USA 21226-1742
Phone
1 (910) 598-2497

UIC: WZNJC0
Unit Vacancy MOS: 25H Network Communication Systems Specialist

I will report back to MEPS on: 29 Jul 2025

Reception Battalion: Fort Jackson, South Carolina

Basic Training Station: Fort Jackson, South Carolina

AIT Station: FT EISENHOWER, GA

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

PROGRAM	TITLE
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STP	Standard Training Program
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My enlistment for this program assures me that, provided I meet required prerequisites, I will receive training in the following Military Occupational Specialty (MOS) or Career Management Field (CMF)

Training MOS: 25H Network Communication Systems Specialist

Skill Level: 1

SQI: O No Special Qualifications

ASI: 00 Code Not Found (00)

Language: YY None

2. The following programs and/or incentives are my authorized entitlements:

NPS MGIB KICKER \$100

NONPRIORITY SERVICE ENLISTMENT BONUS \$7000

- a. I certify that I have read and understand the applicable information in AR 601-210 for the Enlistment Program(s) I am enlisting for.
- b. I must enter and satisfactorily complete a period of initial active duty for training (IADT) to become qualified in a military occupational specialty (MOS) as soon as a training space is available. Training spaces are normally available within 180 days following enlistment although additional delay may be necessary for military reasons.
- c. 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.
- d. If I qualify for enlistment that authorizes me to be in a paid training status, I will commence training with my assigned unit while I am awaiting entry on IADT. If I am not authorized to be in a paid training status on enlistment, I may voluntarily attend scheduled drills with my unit until such time as I am authorized to be paid and then will commence training with my unit.
- e. 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.
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.

4. **PERSONNEL SECURITY PROGRAM (PSP):** In connection with my enlistment I hereby acknowledge that:

- a. Department of Defense (DoD) policy designates all military positions as national security positions regardless of whether or not the Service member requires access to classified information.
- b. All military personnel must obtain and maintain a minimum of a favorably adjudicated National Agency Check with Law and Credit (NACLC) (known as a Tier 3 (Secret level)) background investigation.

c. I have provided complete, detailed, and accurate background information regarding my controlled drug and alcohol use, financial, moral, and physical history. This information will be used to determine my eligibility for a favorably adjudicated Tier 3 background investigation which is required due to all military positions being designated as national security positions regardless of the MOS, option and /or duty assignment requiring a clearance. I understand that if it is determined that I have knowingly failed to reveal information at the time of my enlistment, or I have significant derogatory information, which results in my inability to receive a favorably adjudicated Tier 3 investigation, I may be processed for discharge. If my MOS, enlistment option, or duty assignment, or I have significant derogatory information, that results in my inability to receive an interim or final security clearance within 120 days from the submission date of my request for a clearance, I may be reclassified based on the needs of the Army or processed for discharge.

5. EXPEDITED SCREENING PROTOCOL (ESP)

a. I understand that I may be subject to an Expedited Screening Protocol (ESP), if indicators are detected based on answers from my completed and submitted background investigation (SF86). This ESP is to determine allegiance to the United States, foreign preference, or foreign influence. I further understand that if preliminary ESP results are trending as unfavorable, I will be prohibited from shipping to training until final results have returned. If final results are unfavorable, I will be notified and discharged from the Delayed Entry Program (DEP), Delayed Training Program of Delayed Status, whichever applies to me. It is also understood that an administrative hold will be put on my Social Security Number by USMEPCOM HQ and I will not be eligible to enlist into any other service, which includes their active, reserve or guard components.

6. PRE-BASIC COMBAT TRAINING (BCT) OCCUPATIONAL PHYSICAL ASSESSMENT TEST (OPAT) AND PHYSICAL TRAINING (PT) PROGRAM

a. I understand and acknowledge that all recruits reporting for Active Duty/Active Duty for Training will be required to meet a physical assessment standard in order to enter on active duty. At a minimum I must be able to demonstrate my ability to successfully perform the Occupational Physical Assessment Test (OPAT) at the level required for the MOS in which I contracted.

b. Based upon my initial assessment, my recruiter will enroll me in a self-paced Pre-BCT Physical Training (PT) Program, I understand and acknowledge that as a member of the Army or Army Reserve, my participation in the PT program is voluntary; however, it is highly encouraged to ensure success.

SECTION V - SATISFACTORY PARTICIPATION

1. I understand that as a member of the Army Reserve, I must participate satisfactorily during the entire period of my enlistment, reenlistment, immediate reenlistment, transfer, assignment, or reassignment in accordance with the rules and regulations now in effect, or which may hereafter be placed in effect, by the proper authority.

a. TROOP PROGRAM UNIT. As a member of a SELRES, TPU, my satisfactory participation is determined by the following:

(1) I will serve as a member of a SELRES TPU for the entire period specified in the terms of my service agreement unless otherwise reassigned or separated by proper authority.

(2) I will be required to attend all scheduled unit training assemblies (at least 48 per year) unless I am excused by proper authority. I must attend scheduled unit training assemblies in the prescribed uniform, present a neat soldierly appearance, and perform my duties in a satisfactory manner to receive credit for attendance. If I do not receive credit for attendance for any of these reasons, I will be charged with an unexcused absence. If I accrue nine or more unexcused absences during any continuous 365-day period, I will be declared an unsatisfactory participant.

(3) I am required to satisfactorily complete a period of annual training of not less than 14 days per year, exclusive of travel time, unless excused by proper authority. If I fail to attend or complete the entire period of annual training, I will be declared an unsatisfactory participant.

(4) I must keep my commander advised of my current mailing address, where I will receive official correspondence, and I must reply to and comply with all official orders and correspondence that I may receive.

SECTION VI - UNSATISFACTORY PARTICIPATION

1. I understand that if I fail to participate satisfactorily for any of the reasons cited in section V above, or which may be placed into effect hereafter by proper authority. I will be declared an unsatisfactory participant and, by law, subject to order to 45 days of active duty for training or a period of active duty that will not cause my total active duty service to exceed 24 months. I will also be subject to separation from the Selected Reserve or the Ready Reserve, as appropriate, either by reassignment or discharge, which may result in a pay grade reduction and an other than honorable characterization of my military service. In addition, entitlement to educational assistance under the Montgomery GI Bill, or to bonus payments and loan repayments, which were based on service in the Selected Reserve, may be terminated and I may be required to repay all or a portion of the funds I received to the U.S. Government.

2. If I am voluntarily or involuntarily reassigned or transferred out of the Selected Reserve, all entitlements under the Selected Reserve Montgomery GI Bill or Selected Reserve incentives will terminate.

SECTION VII - ORDER TO ACTIVE DUTY AND MOBILIZATION

1. I understand that during the entire term of my membership in the U. S. Army Reserve I may, at any time, be involuntarily ordered to active duty as a member of a unit, or as an individual if not assigned to a unit, during a period of selective, partial, full, or total mobilization, or under any other conditions authorized by law in effect at the time of this service agreement or that subsequently may be enacted into law.

2. I have been advised and understand, my Army Reserve enlistment makes me Ineligible for the following Regular Army Incentive programs should I later apply for a Regular Army enlistment.

a. Enlistment Cash Bonus - Regular Army.

b. Loan Repayment Program - Regular Army.

c. Army College Fund - Regular Army.

3. I have read/viewed and understand the military occupational specialty (MOS) description for 25H1O00YY

4. I understand that I will not be eligible to apply for enlistment in a regular component of the Army until I have completed at least six months with my unit (TRR,PS) or after six months after completion of my initial active duty for training (NPS).

SECTION VIII - STATEMENT OF UNDERSTANDING - POLICIES

5. UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT NOTICE

a. You have the right to be reemployed in your current civilian job if:

(1) You leave that job to perform duty in any uniformed service; and,

(2) You provide your employer advance written or verbal notice of your service obligation; and,

(3) Your absence from work by reason of military service does not exceed five years (some exceptions exist); and,

(4) You return to work or apply for reemployment in a timely manner after conclusion of service; and,

(5) You have not been separated from service with a disqualifying discharge or under less than honorable conditions.

b. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at <http://www.dol.gov/vets>. An interactive online USERRA Advisor can be viewed at <http://www.dol.gov/elaws/userra.htm>.

6. PRIVATE PUBLIC PARTNERSHIP (P3)

The US Army Reserve Private Public Partnership (P3) provides the individual Soldier, Family member and Veterans assistance in finding employment/education opportunities with its vetted partners through the Army Reserve Employment Specialists and Transition Readiness Liaisons.

a. I understand that immediately after enlistment through P3, the Army Reserve Employment Specialist can assist me in exploring civilian job opportunities. I further understand that if I am mobilized at any time during my enlistment in the Army Reserve, P3 also provides support during Demobilization to Soldiers who need employment; and P3 directly supports Soldiers on Active Duty during their transition to the Reserve Component.

b. The P3 provides support to Soldiers, Family members, and Veterans with career exploration, job search, resume writing, and interviewing.

c. I understand that for more information on how P3 can assist me, I can access the Army Reserve Employment Specialist (ARES) or the Transition Readiness Liaison (TRL) at the following site: <http://www.usar.army.mil/P3>

7. BASIC ALLOWANCE FOR HOUSING (BAH) FOR RESERVE COMPONENT (RC) SOLDIERS THAT DO NOT HAVE DEPENDENTS AND THAT ARE CLAIMING BASIC ALLOWANCE FOR HOUSING ENTITLEMENTS WHILE ATTENDING ACCESSION TRAINING.

a. I understand that I am required to provide proof (a copy) of the mortgage or rental agreement in order to substantiate my claim for BAH.

b. I understand that my primary residence must have been maintained at the time I was ordered to active duty for accession training and that I must provide proof in the form of a mortgage or a deed to a home in my name or a lease or rental agreement in my name.

c. I understand that proof of financial responsibility does not include a notarized promissory note or similar financial agreement that is not a true mortgage or lease agreement.

d. I understand that a Soldier without dependents who jointly occupies the home of a friend or relative may not have the friend or relative prepare a lease agreement solely for the purpose of qualifying the Soldier to receive BAH.

e. I understand that a house or apartment must be a legitimate residential property in order for it to qualify for proof of financial responsibility.

f. I understand that to qualify for continued BAH, a RC Soldier without dependents must have maintained the primary residence at the time the Soldier was ordered to active duty, and the Soldier must remain financially responsible for the residence throughout the accession training period.

g. I understand that if the lease or rental agreement is terminated before or while attending my accessions training that I have to report the changes in my BAH eligibility in order to stop from receiving BAH payments.

h. I understand that making false claims on BAH eligibility will subject me to punitive action for attempting to defraud the Government.

i. I understand that if I am eligible to receive a housing allowance and I am a member without a dependent, I will receive a housing allowance based on my primary residence location at the time called or ordered to active duty if I maintain a residence and continue to be responsible for rent or own the residence. If I am at a training location for 20 or more weeks, I am considered to have arrived at my permanent duty station. If I am assigned to government quarters, I will receive BAH-Partial effective the date of my arrival until the date I depart the training location.

j. I have been counseled on the provisions of Basic Housing Allowances (BAH) for Reserve Component Members without Dependents.

8. 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 U.S. 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.

9. 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 MOSs 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.

10. RELIGIOUS PRACTICE ACCOMMODATION:

a. The Army places a high value on the rights of its Soldiers to observe the tenets of their respective religions or to observe no religion at all.

b. The Army will approve requests for accommodation of religious practices unless accommodation will have an adverse impact on unit readiness, individual readiness, unit cohesion, morale, good order, discipline, safety, and/or health. These factors are referred to individually and collectively as "military necessity."

c. Religious accommodations for Grooming and Appearance.

(1) Procedures for requesting accommodation of religious practices are contained in AR 600-20 (Army Command Policy). Army uniform wear, personal appearance, and grooming standards are contained in AR 670-1 (Wear and Appearance of Army Uniforms and Insignia). Immunization policy is contained in AR 40-562 (Immunizations and Chemoprophylaxis for the Prevention of Infectious Diseases). Only requests for uniform and grooming accommodations may be acted on prior to enlistment.

(2) By signing this enlistment annex, I acknowledge that I do not desire any type of accommodation for uniform and/or grooming. I also understand that if I currently desire any type of accommodation for uniform and/or grooming, my request for that accommodation must be submitted by me to the approval authority and **I must receive a final decision on my request prior to shipping to Initial Active Duty for Training (IADT)**. I understand that if I have submitted a desired request but have not received a final decision on my request, I will not be allowed to continue processing until a decision has been received from the approval authority. I further understand that if I submitted a request and received a final decision, that I accept the decision and I am choosing to continue processing for enlistment. If my request was approved, I understand I am authorized the accommodation as stated in the approval document. If my request was disapproved, I understand that I must fully comply with Army policy on uniform, personal appearance, and personal grooming standards for non-accommodated Soldiers when I report to IADT, or to my first unit of assignment. I understand that if I do not currently desire a religious accommodation, I may still submit a request at any time during my service, but that the Army cannot guarantee approval of religious accommodation requests and I must fully comply with Army policy for non-accommodated Soldiers unless a request is approved. Finally, I understand that religious accommodations may be revoked, modified, or suspended based on military necessity.

d. Religious accommodation for Immunizations.

(1) Procedures for requesting accommodation of immunization exemption is in a current USAREC Message. Immunization policy is contained in AR 40-562 (Immunizations and Chemoprophylaxis for the Prevention of Infectious Diseases).

(2) By signing this enlistment annex, I acknowledge that I do not desire any type of accommodation for immunization exemption. I also understand that if I currently desire any type of accommodation for immunization exemption, my request for that accommodation must be submitted by me to the approval authority and **I must receive a final decision on my request prior to shipping to Initial Active Duty for Training (IADT)**. I understand the accommodation request may only be approved by the Office of the Surgeon General (OTSG). I understand that if I have submitted a desired request but have not received a final decision on my request, I will not be allowed to continue processing until a decision has been received from the approval authority. I further understand that if I submitted a request and received a final decision, that I accept the decision and I am choosing to continue processing for enlistment. If my request was approved, I understand I am authorized the accommodation as stated in the approval document. If my request was disapproved, I understand I must fully comply with Army policy on required immunizations for Soldiers when I report to IADT or to my first unit of assignment. I understand that if I do not currently desire a religious accommodation of immunization exemption, I may still submit a request at any time during my service, but that the Army cannot guarantee approval of religious accommodation of immunization exemption requests, and I must fully comply with Army policy for non-accommodated Soldiers unless a request is approved. Finally, I understand that religious accommodations may be revoked, modified, or suspended based on military necessity.

(3) By signing this enlistment annex, I understand that the Army cannot guarantee accommodation of religious practices.

11. THE ARMY BODY COMPOSITION PROGRAM: (ABCP)

a. I understand that initial entry weight and Body fat percentage are governed by the standards of AR 40-501 (Standards of Medical Fitness). I further understand that after entry Soldiers are required to meet retention body fat standards which are governed by Army Regulation 600-9 (The Army Body Composition Program) and are less than allowable enlistment body fat standards. I understand that:

(1) Army Regulation 600-9 (The Army Body Composition Program) contains body fat standards which I will be required to meet after entry into Active Army, Army Reserve, or Army National Guard.

(2) Soldiers have 6 months from date of entry into the Active Army, Army Reserve, or Army National Guard to meet the body fat standards of Army Regulation 600-9. Soldiers who fail to meet these standards at that time will be entered in the Army Weight Control Program, which may adversely impact the ability to be promoted, receive awards and attend military schools.

b. I understand that I may access the Army Body Composition Program policy for further review at URL <http://www.apd.army.mil/pdffiles/r600-9.pdf>.

12. 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 sex. Further, I understand that:

(1) Sexual harassment is a form of sexual 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 UCMJ. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program (Future Soldier Training Program), I may contact the battalion executive officer or commander at (910) 598-2497 .

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.

13. PROHIBITED ACTIVITIES:

a. I understand that the U.S. Army strictly prohibits any social activity of a personal, unofficial nature between U.S. Army Recruiting Command personnel and members of the Delayed Entry Program (Future Soldier Training Program). Prohibited activities include:

(1) Any type of romantic or sexual conduct.

(2) Sharing of lodging.

(3) Sharing of a personal vehicle.

- (4) Drinking of alcoholic beverages.
- (5) Personal employment, such as babysitting and maintenance work.
- (6) Exchange of money; to include loaning, giving, receiving, borrowing or gambling.
- (7) Exchange of personal property; to include selling, purchasing, leasing, giving, receiving, loaning, and borrowing.

b. I understand that Future Soldier (Delayed Training) Program functions are official in nature and are not considered personal, social activity; therefore, the above rules still apply to those functions.

c. I understand that if I become aware of any recruiting personnel violating any of these rules, I will report it immediately to the battalion executive officer whose telephone number is: (910) 598-2497 .

d. I understand that between recruiting personnel and Future Soldiers there will be no sex, no dating, no sleepovers, no sharing of property, no drinking of alcohol, no financial deals, no improper touching, no profane language, no verbal sexual suggestions, and no sexual harassment.

e. Participation in extremist organizations and activities, criminal gangs or hate groups by Army personnel is inconsistent with the responsibilities of military Service. It is the policy of the United States Army to provide equal opportunity and treatment for all Soldiers without regard to race, color, religion, sex, or national origin. Enforcement of this 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, discusses the authority of the commander to establish other prohibitions, and establishes that violations of 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, sexual, or ethnic hatred or intolerance; advocate, create, or 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.

f. 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.

14. 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 tattoos and brands.

(3) The current policy is as follows:

(a.) Tattoo or brand, regardless of subject matter, are prohibited on the head, face (except for permanent makeup, as provided in AR 670-1 paragraph 3-2b(2)), neck (anything above the t-shirt neckline to include on/inside the eyelids, mouth, and ears), wrists, hands, except Soldiers may have one ring tattoo on each hand, below the joint of the bottom segment (portion closest to the palm) of the finger. Accessing applicants must adhere to this policy.

(b.) The following types of tattoos or brands are prejudicial to good order and discipline and are therefore, prohibited anywhere on a Soldier's body:

15. Extremist. Extremist tattoos or brands are those affiliated with, depicting, or symbolizing extremist philosophies, organizations, or activities. Extremist philosophies, organizations, and activities are those which advocate racial, sexual, or ethnic hatred or intolerance; advocate, create, or engage in illegal discrimination based on race, color, sex, ethnicity, religion, or national origin; or advocate violence or other unlawful means of depriving individual rights under the U.S. Constitution, and Federal or State law (see AR 600-20).

16. Indecent. Indecent tattoos or brands are those that are grossly offensive to modesty, decency, propriety, or professionalism.

17. Sexist. Sexist tattoos or brands are those that advocate a philosophy that degrades or demeans a person based on their sex.

18. Racist. Racist tattoos or brands are those that advocate a philosophy that degrades or demeans a person based on race, ethnicity, or national origin.

(a.) Soldiers may not cover tattoos or brands with bandages or make up in order to comply with the tattoo policy.

(b.) Any person who is not in compliance with AR 670-1 as it applies to tattoos and brands will not be accepted for enlistment in the U.S. Army.

(1) Body mutilation. Willful mutilation of the body or any body part in any manner is prohibited. Examples include but are not limited to tongue splitting or ear gauging.

a. I have been advised that while a member of the U.S. Army, to include the Delayed Entry (Future Soldier Training) Program, I may not violate the above policy. I will refrain from obtaining tattoos or brands or I may be denied entry for violation of the above expressed policy.



b. I hereby state I have revealed the existence of all tattoos and brands during my medical examination. I have further revealed to my recruiter and guidance counselor that

19. US Army Partnership for Your Success (PaYS) Program Statement of Understanding (SOU):

a. My enlistment for this program assures me that, provided I meet required prerequisites, I will be placed in the Partnership for Your Success (PaYS) Program, matching my acquired skills in my military occupational specialty (MOS) training with an interested employer who has expressed interest in my skills training and has anticipated available employment opportunities.

b. The PaYS Program is not a guarantee of employment; however, it is an opportunity to receive priority consideration for employment. Employers may be subject to changes in business conditions, the need for particular skills due to technological changes and many other potential contingencies.

c. The Army will not guarantee or enforce this priority consideration for employment. The PaYS Program is not a part of my enlistment agreement and does not annex my enlistment options for the purpose of any claim of unfulfilled or erroneous enlistment. All other aspects of my agreement to enlist are contained in my enlistment contract and statement of enlistment and are not contingent upon or part of the PaYS Program for enlistment purposes.

d. Requirements of the PaYS Soldier:

(1) Register for PaYS by logging into the PaYS website at www.armypays.com. Registration should be completed within the first 10 days after enlistment.

(2) Active duty Soldiers should select PaYS Partners 12-15 months prior to Expiration Term of Service (ETS). PaYS Partner selection will be reviewed during the Transition Assistance Program (TAP) 5-day workshop.

(3) Army Reserve and Army National Guard Soldiers will select PaYS Partners prior to shipping to Basic Combat Training.

(4) Receive an Honorable Discharge if Regular Army. Army Reserve and Army National Guard must successfully complete their initial active duty training. This status is verified on DD Form 214, Certificate of Release of Discharge from Active Duty.

(5) Must obtain all certification, age requirement or licensing as specified in the job qualifications above. Army Reserve and Army National Guard split option Soldiers must be 18 years old to receive their guaranteed job interview.

(6) Retain contact with the Partner POC during enlistment using the PaYS partner information, Enterprise email, and the PaYS Information Exchange (PIX) at www.armypays.com. Active duty Soldiers should remember to establish an interview date with the Partner POC within 3-6 months of ETS. Army Reserve and Army National Guard Soldiers should establish an interview date no later than 30 days after completion of initial entry training.

(7) Before you call your PaYS partner to set up your job interview ensure you are prepared. Soldiers should utilize Transition Assistance Program for resume preparation and interview techniques.

(8) If you have questions, are unable to contact your PaYS POC, or decide not to pursue employment with your PaYS Partner, notify the PaYS Program Help Desk at (800)-223-3735 ext. 3-1222, email: usarmy.knox.hqda-asa-mra.mbx.payshelpdesk@mail.mil or visit www.armypays.com.

SECTION IX - ADDENDUMS

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

Enlistment Bonus Addendum
Selected Reserve Montgomery GI Bill
Selected Reserve Montgomery GI Bill NPS Kicker

AUTHENTICATION

1. I have provided my recruiter and guidance counselor all information required on my application for enlistment. I certify that I have read and fully understand the contents of this form and that no one has told me to conceal any information. I further state that all of the documents such as my birth certificate, high school or college transcripts, diplomas, social security card, or other documents in my enlistment or appointment packet are mine and were not falsified. It is prohibited to have anyone assist me in taking the Armed Services Vocational Aptitude Battery (ASVAB). I certify that no one has given me any answers to the test questions and that the scores I achieved were through my own efforts and I received no assistance taking the ASVAB.
2. I have not concealed any medical information, nor have I been told by anyone (judge, lawyer, any Army personnel, family, friends, et) that you do not have to list a charge because the charge(s) were dropped, dismissed, not filed, expunged, stricken from the record or were juvenile related. I further state that if anyone has told me to conceal, omit from my application, or falsify any information I must report any misconduct on anyone's part that is involved with my recruiting process immediately to the recruiting battalion executive officer.
3. That no person has advised me to conceal any information with respect to my enlistment.
4. 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.

**TYPED NAME AND SSN OF
APPLICANT**

Hon Ching Li
440-15-2259

SIGNATURE OF APPLICANT

DATE

20250613

SECTION X - 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 Reserve. Following this reading and explanation, a copy of this certificate was furnished the above named individual.

I have reviewed all of the required source documents that support this enlistment record and I hereby verify that each source document currently reflected in ERM is a legible copy.

**TYPED NAME AND GRADE OF
COUNSELOR**

Brandon M Byrd E07

SIGNATURE OF WITNESSING OFFICIAL DATE

20250613

AUTHORIZATION TO ACCESS STANDARDIZED TEST SCORES

I, Hon Ching Li

NAME: LI, HON CHING

SSN: 440-15-2259



, authorize the ACT, Inc. and College Board, SAT (Scholastic Aptitude Test) to release any and all test score reports to the Directorate of Admissions for the United States Military Academy and the United States Military Academy Preparatory School (USMAPS) at West Point, NY for the purposes of identifying potential Soldiers for consideration of admission to West Point. This authorization is effective immediately and will remain in effect until revoked in writing. I hereby release and hold harmless ACT, Inc. and College Board and their agents from any and all claims and actions based upon, arising out of, or relating in any way to any disclosure of records or information pursuant to this AUTHORIZATION TO RELEASE PERSONAL INFORMATION.

**TYPED NAME AND SSN OF
APPLICANT**

Hon Ching Li
440-15-2259

SIGNATURE OF APPLICANT

Hon Ching Li

DATE

20250613