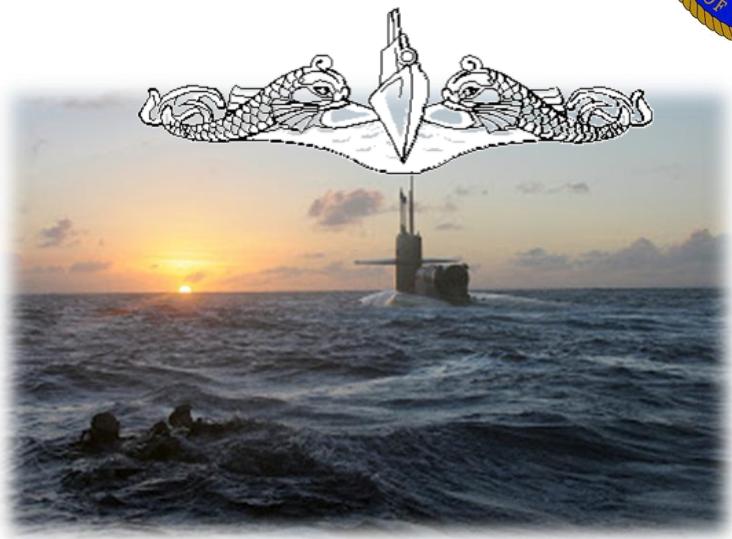


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Nuclear Enlisted Community Status Brief



***MMNCM(SW/AW)Devon Goyert &
EMNCM(SS)Chris Fisher***

N133D

Nuclear Enlisted Community Management

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Agenda

- Who is N133D and What do we do?
- Community Snapshot
- Maximizing Compensation
- Commissioning Programs
- Enlisted Talent Management Board
- New and Upcoming Policies
- Questions



What N133D Does For The Community

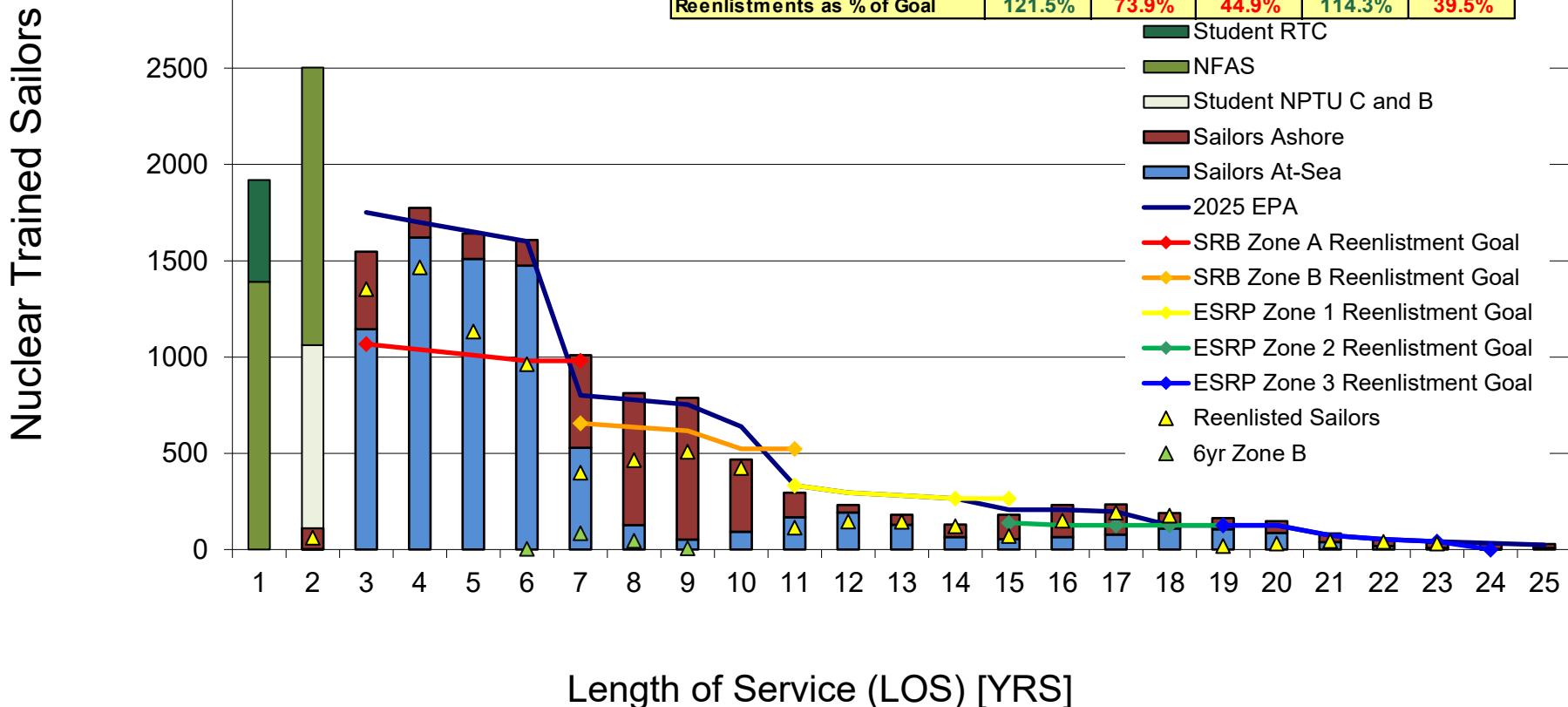
- Manages the policies and compensation for the enlisted Nuclear Community.
- Manages billet funding.
- Manages warfare splits.
- Manages NECs.
- Processes applicant waivers.
- Processes conditional releases.
- Approves FRRA and retirement requests.



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Nuclear Enlisted Retention Aggregate (1 Jan 26)

Manning Status	Zone A (2-6 Yr)	Zone B (7-10 Yr)	Zone 1 (11-14 Yr)	Zone 2 (15-18 Yr)	Zone 3 (19-23 Yr)	Total
EPA (i.e., Billets)	6701	2970	1173	737	420	12001
Inventory	6683	3078	838	836	480	11915
Inventory as % of Model	99.7%	103.6%	71.4%	113.4%	114.3%	99.3%
Reenlistment Status	Zone A	Zone B	Zone 1	Zone 2	Zone 3	
Zone Goal (% of Inventory)	62.3%	79.0%	140.0%	61.8%	87.5%	
Zone Actual (% of Inventory)	74.8%	58.4%	62.9%	70.7%	34.6%	
Reenlistments as % of Goal	121.5%	73.9%	44.9%	114.3%	39.5%	



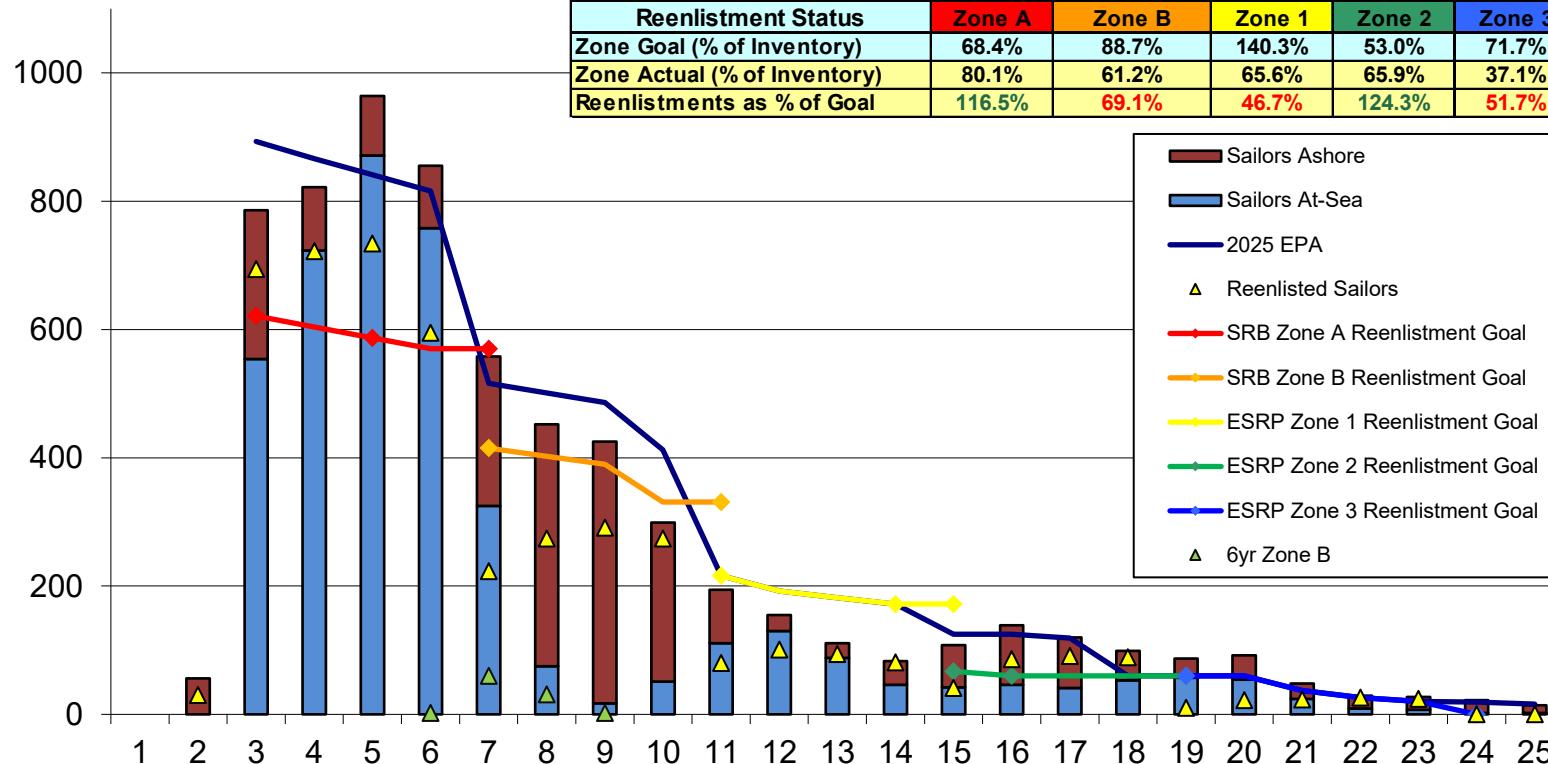
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Nuclear Enlisted Retention Submarine (1 Jan 26)

Submarine Nuclear Sailors



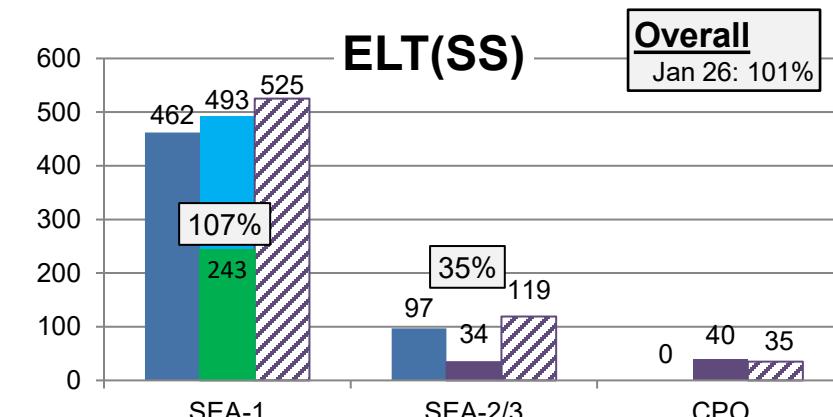
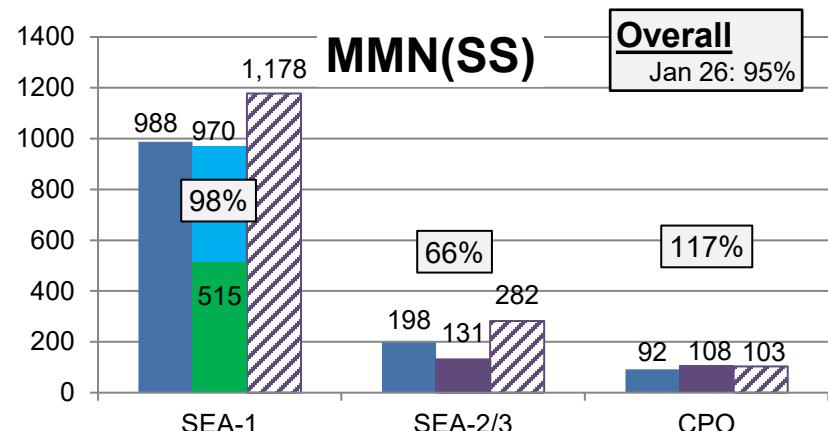
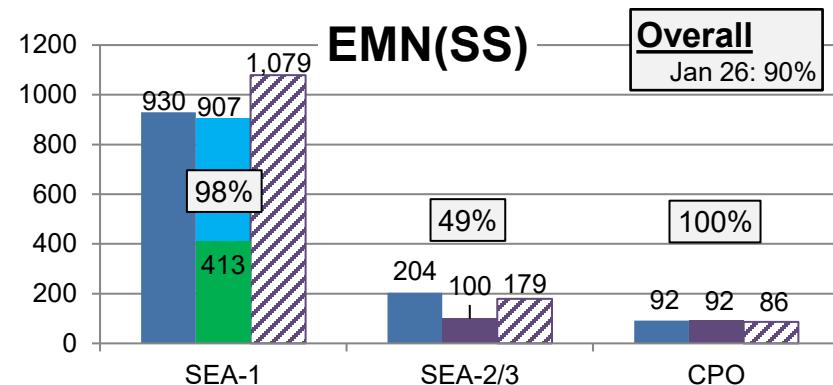
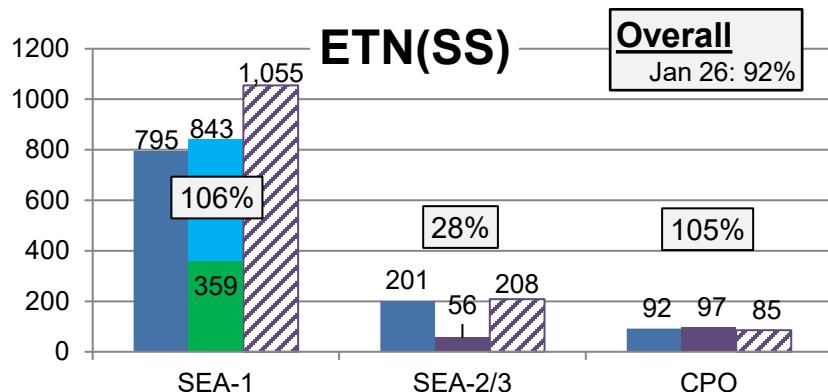
Length of Service (LOS) [YRS]

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Nuclear At-Sea Manning Submarine Sea Inventory



Overall SUB
Jan 26: 93% (3,871)

█ FY26 Billets Authorized
█ SEA-1 Operator Inventory
█ SEA-1 Supervisor Inventory
█ SEA-2/3 Supervisor Inventory
█ Projected Inventory (Mar 27)

Data as of 1 Jan 26, inventory does not include manning on VA-class SSN-805 and beyond, SSBN- 827 and beyond, and KEY WEST, SAN JUAN, HELENA, or TOPEKA.

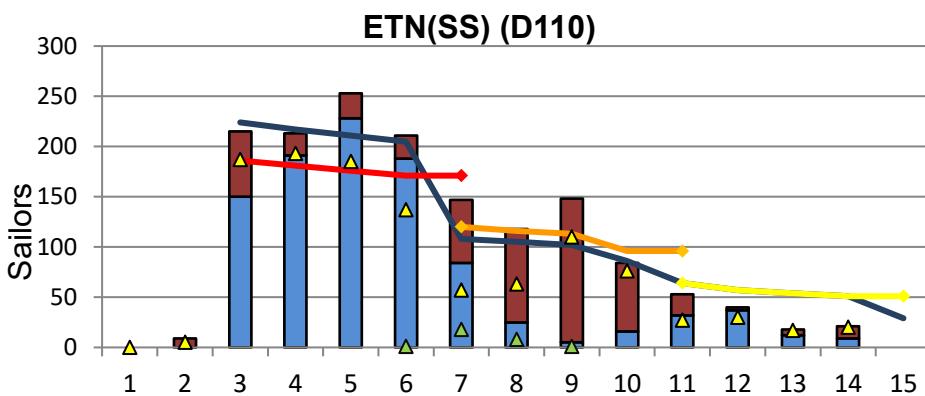
Projected inventories are from Fall 2025 Distributable Inventory Projection.
CPO inventory does not include frocked E-7s or E-8 through E-9.

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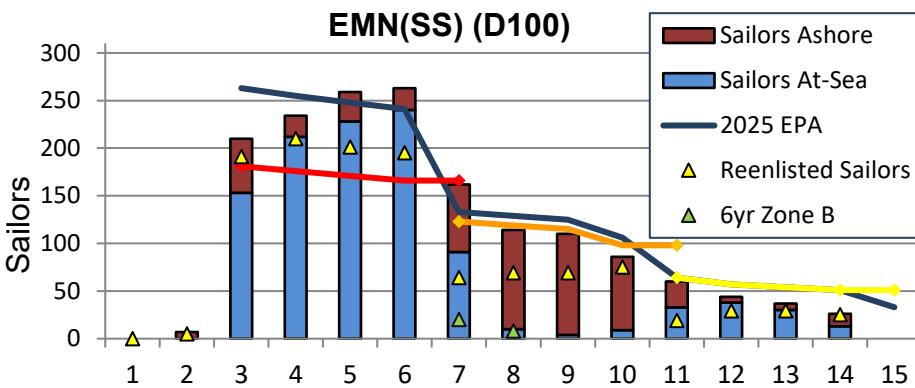


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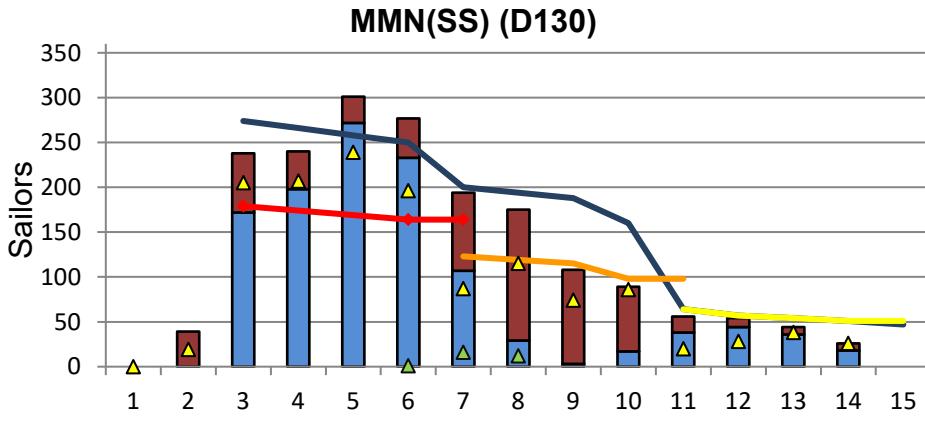
Nuclear Enlisted Retention Submarine Ratings (1 Jan 26)



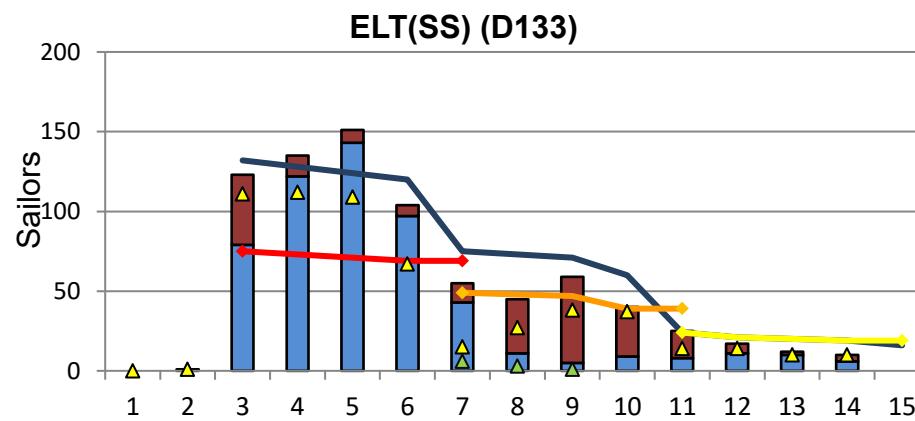
ETN(SS) (D110)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	105.1%	123.9%	58.4%	92.2%	116.9%
Reenlistments as % of Goal	98.3%	68.8%	41.6%	100.0%	42.4%



EMN(SS) (D100)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	96.6%	95.7%	73.9%	129.8%	129.8%
Reenlistments as % of Goal	114.8%	60.9%	45.1%	130.0%	54.4%



MMN(SS) (D130)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	104.5%	76.3%	79.6%	105.6%	149.3%
Reenlistments as % of Goal	123.5%	79.6%	49.6%	122.1%	54.9%



ELT(SS) (D133)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	102.0%	71.3%	76.2%	103.8%	212.5%
Reenlistments as % of Goal	138.5%	63.9%	57.1%	195.2%	62.5%

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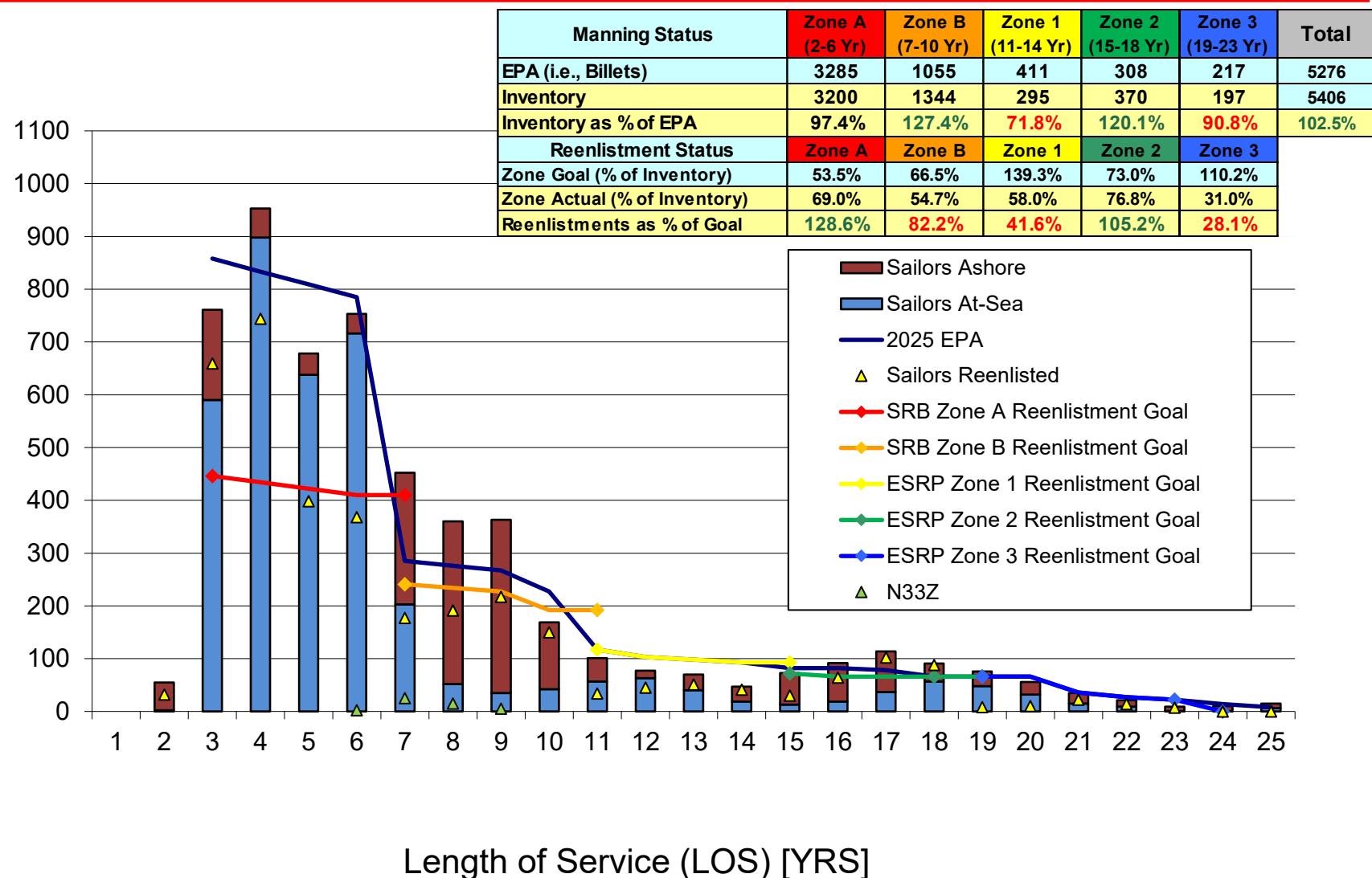


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Nuclear Enlisted Retention

Surface (1 Jan 26)

Surface Nuclear Sailors

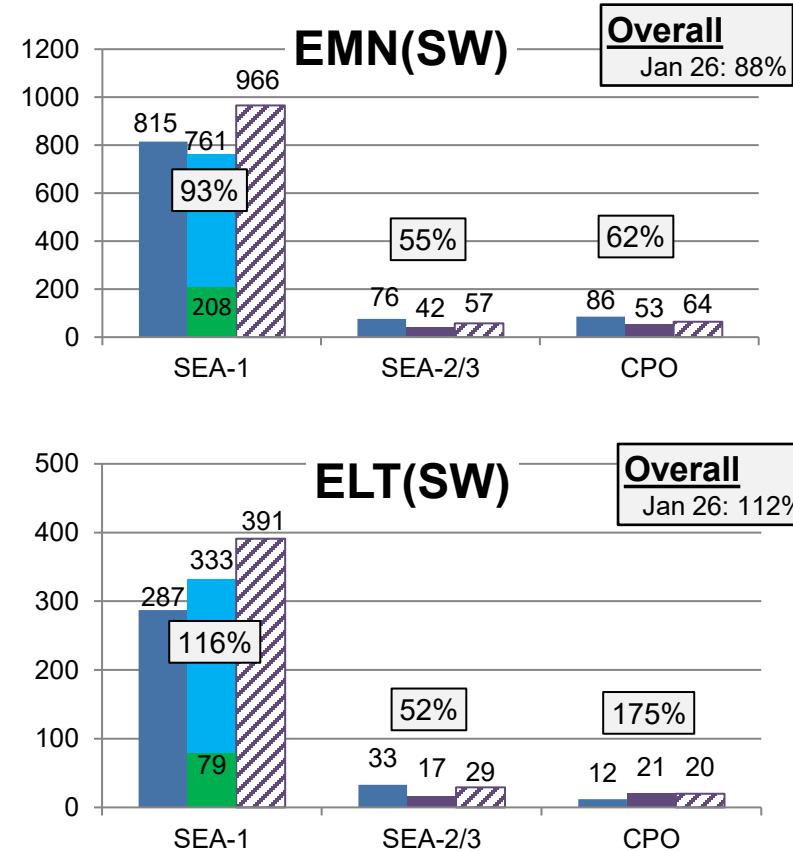
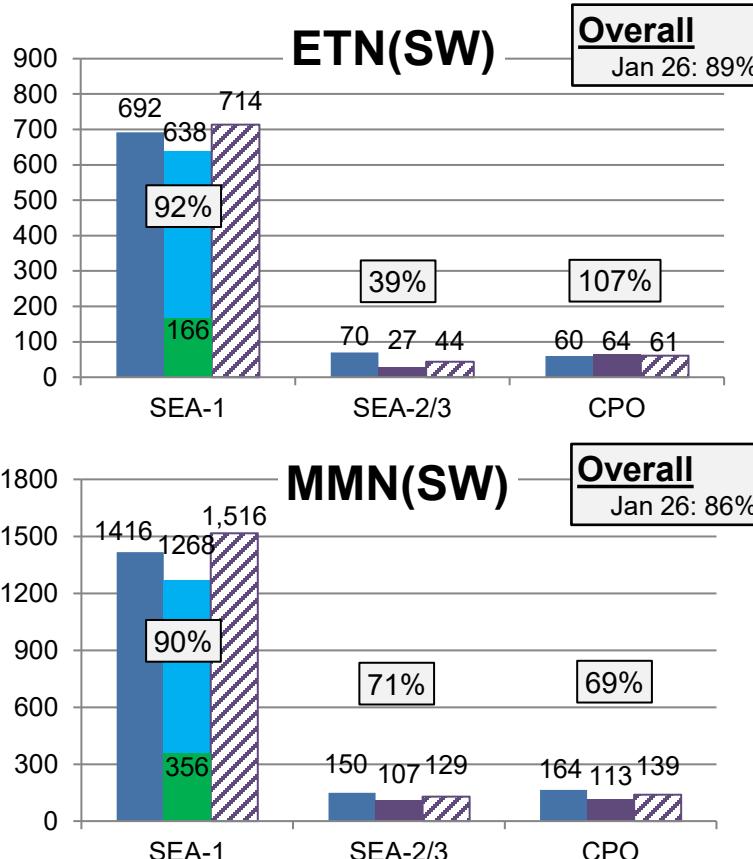


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Nuclear At-Sea Manning Surface Sea Inventory



Projected inventories are from Fall 2025 Distributable Inventory Projection
(CPO inventory includes frocked E-7s and all E-7 through E-9)

Overall CVN

Jan 26: 89% (3,444)

- FY26 Billets Authorized
- SEA-1 Operator Inventory
- SEA-1 Supervisor Inventory
- SEA-2/3 Supervisor Inventory
- Projected Inventory (Mar 27)

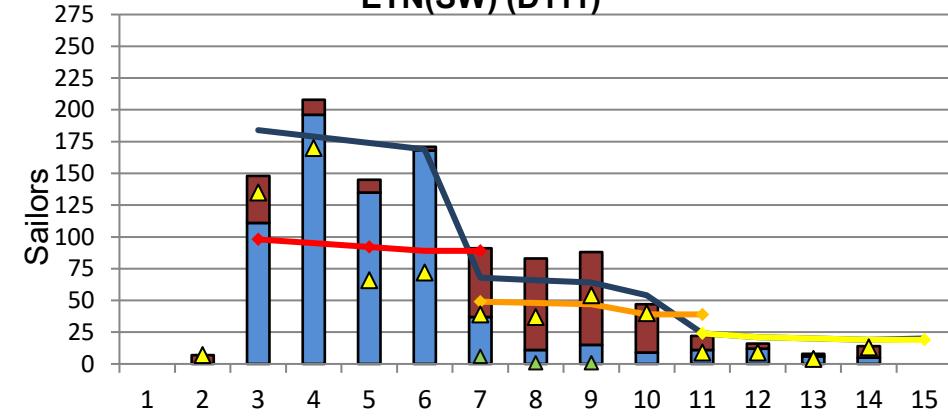
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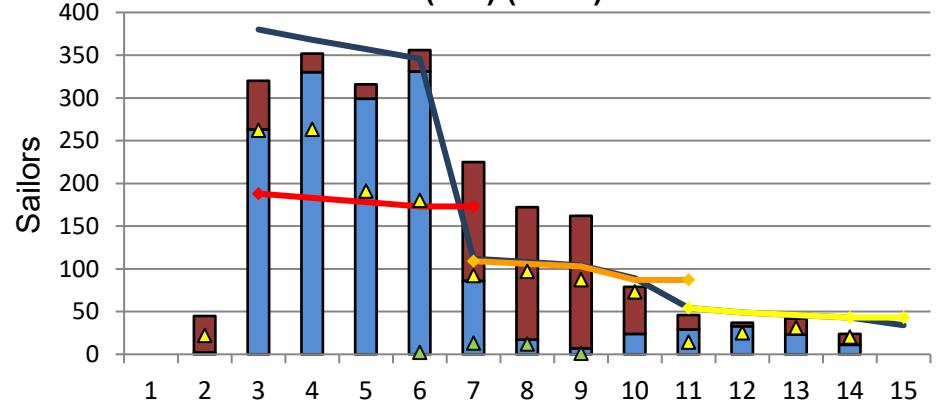
Nuclear Enlisted Retention Surface Ratings (1 Jan 26)

ETN(SW) (D111)



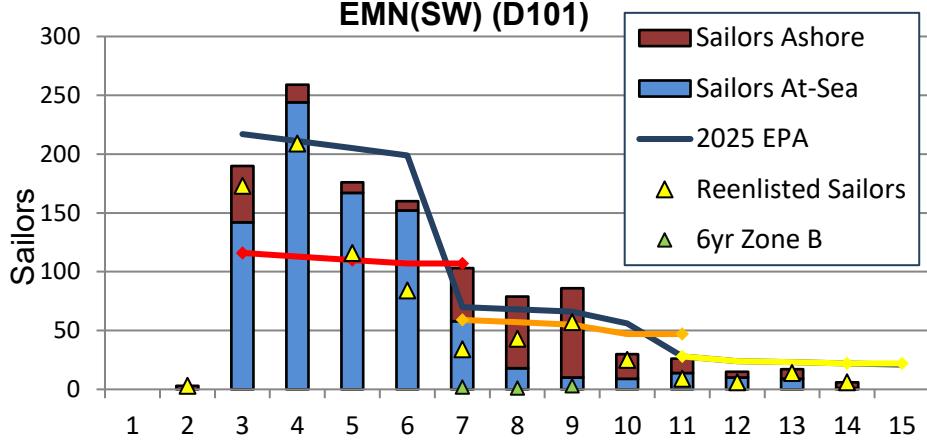
ETN(SW) (D111)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	96.2%	122.6%	71.4%	91.5%	97.7%
Reenlistments as % of Goal	120.3%	92.9%	41.7%	100.0%	30.2%

MMN(SW) (D131)



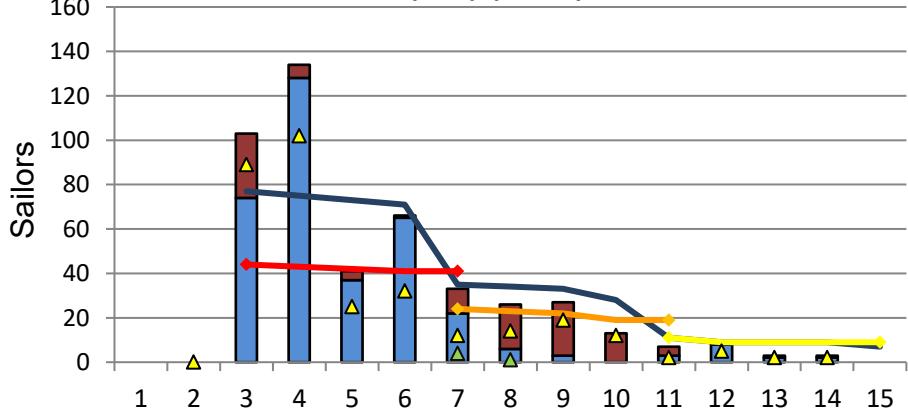
MMN(SW) (D131)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	103.7%	153.5%	76.6%	149.2%	79.0%
Reenlistments as % of Goal	126.7%	77.0%	44.3%	111.5%	24.8%

EMN(SW) (D101)



EMN(SW) (D101)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	94.7%	114.6%	66.0%	107.3%	82.3%
Reenlistments as % of Goal	131.2%	72.9%	36.1%	74.4%	24.2%

ELT(SW) (D134)



ELT(SW) (D134)	Zone A	Zone B	Zone 1	Zone 2	Zone 3
Inventory as % of EPA	116.2%	76.2%	57.9%	113.0%	285.7%
Reenlistments as % of Goal	145.9%	64.8%	28.9%	275.0%	100.0%

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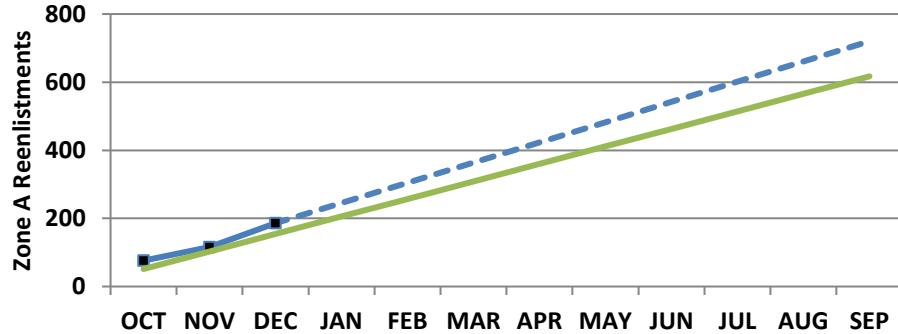


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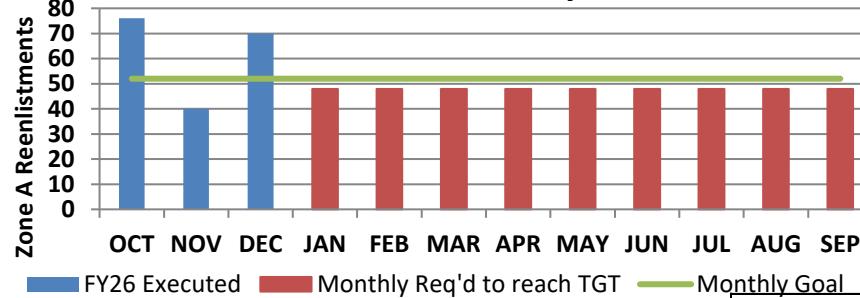
FY26 Nuclear Reenlistments

Zone A (1 Jan 26)

FY26 Submarine Zone A YTD Performance



FY26 Submarine Zone A Monthly Performance



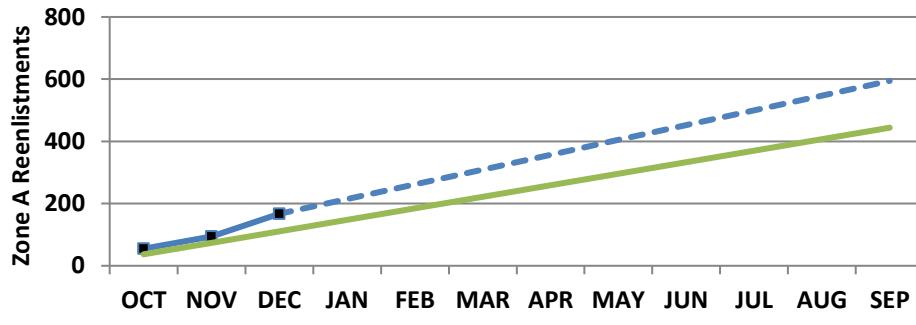
Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	48	47	102%	237	16
EMNSS	39	45	87%	226	13
MMNSS	57	45	127%	264	46
ELTSS	42	18	233%	141	8
Total	186	155	120%	868	83

Submarine Ratings

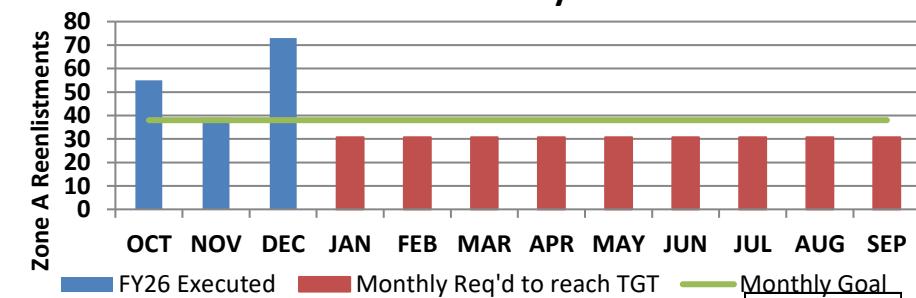
Zone A Reenlistment Summary

YTD Executed	353, 132.2%	Annual Proj.	1315
YTD Goal	267	Annual Goal	1061

FY26 CVN Zone A YTD Performance



FY26 CVN Zone A Monthly Performance



Surface Ratings

Zone A (NPTU Grad to 6 years of Service)

- FY22 Execution – 1266
- FY24 Execution – 1927
- FY23 Execution – 1393
- FY25 Execution – 1772



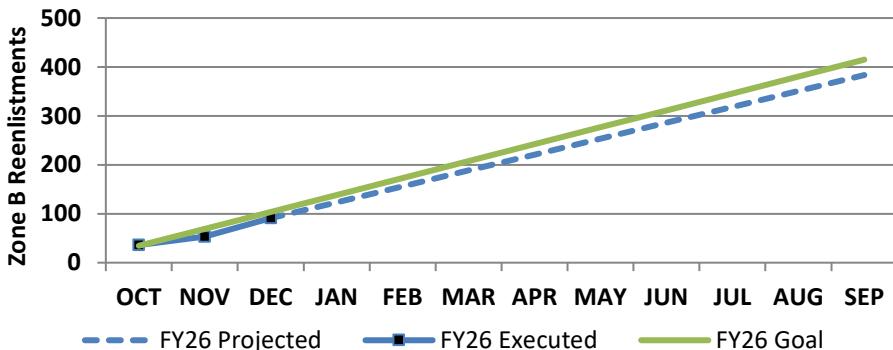
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FY26 Nuclear Reenlistments

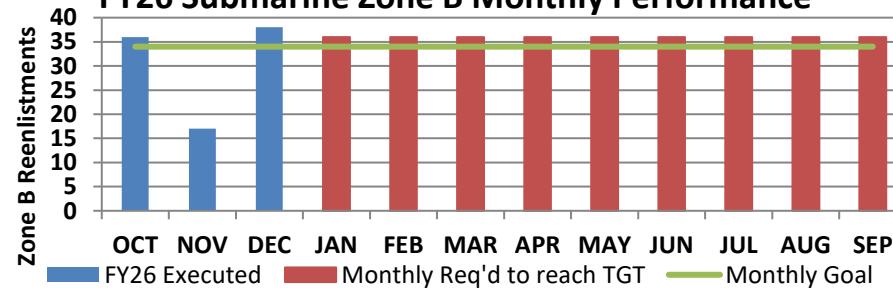
Zone B (1 Jan 26)

\$40K/ 6 Year Reenlistments: 36

FY26 Submarine Zone B YTD Performance



FY26 Submarine Zone B Monthly Performance



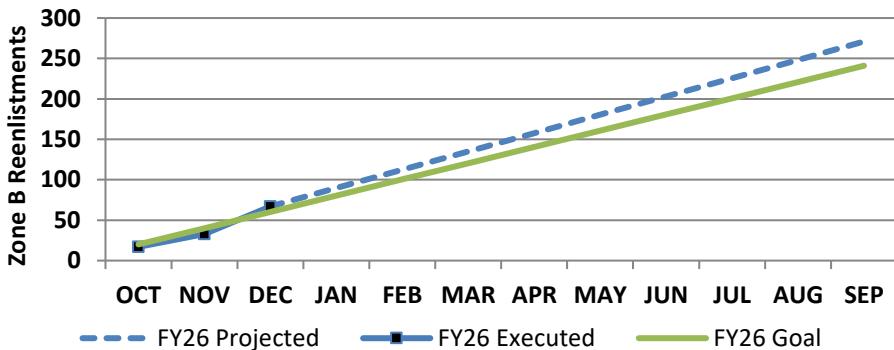
Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	27	30	90%	67	118
EMNSS	23	31	74%	59	121
MMNSS	32	31	103%	84	107
ELTSS	9	12	75%	36	55
Total	91	104	88%	246	401

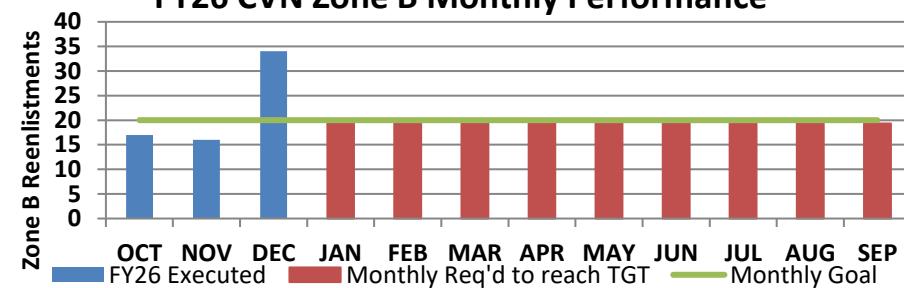
Zone B Reenlistment Summary

YTD Executed	158, 96.3%	Annual Proj.	655
YTD Goal	164	Annual Goal	656

FY26 CVN Zone B YTD Performance



FY26 CVN Zone B Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	12	12	100%	57	90
EMNSW	14	15	93%	61	77
MMNSW	36	27	133%	70	235
ELTSW	5	6	83%	24	28
Total	67	60	112%	212	430

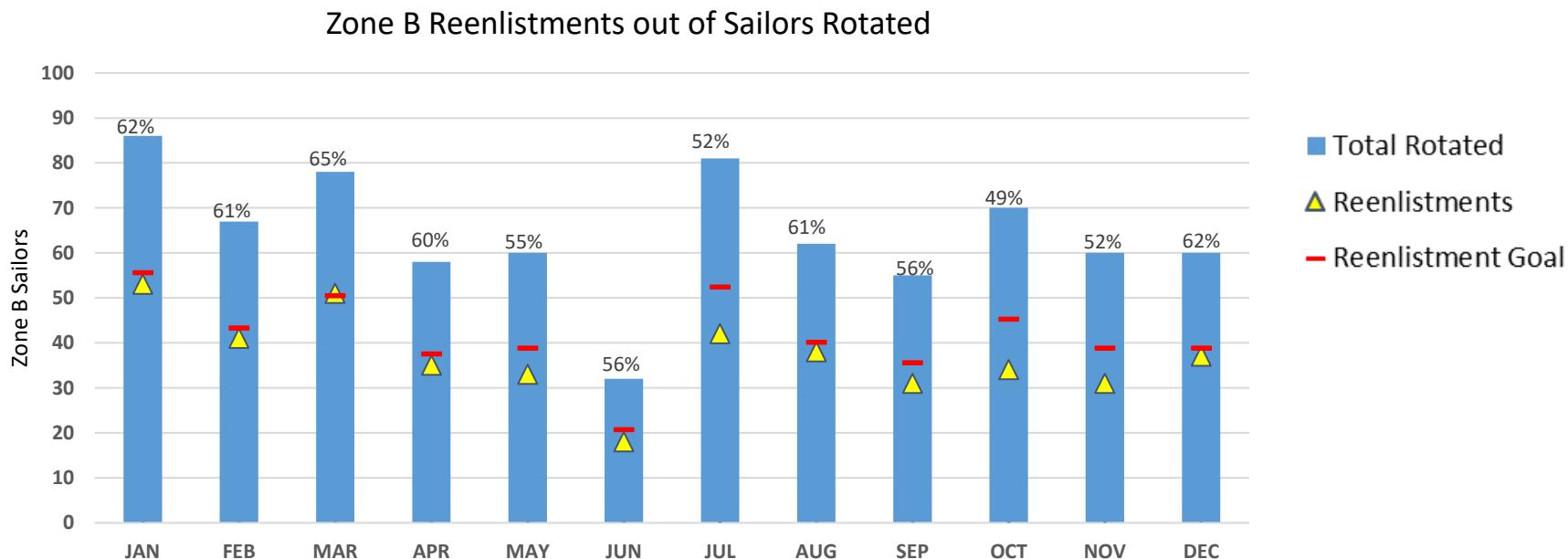
Zone B (>6 to 10 years of service)

- FY22 Execution – 345
- FY24 Execution – 525
- FY23 Execution – 374
- FY25 Execution – 722



Nuclear Reenlistments

Zone B Reenlistments vs Rotators (1 Jan 26)



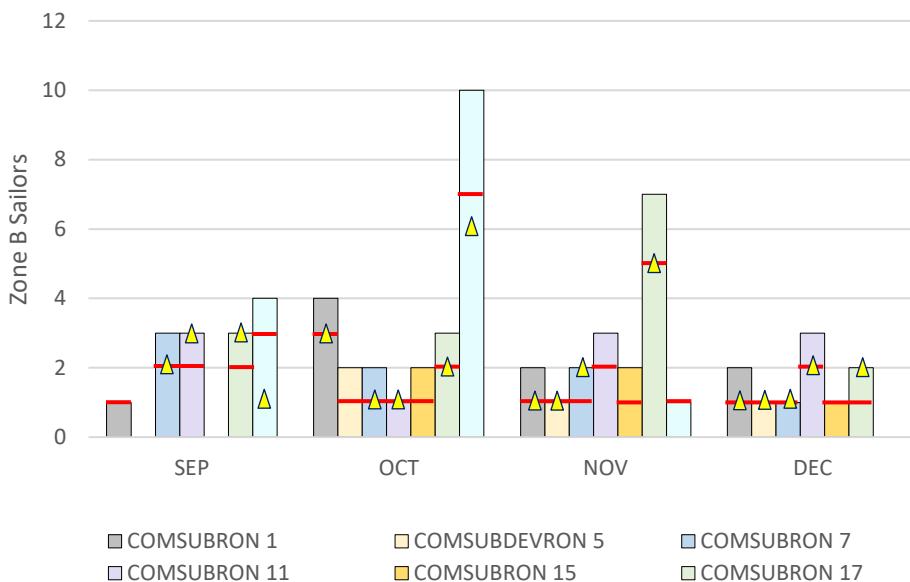
- Graph represents number (or percentage) of Sailors rotating ashore on a Zone B contract.
 - Rotating ashore (SEA-1 to SHORE-1) equals Sailors in Zone B gained by a shore command.
 - Yellow triangles represent the number of Sailors who reenlisted Zone B within the group.
 - Red line represents the Zone B reenlistment goal for LOS 7 sailors (65%).
- Conclusions:
 - Command level leadership and intervention is critical to encouraging Sailors to execute a Zone B reenlistment and not an extension upon the Sailor receiving orders for shore duty.



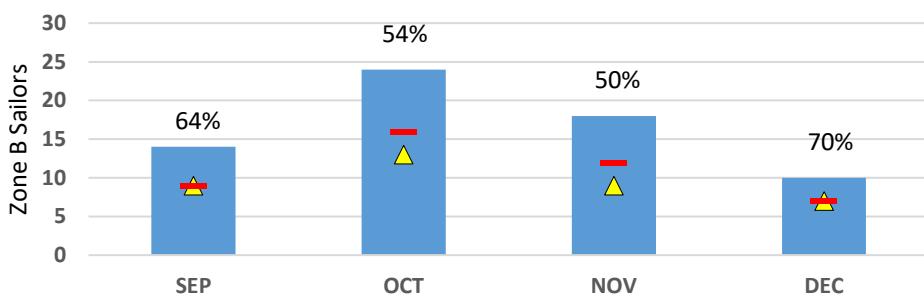
Submarine Reenlistments

Zone B Reenlistments vs Rotators (1 Jan 26)

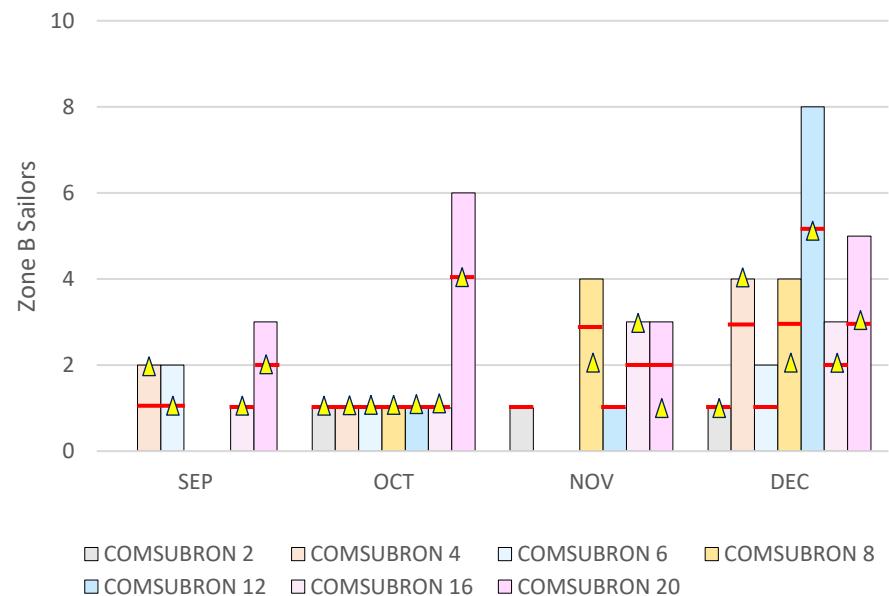
SUBPAC Zone B Reenlistments out of Sailors
Rotated by Squadron



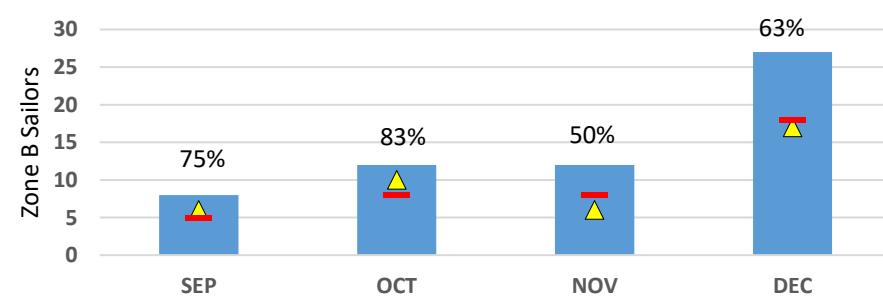
SUBPAC Zone B Reenlistments out of Sailors
Rotated



SUBLANT Zone B Reenlistments out of Sailors
Rotated by Squadron



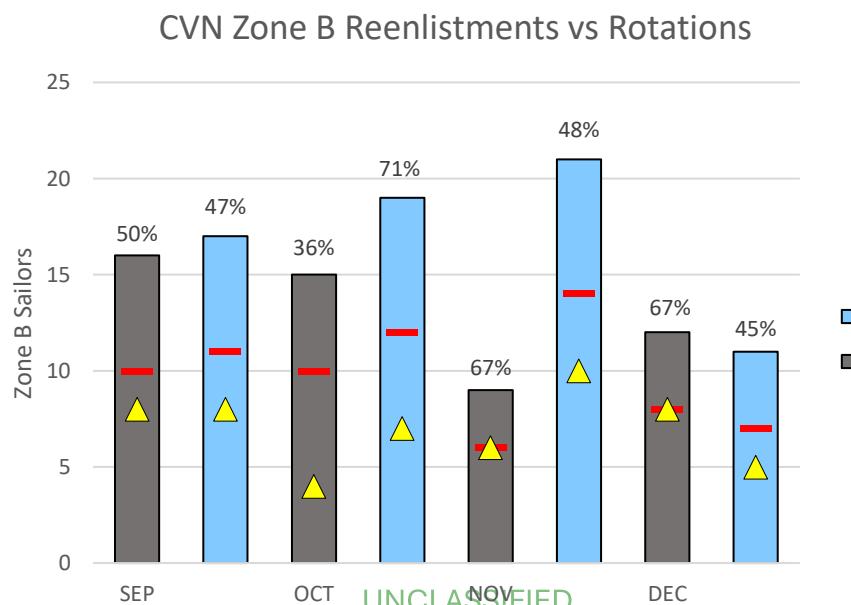
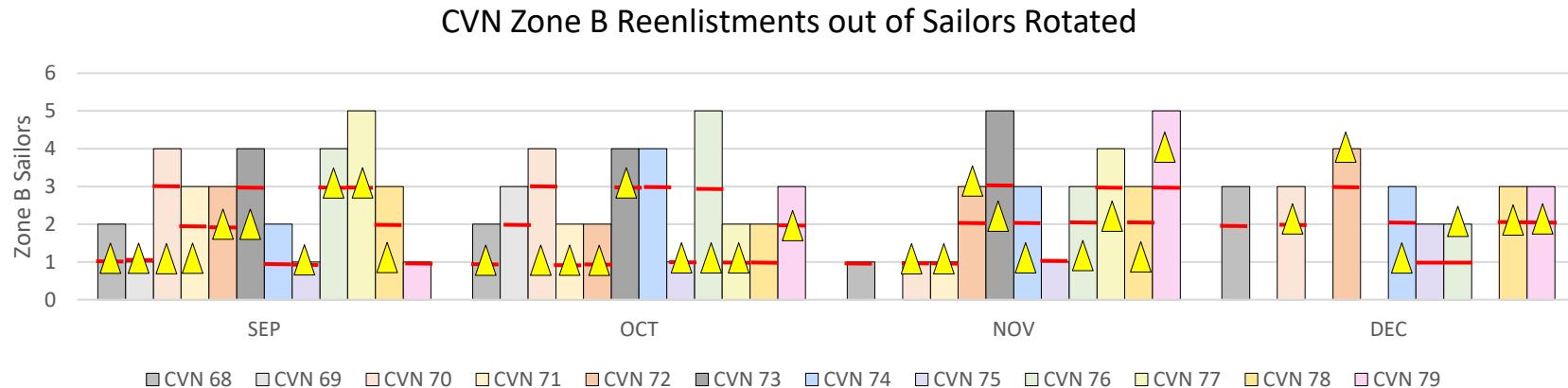
SUBLANT Zone B Reenlistments out of Sailors
Rotated





Surface Reenlistments

Zone B Reenlistments vs Rotators (1 Jan 26)



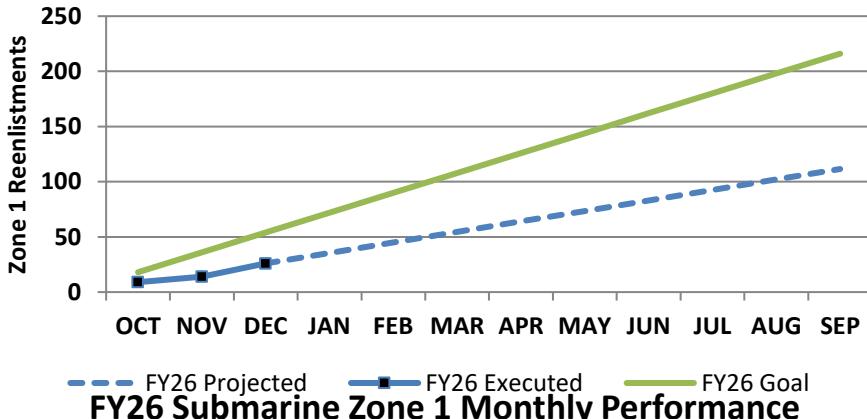


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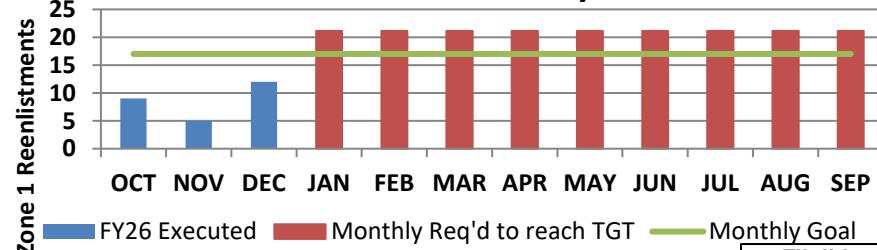
FY26 Nuclear Reenlistments

Zone 1 (1 Jan 26)

FY26 Submarine Zone 1 YTD Performance



FY26 Submarine Zone 1 Monthly Performance



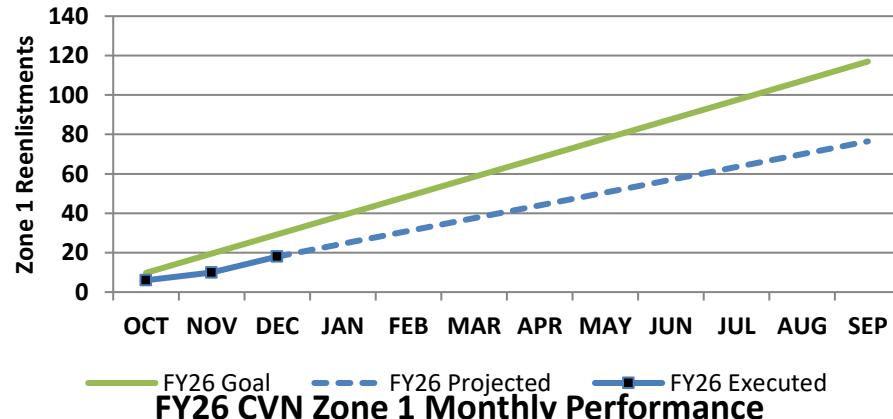
Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	10	16	63%	26	24
EMNNS	6	16	38%	44	9
MMNNS	8	16	50%	44	24
ELTSS	2	6	33%	6	19
Total	26	54	48%	120	76

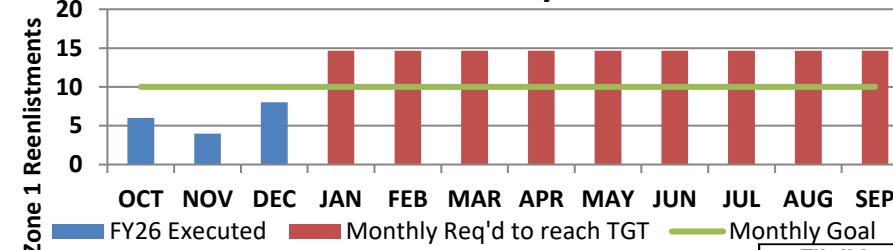
Zone 1 Reenlistment Summary

YTD Executed	44, 52.4%	Annual Proj.	188
YTD Goal	84	Annual Goal	333

FY26 CVN Zone 1 YTD Performance



FY26 CVN Zone 1 Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	2	6	33%	19	7
EMNSW	4	7	57%	12	19
MMNSW	11	14	79%	46	18
ELTSW	1	3	33%	8	7
Total	18	30	60%	85	51

Zone 1 (>10yrs to 14 years of service)

- FY22 Execution – 199 FY24 Execution – 218
- FY23 Execution – 208 FY24 Execution – 222

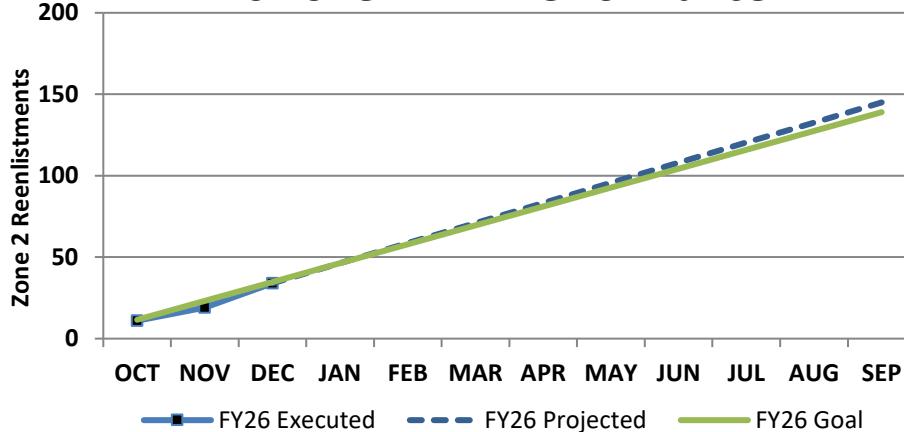


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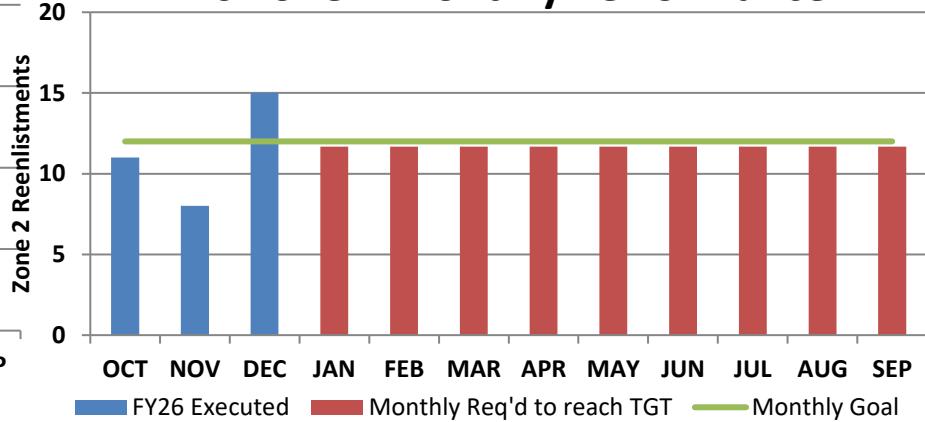
FY26 Nuclear Reenlistments

Zone 2 (1 Jan 26)

FY26 Zone 2 YTD Performance



FY26 Zone 2 Monthly Performance



Surface Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSW	3	4	75%	1	7
EMNSW	0	6	0%	1	9
MMNSW	4	9	44%	8	18
ELTSW	1	1	100%	1	4
Total	8	20	40%	11	38

Submarine Ratings

Rating	Executed	FY TD Goal	% Goal	Eligible	
				Sea	Shore
ETNSS	4	5	80%	7	6
EMNSS	8	5	160%	10	14
MMNSS	10	6	167%	8	21
ELTSS	4	2	200%	4	1
Total	26	18	144%	29	42

Zone 2 Reenlistment Summary

YTD Executed	34, 89.5%	Annual Proj.	145
YTD Goal	38	Annual Goal	139

Zone 2 (>14yrs to 18 years of service)
[2nd Shore Tour and EDMC/Div. LCPO Tour]

- FY22 Execution – 133
- FY23 Execution – 126
- FY24 Execution – 186
- FY25 Execution – 165

SUSPENDED



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Nuclear Enlisted Retention

Submarine SRB and ESRP Bonuses

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Reenlistment Zone	SRB Zone A						SRB ZONE B				ESRP Zone 1				ESRP Zone 2			ESRP Zone 3			
	Training 24 Months		1st Sea Tour 54 Months			1st Shore Tour 36+4+1 Months			2nd Sea Tour 40+1 Month			2nd Shore Tour 26+4+1 Months			3rd Sea Tour 40 + 1 Months						

10.5 YR Gate

17.5 YR Gate

Submarine Nuclear Enlisted Bonuses:

	Zone A		Zone B (4 yr)		Zone B (6 yr) ²		Zone 1		Zone 2	
ETN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	9.5	\$150,000	4.5	\$52,515
EMN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	8.0	\$150,000	4.5	\$52,515
MMN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	7.5	\$150,000	4.5	\$52,515
ELT	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	7.5	\$150,000	4.5	\$52,515
EWS ¹					10.5	\$160,000				

Note 1: Sailors must reenlist for 6 years on SEA-1 (or earliest opportunity) and be qualified EWS. See nuclear CCC website for more Information.

Note 2: Assumes 48 mos of additional AOS.

	Zone 3	
AOS < 24 Months	0.5	\$6,527
AOS 24-36 Months	1.5	\$30,650
AOS > 36 Months	2.5	\$68,112

Lifetime Bonus

\$480k

Nominal Contract values based on following assumptions:
 Zone A – E4 with under 2 YOS with 48 months AOS
 Zone B – E6 with 6 YOS with 27 months AOS
 (Assumes Sailor performed a Zone A STAR at 21 months)
 Zone 1 – E6 with 10 YOS with 60 months AOS
 Zone 2 – E7 with 14 YOS with 24 months AOS
 Zone 3 – E8 with 18 YOS.

Largest lifetime bonus of any enlisted Sailor

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Nuclear Enlisted Retention

Surface SRB and ESRP Bonuses

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Reenlistment Zone																					

Training
24 Months1st Sea Tour
54 Months1st Shore Tour
36+4+1 Months2nd Sea Tour
40+1 Month2nd Shore Tour
26+4+1 Months3rd Sea Tour
40 + 1 Months

10.5 YR Gate

17.5 YR Gate

Surface Nuclear Enlisted Bonuses:

	Zone A		Zone B (4 yr)		Zone B (6 yr) ²		Zone 1		Zone 2	
ETN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	7.5	\$150,000	4.5	\$52,515
EMN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	8.0	\$150,000	4.5	\$52,515
MMN	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	7.5	\$150,000	4.5	\$52,515
ELT	5.0	\$62,844	8.0	\$76,242	8.0	\$120,000	6.0	\$142,785	4.5	\$52,515
PPWS ¹					10.5	\$160,000				

Note 1: Sailors must reenlist for 6 years on SEA-1 (or earliest opportunity) and be qualified EWS. See nuclear CCC website for more Information.

Note 2: Assumes 48 mos of additional AOS.

	Zone 3	
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Zone 1 – E6 with 10 YOS with 60 months AOS
Zone 2 – E7 with 14 YOS with 24 months AOS
Zone 3 – E8 with 18 YOS.

Largest lifetime bonus of any enlisted Sailor

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Nuclear Enlisted Talent Management Board

Allows high performing Sailors to pursue opportunities and programs not normally afforded to Nukes

- Requirements: **SPECIFIC PROGRAMS MAY HAVE ADDITIONAL REQUIREMENTS**
 - Must be E5 or E6
 - Hold an active NEC (NXXO/NXXS)
 - No NJP within 24 months
 - No Evaluation marks below 3.0 in past 12 months
 - Must meet all reenlistment requirements with the exception of length of service.
 - Application **MUST** be submitted 12-18 months prior to SEA-1 PRD.
 - Requires a 6-year Zone B reenlistment if selected.

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Nuclear Enlisted Talent Management Board Program

What's available?

- All opportunities will be posted at
<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/>

- Shore Billets not normally advertised
- Special Programs
- WHITE House Fellows
- Legislative Fellows
- SECNAV Tours with Industry
- Camp David
- Shore Duty Diver

****Please note that N133 cannot guarantee acceptance into specific programs but will provide endorsement for applications.**

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Naval Nuclear Propulsion Program

STAR Reenlistments

- **Key Takeaways:**
 - Must have minimum 2 years in the Navy (NPTU 21 months)
 - Must Reenlist for 6 years
 - Cancels initial 2 year extension if prior to 4 YOS.
- **Pros:**
 - Automatically advanced to E-5 (eligible for BAH)
 - Adds 2 years past extension (enables follow on shore duty)
 - Significant amount of money upfront (50% of SRB)
 - Follow on shore duty

WHEN SHOULD SAILORS PERFORM A STAR?

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STAR Reenlistments

- **Timing is important:**
 - **Reenlisting at 2 YOS vs. 3 YOS.**
 - At 2 YOS only adds 2 years in the Navy (8 years total) vice 3 years (9 years total).
 - STAR at 3 years will detract ~\$8,615 to \$17,421 in SRBs
 - Allows Zone B reenlistment for Shore duty without committing to return to sea. (Honor your PRD)
 - **Zone B for shore duty vice extending to meet OBLISERV adds ~\$60,000.**

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STAR Reenlistments @ NPTU

- Allowing Sailors to utilize the STAR program prior to reporting to their first command greatly reduces the burden on Sailors during a stressful period in their career, while improving the Sailor's quality of life, and focus when reporting to their first sea tour. Sailors reenlisting early increase their SRB Zone A and B total compensation by \$4,000 to \$6,000 (dependent on NEC).

Q. Can you show me how the math for the example above?

A. Of course. Here are some SRB calculation basics. An SRB for a given reenlistment is calculated by taking the product of AOS, base pay and a multiple, divided by 12.

Reenlisting prior to 24 MOS results in E-4 with less than 2 years of service base pay being utilized in the SRB calculation. This does result in a smaller SRB bonus. For example see the comparison below a reenlistment at 21 MOS versus 24 MOS.

$$\frac{(AOS) \times (\text{Base Pay}) \times (\text{Multiple})}{12}$$

MOS at Reenlistment	Multiple	Zone A SRB
21	6.0	\$60,084.00
24	6.0	\$63,158.40
Difference		-\$3,074.40

However, reenlisting at 21 MOS vice 24 months provides a Sailor with 3 additional months of E-5 pay. The potential for early BAH serves as another monetary and quality of life incentive independent from base pay and compensation. This results in the potential effect of BAH and increased base pay on take home pay as shown in the table below for a Sailor reenlisting at 21 MOS.

MOS	Multiple	Additional Zone B SRB
3	9.0	\$8,688.94

	Potential Monetary Gain
SRB Zone A	-\$3,074.40
SRB Zone B	\$8,688.94
Total Compensation	\$5,614.54

	21 months
Additional Base Pay	\$680.40+
BAH (Bangor, WA)	\$5,886.00+
Difference	\$6,566.40

If the Sailor reenlisted at 24 months up to 8 years is covered by the Zone A SRB. However, since our Sailor reenlisted at 21 months, the 3 month non-operative extension added to reach 8 years of service can now be used to increase the Sailor's Zone B SRB. The table shows a Sailor (E-5) who reenlisted at 21 MOS compared to a Sailor who reenlisted at 24 MOS.

The overall effect of a smaller Zone A SRB is more than offset by the additional 3 months of E-5 pay and increased Zone B SRB. You also will be eligible for the BAH entitlement to live off-base. See the tables for the total compensation/entitlement



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SRB Zone B Reenlistments

- **Important rules:**

- Must be in ≥ 6 years but less than 10 years
- Must reenlist into next Zone
- **Only if member has an Extension, must add at least 2 years past an extension to count the extension towards the bonus**
- **Effective when member does a Zone B vice an extension to meet OBLISERV for shore duty. Most effective when done in conjunction with a STAR that occurred at 2 YOS.**

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SRB Zone B Reenlistments **10.5 Multiple

- \$160K Cap (\$40K/year)

- **Important rules:**

- **Must be in $>/= 6$ years**
- **Must either be on SEA-1 or submit reenlistment request within 30 days of crossing into Zone B, whichever is later**
- **Must currently hold the N33Z NEC**
- **Must reenlist for a period of 6 years**

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ESRP Reenlistments

- **Zone 1:**

- Must be between 10 and 14 YOS
- Must have N1XS NEC (Supervisor NEC)
- Bonus AOS calculated up to max of 16 YOS

- **Zone 2:**

- Must be between 14 and 17 YOS
- Must be frocked CPO or above
- Bonus AOS calculated up to max of 18 YOS

- **Zone 3:**

- Must be between 17 and 23 YOS
- Must be frocked E8 or E9 and have orders, currently serving or successfully post served as EDMC
- Bonus AOS calculated up to max of 23 YOS

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Commissioning Programs

	STA-21 (nuclear) eligible								LDO (nuclear) eligible												
Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
Reenlistment Zone	SRB Zone A							SRB Zone B				ESRP Zone 1				ESRP Zone 2			ESRP Zone 3		
SSF Adjustment	Training 24 Months			1 st Sea Tour 54+1 Months			1 st Shore Tour 36+4+1 Months			2 nd Sea Tour 40+1 Months			2 nd Shore Tour 36+4+1 Months			3 rd Sea Tour 40+1 Months					

- **Three premiere commissioning programs for nuclear-trained Sailors:**
 - Seaman-to-Admiral-21 (nuclear option) – students in the nuclear pipeline **and** fleet Sailors with less than 8 years of service at the start of college courses
 - 35 of 55 annual STA-21 quotas are reserved for nuclear option
 - Participate in university NROTC program, commission as submarine officer or SWO(N)
 - *FY22 Results: Fleet Sailors made up 35% of applicants, but 48% of selectees!*
 - Nuclear Limited Duty Officer – E-6 to E-8 qualified EWS/PPWS with 8 to 16 years of service
 - E-6 must pass the CPO exam with a board-eligible score
 - Submit the E-6 to E-8 that would excel as a Submarine Overhaul Coordinator in your Wardroom / PMA on waterfront
 - Nuclear Propulsion Officer Candidate (NUPOC) – *Streamlined modified-OCS path for Sailors with a college degree*
 - **N133 has subject matter experts for STA-21(N), Nuclear LDO, & NUPOC matters in the office**
 - Neither STA-21(N) or Nuclear LDO require a conditional release since the Sailor remains in the NNPP
- **Conditional Release approval regardless of timing to EAOS**
 - U.S. Naval Academy – must have no dependents, must be 23 or younger on induction day
 - NUPOC – requires a bachelor's degree
- **Conditional release approval on a case-by-case basis depending on community health and usually approved within 18 months of EAOS**
 - STA-21 Core – commission as an unrestricted line officer
 - Officer Candidate School (non-submarine and non-SWO (nuclear)) – requires a bachelor's degree
 - Nurse Medical Enlisted Commissioning Program / Medical Service Corps In-Service Procurement
 - Enlisted to Medical Degree Preparatory Program (EMDP2) / JAG In-Service Procurement