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FM COMNAVRESFOR NORFOLK VA  
TO NAVRESFOR  
REDCOM EVERETT WA  
REDCOM FORT WORTH TX  
REDCOM GREAT LAKES IL  
REDCOM JACKSONVILLE FL  
REDCOM NORFOLK VA  
REDCOM SAN DIEGO CA  
MDSC NORFOLK VA

INFO CNO WASHINGTON DC  
COMUSFLTFORCOM NORFOLK VA  
COMNAVPERSCOM MILLINGTON TN  
COMNAVRESFORCOM NORFOLK VA  
COMNAVAIRFORES SAN DIEGO CA  
COMNAVIFORES FORT WORTH TX  
COMNAVSPECWARGRU ELEVEN  
NAVPAYPERS SUPPORT CTR MILLINGTON TN  
COMNAVRESFOR NORFOLK VA  
COMNAVRESFORCOM NORFOLK VA

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MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA/N3/JAN//

SUBJ/NAVY RESERVE MOBILIZATION EXERCISE 25-3 (MOBEX 25-3)  
EXECUTION ORDER//

REF/A/MSG/CNO WASHINGTON DC/261859ZJAN22//  
REF/B/MSG/COMNAVRESFOR/260036ZSEP24//  
REF/C/DOC/COMNAVRESFOR/21AUG23//  
REF/D/DOC/COMNAVRESFOR/21AUG23//  
REF/E/DOC/CNO WASHINGTON DC/02SEP24//  
REF/F/DOC/COMNAVRESFOR/23AUG22//  
REF/G/MSG/COMNAVRESFOR/241030ZNOV20//  
REF/H/MSG/COMNAVRESFOR/172022ZMAY22//  
REF/I/DOC/CJCS/01DEC20//  
REF/J/DOC/CNO WASHINGTON DC/MAY21//  
NARR/REF A IS NAVADMIN 013/22, ADAPTIVE MOBILIZATION. REF B IS  
NAVY RESERVE FISCAL YEAR 2025 (FY-25) MOBILIZATION EXERCISES  
PLANNING ORDER. REF C IS CNRFC N15 MEMBER ZIPSERVE HOW TO GUIDE V4.  
REF D IS NRA REDCOM HOW TO GUIDE FOR ZIPSERVE V4. REF E IS  
COMNAVRESFORINST 3060.7E, NAVY RESERVE MOBILIZATION/DEMOBILIZATION  
PROCEDURES. REF F IS ALNAVRESFOR 025/20, NAVY RESERVE FIGHTING INSTRUCTIONS  
2020.

REF G IS ALNAVRESFOR 022/22, NAVY RESERVE FIGHTING INSTRUCTIONS 2022. REF H IS JOINT PUBLICATION 5-0, JOINT PLANNING. REF I IS NAVY WARFARE PUBLICATION 5-01, NAVY PLANNING//

RMKS/

1. Purpose. Per references (a) and (b), this execution order (EXORD) directs Navy Reserve Region Readiness and Mobilization Commands (REDCOMs) to include Everett, Fort Worth, Great Lakes, Jacksonville, Norfolk, and San Diego to plan, execute, and assess MOBEX 25-3. The Supported Commander, with assistance from Mobilization and Deployment

Support Command (MDSC), will participate as required in conducting spotchecks on select mobilization packages to validate Navy Mobilization Processing Site (NMPS) screening. MOBEX 25-3 commences 01 February 2025 and ends 11 April 2025. Aforementioned commands are specifically directed to:

a. Validate ZipServe PAYPERS repository compliance for pre-selected 10% minimum of SELRES from their region to participate. Evaluate workflow, process owner performance, and measure between milestone activities to identify areas for process improvement.

(1) The ZipServe module will be utilized for SELRES submission of PAYPERS packet documents per reference (c), and respective Navy

Reserve Activity (NRA) and Navy Mobilization Processing Site (NMPS) clerks will verify accuracy and completeness per reference (d). All SELRES participants, NRAs, NMPSs will utilize the following supplemental guidance links:

(a) ZipServe link (CAC, or password access required):  
<https://locker.private.navyreserve.navy.mil/zipserve/home>

(b) CNRFC N15 Activation/Deactivation User Guidance Library link (CAC required): [https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/SitePages/N15\\_Activation\\_Deactivation.aspx](https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/SitePages/N15_Activation_Deactivation.aspx)

(2) PAYPERS Packet Compliance. SELRES participants will adhere to reference (c) for the completion and upload of the following documents: NPPSC 3060/1 Mobilization Checklist, DD Form 2058 State of Legal Residence, NAVPERS 1070/602 Dependency Application, TSC Norfolk Mobilization Recall ADOS Questionnaire, and DD Form 2367 Individual Overseas Housing Allowance (only applicable to SELRES residing outside of the U.S.).

b. NAVPERS 1300/22 Expeditionary Screening Checklist. The ZipServe PAYPERS packet tab under "additional documents" will be utilized as repository for the NAVPERS 1300/22 Expeditionary Screening checklist.

(1) NRAs will generate, fill-out and upload a completed NAVPERS 1300/22 Expeditionary Screening Checklist for SELRES participants and will follow CNRF N36 guidance on the applicable sections of the checklist. CNRF N36 NAVPERS 1300/22 Expeditionary Screening Checklist guidance is located here: [https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5\\_Ig?e=N4ukvuContact](https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5_Ig?e=N4ukvuContact)

(2) NRAs will upload the checklist under the PAYPERS Packet dashboard under the "additional document" section after applicable suitability screening is complete, verified and signed by NRA CO.

(3) NRAs will label the document, "EXERCISE\_MOBEX 25-3\_NAVPERS\_1300-22\_INSERT SELRES NAME"

(4) NRAs and NMPSSs will utilize the excel tracker for the NRA validation to NMPS validation to CNRF N36 and MDSC spotcheck process flow. The MOBEX 25-3 SELRES Participants & NAVPERS 1300-22 Expeditionary Screening Checklist Tracker is located here:  
[https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5\\_Ig?e=4cSEvu](https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5_Ig?e=4cSEvu)

(5) All MOBEX 25-3 Exercise materials are located here:  
[https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5\\_Ig?e=4cSEvu](https://flankspeed.sharepoint-mil.us/:f:/s/CNRFCAadaptiveMobilizationActionOfficers/Ehga87GY3kxArL5GvV0BptgBFLXGe4sYx3IN4Xz0KU5_Ig?e=4cSEvu)

(6) For access issues in viewing the Exercise Sharepoint Site, contact the CNRF N363 Mobilization Branch Head listed in para 7.

(7) MOBEX 25-3 Execution Timeline:

(a) 1-30 January 2025: MOBEX 25-3 SELRES participants notified by NRA.

(b) 01 February 2025-31 March 2025: MOBEX 25-3 SELRES participants will complete packet forms as applicable. NRAs and NMPSSs will review and validate screening.

(c) 04 April 2025: Deadline for all NMPSSs to review and validate submitted packages.

(d) 04-11 April 2025: CNRF N15 conducts spotchecks on Pay Activation documentation. CNRF N36 and MDSC conduct spotchecks on submitted NAVPERS 1300/22 Expeditionary Screening Checklists.

## 2. Background.

a. In September 2021, a new construct for mobilization named Adaptive Mobilization (AM) was conceptually approved by the Chief of Naval Personnel (CNP) and the Chief of Navy Reserve (CNR). AM was designed to satisfy both steady-state and mass activation requirements and encompasses all processes of distributed activation (DA), distributed mobilization (DM), distributed de-mobilization (DDM) and distributed de-activation (DDA). The AM construct was codified via reference (a).

b. In September 2024, the First Day Letter Memorandum from the Chief of Naval Operations (CNO) to Chief of Navy Reserve and Commander, Navy Reserve Force, outlined four key priorities: (1) Warfighting Readiness, (2) Recruiting and Retention, (3) Mobilization, and (4) Quality of Service. Under the third priority of "mobilization," CNO recognized the Navy Reserve's progress toward building a scalable, repeatable framework for mobilizing 50,000 Sailors in 30 days has been transformational. Codified via reference (e) in the CNO's First Day Letter Memorandum,

CNO directed the capability to mobilize 50,000 Sailors in 30 days to be firmly established by 2027.

c. Identifying barriers needing to be removed or resources needing to be applied in order to meet this requirement are crucial, as well as incorporating frequent rehearsals to hone the skills necessary to ensure success. CNRF regularly conducts MOBEXs to test the Navy's ability to mass-activate RC Sailors and units. These stress tests have solidified lessons learned, leading to significant process improvements over the last three years.

d. In FY-25, CNRF directed the planning and execution of five MOBEXs to develop, test, and evaluate AM processes per references (a) and (b). The force must continue to execute and leverage readiness improvement initiatives incorporated in references (f), (g) and (h).

e. FY-25 MOBEXs are designed to evaluate the progress of driving readiness across the force as well as develop and improve AM processes. MOBEX 25-3 is the third exercise in the series for FY-25.

3. Commander's Intent.

a. CNRF executes AM to mobilize designated personnel for both (1) mass activation in support of strategic competition as well as (2) steady-state and emergent ad hoc augmentation.

b. Exercises evaluate and improve mobilization processes and readiness for strategic competition. MOBEX 25-3 will utilize processes from references (i) and (j) for assessing the NRAs ability to properly screen and utilize ZipServe in NMPS validation processing.

c. Participation is directed by CNRF and mandatory for all commands listed in para 1 of this EXORD.

4. Execute.

a. ECH II/III: CNRF N1/CNRF N3.

(1) Participate in MOBEX 25-3 as directed in para 1.

(2) Conduct spotchecks on submitted mobilization packages to include pay activation documentation listed in para 1.a, and NAVPERS 1300/22 Expeditionary Screening Checklists listed in para 1.b. to validate NMPS screening.

(3) After Action Reports (AARs).

(a) ECH II/III commands will submit informal MOBEX 25-3 AARs to identify top three items that went well ("good") and top three areas for improvement ("others"). Feedback post MOBEX 25-3 is crucial for capturing immediate lessons learned from both successes and shortfalls to allow for planning with MOBEX 25-4 and 25-5. Informal AARs are due to CNRF N36 by 18 April 2025 and may be submitted via email to the CNRF N363 Mobilization Exercises Branch Head as listed in para 7.

(b) ECH II/III commands will submit formal AARs to CNRF N36 by 05 May 2025.

b. ECH IV: REDCOM Everett/ REDCOM Fort Worth/ REDCOM Great Lakes/ REDCOM Jacksonville/REDCOM Norfolk/REDCOM San Diego/MDSC.

(1) Participate in MOBEX 25-3 as directed in para 1. and read this EXORD in its entirety.

(2) REDCOMs.

(a) In the NMPS role, review and validate submitted mobilization packages IAW reference (d) that include pay activation documentation listed in para 1.a, and NAVPERS 1300/22 Expeditionary Screening Checklists listed in para 1.b. to validate NRA screening.

(b) Will ensure NRAs follow upload procedures outlined in reference (d).

(c) AAR.

(1) REDCOMs will submit an informal MOBEX 25-3 AAR to identify top three items that went well ("good") and top three areas for improvement ("others"). Feedback post MOBEX 25-3 is crucial for capturing immediate lessons learned from both successes and shortfalls to allow for planning with MOBEX 25-4 and 25-5. Informal AARs are due to CNRF N36 by 14 April 2025 and may be submitted via email to the CNRF N363 Mobilization Exercises Branch Head as listed in para 7.

(2) REDCOMs will submit formal AARs to CNRF N36 by 15 May 2025. The AAR template and tasking will be released SEPCOR via ETMS2 tasker.

(2) MDSC.

(a) Conduct spotchecks on submitted mobilization packages to include NAVPERS 1300/22 Expeditionary Screening checklists identified in para 1.b to validate NMPS screening.

(b) Submit informal MOBEX 25-3 AAR to identify top three items that went well ("good") and top three areas for improvement ("others"). Feedback post MOBEX 25-3 is crucial for capturing immediate lessons learned from both successes and shortfalls to allow for planning with MOBEX 25-4 and 25-5. Informal AARs are due to CNRF N36 by 18 April 2025 and may be submitted via email to the CNRF N363

Mobilization Exercises Branch Head as listed in para 7.

(c) Submit formal AAR to CNRF N36 by 05 May 2025. The AAR template and tasking will be released SEPCOR via ETMS2 tasker.

d. ECH V: NRAs.

(1) Participate in MOBEX 25-3 as directed in para 1. and read this EXORD in its entirety.

(2) Review and validate submitted mobilization packages to include pay activation documentation listed in para 1.a.

(3) Execute NAVPERS 1300/22 Expeditionary Screening Checklist requirements and validate as directed in para 1.b.

(4) Submit MOBEX 25-3 AAR feedback as required by their ECH IV ISIC timeline guidance.

e. Clarifications and authorized exceptions.

(1) If a SELRES PAYPERS packet is validated as complete prior to the start of MOBEX 25-3, neither a new submission or revalidation is required as part of MOBEX 25-3.

(2) PAYPERS packet clarifications. Each PAYPERS packet document shall be submitted via ZipServe PAYPERS Packet dashboard. NPPSC 3060/1 Mobilization Checklist, DD Form 2058 State of Legal Residence,

NAVPERS 1070/602 Dependency Application, TSC Norfolk Mobilization Recall ADOS Questionnaire, and DD Form 2367 Individual Overseas Housing Allowance digital documents will remain part of the member's actual strength gain packet to be kept on-file for use in an actual activation, when required.

(3) NSIPS specific clarifications.

(a) Individual mobilization status (IMS) codes (R##, RC1, RC2, etc.) will not be entered in NSIPS. There are no IMS code changes associated with MOBEX 25-3.

(b) DSC codes will not be changed in NSIPS as part of MOBEX 25-3. There are no DSC code changes associated with MOBEX 25-3.

(4) There will be no exercise mobilization orders for MOBEX 25-3.

(5) Not all items in the NAVPERS 1300/22 Expeditionary Screening Checklist apply for the purposes of MOBEX 25-3. Items may only be simulated or omitted as delineated in CNRF N36 NAVPERS 1300/22

Expeditionary Screening Checklist guidance listed in para 1.b.  
5. Admin/Logistics: All SELRES MOBEX 25-3 participants will be informed by their respective NRA during the month of January, prior to MOBEX 25-3 execution to ensure proper planning and coordination.

6. All questions and issue reporting regarding AM and MOBEX 25-3 will be addressed through the chain of command from SELRES to Unit Leadership to NRAs to REDCOMs, and higher to the points of contact listed in para 7.

7. Points of Contact:

a. CNRF N36 Director of Adaptive Mobilization Coordination:  
CAPT John Stump, LACMOB(at)us.navy.mil.

b. CNRF N363 Mobilization Exercises Branch Head:  
LCDR Monica Rockwell, LACMOB(at)us.navy.mil.

c. CNRF N15 Division Director:  
LCDR Marissa Gatten, CNRFC N15(at)us.navy.mil.

8. Released by RADM Michael Steffen, Deputy Commander, Navy Reserve Force.//

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