**DEPARTMENT OF THE ARMY**

**ORGANIZATIONAL NAME/TITLE**

**STANDARDIZED STREET ADDRESS**

**CITY, STATE, AND ZIP+4 CODE**

OFFICE-SYMBOL Date (DD Month YYYY)

MEMORANDUM THRU Commander, Unit Address

FOR Commander, Brigade Address

SUBJECT: Warrant Officer Retention Bonus (WORB) for Cyber Operations (Military Occupational Specialty (MOS) 170A) and Electronic Warfare (MOS 170B), Written Bonus Agreement (WBA) pertaining to LAST NAME, FIRST NAME MI., CW\_, 111-11-1111

1. References:

a. Memorandum, DAPE-ZA, 13 September 2019, subject: Warrant Officer Retention Bonus (WORB) for Cyber Operations (MOS 170A) and Electronic Warfare (MOS 170B) Warrant Officers.

b. Current MILPER Message, Subject: (If you plan to publish something)

2. I hereby request a **WORB** WBA, in the pay grade of CW\_ in Military Occupational Specialty (MOS)  for a period **four (4) years** under the provisions of the above referenced messages and agree to complete this period of service. The WORB Active Duty Service Obligation (ADSO) will start after completion of any current ADSO I have which has not been excluded according to references 1.b and 1.c above. The WORB will be paid a lump sum payment of **$20,000.00** at the agreed upon ADSO period.

3. I understand and agree to serve in my **Select MOS** for the entire period for which I am receiving a WORB. The agreed upon ADSO period for payment is from START DATE (DD MMM YYYY) to END DATE (DD MMM YYYY)

4. Statement of Understanding:

a. The WBA falls under the WORB program and constitutes a voluntary program. Unless a waiver is obtained, I will not be released from my ADSO before fulfilling the terms of the duty agreed to in paragraphs 2 and 3 above.

b. I have been advised and understand that I must be worldwide assignable and remain technically qualified in my MOS. I understand that I will be considered NOT technically qualified when I am no longer classified in my MOS or because I voluntarily, (to include misconduct) am precluded from performing my current or any future assignment in that MOS. Furthermore, I understand that if I fail to fulfill the eligibility requirements or conditions of service specified in this agreement, I will be subject to recoupment consistent with Section 373 of Title 37, U.S. Code and Chapter 2 of Volume 7a of DoD 7000.14-R. These actions may include, but are not limited to the following:

1. I refuse to perform certain duties for which I volunteered prior to my accepting the bonus and

which are required for effective performance in the MOS, or refusal of any position that the unit leadership deems necessary for mission accomplishment.

(2) Disciplinary action taken under UCMJ or civil court conviction disqualifies me for future performance in the MOS.

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(3) My own misconduct causes injury, illness, or some other condition that interferes with effective performance in MOS.

(4) Withdrawal of the minimum security clearance, loss of qualification under the Personnel Reliability Program, or loss of any other mandatory qualification required for effective performance in the MOS.

(5) Application for and receipt of conscientious objector status, so that I am no longer qualified in the MOS.

(6) I fully understand that if I am twice not recommended for promotion and subsequently separated (voluntarily or involuntarily), that I will be subject to recoupment of the unearned portion of my WORB WBA.

c. Requests for release from active duty or voluntary retirement with an effective date during the period of this agreement will be disapproved except where considered to be in the best interest of the U.S. Army***.***

d. In the event of termination under subparagraphs b.(1) through (6) above, the unearned portion of the WORB, if any, will be recouped by the government on a pro rata basis, based on length of the WORB WBA ADSO actually served, unless the failure to complete the period of active duty specified in the agreement is due to:

(1) Death or disability that is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

(2) Separation from the military service by operation of law or regulation of DoD or the Army, when waiver for recoupment has been approved by the Secretary of the Army.

e. A discharge in bankruptcy under Title 11, U.S. Code that is entered less than five years after the termination of this agreement does not discharge me from a debt arising from this agreement. This paragraph applies to any case commenced under Title 11, U.S. Code after 30 September 1985.

f. Recoupment actions for any disqualifying factor not otherwise stated in this WBA will be determined on a case by case basis.

NOTE: I reviewed my Thrift Savings Plan elections and understand the impact on my WORB. Initial Here

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FIRST NAME MI. LAST NAME FIRST NAME MI. LAST NAME

CW\_, RNK, BR

MOS **Select** **MOS** Commanding

DATE (DD MMM YYYY) DATE (DD MMM YYYY)

Enclosures:

If you choose to have any

HRC Validation Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Validated by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_