



UTAH ARMY NATIONAL GUARD

JOINT FORCE HEADQUARTERS
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NGUT-CCW

23 April 2024

MEMORANDUM FOR Candidates for Federal Recognition (FEDREC) as a Warrant Officer in the Utah Army National Guard

SUBJECT: What to Expect at the FEDREC Board

1. Congratulations! You are one step closer to becoming a Warrant Officer in the Utah Army National Guard. The purpose of this memo is to give you, the candidate, an idea of what to expect at the Federal Recognition Board.
2. The board will typically consist of the Senior Army Advisor to the Utah National Guard, COL Marr (president of the board) and two or more Warrant Officers (CW3-CW5). The purpose of the board is for the Senior Army Advisor, as the Title 10 Officer, and the senior Warrant Officers of the state to get to know you as a person and assess your ability to make the transition from NCO to Warrant Officer.
3. This is not an NCO board, a Soldier of the Year board, or anything like those. Be professional but relaxed. There are no "gotcha" questions, no quoting regulation, no technical questions. The board members want to get to know you as a person: your experiences, how you think, what your goals are. The board will review your NCO Evaluations and other parts of your Warrant Officer packet and will typically shape questions around any highlights as well as how you respond. There are no study guides, no question lists.
4. Your preparation for the board matters. Check your uniform for cleanliness, fit, and completeness. If you have the opportunity to wait with other FEDREC candidates, check each other's uniform and help each other as necessary. You are on the doorstep of joining the Warrant Officer Cohort, and we draw strength from each other.
5. If you have any questions about the board process, please contact your mentor or your branch manager and they should be able to assist. If necessary, contact me at jeffrey.g.issa.mil@army.mil.

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STEPHEN C. MARR
COL, AR
Utah Senior Advisor to the Army Guard

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JEFFREY G. ISSA
CW5, GS
Command Chief Warrant Officer