Warrant Officer Applicant Brief

44 SPECIALTIES – 17 BRANCHES

U.S. ARMY
WARRANT OFFICER RECRUITING

Subject Matter Experts Since 1918

WWW.GOWARRANTNOW.COM
Warrant Officer Recruiting Mission

The Warrant Officer Recruiting Team is tasked with recruiting HIGHLY QUALIFIED in-service applicants who demonstrate character, competence, and commitment to serve as Joint and Combined Arms capable Army Warrant Officers who will maintain the Army capability overmatch required to "Win in a Complex World".
What is a Warrant Officer?
(per DA PAM 600-3)

“The Army Warrant Officer Warrant is a self-aware and adaptive technical expert, combat leader, trainer, and advisor.
Warrant Officers are innovative integrators of emerging technologies, dynamic teachers, confident warfighters, and developers of specialized teams of Soldiers.

WO1 – Basic level (Junior)
CW2 – Intermediate (Junior)
CW3 – Advanced (FG)
CW4 – Senior (FG)
CW5 – Master (SFG)

Administrative Requirements

1. US Citizenship *(No Waiver)*
2. General Technical (GT) Score of 110 or higher *(No Waiver)*

3. High School Graduate or have a GED *(No Waiver)*

4. FINAL Secret or Top Secret Security Clearance *(No INTERIM; No Waiver)*

5. Must Have ≥ 12 Months Remaining on Enlistment Contract *(ETP Avail.)*

6. Pass **Commissioning** Physical for Tech or **Flight** Physical for Aviators *(Waiver/ETP Avail.)*

7. Age: Technicians < 46 yrs / Aviators < 33 yrs at time packet is boarded *(ETP Avail.)*

8. Active Federal Service: <12 yrs at time the DA61 is signed by applicant *(ETP Avail.)*

9. Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet Height/Weight Standards

---

* WAIVERS/ETPs ARE GRANTED ON A CASE-BY-CASE BASIS UNDER EXTRAORDINARY CIRCUMSTANCES AND PROCESSED ONE-AT-A-TIME (NOT INCLUSIVE). APPLICANTS SHOULD BACKWARD PLAN FOR THE SUBMISSION OF THEIR PACKET FROM THE 1ST DAY OF THEIR DESIRED BOARD, ADDING THE MAXIMUM PROCESSING TIME FOR EACH WAIVER.

* SISTER SERVICE/USAR/NG/AGR APPLICANTS ARE CONSIDERED A NEW ACCESSIONS WHEN THEY ENTER ACTIVE DUTY. SINGLE APPLICANTS WITH CUSTODY OF MINOR CHILDREN (UNDER 18) OR DISABLED CHILDREN (OVER 18) ARE NOT ELIGIBLE TO APPLY.
General Information

Technician
• 17 - Branches
• 44 - Specialties

• Usually SGT or higher
• Most require ALC
• Must meet experience requirements listed on the MOS pages

Aviator

of our website:
• 1 - Branch

• 1 - Specialty (153A)
• Any MOS/Rank can Apply
### Warrant Officer MOSs

*(Refer to website for critical WO MOSs by board)*

<table>
<thead>
<tr>
<th>WO MOS</th>
<th>MOS Description</th>
<th>Enlisted Army Feeder MOSs</th>
</tr>
</thead>
<tbody>
<tr>
<td>120A</td>
<td>Construction Engineering Technician</td>
<td>12H, K, N, P, Q, R, T, W</td>
</tr>
<tr>
<td>125D</td>
<td>Geospatial Engineering Technician</td>
<td>12Y, 35F, G</td>
</tr>
<tr>
<td>Air 140K</td>
<td>and Missile Defense Tactician</td>
<td>14E, H, T</td>
</tr>
<tr>
<td>Air 140L</td>
<td>and Missile Defense Technician</td>
<td>14E, H, T, 94S</td>
</tr>
<tr>
<td>Air 150A</td>
<td>Traffic Control Technician</td>
<td>15Q</td>
</tr>
<tr>
<td>150U</td>
<td>Tactical Unmanned Aerial Systems Technician</td>
<td>15E, 15W</td>
</tr>
<tr>
<td>151A</td>
<td>Aviation Maintenance Technician</td>
<td>All CMF 15 MOS (Excluding 15P, Q)</td>
</tr>
<tr>
<td>153A</td>
<td>Rotary Wing Aviator</td>
<td>All MOSs</td>
</tr>
<tr>
<td>170A</td>
<td>Cyber Operations Technician</td>
<td>All MOSs (Preferred CMF 17/25/35 MOSs)</td>
</tr>
<tr>
<td>170B</td>
<td>Electronic Warfare Technician</td>
<td>25E, 29E, 13Fw/ASI 1J</td>
</tr>
<tr>
<td>255A</td>
<td>Information Services Technician</td>
<td>All MOSs</td>
</tr>
<tr>
<td>255N</td>
<td>Network Management Technician</td>
<td>All MOSs</td>
</tr>
<tr>
<td>350F</td>
<td>All Source Intelligence Technician</td>
<td>All MOSs</td>
</tr>
<tr>
<td>350G</td>
<td>Counterintelligence Technician</td>
<td>35L</td>
</tr>
<tr>
<td>351L</td>
<td>Human Intelligence Collection Technician</td>
<td>35M</td>
</tr>
<tr>
<td>351M</td>
<td>SIGINT Analysis Technician</td>
<td>35N, P</td>
</tr>
<tr>
<td>352N</td>
<td>Signals Collection Technician</td>
<td>35S</td>
</tr>
<tr>
<td>352S</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Historically Critical Mission
Open to ALL MOSs provided prerequisites are met

## Warrant Officer MOSs Cont.
*(Refer to website for critical WO MOSs by board)*

<table>
<thead>
<tr>
<th>WO MOS</th>
<th>MOS Description</th>
<th>Enlisted Army Feeder MOSs</th>
</tr>
</thead>
<tbody>
<tr>
<td>353T</td>
<td>Military Intelligence Systems Maintenance/ Integration Technician</td>
<td>35T</td>
</tr>
<tr>
<td>740A</td>
<td>Chemical, Biological, Radiological and Nuclear Technician</td>
<td>74D</td>
</tr>
<tr>
<td>880A</td>
<td>Marine Deck Officer</td>
<td>88L (Preferred); Pilot Program open to all MOSs 88L, 12P W/ASI S2; Pilot Program open to all MOSs 88N; Open to all MOSs</td>
</tr>
<tr>
<td>881A</td>
<td>Marine Engineering Officer</td>
<td>88L, 12P W/ASI S2; Pilot Program open to all MOSs 88N; Open to all MOSs 89A, B, D</td>
</tr>
<tr>
<td>882A</td>
<td>Mobility Officer</td>
<td>88N; Open to all MOSs 88N, 12P W/ASI S2; Pilot Program open to all MOSs 89A, B, D</td>
</tr>
<tr>
<td>890A</td>
<td>Ammunition Warrant Officer</td>
<td>88N, 12P W/ASI S2; Pilot Program open to all MOSs 89A, B, D</td>
</tr>
<tr>
<td>913A</td>
<td>Armament Systems Maintenance Warrant Officer</td>
<td>91A, F, G, M; Pilot Program open to 11B, 12B, 13F, 19D, 19K w/ ASI A8, K8, J3</td>
</tr>
<tr>
<td>914A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>915A</td>
<td>Human Resources Technician</td>
<td></td>
</tr>
<tr>
<td>MOS Code</td>
<td>MOS Description</td>
<td></td>
</tr>
<tr>
<td>----------</td>
<td>-----------------</td>
<td></td>
</tr>
<tr>
<td>91E, X</td>
<td>Allied Trades Warrant Officer</td>
<td></td>
</tr>
<tr>
<td>91A, B, H, M, P, S, X</td>
<td>Automotive Maintenance Warrant Officer</td>
<td></td>
</tr>
<tr>
<td>91B, C, D, H, J, L, X</td>
<td>Engineer Equipment Maintenance Warrant Officer</td>
<td></td>
</tr>
<tr>
<td>92Y</td>
<td>Property Accounting Technician</td>
<td></td>
</tr>
<tr>
<td>92A, 68J</td>
<td>Supply Systems Technician</td>
<td></td>
</tr>
<tr>
<td>92R</td>
<td>Airdrop Systems Technician</td>
<td></td>
</tr>
<tr>
<td>92B</td>
<td>92A, 68J</td>
<td></td>
</tr>
<tr>
<td>92G, 68M</td>
<td>Food Service Technician</td>
<td></td>
</tr>
<tr>
<td>92F, L, W</td>
<td>Petroleum Systems Technician</td>
<td></td>
</tr>
<tr>
<td>94D, E, F, H, M, R, W, Y, Z; 25S w/waiver</td>
<td>Electronic Systems Maintenance Warrant Officer</td>
<td></td>
</tr>
</tbody>
</table>

Historically Critical Mission | Open to ALL MOSs provided prerequisites are met

Who are We Looking For?

- Independent Operators
- Leaders
Self Confident
• Dependable
• Technically/Tactically Proficient
• Ethical and Moral
  • Decision Makers
  • Self-Sufficient
  • Mature
  • Able to Grasp Complex Problems
  • Mentally and Physically Strong

Opportunities and Benefits
Elite Cohort
- 3% of the Army (Approx 15K in RA)
- 21% of the Officer Corps

• Challenging Assignments
• Technical Training and Education
• Faster Promotion Potential
• Extended Career Path
• Perform Core Duties Longer
• Better Pay and Retirement

Unique Assignment Opportunities

White House Communications Agency
White House Transportation Agency
White House/Congressional Fellowships
Training-with-Industry (TWI)
Instructor (WOBC/WOAC/WOCC)
WOCS TAC Officer
Warrant Officer Recruiting Team
Pentagon and Department of the
Army TAFT Assignments (Technical Assistance Field Team)

Opportunities are not typically achieved until operational experience is acquired (usually Senior CW2 - Junior CW3)
Training and Education

- Maintain G.I. Bill (Post 9-11 or Montgomery) benefits
- Maintain tuition assistance (TA) benefits
- Degree Completion Program

- Army Logistics University, VA
- Naval Post Graduate School, MD
- National Defense University, DC
- Army Management Staff College, VA
# Army Promotion Comparison

![Diagram showing promotion rates across different ranks and fiscal years.](image)

## FY17

<table>
<thead>
<tr>
<th>Rank</th>
<th>NCO FY17</th>
<th>NCO FY18</th>
<th>WO FY17</th>
<th>WO FY18</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-7</td>
<td>44.9%</td>
<td>23.2%</td>
<td>24.0%</td>
<td>27.0%</td>
</tr>
<tr>
<td>E-8</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CW2</td>
<td>97.3%</td>
<td></td>
<td>89.9% AV</td>
<td>80.3% Tech</td>
</tr>
<tr>
<td>CW3</td>
<td></td>
<td></td>
<td>79.9% AV</td>
<td>88.1% Tech</td>
</tr>
<tr>
<td>CW4</td>
<td></td>
<td></td>
<td></td>
<td>35.2% AV</td>
</tr>
<tr>
<td>CW5</td>
<td></td>
<td></td>
<td></td>
<td>27.0% Tech</td>
</tr>
</tbody>
</table>

Source: Human Resource Command
Air Force Promotion Comparison

Source: myPERS/Human Resource Command
Navy Quota Comparison

Source: Navy Personnel Command/Human Resource Command
USMC Promotion Comparison

**NCO**

- FY17 GySgt
  - 2070
- FY18 MSgt
  - 209
- FY18 SgtMaj
  - 102

**WO**

- FY17
  - 97.3% all
  - 89.9% AV
  - 79.9% AV
  - 80.3% Tech
  - 88.1% Tech
  - 35.2% AV
  - 27.0% Tech

Source: Marines.mil / Human Resource Command
Warrant Officer Promotion Timeline

**Technician:**
- Appointment
- 2 Years TIG
- WO1
- CW2
- 5-6 Years TIG
- CW3
- 4-5 Years TIG
- CW4
- 4-5 Years TIG
- CW5

**Extended Career**
30 + Years of WO SVC
*If Promotion Gates Met / Age 62

Total Years Active Federal Service

30 Years
1SG (P) / MSG (P) and CSM/SGM

26 Years
1SG/MSG

24 Years
1SG/MSG

20 Years
1SG/MSG

20 Years
SSG/SSG (P)

24 Years
SFC/SFC (P)

20 Years
SFC/SFC (P)
Base Pay Comparison

Based on January 2018 Pay Scale
Approx Snapshot
E-5 vs W1 at 6 years TIS = $933
E-6 vs W1 at 8 years TIS = $728
E-7 vs W1 at 10 years TIS = $365
## Retirement Pay Comparison

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20</td>
<td>$3,173 (50%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>W3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E7</td>
<td>20</td>
<td>$2,338 (50%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>W4</td>
<td>24</td>
<td>$4,506 (60%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E8</td>
<td>24</td>
<td>$3,361 (60%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>W5</td>
<td>30</td>
<td>$6,778 (75%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E9</td>
<td>30</td>
<td>$5,464 (75%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Based on January 2018 Pay Scale

+$840

+$1145

+$1314
WO Aviation Career Incentive Pay

### AVIATION CAREER INCENTIVE PAY

<table>
<thead>
<tr>
<th>2 OR LESS</th>
<th>OVER 2</th>
<th>OVER 3</th>
<th>OVER 4</th>
<th>OVER 6</th>
<th>OVER 14</th>
<th>OVER 22</th>
<th>OVER 23</th>
<th>OVER 24</th>
<th>OVER 25</th>
</tr>
</thead>
<tbody>
<tr>
<td>$125</td>
<td>$156</td>
<td>$188</td>
<td>$206</td>
<td>$650</td>
<td>$840</td>
<td>$840</td>
<td>$840</td>
<td>$840</td>
<td></td>
</tr>
</tbody>
</table>

### CAREER ENLISTED FLYER INCENTIVE PAY

<table>
<thead>
<tr>
<th>4 OR LESS</th>
<th>OVER 4</th>
<th>OVER 8</th>
<th>OVER 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>$150</td>
<td>$225</td>
<td>$350</td>
<td>$400</td>
</tr>
</tbody>
</table>
Where to Start…

Meet The Challenge.... Become An Expert In Your Field

Warrant Officer Recruiting Mission
The Warrant Officer Recruiting Team is tasked with recruiting HIGHLY QUALIFIED in-service applicants who demonstrate character, competence, and commitment to serve as Joint and Combined Arms capable Army Warrant Officers who will maintain the Army capability overmatch required to "Win in a Complex World".

Warrant Officers are highly specialized experts and trainers in their career fields. By gaining progressive levels of expertise and leadership, these leaders provide valuable guidance to commanders and organizations in their specialty. Warrant Officers remain single-specialty Officers with career tracks that progress within their field, unlike their Commissioned Officer counterparts who focus on increased levels of command and staff duty positions.

Hot Topics

<table>
<thead>
<tr>
<th>News</th>
<th>Application Processing</th>
<th>Packet Submission</th>
<th>Tools</th>
<th>Waivers/ETP(s)</th>
</tr>
</thead>
</table>

**Special Announcements:**

- **24 NOV 17 ****Attention all 120A, 125D, 255A, 255N, 351L, 352N, 352S, 353T, and 420A Applicants****

The "New Packet" deadline for applicants interested in applying for these specialties on the JAN 2018 Selection Board has been EXTENDED to 15 DEC 2017. Packets submitted inside the original packet submission deadline (17 NOV 17) that require waiver(s) are NOT guaranteed to make the JAN 2018 Selection board, but every effort will be made by our stakeholders to get all qualified packets to the board. Packets requiring waivers that do NOT make the JAN 2018 board will be moved to the next applicable selection board. View all packet deadlines at: [www.usarec.army.mil/hq/warrant/WOgeninfo_boardschedule.shtml](http://www.usarec.army.mil/hq/warrant/WOgeninfo_boardschedule.shtml)


The "New Packet" deadline for applicants interested in applying for these specialties
**www.gowarrantnow.com** WO Packet Submission Deadlines

*(Refer to [www.gowarrantnow.com](http://www.gowarrantnow.com) to verify dates/changes)*

<table>
<thead>
<tr>
<th>Board Dates</th>
<th>New Packet Deadline</th>
<th>Corrections Deadline</th>
<th>Updates Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>23 – 27 Jul 18</td>
<td>18 May 18</td>
<td>25 Jun 18</td>
<td>9 Jul 18</td>
</tr>
<tr>
<td>24 – 28 Sep 18</td>
<td>27 Jul 18</td>
<td>27 Aug 18</td>
<td>10 Sep 18</td>
</tr>
<tr>
<td>26 – 30 Nov 18</td>
<td>28 Sep 18</td>
<td>29 Oct 18</td>
<td>12 Nov 18</td>
</tr>
<tr>
<td>Start Date</td>
<td>End Date</td>
<td>Requirement Date</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-----------</td>
<td>-------------------</td>
<td></td>
</tr>
<tr>
<td>14 – 18 Jan 19</td>
<td>30 Nov 18</td>
<td>31 Dec 18</td>
<td></td>
</tr>
<tr>
<td>18 – 22 Mar 19</td>
<td>18 Jan 19</td>
<td>18 Feb 19</td>
<td>4 Mar 19</td>
</tr>
<tr>
<td>13 – 17 May 19</td>
<td>22 Mar 19</td>
<td>15 Apr 19</td>
<td>29 Apr 19</td>
</tr>
<tr>
<td>15 – 19 Jul 19</td>
<td>17 May 19</td>
<td>17 Jun 19</td>
<td>1 Jul 19</td>
</tr>
<tr>
<td>16 – 20 Sep 19</td>
<td>19 Jul 19</td>
<td>19 Aug 19</td>
<td>2 Sep 19</td>
</tr>
</tbody>
</table>

- Extended deadlines will be announced under “HOT TOPICS” on recruiting website
- Failure to meet the deadlines may delay an applicant's packet to a later selection board than desired
Applicants who require waiver(s) must backwards plan packet submission deadlines IAW the guidance provided under the Hot Topics "Waivers" tab on the Warrant Officer Recruiting Website Home page.

## Waiver/ETP Requests

<table>
<thead>
<tr>
<th>WAIVER/ETP AUTHORITY</th>
<th>APPROVAL</th>
<th>APPROXROUND TIME</th>
<th>TURN</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGE</td>
<td>DA G1</td>
<td>4–6 Weeks</td>
<td>1, 2</td>
<td></td>
</tr>
<tr>
<td>AFS</td>
<td>DA G1</td>
<td>4–6 Weeks</td>
<td>1, 2</td>
<td></td>
</tr>
<tr>
<td>Moral</td>
<td>HRC/DA G1</td>
<td>2–6 Weeks</td>
<td>1, 2, 3</td>
<td></td>
</tr>
</tbody>
</table>
### Prerequisites

<table>
<thead>
<tr>
<th>Prerequisite</th>
<th>Proponent</th>
<th>Time Frame</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>USAREC G3</td>
<td>2–4 Weeks</td>
<td>1, 2</td>
</tr>
<tr>
<td>Tattoo</td>
<td>DA G1</td>
<td>4–6 Weeks</td>
<td>1, 2, 5</td>
</tr>
</tbody>
</table>

1. Example in Sample Application available for download on our website
2. Must submit waiver with application
3. Must submit all supporting documents
4. Waiver request NOT prepared by the applicant
5. Waiver must include separation board proceedings indicating that the CDR retained the Soldier

WAIVERS ARE REPROCESSED ONE-AT-A-TIME AND ARE NOT INCLUSIVE. APPLICANTS SHOULD BACKWARD PLAN FOR THE SUBMISSION OF THEIR PACKET FROM THE 1ST DAY OF THEIR DESIRED BOARD, ADDING THE MAXIMUM PROCESSING TIME FOR EACH WAIVER

## The Application

***Download from our website under the Download tab***

### Board Packet

1. DA Form 61
2. USAREC Form 3.3

### Supporting Documents

3. USAREC Form 3.2
4. ERB/Service Equivalent
Warrant Officer Application Checklist
(as of 22 May 2018)

1. Security Memo
2. USAREC Form 3.1
3. DA Form 160-R
4. Statement of Understanding
5. Approved DD Form 368 (NG/USAR/SS Applicants only)
6. REDD Report (SS only)
7. Tattoo Validation Memo (SS only)
8. Waiver/ETP Requests (Tattoo/Moral/Age/AFS/Prereq)
9. DA Form 705 (SS only)
10. Checklist (Signatures from S1 NCOIC/OIC – CSM – SWO)
Signatures are sequential:
S1 NCOIC/OIC
- Verifies not flagged/barred
- Tattoos ICW AR 670-1

- CSM (or Equivalent USAF/USN/USMC)
  - Administrative Review

- SWO who provides LOR
  - Final Packet Review

DA Form 61

(**Refer to sample application for example***)
**APPLICATION FOR APPOINTMENT**

For use of this form, see AR 15-265, AP 16-10, AR 17-1, AR 40-5, and AR 601-3, the processing agency is 502 NRD.

**AUTHORIZED:** The 10 United States Code, Section 637, Title 3, United States Code, Section 637.

**PURPOSE:** To obtain an appointment as a commissioned officer in the Regular Army, or Army Reserve, in the above stated selection to attend the US Army Officer Candidate School.

**REVIEW USE:** Basis for determination of qualifications and background information for eligibility for consideration for appointment as a Regular Army or Army Reserve commissioned officer candidate.

**DISCLOSURE:** Disclosure of information required in DA 61-1 is voluntary. Failure to provide the required information will result in non-acceptance of the application.

1. **TYPE OF APPOINTMENT FOR WHICH APPLICATION IS SUBMITTED**
   - [ ] COMMISSIONED OFFICER, REGULAR ARMY
   - [ ] COMMISSIONED OFFICER, ARMY RESERVE
   - [ ] Warrant Officer
   - [ ] OTHER (specify)

2. **APPLICANT FOR WHICH APPOINTMENT IS SERVING AS AID TO**
   - [ ] REGULAR ARMY OFFICER
   - [ ] Warrant Officer
   - [ ] Source of Application: [ ] NROTC

3. **CURRENT OFFICER: JROTC RESERVIST**
   - [ ] Yes
   - [ ] No
   - [ ] Not applicable

4. **APPLICATION FOR OFFICER CANDIDATE SCHOOL**
   - [ ] For first time considered
   - [ ] Not applicable

5. **EXPERIENCE AND SPECIFIC INCOMES**

   **Regular Army and Other Officer Candidates and of NROTC graduates:**
   - [ ] Experience includes [ ] Commission oficer Candidate School (US Army COCS) with R.O.T.C.

   [ ] Applicant has attended the Officer Candidate School rating of one branch and the branch of the applicant of all other applicants may have more than one branch.

**PERSONAL DATA**

<table>
<thead>
<tr>
<th>FOREIGN ENGLISH</th>
<th>ABOOOO</th>
<th>SOCIAL SECURITY NUMBER</th>
<th>ENDD/SHORT CODE</th>
<th>OCCUPATION</th>
<th>---</th>
<th>---</th>
<th>---</th>
<th>---</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAME (First, Last)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOB</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADDRESS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CITY, STATE, ZIP</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PHONE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMAIL ADDRESS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RELATION TO Applicant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**EDUCATION**

<table>
<thead>
<tr>
<th>GRADE</th>
<th>SCHOOL</th>
<th>DATE</th>
<th>GRADE</th>
<th>SCHOOL</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>12th</td>
<td>High School</td>
<td>12th</td>
<td>12th</td>
<td>High School</td>
<td>12th</td>
</tr>
</tbody>
</table>

**PREVIOUS MILITARY SERVICE**

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>RATING</th>
<th>ENDD/SHORT CODE</th>
<th>OCCUPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

**COMMISSIONED MILITARY SERVICE**

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>RATING</th>
<th>ENDD/SHORT CODE</th>
<th>OCCUPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

**COMMISSIONED MILITARY SERVICE**

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>RATING</th>
<th>ENDD/SHORT CODE</th>
<th>OCCUPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

**COMMISSIONED MILITARY SERVICE**

<table>
<thead>
<tr>
<th>SERVICE</th>
<th>RATING</th>
<th>ENDD/SHORT CODE</th>
<th>OCCUPATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

**APPLICANT'S PROFESSIONAL AFFILIATIONS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>ORGANIZATION</th>
<th>CITY, STATE</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>
Notes:

- APFT must be within 6 mo’s of board

- Sister service must have APFT graded by SFC or above

- Enter OPAT info if applicable; Sister service tested at MEPS only if selected
Letters of Recommendation

– Valid for 12 months from the date signed by Recommender

– If NS on first board, you are not required to submit updated LORs for the 2nd board

– Letters of Recommendation required:

  • Current CO CDR/First Level of UCMJ Authority (Mandatory)
  • Current BN CDR/Second Level of UCMJ Authority (Mandatory)
  • If you recently PCS’d, the LORs from previous CDRs/UCMJ authorities are valid for 90 days upon arrival at new assignment
  • Senior Warrant Officer Letter of Recommendation (CW3 to CW5 – Mandatory for most WOMOSs; highly recommended for those that don’t)

– USAREC Form 3.3 must be digitally signed and the recommenders Unit, Email, and Phone Number needs to be in the bottom of the narrative
Note: Non-UCMJ LORs acceptable for Unique/Joint Service Org (JSOC, WHCA, etc) See memo on bottom of downloads tab of WO website
Letters of Recommendation
153A applicants MUST have an LOR from an Aviator (AV Maintenance will not suffice this requirement)

Sister Service applicants can utilize respective command service letterhead; hand-signatures are authorized

Recommender MUST provide Branch and MOS
Resume
(USAREC Form 3.2)
- Why are you qualified to be an Army Warrant Officer?

- Why are you qualified to be an Army Aviator, HR Technician, Logistcian?

- What will you contribute to the Army as a Warrant Officer?

- Why do you want to be an Army Warrant Officer?
Security Memo
MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP, Fort Knox, KY 40121-2725

SUBJECT: Security Clearance Verification for [Last Name, First Name, Middle Initial]

2. [Security Manager] has confirmed the security clearance for the following individual:
   a. Name:
   b. SSN:
   c. Highest Clearance Level: (Clearance) (Date Granted)
   d. Granted SECRET Date: (Date Granted)
   e. Resubmission date: (Date of resubmission) (status in JPAS-Received/Scheduled)
3. If the clearance is within 180 days of expiration the investigation will need to be resubmitted once the clearance reaches the 30 day window of expiration.
4. The point of contact for this memorandum is [Your S2 Security Manager’s Name, Phone Number, and E-mail address.]

S2/Security Manager’s Signature

***Security manager should follow same memorandum format exactly.

***Applicants with a JPAS status of “Denied” or “No Determination Made” in Para 1. can not apply for Warrant Officer. Please consult Security Manager for possible resolution.

FOR OFFICIAL USE ONLY

This document and personal information contained herein is protected by the Privacy Act of 1974, Section 5 U.S.C. 552a as amended.
Do NOT change format of the USAREC memo

- Valid 10 yrs from SECRET granted
- Valid 6 yrs from TS granted
- NACLC is NOT a final clearance

Physical Cover Sheet
(USAREC Form 3.1) TECH
MUST HAVE PHYSICIAN STAMP or include a Memorandum for Record (MFR) signed by the physician stating: 1. He/she completed the physical for applicant X on date Y; 2. Does NOT have a stamp; 3. e-mail and contact info.
Blocks 2, 4c, 9a,
11, 12 will NOT change

- **Block 10a must match DA61/Blk 5**

- **Block 13 is used for EFMP, JD, etc; list spouses name, MOS, and last 4**

**Statement of Understanding (SOU)**
Refer to downloads tab

ALL MUST include minimum of para’s 1,2,3,7,8,9,10

Only include Para’s 4,5,6 if applicable

Must be signed (digital accepted)
Tattoo Validation/Waiver Request
(Sister Services ONLY)
Memo required for ALL Sister Service applicants

Commander (O-5 or above) will verify/document any extremist, indecent, sexist or racist tattoos anywhere on applicant’s body (IAW AR 670-1 and verify any tattoos below the wrist/above the collar (in Summer PFU) (See AR 670-1, Para 3-3c for guidance)

• If applicant does not have extremist, indecent, sexist or racist tattoos or tattoos below the wrist/above the collar (in Summer PFU), the CDR will indicate “None” on lines 1.a. and 2.a though 2.d (respectively)

• Ring tattoos DO NOT have to be full ring circle but MUST fall in to area of the finger and is not racist/sexist/extremist (as determined by the O5 UCMJ CDR or above); does not have to meet the traditional image/shape of a ring

• CDR selects either “is” or “is not” in compliance (para 3); “does” or “does not” (para 4); and Recommend “Approval” or Recommend “Disapproval” (para 6)
Tattoo Waiver Request (ARMY Only)
Memo required ONLY if applicant has tattoos below the wrist/above the collar (in short sleeve PT shirt) that are NOT documented correctly in iPERMS

- iPERMS Tattoo compliance verified by the applicant’s S1 on the application checklist
- Sample Tattoo memo located on downloads tab of Recruiting website
- Ring tattoos DO NOT have to be full ring circle but MUST fall in to area of the finger and is not racist/sexist/extremist (as determined by the O5 UCMJ CDR or above); does not have to meet the traditional image/shape of a ring

Moral Waiver Prerequisite

Waiver/ETP (Must submit ALL Supporting Documents) / WOMOS Prerequisite
If no supporting documents, provide a sworn statement, MFR, or affidavit

Self-Signed

Self-Signed
Application Process
Selection Board

- Packet will be reviewed twice if 1st time FQ-NS
- Two Time Non-Select Must Wait 12 months from initial DA61 date *(Waiverable by USAREC Boards Branch under special circumstances)*
- Fully Qualified - Select (Q-S) notified via MILPER Message and email
- Fully Qualified - Non-Select (FQ-NS) notified via email; NOT annotated on the MILPER Message
Non Competitive - Non-Select (NC-NS) notified via email; NOT annotated on the MILPER Message

Warrant Officer Candidate School

- Selectees will attend Warrant Officer Candidate School (WOCS)
  - E5 graduate from BLC and E6 and above = 4 weeks and 4 days
  - E5 non-graduate from BLC and all E1 to E4 = 6 weeks and 4 days
  - Other services = 6 weeks and 4 days w/exceptions (Refer to SOU)

- TDY and return to unit upon graduation, then PCS to WOBC location
- WOCS and Flight School are located at Fort Rucker, Alabama
- Graduation = Conditional Promotion (Appointment to WO1)
Sister Service
Take-Aways

- Request REDD (GT Conversion) via email to your regional recruiting team

- Conditional Release (DD Form 368) / LOI (USAF Only) will be provided only if your Army GT is 110 or higher

- Conditional Release MUST be completely approved PRIOR to submission
Questions pertaining to MOS conversion/technical qualifications should be directed to the respective Proponent POC

- APFT must be graded by an Army SFC (E7) or above (inquire w/local Army Recruiting Office for assistance)
- Must submit tattoo validation memo (tattoo waiver request if applicable)

www.gowarrantnow.com

Key Take-Aways (All Applicants)

- Maintain situational awareness of the WO Website
- Packet deadlines/extensions/cancellations are posted on website and WO FB Page
Backwards plan for waiver/ETP requests

- Questions pertaining to MOS conversion/technical qualifications should be directed to the respective Proponent POC
- SWO LOR (if required) assistance provided by Proponent
- QC your own packet
- Follow submission procedures on the WO Website
- Print, scan, and submit application to the “NEW WARRANT PACKETS” organizational email

www.gowarrantnow.com

Questions?

Direct all inquiries to your regional Warrant Officer
Recruiters

“Warrant Officer Recruiting”

Southern/European Region WO Recruiting Detachment POCs:
CW3 Rich Brumfield / Richard.d.Brumfield.mil@mail.mil / 706-313-1231
SSG James Shapiro / James.c.Shapiro.mil@mail.mil / 254-548-5531
Additional POCs

National Guard

CW3 Laura Severin (Located in Arlington, VA)
Comm: 703-607-2927 or DSN 327-2927

Army Reserve

MSG Edward Campos (Located in Ft. Knox, KY)
Comm: 502-626-1473; C: 404-790-9917