



US ARMY WARRANT OFFICER BRIEFING

**Electronic Devices are not allowed
in the briefing room!!!**

Restrooms located down the hallway to your right and
immediate left.

FREE bottle of water available to you!



U.S. Army Warrant Officer Recruiting Brief



As of 1 FEB 16





Briefing Agenda

- **Definition of a Warrant Officer**
- **Warrant Officer Recruiting Mission**
- **General Requirements**
- **Who We are Looking For**
- **Opportunities and Benefits**
- **Application and Processing**
- **Q & A**

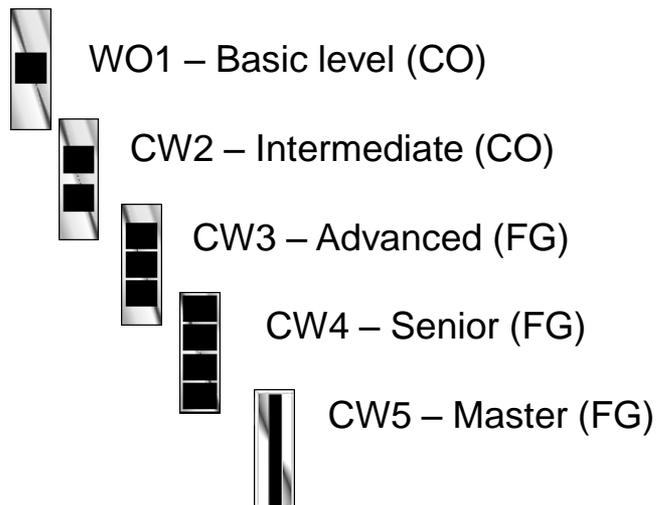




What is a Warrant Officer?

(new DA PAM 600-3 Definition)

“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers...”





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".

United States Army
Warrant Officer Recruiting

GOT WHAT IT TAKES? GO WARRANT NOW!





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 **(Waiver Avail.)**
6. Pass Commissioning Physical for Tech or Flight Physical for Aviators **(Waiver Avail.)**
7. Age: Technicians < 46 yrs / Aviators < 33 yrs at time packet is boarded **(Waiver Avail.)**
8. Active Federal Service: <12 yrs at time the DA61 is signed by applicant **(Waiver Avail.)**
9. Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet Height/Weight Standards **(Waiver Avail for the 2mi run only.)**

******Waivers are only granted on a case-by-case basis under extraordinary circumstances******





General Information

Technician

- 14 - Branches
- 37 - MOSs



- Usually SGT or higher
- Most require ALC
- Must meet experience requirements listed on the MOS pages of our website:

WWW.USAREC.ARMY.MIL/HQ/WARRANT



Aviator

- 1 - Branch
- 1 - MOS (153A)
- Any MOS/Rank can Apply
- Qualifying SIFT Score (40+)





Warrant Officer MOSs

(Refer to website for critical WO MOSs by board)

WO MOS

MOS Description

Enlisted Army Feeder MOSs

120A	Construction Engineering Tech	12H, K, N, P, R, Q, T, W
125D	Geospatial Engineering Tech	12Y or 35F, 35G
131A	Field Artillery Targeting Tech	11C, 13B, D, F, M, P, R, T, 19D
<u>140A</u>	<u>Command and Control Systems Tech</u>	<u>14G, 14H, 14S</u>
<u>140E</u>	<u>Air and Missile Defense Tactician/Tech</u>	<u>14E, H, T, 94S</u>
<u>150A</u>	<u>Air Traffic Control</u>	<u>15Q</u>
<u>150U</u>	<u>Tactical UAV Tech</u>	<u>15E, 15W, or 11B,C,H,M, 12/13/19Series w/SUAS Instructor/Operator experience</u>
151A	Aviation Maintenance Tech	All CMF 15 MOS (Excluding 15P & 15Q)
153A	Rotary Wing Aviator	All MOSs
170A	Cyber Operations Tech	All MOSs (Preferred CMF 17/25/35 MOSs)
255A	Information Services Tech	All MOSs
255N	Network Management Tech	All MOSs
290A	Electronic Warfare Tech	13F, 25B, 25E, 29E
<u>350F</u>	<u>All Sources Intelligence Tech</u>	<u>35F</u>
<u>350G</u>	<u>Imagery Intelligence Tech</u>	<u>35G</u>
<u>351L</u>	<u>Counterintelligence Collections Tech</u>	<u>35L</u>
<u>351M</u>	<u>Human Intel Collection Tech</u>	<u>35M</u>
<u>352N</u>	<u>Traffic Analysis Tech</u>	<u>35N, 35P</u>
<u>352S</u>	<u>Non Morse Intercept Tech</u>	<u>35S</u>

Historically Critical Mission

Open to ALL MOSs





Warrant Officer MOSs Cont.

(Refer to website for critical WO MOSs by board)

WO MOS	MOS Description	Enlisted Army Feeder MOSs
<u>353T</u>	<u>Intel and Electronic Warfare Tech</u>	<u>35T</u>
420A	Human Resources Tech	42A/42F
740A	CBRN Tech	74D
<u>880A</u>	<u>Marine Deck Officer</u>	<u>88K</u>
<u>881A</u>	<u>Marine Engineer Officer</u>	<u>88L and 12P, w/ASI S2</u>
882A	Mobility Officer	88H, 88M, 88N
890A	Ammunition Tech	89B, 89D
913A	Armament Systems Maint Tech	91F, A, M, P, S
<u>914A</u>	<u>Allied Trades WO</u>	<u>91E</u>
915A	Automotive Maint Tech	91A, B, C, D, H, L, M, P, S, X
919A	Engineer Equipment Maint Tech	91B, C, D, H, J, L, X
920A	Property Accounting Tech	92Y, 68J
920B	Supply Systems Tech	92A
<u>921A</u>	<u>Airdrop Systems Tech</u>	<u>92R</u>
922A	Food Service Tech	92G, 68M
923A	Petroleum Systems Tech	92F, L, W
948B	Electronic Systems Maint Tech	94D, E, F, H, K, L, R, V, W, Y, & Z; 25S
<u>948D</u>	<u>Electronic Missile Systems Maint Tech</u>	<u>94A, M, P, S, T, & Z</u>

Historically Critical Mission





Who are We Looking For?



- 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

- **Small Elite Corps**
 - 2+% of the Army (Approx 15K in RA)
 - 15% of the Officer Corps
- **Challenging Assignments**
- **Technical Training and Education**
- **Faster Promotion Potential**
- **Extended Career Path**
- **Perform Core Duties Longer**
- **Better Pay and Retirement**

2-STAR DISCIPLINED & DEMOTED 15

MREs ON THE MENU
Sgt. launches wild restaurant chain 4

ONE-WAY TICKET TO MARS
1st LT volunteers for space mission 17

DITCH THE GYM
Sports that give you an edge on your APFT 30

ArmyTimes.com
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GO WARRANT NOW!

SPECIAL REPORT

The **BEST** career move you can make:

- \$1,000 more per month
- Tens of thousands more for retirement
- Huge promotion opportunities
- 3,400 openings for active, Guard & Reserve 18

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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)





Training and Education

- Maintain G.I. Bill 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

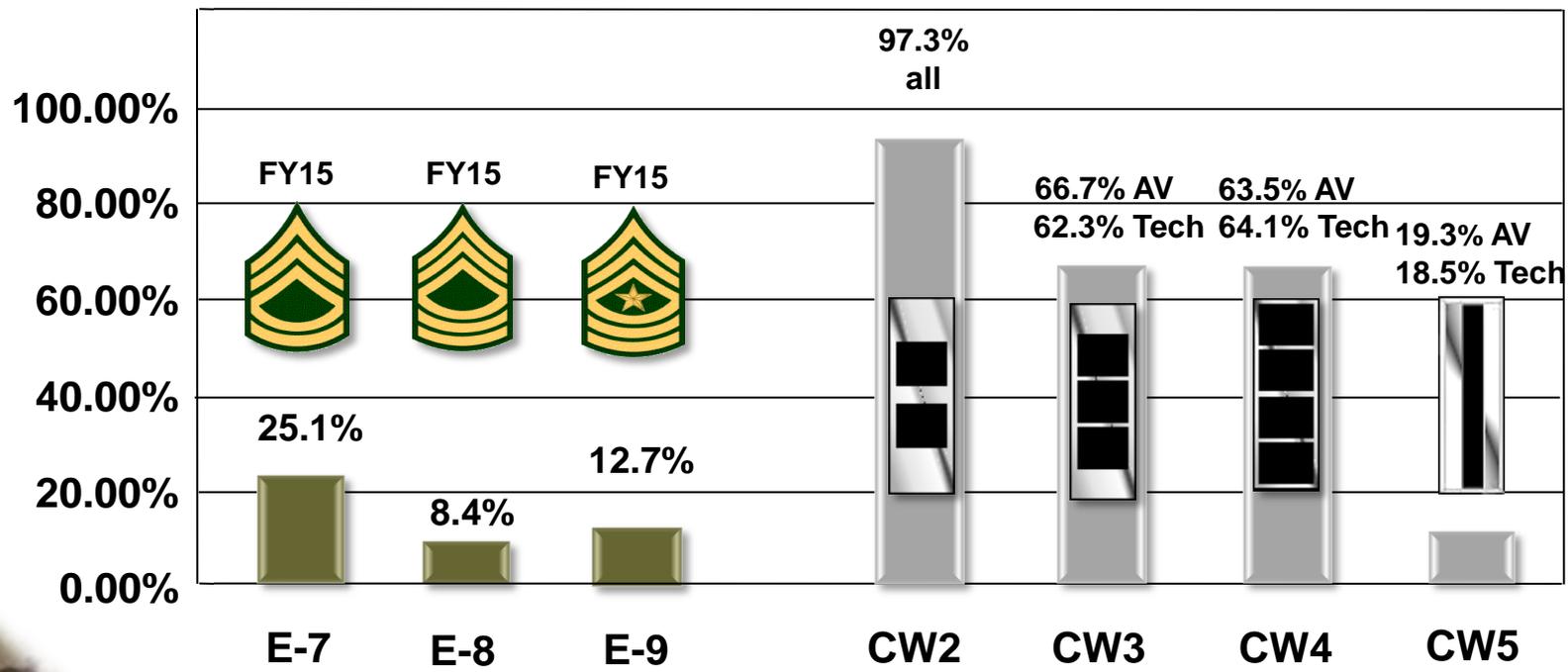




Army Promotion Comparison

NCO

WO



Source: Human Resource Command

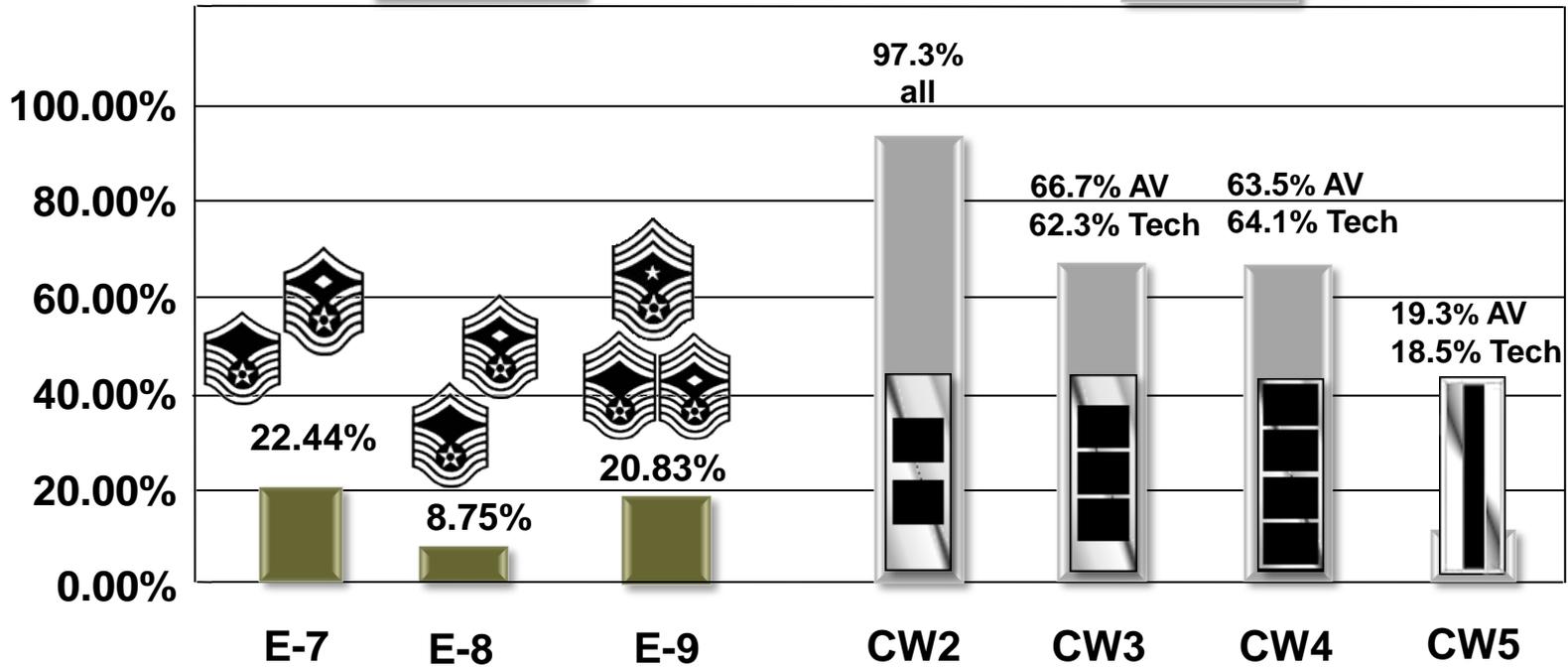




Air Force Promotion Comparison

NCO

WO



Source: myPERS/Human Resource Command

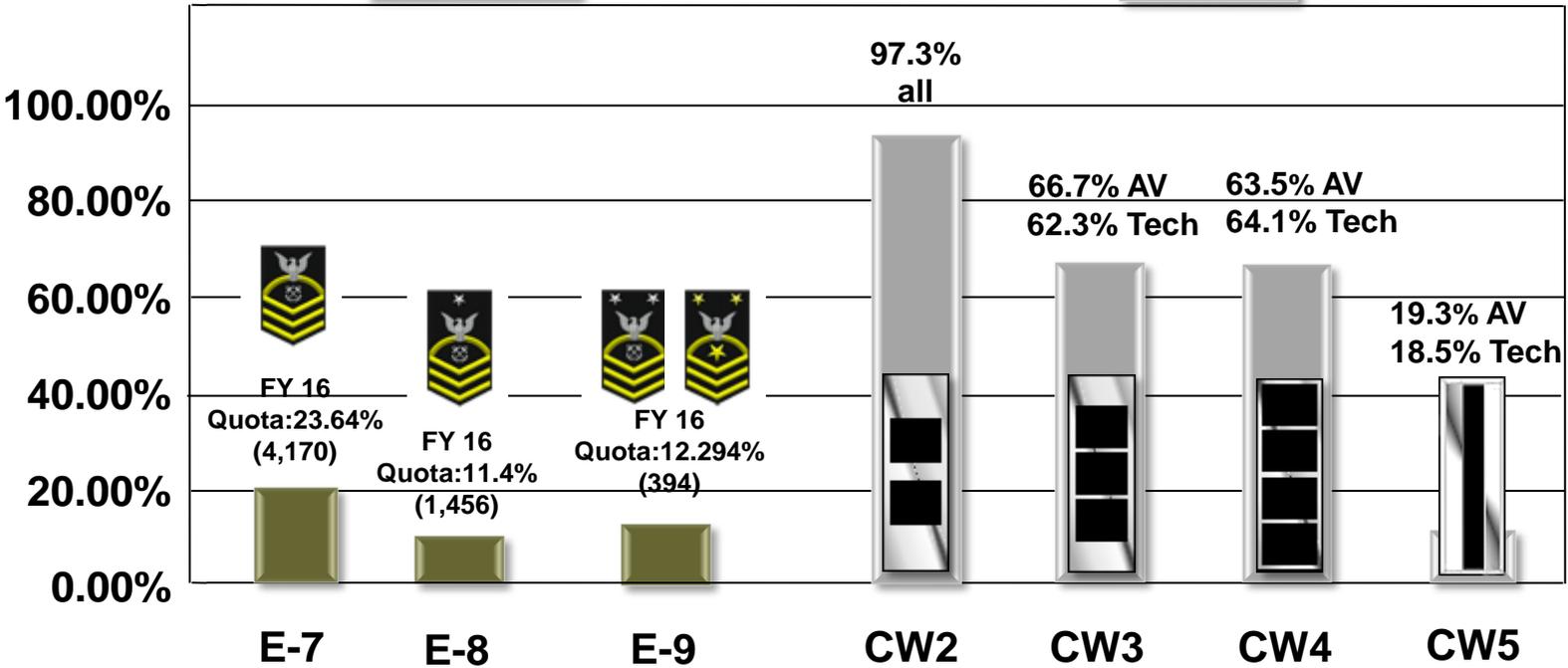




Navy Promotion Comparison

NCO

WO

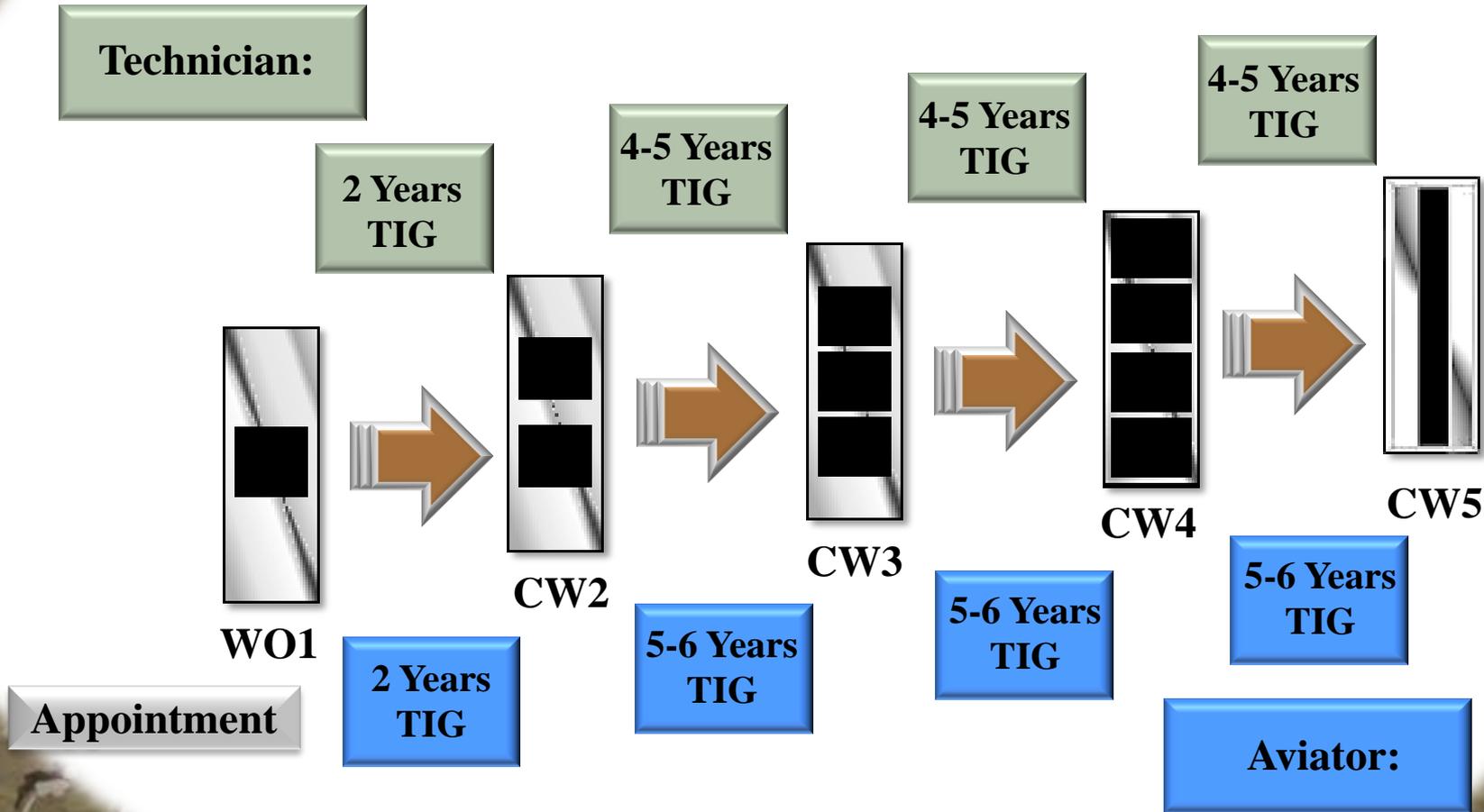


Source: Navy Personnel Command/Human Resource Command





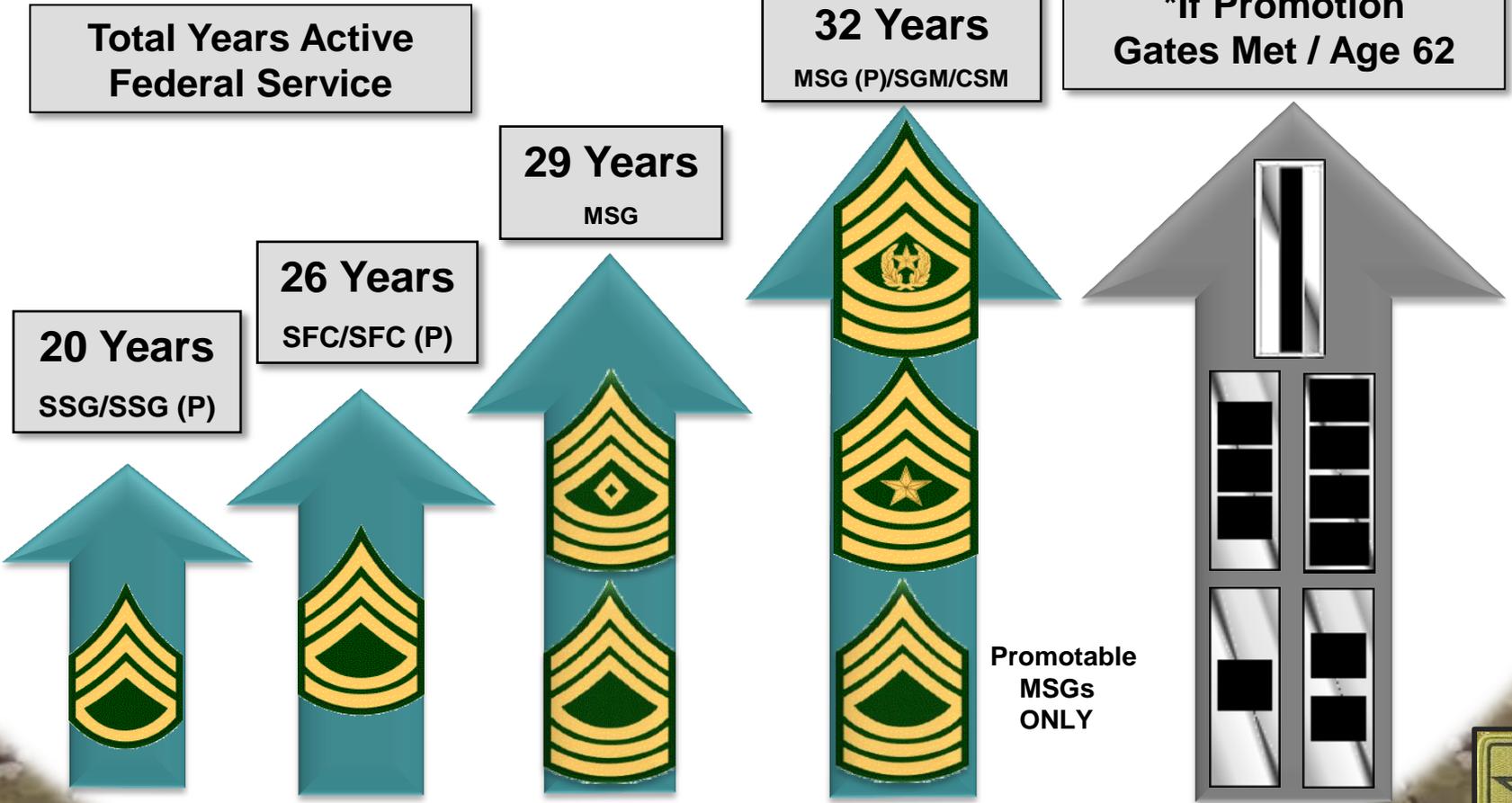
Warrant Officer Promotion Timeline





Extended Career

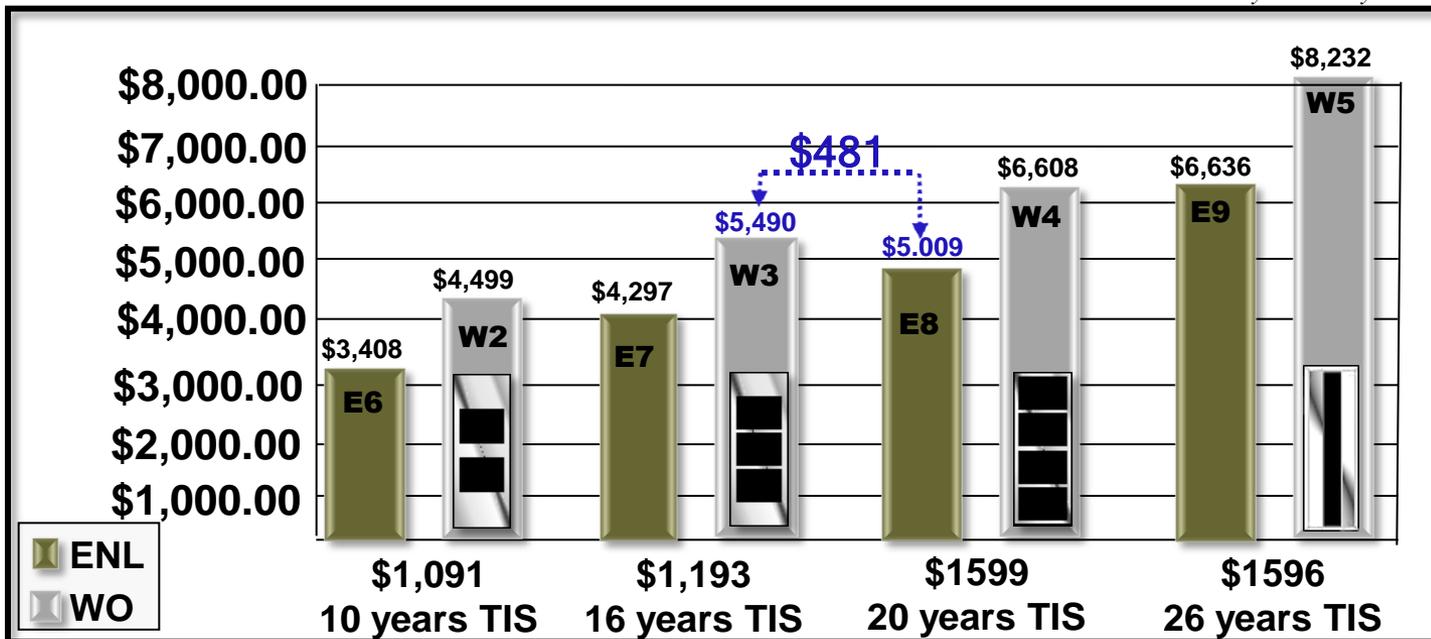
IAW STEP Directive dtd 13 Aug 15





Base Pay Comparison

Based on January 2016 Pay Scale



Approx Snapshot
 E-5 vs W1 at 6 years TIS = \$893 more
 E-6 vs W1 at 8 years TIS = \$696
 E-7 vs W1 at 10 years TIS = \$349





Retirement Pay Comparison

W3	20	\$3,035 (50%)	<u>\$799</u>
E7	20	\$2,236 (50%)	
W4	24	\$4,310 (60%)	<u>\$1095</u>
E8	24	\$3,214 (60%)	
W5	30	\$6,483 (75%)	<u>\$1257</u>
E9	30	\$5,266 (75%)	

Based on January 2016 Pay Scale

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>





WO Aviation Career Incentive Pay



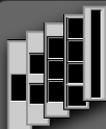
AVIATION CAREER INCENTIVE PAY									
2 OR LESS	OVER 2	OVER 3	OVER 4	OVER 6	OVER 14	OVER 22	OVER 23	OVER 24	OVER 25
\$125	\$156	\$188	\$206	\$650	\$840	\$840	\$840	\$840	\$840

CAREER ENLISTED FLYER INCENTIVE PAY			
4 OR LESS	OVER 4	OVER 8	OVER 14
\$150	\$225	\$350	\$400





Where to Start...



UNITED STATES ARMY WARRANT OFFICER RECRUITING



U.S. ARMY

[Home](#) [Applicant Info](#) [Selection Info](#) [Warrant Officer MOS](#) [Downloads](#) [Inter-Service Guidance](#) [FAQ's](#) [Contact Us](#)

Popular

-  Find Us On facebook
- Warrant Officer Recruiting Briefings in Your Area
- Warrant Officer Selection Board Schedule
- Warrant Officer Selection Board Results
- Check Your Warrant Officer Application Status
- Warrant Officer Application Checklist Download

Warrant Officer MOS

- Warrant Officer MOS List
- Enlisted MOS Conversion List (Army)
- Enlisted MOS Conversion List (Air Force)
- Enlisted MOS Conversion List (Marine)
- Enlisted MOS Conversion List (Navy)

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

Warrant Officer Recruiting Mission

The Warrant Officer Recruiting Team is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.

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

- [News](#) [Application Processing](#) [Packet Submission](#) [Tools](#) [Waivers](#)
- Special Announcements:**
 - 16 OCT 15 **** Warrant Officer MOS 150U, Tactical Unmanned Aerial Systems (TUAS) Operations Technician, accessions are now opening up to US Army and USMC enlisted members outside of MOS 15W/15E.
- Experienced Non-Commissioned Officers with relevant and current UAS experience such as USMC MOS 7314 UAV Operator/6214 UAV Repairman or US Army MOS 11B with SUAS Instructor/Operator (IO) qualifications, may now apply on a case-by-case basis. All of the aforementioned service members must apply for a MOS Prerequisite Waiver and USMC members must apply for a conditional release from their service (see Applicant Info-Non-US Army Personnel). Please thoroughly review the 150U MOS prerequisites, they have been updated, and please direct all questions regarding qualifications to the Aviation Proponent POC.

www.usarec.army.mil/hq/warrant





FY16 WO Selection Board Schedule

(Refer to website to verify dates**)**

Nov-15	Jan-16	Mar-16	May-16	Jul-16	Sep 16
131A	120A	131A	140E	120A	150U
140A/E	125D	140A/E	153A	125D	153A
150A	150U	150A	*170A	131A	180
151A	153A	151A	180A	140A/E	255A/N
153A	255A/N	153A	255A/N	150A	311A
180A	311A	170A	*290A	**150U	420A
290A	350F	180A	311A	151A	882A
350F/G	352N/S	290A	350F	153A	915A
351L/M	353T	350F/G	420A	311A	
352N	420A/C	351L/M	880A	350F/G	
890A	740A	352N	881A	351L/M	
913A	880A	915A	890A	352N/S	
914A	881A	920A/B	913A	353T	
915A	882A	921A	914A	920A/B	
919A		922A	915A	921A	
920A/B		923A	919A	922A	
921A		948B/D		923A	
922A				948B/D	
923A					

***Added**
****Moved from May 16**





FY15 Waivers

Branch	AFS (Submitted / Approved)	AFS Range for Approved Waivers	Age (Submitted / Approved)	Moral (Submitted / Approved)	APFT (Submitted / Approved)	Tattoo (Submitted / Approved)
ADA	8/7	12-17 yrs		4/4	1/1	
AG	1/1	13 yrs		3/3	2/2	
AV					3/0	
CM	5/2	13 yrs		1/1		
CY						
EN	3/2	12-14 yrs		6/1		
EW	4/3	12-14 yrs		1/1	1/0	
FA	9/6	12-15 yrs		3/2		
JA	2/2	12 yrs		2/2		
MI	40/36	12-16 yrs		14/14	3/0	
MP	2/2	12 yrs	1/1	1/1		1/1
MS	4/4	12-15 yrs				
OD	43/30	12-14 yrs		12/12		
QM	37/24	12 yrs		10/10	4/0	
SC	8/7	12-16 yrs		13/9	2/0	
SF	18/17	12-15 yrs		11/11		
TC	13/10	12-16 yrs		6/6		
VC	2/0	12-16 yrs		1/1		





Warrant Officer Application Checklist

(as of 16 OCT 2015)

Warrant Officer Application Checklist Updated: 16 OCT 2015

Applicant Name (Last, First, M.I./Rank): _____

Board Packet: Copies should be neat in appearance—Selection board will view the documents you submit. All documents should be single-sided in the following order:

- ___ DA Form 61 (with valid HT/WT and APFT statement signed by CO CDR in Block 41)
- ___ Company Commander Letter of Recommendation (or applicable Company Grade UCMJ authority)
- ___ Battalion Commander Letter of Recommendation (or applicable Field Grade UCMJ authority)
- ___ Group Commander Letter of Recommendation - 180A ONLY
- ___ Group CCWO Letter of Recommendation - 180A ONLY
- ___ Senior Warrant Officer Letter of Recommendation (CW3-CW5 for most MOS' – check MOS prerequisites)
- ___ Resume - USAREC Form 3.2 (ensure summary page is filled in)
- ___ ERB or equivalent document (used to verify DOB, GT, AFS, and ETS)
- ___ Evaluations (All NCOERs (up to ten year's worth) and all AERs (1059s) in order newest to oldest)
- ___ College Transcript(s): Official or Unofficial
- ___ COPIES of Professional Certificates (i.e. Licenses/Certificates issued to Engineers, Mechanics etc.)
- ___ SIFT Results (153A applicants only)
- ___ DA Photo (all applicants must include a color quality photo - .jpeg preferred)

Supporting Documents: Required to qualify your packet, but are not reviewed by the board

- ___ Security clearance verification memorandum (Prepared by S2 or facility security manager)
- ___ Physical Coversheet USAREC Form 3.1 - (TECH only - expires after 24 months)-include whole physical if medical waiver required)
- ___ DD Form 2808 with stamp from USAAMC, Ft. Rucker (153A/150A applicants ONLY)-include whole physical if medical waiver required)
- ___ DA Form 160-R (ensure that you sign it and block 9a is checked)
- ___ DA Form 7434-Application for US Army Marine Certification (880A, 881A)
- ___ Re-enlistment/Extension documents -if required (ERB does not show 12 months remaining on current contract)
- ___ Statement of Understanding (a copy of this memo is on the website)
- ___ DD Form 368 Conditional Release -if required (if you are NOT an active duty Army applicant)
- ___ Conditional Resignation Memorandum (Army Commissioned Officer only)
- ___ Conditional Release Memorandum from current Branch (Army Commissioned Officer only)
- ___ English credit document -if required (255A, 255N, 420A, 890A, 913A, 914A, 915A, 919A, 948B, 948D)
- ___ TABE score document -if required (255A, 255N, 880A, 881A, 890A, 913A, 914A, 915A, 919A, 920A, 920B, 921A, 922A, 923A, 948B, 948D)
- ___ Achilles Dagger Certificate or Level III qualified - 180A ONLY
- ___ DA 330 with at least a 1/1 language proficiency - 180A ONLY
- ___ REDD Report/GT Conversion (Air Force, Marine, Navy, and Coast Guard applicants)
- ___ Body Fat Content Worksheet -if required (If you do not meet height/weight standards set in AR 600-9)
- ___ Tattoo Validation Waiver -if required (If you are not in compliance AR 670-1 dated 10 April 2015)
- ___ Tattoo (related) Separation Board Proceedings - if required (indicating CDR retained Service Member)
- ___ Moral waiver request -if required (as identified in blocks 26 on DA Form 61)
- ___ Age waiver request -if required (required if older than 33 AVN, 46 TECH by start date of your 1st board)
- ___ Prerequisite waiver request -if required (verify with MOS on web site)
- ___ AFS waiver request -if required (if you have more than 12 years AFS by date DA 61 is signed)
- ___ APFT waiver request -if required (must include current Profile, complete Physical, and APFT scorecard)
- ___ Remaining Hard Copy documents from OMPF not included on your ERB (awards, certificates)

This section to be completed and authenticated by Battalion S-1 NCOIC/OIC or PSD/MPD OIC/NCOIC

I certify that service member is not flagged or barred and have verified that the service member's tattoos (if applicable) are in compliance with AR 670-1 (dated 10 April 2015) and are properly documented in iPERMS/ AMHRR; Service member is eligible to apply for this program.

CERTIFYING OFFICIAL (printed name and title): _____
SIGNATURE: _____ DATE: _____
DSN/COMM PHONE #: _____ EMAIL: _____

-----PACKET REVIEW SIGNATURES ARE SEQUENTIAL-----

Entire Packet administratively reviewed by **unit CSM**.
REVIEWER (printed name and title): _____ SIGNATURE: _____
Entire Packet FINAL REVIEW by **recommending Senior Warrant Officer**.
REVIEWER (printed name and title): _____ SIGNATURE: _____

Applicants must send their packets as a PDF attachment via e-mail or by use of the Digital Sender (File size is restricted to 5mb or less per transmission) to usarmy.knox.usarec.mbx.94bn-new-warrant-packets@mail.mil
Check application status <http://www.usarec.army.mil/hq/warrant/>; allowing 7 – 10 business days for processing.

- Signatures are sequential:
 - S1 NCOIC/OIC
 - ✓ Verifies not flagged/barred
 - ✓ Tattoos ICW AR 670-1 (Apr 2015)
 - CSM (or SEL for USAF/USN/USMC)
 - ✓ Administrative Review
 - SWO who provides LOR
 - ✓ Final Packet Review





DA Form 61

(Refer to example application for example**)**

APPLICATION FOR APPOINTMENT	
For use of this form, see AR 135-100, AR 145-1, AR 351-5, and AR 601-100; the proponent agency is DCSPER	
DATA REQUIRED BY THE PRIVACY ACT OF 1974	
AUTHORITY: Title 10 United States Code, Section 3012 (Title 5 United States Code, Section 552a)	
PRINCIPAL PURPOSE: To obtain an appointment as a commissioned or warrant officer in the Regular Army or Army Reserve, or to obtain selection to attend the US Army Officer Candidate School.	
ROUTINE USES: Basis for determination of qualifications and background information for eligibility for consideration for appointment as a Regular Army or Army Reserve commissioned/warrant officer or for selection for attendance at the US Army Officer Candidate School.	
DISCLOSURE: Disclosure of information requested in DA Form 61 is voluntary. Failure to provide the required information will result in non-acceptability of the application.	
1. TYPE OF APPOINTMENT FOR WHICH APPLICATION IS SUBMITTED	
2. GOVERNING REGULATION OR CIRCULAR (Specify appropriate section(s) if applicable) AR 135-100	
3. GRADE FOR WHICH APPLYING (Reserve appointments only) WO1	
4. SOURCE OF APPLICATION (AOTC only)	
5. DATE DESIGNATED:	
6. ONLY FOR APPLICANTS FOR APPOINTMENT AS WARRANT OFFICERS (List choice by MOS code and title)	
7. NAME (Last, first, middle)(Explain variations from birth certificate in item 41)	
8. GRADE E-6	
9. SOCIAL SECURITY NUMBER 000-00-0000	
10. BRANCH (MOS code, use 351L)	
11. TOTAL YRS ACTIVE SERVICE 7	
12. MARITAL STATUS M	
13. NUMBER OF DEPENDENTS UNDER 18 YEARS OF AGE 2	
14. DATE OF BIRTH 7 Apr 75	
15. PLACE OF BIRTH (City, county, state) Radcliff Hardin Kentucky	
16. SEX M	
17. COMPLETE MILITARY ADDRESS (If presently an active duty) (Include ZIP code) SHC, III Corps EMAIL ADDRESS (AKO) Fort Hood, TX 76544 (817)288-1111 PHONE AND/OR AUTO/VON NUMBER DSN 738-1111	
18. PERMANENT ADDRESS (Include ZIP Code) 407 Keith Street Elizabethtown, KY 42701	
19. CURRENT MAILING ADDRESS (If difference from item 18) (Include ZIP Code) 419A Nicholson Road EMAIL ADDRESS Fort Hood, TX 76544 PHONE (include area code) (817)526-1111	
20. US CITIZEN a. NATIVE <input checked="" type="checkbox"/> YES b. NATURALIZATION <input type="checkbox"/> YES <input type="checkbox"/> DERIVED <input type="checkbox"/> IMMIGRANT	
21. CIVILIAN EDUCATION (See page 3 for additional requirements for professional personnel)	
a. HIGH SCHOOL GRADUATE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Orchard View High School, Muskegon, MI 49442	
b. NAME AND LOCATION OF HIGH SCHOOL:	
c. NAME AND LOCATION OF EACH COLLEGE OR UNIVERSITY ATTENDED (Include USGA, USNA, USAFA, USCGA, and USMA/MA)	
DE University of Maryland BS 120 4 31 05 1999 Business Mgmt	
JA Central Texas College AA 60 2	
MC	
MD	
SP a. SPECIAL EDUCATIONAL HONORS, SCHOLARSHIPS, ETC.	
b. IF YOU HAVE EVER BEEN EXPELLED FROM SCHOOL, OR PLACED ON PROBATION, EITHER FOR ACADEMIC OR DISCIPLINARY REASONS, EXPLAIN (Continue in item 41)(Remarks)	
22. HIGHEST LEVEL SERVICE SCHOOL ATTENDED	
a. NAME OF SCHOOL	
b. COURSE	
c. DATES (MM-YY) FROM TO COMPLETED YES NO	
US Army Soldier Spt Center Ft. Jackson, SC BNCOC 10 04 12 04 X	
d. IF NOT COMPLETED GIVE REASON	
23. FOREIGN LANGUAGES AND DEGREE OF PROFICIENCY	
a. ALAT SCORE (If applicable) NA	

DA FORM 61, JUN 81 EDITION OF 1 AUG 74 AND DA FORM 61 R, 28 SEP 76, PRIVACY ACT STATEMENT, ARE OBSOLETE. USAPPC V12 00





DA Form 61 (Cont.)

24. ARE YOU NOW, OR HAVE YOU EVER BEEN A CONSCIENTIOUS OBJECTOR? YES NO (If yes, attach affidavit)

25. I UNDERSTAND THAT IF I AM SELECTED FOR APPOINTMENT, I WILL BE EXPECTED TO ACCEPT SUCH ASSIGNMENTS AS ARE IN THE BEST INTEREST OF THE SERVICE, REGARDLESS OF ANY USUAL STATUS AND/OR RESPONSIBILITY FOR DEPENDENTS, AND TO BE RESPONSIBLE TO MAKE APPROPRIATE ARRANGEMENTS FOR THE CARE OF MY DEPENDENTS SHOULD I BE REQUIRED TO PERFORM DUTY IN AN AREA WHERE DEPENDENTS ARE NOT PERMITTED.

26. HAVE YOU EVER UNDER EITHER MILITARY OR CIVILIAN LAW BEEN INDICTED OR CHARGED IN TO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING (including any proceedings involving juvenile offenses, which is USCM and any court-martial), REGARDLESS OF THE RESULT OF TRIAL OR CONVICTED, FINED, IMPRISONED, PLACED ON PROBATION, FIANCED OR FIANCÉ, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE? (Exclude traffic violations involving a fine or forfeiture of \$100 or less.)

YES NO. IF YES, ATTACH REQUEST FOR WAIVER LISTING THE DATE, NATURE OF EACH ALLEGED OFFENSE OR VIOLATION, THE NAME AND LOCATION OF THE COURT OR PLACE OF HEARING, AND THE PENALTY IMPOSED OR OTHER DISPOSITION OF EACH CASE AND FURNISH COPY OF COURT ACTION OR DETAILED STATEMENT IN APPLICANT FORM AS TO THE OUTCOME OF EACH CASE.

27. ACTIVE MILITARY SERVICE (Indicate year with each organization separately - show ROTC Camps in Item 29)

ENLISTED	ORGANIZATION (US Armed Forces, USCG, NOAA, US Public Health Service, Peace Corps)	b. DATES (Day, Month, Year)		c. BRANCH/MOS (If appropriate)	d. PRIOR SERVICE NO. (If applicable)	e. HIGHEST GRADE AND COMPONENT
		FROM	TO			
	US Army	25 Jun 99	Present	35L3P	NA	E-6/RA
WARRANT OFFICER						
COMMISSIONED						

28. RESERVE OR NATIONAL GUARD SERVICE (Not an active duty)

ENLISTED	ORGANIZATION (US Armed Forces, USCG, NOAA, US Public Health Service, Peace Corps)	b. DATES (Day, Month, Year)		c. BRANCH/MOS (If appropriate)	d. PRIOR SERVICE NO. (If applicable)	e. HIGHEST GRADE AND COMPONENT
		FROM	TO			
	US Army Reserve	2 Feb 91	24 Jun 92	11B10	NA	E-4/USAR
WARRANT OFFICER						
COMMISSIONED						

29. SOURCE OF CURRENT COMMISSION (If applicable)

ARNGUD: OCS DIRECT APPOINTMENT
 USAR: ROTC ROTC (ICP) ROTC (SAP) OCS OTHER

30. AWARDS (Do not list those in service medals)

MSM-2, ARCOM-4, AAM-2 (Achievement Awards Only)

31. HAVE YOU EVER APPLIED AND NOT BEEN SELECTED FOR: a. ROTC YES NO b. OCS YES NO

32. ARE YOU NOW OR HAVE YOU EVER BEEN IN THE MILITARY SERVICE OF OR BEEN EMPLOYED BY A FOREIGN GOVERNMENT? (If yes, give dates, country and type of service or employment) NO

33. HAVE YOU EVER RECEIVED OR BEEN ASKED TO RESIGN IN LIEU OF ELIMINATION PROCEEDINGS, BEEN DISCHARGED IN LIEU OF ELIMINATION, RULING-OUT (other than regular full-length appeal), OR PLACED ON INACTIVE STATUS WHILE SERVING IN THE US ARMED FORCES, OR HAVE YOU EVER RESIGNED OR BEEN ASKED TO RESIGN FROM A POSITION WHILE IN PRIVATE OR GOVERNMENT EMPLOYMENT? (If yes, state circumstances; if more space is required, continue on separate sheet.) YES NO

USAPPC V2.00

34. APPLICANTS FOR JUDGE ADVOCATE GENERAL'S CORPS ONLY

35. APPLICANTS FOR CHAPLAIN BRANCH ONLY

36. APPLICANTS FOR MEDICAL AND DENTAL CORPS ONLY

a. TRAINING		b. NAME AND LOCATION OF HOSPITAL		c. DATES (Month and Year)	
LEVEL	TYPE			FROM	TO
INTERSHIP					
RESIDENCY TRNG					
SPECIALTY TRNG					
d. SPECIALTY BOARD				e. DATES OF CERTIFICATION (Day, Month, Yr)	

37. APPLICANTS FOR ARMY NURSE CORPS AND ARMY MEDICAL SPECIALIST CORPS ONLY

a. NAME OF NURSING OR ACCREDITED PROFESSIONAL SCHOOL

b. LOCATION

c. DATES OF ATTENDANCE (Mo, Yr)

d. STATE AND CURRENT REGISTRATION NUMBER

e. STATE AND DATE OF RETAIL REGISTRATION (Day, Month, Year)

f. POSTGRADUATE COURSES (Include courses at general hospitals, service schools, and short courses)

SUBJECT OR COURSE	NAME AND LOCATION OF SCHOOL OR HOSPITAL	SEMESTER CREDITS EARNED	g. DATES OF ATTENDANCE (Month, Year)	
			FROM	TO

38. HAVE YOU BEEN EMPLOYED BY THE US ARMY AS A DIETITIAN, OCCUPATIONAL OR PHYSICAL THERAPIST? (If yes, give dates) YES NO

39. ARMY ROTC (To be completed only by prospective ROTC graduates applying for appointment in USAR or RA)

SUCCESSFULLY COMPLETED AROTC PROGRAM AS FOLLOWS

COURSE	DATES ATTENDED (Month and Year)		c. CAMP TRAINING
	FROM	TO	
a. BASIC			(1) INSTALLATION (Basic) COMPLETION DATE (Month, Year)
b. ADVANCED			(2) INSTALLATION (Advanced Range) COMPLETION DATE (Month, Year)

40. MAIN CIVILIAN EMPLOYMENT

a. NAME AND ADDRESS OF EMPLOYER
Kelly Temporary Services
Grand Rapids, MI 48722

b. JOB TITLE
Secretary/Typing

c. MONTH AND YEAR
FROM 0292 TO 0692

41. REMARKS (Experience, deficiencies and special abilities not shown elsewhere in this application. Those required to enter primary entry specialties, see Para 1-27d, AR 601-100. If more space is required, attach additional sheet)

I certify that (Applicant's Name) successfully passed the APFT consisting of pushups, situps, and the two mile run with a score of _____ on _____; the verified height is _____ and verified weight is _____. (Applicant's Name) is within body fat standards according to AR 600-9.

APFT w/in 6 mo's of Board

CDRs Hand Signature Authorized Here ONLY

JOHN Q. DOE
CPT, MI
Commanding

42. THE INFORMATION CONTAINED HEREIN IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF

DATE: Current Date

SIGNATURE OF APPLICANT: Applicant's Signature Here

USAPPC V2.00

Sister Service Applicants will have APFT graded by USA SFC (E7) or above





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 60 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
- Unique Chains of Command provide explanation memo (Joint Activities/NCOAs)
- **Note: If requesting an APFT Waiver, Second Level of UCMJ must state: "You are physically capable of completing the training and worldwide deployment."**

Non-UCMJ LORs acceptable for Joint Service Org (JSOC, WHCA, ect) See memo on bottom of downloads tab of WO website





Letter of Recommendation (USAREC Form 3.3)

Non-UCMJ LORs acceptable for Joint Service Org (CENTCOM/SOCOM/JSOC/WHCA, ect) See memo on bottom of downloads tab of WO website

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

LETTER OF RECOMMENDATION (Warrant Officer Procurement Program)				
PRIVACY ACT STATEMENT				
<small>AUTHORITY: Collection of this information is authorized by Title 10, USC, Sections 503, 505, 508, 3013, and 12102 and Executive Order 9397. PRINCIPAL PURPOSE: Information collected will be used by selection board members to determine qualifications of warrant officer candidates. ROUTINE USES: Standard routine use disclosures as described in AR 340-21, The Army Privacy Program, paragraph 3-2. DISCLOSURE: Voluntary; however, failure to provide the information may delay or terminate the warrant officer candidate's application process.</small>				
SECTION I - ADMINISTRATIVE DATA				
1. NAME (Last, first, middle initial): APPLICANT, Joe E.	2. SSN: 111-22-3344	3. RANK: SGT	4. DATE OF RANK: 01 SEPTEMBER 2002	
5. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND: C DET 1-4 INF BATTALION FT ATTERBURY, KY 40121 (CENTCOM)		6. I am completing this form as the applicant's: <input checked="" type="checkbox"/> Senior Warrant Officer <input type="checkbox"/> Company Grade Officer <input type="checkbox"/> Field Grade Officer <input type="checkbox"/> Other (Specify)		
7. I have known this applicant from <u>2004/12</u> to <u>PRESENT</u> (Year/Month) (Year/Month)		8. RELATIONSHIP TO APPLICANT (i.e., supervisor, interviewer): Interviewer		
SECTION II - NARRATIVE				
<small>(Write a narrative explaining the applicant's leadership qualities, character, experience, and special expertise that uniquely qualify him or her to serve as a future warrant officer.)</small>				
NARRATIVE:				
1. Letters should be should be 3 to 5 paragraphs with specific, quantifiable comments about the service members character and tactical and technical competence.				
2. You may use information from the service member's entire record, including comments about schools completed, assignments, deployments, impact awards, achievements and accomplishments.				
3. Generic flowery comments are not effective in communicating the service member's attributes to board members. If you can change the name of the person being recommended to someone else and the comments are not false, then the letter is probably too generic to communicate effectively to board members.				
EXAMPLE WRITE-UP:				
1. It is my absolute privilege to recommend SGT Sample for entry into the Warrant Officer Procurement Program as a Human Resources Technician (420A). I have reviewed SGT Sample's credentials and found his records vary worthy for warrant officer candidacy. As such, SGT Sample has earned my vote of confidence to compete for warrant officer selection.				
2. SGT Sample served with me during a year-long deployment to Balad, Iraq 2004. During this time, I personally observed and worked with SGT Sample on several personnel support issues. My observation of him is that of an industrious Senior Personnel Sergeant fully capable of performing his administrative duties. SGT Sample worked tirelessly processing personnel actions for 849th Transportation Battalion, Ft Bragg NC. Those actions included: Joint Personnel Status Reporting (JPERS/TA), Casualty Operations, ID Tags, Fighter Management Pass Program (FMPP), legal processing and administrative advisor to both the Battalion and Company Commander. Without question, SGT Sample superbly performed AG Wartime Functions in accordance with FM 12-6.				
3. SGT Sample possesses the qualities of a self-starter and a leader. His mastery of warrior tasks and drills led to his selection as NCO of the Quarter. Further, he mentored a subordinate to compete and win 1st TSC's Soldier of the Year competition. SGT Sample completed ENCOOC with a 97.4 GPA. He has received numerous valor and service awards for technical merit including the prestigious Bronze Star. SGT Sample is active within the community and is not afraid to dialog regarding the issues of the day. He is a well-rounded, respected member of both the military and civilian community.				
4. In conclusion, SGT Sample has a rare blend of technical and tactical proficiency as evident by his outstanding military career. For this reason, I gladly recommend him for acceptance into the Warrant Officer Corps as a Human Resources Technician (420A) APPLICANT				
SECTION III - DISCLAIMER				
Notice: I understand by submitting this recommendation I am endorsing this applicant to be boarded for warrant officer selection.				
SECTION IV - SIGNATURE				
1. NAME (Last, first, middle initial): DOE, John Q.	2. RANK: CW4	3. BRANCH: AG	4. SIGNATURE:	5. DATE (YYYYMMDD):
HQ USAREC Form 1936, Rev PREVIOUS EDITIONS ARE OBSOLETE V4.00				

Contact Info is MANDATORY



Digitally Signed by UCMJ Authorities





Resume

(USAREC Form 3.2)

WARRANT OFFICER RESUME (This form will be used in place of the resume.)			
PRIVACY ACT STATEMENT			
AUTHORITY: Collection of this information is authorized by Title 10, USC, Sections 503, 505, 508, 3013, and 12102 and Executive Order 9397. PRINCIPAL PURPOSE: Information collected will be used by selection board members to determine qualifications of warrant officer candidates. ROUTINE USES: Blanket routine use disclosures as described in AR 340-21, The Army Privacy Program, paragraph 3-2. DISCLOSURE: Voluntary; however, failure to provide the information may delay or terminate the warrant officer candidate's application process.			
SECTION I - ADMINISTRATIVE DATA			
1. NAME (Last, first, middle initial): SAMPLE, Joe E.	2. SSN: 111-22-3333	3. RANK/GRADE: SGT / ES	4. PMOS: 42A20P
5. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND: C DET 1-4 INF BATTALION, FT ATTERBURY, KY 40121 (CENTCOM)		6. E-MAIL ADDRESS: Joe.e.sample@us.army.mil	
SECTION II - CIVILIAN EDUCATION (Include the highest degree level obtained. Include your GPA, Dean's List, and any other special recognition.)			
BA Degree - Liberty University, (intended graduation May 2012), 108 credits completed, 3.2 GPA AA Degree - University of Phoenix, 1999 GPA 3.5, Dean's List			
SECTION III - OBJECTIVE (List all of the warrant officer MOSs to include 4-digit code and official title you are applying for in order of preference.)			
1. 153A - Rotary Wing Aviator 2. 420A - Human Resources Technician 3.			
SECTION IV - MILITARY EXPERIENCE (List in order from most recent to earliest duty assignment or position. Be sure to mention any accomplishments, special recognition, or achievements that will illustrate to the board your potential for leadership as a warrant officer.)			
1. DATES (YYYYMM): <u>July 07</u> to <u>Present</u> ORGANIZATION: 95th Special Troops Battalion, Ft Carson, CO			
POSITION TITLE: TITLE should match ERB or evaluation reports DUTIES (list below to include significant contributions): Accomplishment should appear in chronological order, by date, starting with the most current assignment. List ALL military assignments, especially those in an NCO position. Focus on quantifiable measurements of success that set you apart by the unique characteristics of each assigned position. Write in clear, concise, and complete sentences - not in fragments or bullets. List outstanding achievements and additional duties while in position. Spell out terms that apply to your assignment especially buzzwords in your MOS, e.g. Prescribed Load List (PLL). Avoid the use of jargon, slang, and other types of informal terms. Focus on measurements of success. NOT just a job description, but how well you performed the job. Use NCOER/evaluation bullets as a "reference only" not as the actual written entry for the resume. Mention if you exceeded standards on a significant inspection/evaluation or leadership school. List deployments or make a separate assignment entry if deployment for several months.			
2. DATES (YYYYMM): <u>June 05</u> to <u>June 07</u> ORGANIZATION: HHC, IIIrd ACA, Ft Hood, TX			
POSITION TITLE: PROMOTION SECTION NCOIC DUTIES (list below to include significant contributions): List service, impact, or achievement awards received during each assignment tenure. Significant contributions in major field training exercises e.g. JMRC, FROTC, NYC may be listed. List career enhancement events such as Soldier/NCO of the month/quarter boards; as well as Audie Murphy and similar enlisted club inductions. Again, focus on measurements of success NOT just a job description.			

HQ USAREC Form 1935, Rev 1 Dec 2008

PREVIOUS EDITIONS ARE OBSOLETE

V6.00

SECTION VII - SUMMARY			
Write a paragraph or two explaining why you are fully qualified to perform the duties of a warrant officer in your field. This is a very important part of the resume. Make this a call to action, but do so without turning off the reader. Include all of your significant accomplishments/achievements (below-the-zone promotions, impact awards, noteworthy distinctions, deployments, challenging assignments, unique skills in MOS, standards exceeded on a significant inspection/evaluation, etc.) mentioned earlier and explain how you are exceptionally qualified and have the leadership, management and technical/tactical skills needed to become a WO. Answer this question: What have you done or accomplished that sets you apart from your peers? (Additionally, aviator applicants should include why they want to be an Aviator.)			
RESUMES WILL NOT BE PROCESSED WITHOUT THE APPLICANT'S SIGNATURE & DATE.			
Other notes: No other resume formats are acceptable beyond USAREC Form 1935. Therefore, do not go through a big expense by having external parties professionally prepare your resume. Simply follow the aforementioned guidelines and prepare the form yourself. If you are non-Army, the resume takes on increased importance in conveying your qualifications to become an Army Warrant Officer. PureEdge Form package may be utilized by visiting any Army Recruiting Station; USAREC forms may be obtain at http://www.usarec.army.mil/um/formpub/Forms.htm .			
-Why are you qualified to be an Army Warrant Officer? -Why are you qualified to be an Army Aviator, HR Technician, Logistician? -What will you contribute to the Army as a Warrant Officer? -Why do you want to be an Army Warrant Officer?			
SECTION VIII - SIGNATURE			
1. NAME (Last, first, middle initial): SAMPLE, Joe E.	2. RANK: SGT/E-5	3. SIGNATURE:	4. DATE (YYYYMMDD):

HQ USAREC Form 1935, Rev 1 Dec 2008

Page 13 of 13





Physical Cover Sheet (USAREC Form 3.1) **TECH**

DA Form 2808 **AVN**

If anything other than "QUALIFIED", you must submit ENTIRE physical.

MEMORANDUM FOR Commander, US Army Recruiting Command, ATTN: RCRO-SM, Fort Knox, KY 40121-2726
SUBJECT: Results of Medical Examination

The results of a commissioning/aviation physical are furnished for the following individual:

- a. _____ (Date)
- b. _____ (Rank) (Print or Type Last Name, First Name, MI)
- c. _____ (SSN)
- d. (Unit, Company, Duty Station)
- e. Physical Profile Code:

P	U	L	H	E	S
---	---	---	---	---	---

- f. Height: _____ Weight: _____ Age: _____
- g. Physical initiated on: _____ (Date)
- h. Physical completed on: _____ (Date)
- i. If Flight Physical, date approved from USAAMC: _____ Stamped: _____ (TW, 1A)
- j. Individual _____ is Fully Qualified _____ is NOT Fully Qualified.

(Physician's Signature)

(Physician's Stamp)

MUST HAVE PHYSICIAN STAMP!

- NOTE:
- (1) 153A & 150A applicants must also include page one of DD Form 2808 with the applicable qualified stamp from USAAMC, Ft. Rucker, AL.
 - (2) Any applicant applying for an APFT or medical waiver must include entire physical.

HQ USAREC Form 1932, 1 Jul 2005

V1.00

REPORT OF MEDICAL EXAMINATION		1. DATE OF EXAMINATION	2. SOCIAL SECURITY NUMBER
PRIVACY ACT STATEMENT			
AUTHORITY: 10 USC 2604, 505, 507, 532, 978, 1201, 1202, and 4346; and E.O. 9397 PRINCIPAL PURPOSE(S): To obtain medical data for determination of medical fitness for enlistment, induction, appointment and retention for applicants and members of the Armed Forces. The information will also be used for medical boards and separation of Service Members from the Armed Forces. ROUTINE USES: None. DISCLOSURE: Voluntary; however, failure by an applicant to provide the information may result in delay or possible rejection of the individual's application to the Armed Forces. For an Armed Forces member, failure to provide the information may result in the individual being placed in a nondeployable status.			
3. LAST NAME - FIRST NAME - MIDDLE NAME (SUFFIX)	4. HOME ADDRESS (Street, Apartment Number, City, State, and ZIP Code)	5. HOME TELEPHONE NUMBER (Include Area Code)	
FT RUCKER, AL 36862			
6. GRADE W1	7. DATE OF BIRTH	8. AGE	9. SEX
			10. RACE
11. TOTAL YEARS GOVERNMENT SERVICE a. MILITARY b. CIVILIAN	12. AGENCY (Non-Service Members Only)		13. ORGANIZATION UNIT AND UI/CODE BCO1-145TH
14. a. RATING OR SPECIALTY (Aviators only)		b. TOTAL FLYING TIME	c. LAST SIX MONTHS
15. a. SERVICE <input checked="" type="checkbox"/> Army <input type="checkbox"/> Coast Guard <input type="checkbox"/> Navy <input type="checkbox"/> Marine Corps <input type="checkbox"/> Air Force	b. COMPONENT <input checked="" type="checkbox"/> Active Duty <input type="checkbox"/> Reserve <input type="checkbox"/> National Guard	16. PURPOSE OF EXAMINATION <input type="checkbox"/> Enlistment <input type="checkbox"/> Medical Report <input type="checkbox"/> Other (Specify) <input type="checkbox"/> Commission <input type="checkbox"/> Retirement <input type="checkbox"/> Retention <input type="checkbox"/> U.S. Service Academy <input type="checkbox"/> Flight <input type="checkbox"/> Separation <input type="checkbox"/> ROTC Scholarship Program	17. EXAMINING LOCATION AND ADDRESS (Including ZIP Code) 01911 US ARMY AEROMEDICAL CENTER PHYSICAL EXAM SECTION LYSTER ARMY HOSPITAL, BLDG 801 FT RUCKER, AL 36862-6535
CLINICAL EVALUATION (Check each item in appropriate column. Enter "NIE" if not evaluated)			
17. Head, face, neck, and scalp	18. Nose	19. Ears	20. Mouth and throat
21. Ears - General (int. and ext. canals/auditory acuity under item 71)	22. Ears - Perforation	23. Eyes - General (Visual acuity and refraction under items 61 - 63)	24. Ophthalmoscopic
25. Pupils (Equality and reaction)	26. Ocular motility (Associated parallel movements, nystagmus)	27. Heart (Thrust, size, rhythm, sounds)	28. Lungs and chest (Include breasts)
29. Vascular system (Varicosities, etc.)	30. Anus and rectum (Hemorrhoids, Fistulae) (prostate, if indicated)	31. Abdomen and viscera (Include hernia)	32. External genitalia (Genitourinary)
33. Upper extremity	34. Lower extremity	35. Feet (See item 3)	36. Spine, other mus
37. Identifying body	38. Skin, lymphatics	39. Neurologic	40. Psychiatric (Sp
41. Pubic (Females)	42. Endocrine	43. DEFERENTIAL DEFECTS AND DISEASE (Please specify. Use dental form completed by dentist; if dental examination not done by dental officer, explain in item 44.)	
		44. (Continued)	45. Normal Anus <input type="checkbox"/> Mild <input type="checkbox"/> Asymptomatic <input type="checkbox"/>
			46. Pas Cavus <input type="checkbox"/> Moderate <input type="checkbox"/>



FORM ONLY REQUIRED FOR THE FOLLOWING APPLICANTS:
153A - Rotary Wing Aviator
Class 1 Flight Physical
150A - Air Traffic and Space Management Technician
Class IV Flying Duty Medical Examination (FDME)

If anything other than "QUALIFIED", you must submit ENTIRE physical.





Security Memo (No JPAS)

DA Form 160R



FOR OFFICIAL USE ONLY
DEPARTMENT OF THE ARMY
(UNIT ORGANIZATION ADDRESS)

(Office Symbol)

(Date)

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA,
Fort Knox, KY 40121-2725

SUBJECT: Security Clearance Verification for (Last Name, First Name, Middle Initial)

1. References:

a. AR 380-67, Personnel Security Program, 9 Sep 88.

2. (Rank, Last Name, First Name, Middle Name, Social Security Number) was granted (Type of security clearance for example TS/SCD) eligibility on (date clearance was granted) by the Army Central Clearance Facility (CCF). (Rank Last Name) had a PPR closed on (date investigation was closed)

3. 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 block with Signature

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.



APPLICATION FOR ACTIVE DUTY			
For use of this form, see AR 135-210; the proponent agency is DCS, G-1.			
DATA REQUIRED BY THE PRIVACY ACT OF 1974			
AUTHORITY: Title 10 USC, 672(a), 10 USC 275.			
PRINCIPAL PURPOSE: Used by Reserve Component soldiers to apply for active duty programs announced by HQDA. Application is reviewed to determine the members eligibility for announced active duty requirements.			
ROUTINE USES: To determine qualifications and make final selection of individuals applying for active duty. Also used to schedule medical examinations, security screening and to issue active duty orders.			
DISCLOSURE: Disclosure of personal information is mandatory for soldiers applying for active duty programs announced by HQDA.			
SEE INSTRUCTIONS ON PAGE 2 BEFORE COMPLETING THIS FORM.			
1. DATE 20110106	2. TO: Commander, U.S. ARMY RECRUITING COMMAND, FORT KNOX, KY 40121		
3. FROM (Last, First, MI) DOE, JOHN A.	4a. PRESENT RESERVE GRADE	4b. RESERVE COMPONENT	
4c. BRANCH NA	5a. MOS/AOC 35M30	5b. COMPONENT RA	
6a. PERMANENT HOME ADDRESS (include ZIP code) ENTER YOUR HOME OF RECORD		6b. PHONE NO. (include area code) (502)765-6868	
7a. TEMPORARY ADDRESS (include ZIP code) 419A Nicholson Road Fort Hood, TX 76544 Or Deployment Address		7b. DURATION Oct 2011	7c. PHONE NO. (include area code) (517)773-2527
ITEM 8 TO BE COMPLETED ONLY BY PERSONNEL CURRENTLY SERVING ON ACTIVE DUTY IN A WARRANT OFFICER OR ENLISTED STATUS.			
8a. PRESENT ACTIVE DUTY GRADE E-6		8b. ORGANIZATION AND STATION ASSIGNMENT HHC, III Corps, Fort Hood, TX 76544	
9. I hereby volunteer to enter on active duty, for the period indicated below, in my branch or any of the following branches that I may be qualified for, and if accepted for active duty in another branch, I request transfer to that branch. (Check as appropriate)			
<input checked="" type="checkbox"/> a. FOR A PERIOD OF 6 YEARS		<input type="checkbox"/> b. FOR AN INDEFINITE PERIOD	
c. OTHER BRANCHES (List in order of preference)			
10. I understand that if accepted for active duty I may be assigned to any command, including an overseas command, to fill any Army-wide vacancy. However, I would like to be considered for one of the three duty assignments and areas of assignment listed below in the order of my choice.			
	CHOICE NO. 1	CHOICE NO. 2	CHOICE NO. 3
a. DUTY ASSIGNMENT	351M	351M	351M
b. AREA ASSIGNMENT	Hawaii	Fort Knox, KY	Fort Meade, MD
11. If it is possible, I prefer to enter on active duty during one of the three periods indicated below in order of preference:			
PREFERENCE NO. 1 (Month and Year) ASAP	PREFERENCE NO. 2 (Month and Year) ASAP	PREFERENCE NO. 3 (Month and Year) ASAP	
12. Upon receipt of active duty orders, I will require the time indicated below to settle my affairs for entry on active duty. (Check appropriate box)			
<input type="checkbox"/> 60 DAYS		<input type="checkbox"/> 30 DAYS	<input type="checkbox"/> 10 DAYS
<input checked="" type="checkbox"/> AVAILABLE ON DATE OF RECEIPT OF ORDERS			
13. REMARKS (If more space is needed, continue on separate sheet) Include information you consider essential in making your assignment, i.e. enrolled in the Exceptional Family Member Program or Army Married Couples Program.			
14. SIGNATURE OF APPLICANT			
Applicant's Signature			

DA FORM 160-R, JUL 2010

PREVIOUS EDITIONS ARE OBSOLETE

APC PE 11 0085





APFT Waiver



Statement of Understanding (SOU)

 DEPARTMENT OF THE ARMY
REPLY TO ATTENTION OF

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Army Physical Fitness Test Waiver

Mitigating circumstances:

1. State the type of profile to include your complete PULHES, the event(s) that you can no longer take, and what alternate event(s) you are allowed to take.
2. Give a detailed explanation why you believe this exception to policy should be approved in your case. Give an explanation of events that led up to the injury and how it happened. Explain your future expectations of your physical condition (i.e. come off profile after rehab, re-enlist, etc...).

NOTE: LEAVE PARAGRAPH 3 AS IS VERBATIM

3. I fully understand that applying for this waiver does not constitute an automatic approval. I further understand that I must be fully mission deployable in the Warrant Officer Specialty in which I am applying.

Self-Signed

(SIGNATURE)
(FULL NAME)
(RANK)
(SSSN)

*Describe detailed extraordinary circumstances surrounding injury/condition and/or recovery process.
*Must include supporting documentation that reflects extraordinary circumstances surrounding injury/condition and/or recovery process stated in paragraph 2 above.
*Examples of documentation include but are not limited to Entire Physical, Line Of Duty, Personal Knowledge Statements, Medical documentation demonstrating extraordinary recovery efforts

USAREC FL 168-1, 1 Dec 2007 V1.00

 DEPARTMENT OF THE ARMY
REPLY TO ATTENTION OF

_____ Date

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Statement of Understanding

1. I understand that if I am appointed as a warrant officer in the U.S. Army Reserves with concurrent active duty, that this appointment is contingent upon technical and tactical certification by successful completion of the appropriate warrant officer basic course unless I have been pre-certified by the warrant officer military occupational specialty (WOMOS) proponent. I understand that my application packet, to include all enclosures, may be converted to an electronic file and made available for review by qualifying officials at WOMOS proponent schools, Headquarters, Department of the Army, and other locations in order to determine my qualifications and competitive standing for appointment as a warrant officer.
2. I further understand that if I am appointed as a warrant officer in the U.S. Army Reserves without concurrent active duty, that this appointment is contingent upon technical and tactical certification by successful completion of the appropriate warrant officer basic course within 2 years of appointment unless I have been pre-certified by the WOMOS proponent or unless extended by Headquarters, Department of the Army.
3. FOR SISTER SERVICE APPLICANTS ONLY (Air Force, Coast Guard, Marines, Navy): I fully understand that if I am selected for the Warrant Officer Program, I will be required to attend Army Basic Training prior to attending Warrant Officer Candidate School if I have not successfully completed an Army Basic Training, Warrior Transition Course, Marine Basic Training, Air Force or Navy Special Operations Forces, or Air Force Security Police Training. This requirement applies to all ranks for both active and reserve components.
4. TATTOO, BRANDING, AND BODY MUTILATION POLICY: I understand that, if I am selected for the Warrant Officer Program, prior to starting the Warrant Officer Candidate School and prior to being appointed as a Warrant Officer, a determination will be made by the Commandant of the Warrant Officer Career College that I am in compliance with the Army's Tattoo, Branding, and Body Mutilation Policy, IAW AR 670-1.
5. I also understand that if I am eliminated from or fail to successfully complete the technical and tactical certification as specified above, I may be subject to discharge under regulations in effect at that time from the U.S. Army Reserves.

Self-Signed

DO NOT REMOVE TATTOO PARAGRAPH





Prerequisite Waiver

Moral Waiver

(Must include supporting documents)



DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Prerequisite Waiver

Mitigating circumstances:

1. (State the type of waiver you are requesting)
Example: (1) Request an age waiver
(2) Request an Active Federal Service Waiver
(3) Request a prerequisite waiver (state the prerequisite(s) you wish to waive).

2. Anyone can request a prerequisite, AFS or age waiver, but not everyone will get them approved. Give a detailed explanation why you feel this waiver should be approved. Please note that waivers are approved only in unusual circumstances. Prerequisite waiver requests that do not give adequate justification. I.e. unusual skills, unique talents, special circumstances, etc. will probably be disapproved. With AFS waivers (required if you have 12 or more years AFS) or age waivers (required if you will be 33 or older for aviators or 46 for technicians, by the convene date of the board) the same principle applies and requests must be fully justified. Adequate justification might be: unusual circumstances, deployed for past year and unable to submit a packet, unusual skills, or unique talents. Asking for these waivers just because they are a part of the application will not result in approval.

Notes:

- 1) A separate waiver request must be submitted for each MOS that applicant does not meet the entire prerequisites for. Waiver should include why you feel that you should be accepted in the MOS without meeting all the requirements. Include any civilian experience, training or assignments that are similar to MOS you wish to apply for.
- 2) Make your request sound valid - for instance, an applicant stating they couldn't apply for the last 12 years because they were deployed... That doesn't sound valid because no one has been away from their duty station continuously over the last 12 years. You would need to include why you couldn't or didn't apply in between deployments. Another example is a 13 year request stating "I've been deployed for the last year..." does not explain why you didn't apply in the years leading up to the deployment.
- 3) Waiver request will not appear before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may result in a denied request.
- 4) Writing skills count. A properly written request ultimately may effect the approval of the request. Board members may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

USAREC FL 168-1, 1 Dec 2007

V1.00



DEPARTMENT OF THE ARMY

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SPA, Fort Knox, KY 40121-2725

SUBJECT: Request for Moral Waiver

1. Nature of offense: Do not just list Article 92, Article 32, etc. Must request a moral waiver for any infractions listed on your enlistment contract.

- a. Date of offense: (Month and year)
- b. Place of offense: (City and State)
- c. Punishment imposed: (Fine amount, forfeiture amount, extra duty, letter of reprimand, etc.)

2. Mitigating circumstances:

*You will use this moral waiver request if you responded YES to block#26 on DA Form 61. If you responded NO, you do not need a moral waiver.

Moral waiver is not required for traffic fines of \$250 or less. Do NOT include court cost).

Mitigating circumstances surrounding the charge. Four points to address:

- (1) Explain the incident (what, where, when, how, etc.)
- (2) Accepting responsibility for your actions
- (3) The lessons learned
- (4) How you now contribute to your unit, community and military service.

Notes:

- 1) A separate moral waiver request must be submitted for each offense.
- 2) Moral waiver request should give all the information possible related to the incident. Half answers and undisclosed information can cause a delay in processing. In some cases - the request will be returned to USAREC with a request for more information from applicant.
- 3) This waiver request will not go before the selection board once approved. Please use as much space as required to give all the information. A short and simple approach may cause a returned request.
- 4) Writing skills count. A properly written request may effect the approval of the request. HRC may interpret poor English, grammar and typographical errors as a lack of concern, sincerity or attention to detail from the applicant.

Self-Signed

Joe E. Sample
SGT/E-5
111-22-3333





Tattoo Waiver Request (ARMY Only)

(Required if NOT ICW AR 670-1 Para. 3-3c dated 10 APR 2015)

- Memo required if applicant has tattoos below the wrist/above the collar (in short sleeve PT shirt) that are NOT documented correctly in iPERMS
- Tattoo iPERMS compliance verified by the applicant's S1 on the application checklist
- MUST be accompanied by separation board proceedings (IAW AR 670-1 Para. 3-3f) indication retained by Commander
- Sample memo located on downloads tab of Recruiting website



DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY RECRUITING COMMAND
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725

REPLY TO ATTENTION OF: RCRO-SP-B 22 OCT 2014

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP,
Fort Knox, Kentucky 40121-2725

SUBJECT: Waiver Request and Tattoo Policy Validation for SFC SMITH, Thomas T., xxx-xx-0000

- In accordance with AR 670-1, Para. 3-3e (dated 10 APR 2015), a check for tattoos or brands above the neckline, below the wrists, and on the hands was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified.
 - Head (including on/inside the eyelids, mouth, and earsface): None
 - Above the Army (short sleeve) PT Shirt neck line: None
 - Hands (allowed one ring tattoo per hand IAW AR 670-1, Para 3-3c): None
 - Below the wrist bone:
 - Right - 2.0" x 2.0", family symbol "MS" with "J" one side and "T" on the other.
 - Left - 2" x 1", "Mickey Mouse"
- SFC Smith **is or is not** in compliance with Tattoo, Branding, and Body Mutilation Policy, AR 670-1, Para. 3-3c
- SFC Smith **does or does not** require a tattoo waiver for warrant officer appointment.
- SFC Smith has completed administrative separation proceedings IAW AR 670-1, Para. 3-3f (2)c and was retained by the Commander.
- SFC Smith has been counseled IAW AR 670-1, Para. 3-3h, that he/she is prohibited from obtaining new tattoos which are in violation of AR 670-1, Para. 3-3c.
- SFC Smith has been counseled that if he/she obtains any new tattoos which are in violation of AR 670-1, Para. 3-3b-c, he/she could be removed for consideration for warrant officer appointment
- Recommend **approval or Recommend disapproval** of SFC Smith's tattoo waiver request.
- Point of contact for this action is the undersigned at 917-342-xxxx or je.jones.mil@mail.mil.

Encl:

1. Photo, Right hand (Top)
2. Photo, Left hand (Top)

JAMES E. JONES
LTC, AR
Commanding

Requires signature of
Commanders (O5 or above)





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. Para 3-3b)
- Commander (O-5 or above) will verify any tattoos below the wrist/above the collar (in Summer APFU) (IAW AR 670-1. Para 3-3c)
- If applicant does not have extremist, indecent, sexist or racist tattoos or tattoos below the wrist/above the collar (in Summer PT Shirt), the Commander will indicate "None" on lines 1.a. and 2.a through 2.d (respectively)
- Sample memo located on downloads tab of Recruiting website



Sister Service Unit
Memorandum Letter head

REPLY TO ATTENTION OF: 22 OCT 2014

Office Symbol

MEMORANDUM FOR Commander, U.S. Army Recruiting Command, ATTN: RCRO-SP,
Fort Knox, Kentucky 40121-2725

SUBJECT: Tattoo Validation and Policy Waiver Validation for SFC SMITH, Thomas T., xxx-xx-0000

1. A check for tattoos or brands on SFC Smith's entire body was conducted. The listing below identifies those tattoos or brands that could be perceived as prejudicial to good order and discipline (extremist, indecent, sexist, racist) in accordance with guidance provided in AR 670-1, Para. 3-3b (dated 10 APR 2015):
 - a. Chest:
 - (1) Left - 4.0" x 3.0", "hand gun" with "bullet"; applicant states tattoo was obtained as symbol of previous combat tour.
2. In accordance with AR 670-1, Para. 3-3e (dated 10 APR 2015), a check for tattoos or brands above the neckline, below the wrists, and on the hands was conducted for SFC Smith, Thomas T. The listing below identifies those tattoos or brands identified.
 - a. Head (including on/inside the eyelids, mouth, and ears/face): None
 - b. Above the Army (short sleeve) PT Shirt neck line: None
 - c. Hands (allowed one ring tattoo per hand IAW AR 670-1. Para 3-3c): None
 - d. Below the wrist bone:
 - (1) Right - 2.0" x 2.0", family symbol "MS" with "J" one side and "T" on the other.
 - (2) Left - 2" x 1", "Mickey Mouse"
3. SFC Smith **is or is not** in compliance with Tattoo, Branding, and Body Mutilation Policy, AR 670-1, Para. 3-3b and 3-3c.
4. SFC Smith **does or does not** require a tattoo waiver for warrant officer appointment.
5. SFC Smith has been counseled that if he/she obtains any new tattoos, brands or mutilations which are in violation of AR 670-1, Para. 3-3b and 3-3c, he/she could be removed for consideration for warrant officer appointment.
6. Recommend **approval or Recommend disapproval** of SFC Smith's tattoo waiver request.
7. Point of contact for this action is the undersigned at 917-342-xxxx or je.jones.mil@mail.mil.

Encl:

1. Photo, Chest (Left)
2. Photo, Left hand (Top)
3. Photo, Right hand (Top)

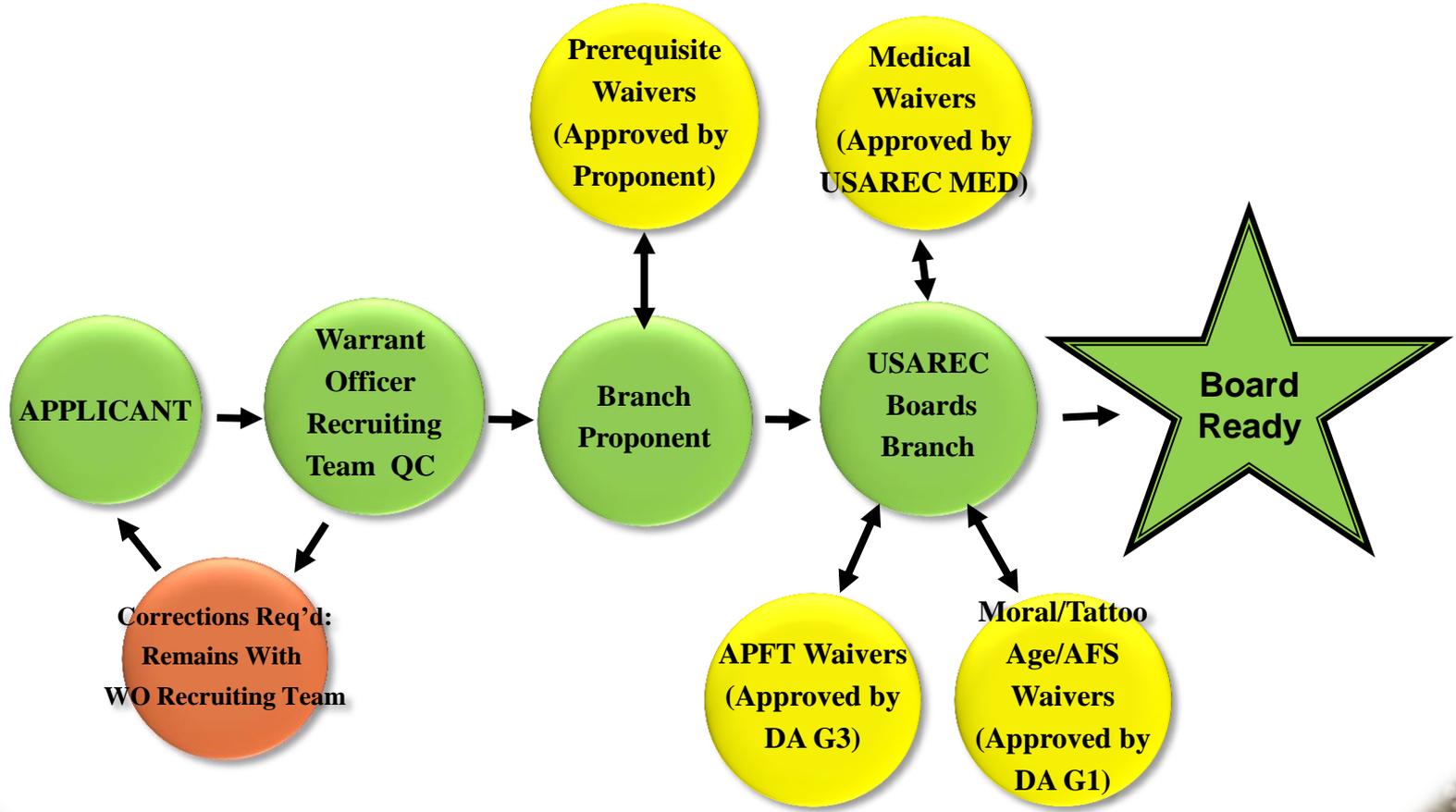
JAMES E. JONES
RANK, Branch
Commanding

Requires signature of
Commanders (OS or above)





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
- Board Results Released in MILPER message on HRC Website w/in approx. 3-4 business days (Announcement of MILPER made on WO FB Page)



Fully Qualified - Selected - Q-S

Fully Qualified - Non-select (First Board) - FQ-NS

Non Competitive - Non-select (Second Board) - NC-NS





Warrant Officer Candidate School

- **Selectees will attend Warrant Officer Candidate School (WOCS)**
 - E5 graduated 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)**

Skill Enhancement

Professional Development

Leadership Potential
Self Discipline
Attention to Detail
Time Management

Leadership
Communication
Management
Ethics



<http://usawocc.army.mil/>





A Day in the Life of a Candidate



1st Warrant Officer Company

- 0500 - Wake Up
- 0530 - First Formation
- 0530 - 0635 - PT
- 0635 - 0730 - Hygiene
- 0730 - 0815 - Breakfast
- 0815 - 1230 - Academics
- 1230 - 1330 - Lunch
- 1330 - 1720 - Academics
- 1730 - 1820 - Admin
- 1805 - 1900 - Dinner
- 1900 - 2245 - Candidate Leadership Designs and Implements Schedule To Accomplish Specified Tasks
- 2245 - 0500 - Lights Out





Key Take-Aways

- **Maintain situational awareness of the WO Website (Updated Often)**
- **Packet deadlines/extensions/cancelations are posted on website and WO FB Page**
- **Recommend applications requiring waivers be submitted earlier than posted date**
- **Contact Proponent for assistance w/WO Prereqs or locating SWO to write LOR**
- **QC your own packet (S-1, WO, SR NCO, Officer, and Civilians)**
- **Follow submission procedures on the WO Website**
- **Remove certificates when emailing packet (Slows Processing)**
- **153A Applicants - Prepare for SIFT (Selection Instrument for Flight Training)**
- **All memos should be prepared IAW AR 25-50**



www.usarec.army.mil/warrant



