



IN THIS ISSUE

VOLUME 3 NUMBER 36
JANUARY 20, 2022

Soldiers Respond to Rising COVID Cases

3

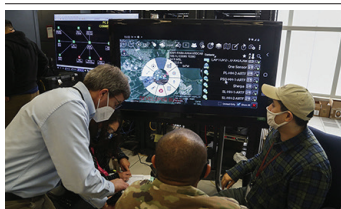
AUSA Remembers Martin Luther King Jr.

4

Family Readiness

Army Spouse Resource Toolkit

6



Chapter Highlight

MG Harry Greene, Aberdeen

8



Col. Landis Maddox, left, commander of the 25th Infantry Division Sustainment Brigade, gives the Oath of Enlistment to future soldiers with the Hawaii Recruiting Company during an Army National Hiring Days event on Schofield Barracks, Hawaii. (U.S. ARMY/MASTER SGT. ANDREW PORCH)

Army ups recruiting bonuses to \$50K

In a bid to entice new recruits in a competitive job market, the Army is offering an unprecedented \$50,000 bonus for people with specific skills and qualifications.

Until now, enlistment bonuses were capped at \$40,000, according to an Army news release, which states that eligibility for the higher amount will be based on a combination of incentives offered for “the selected career field, individual qualifications, length of the enlistment contract and the ship date for training.”

After almost two years of the COVID-19 pandemic in which schools were closed and the job market was upended, recruiters have adapted to an almost all virtual recruiting effort. They are also in competition with the private sector and the Army’s sis-

ter services, according to the release.

“We are still living the implications of 2020 and the onset of COVID, when the school systems basically shut down,” Maj. Gen. Kevin Vereen, commander of Army Recruiting Command, told the Associated Press. “We lost a full class of young men and women that we didn’t have contact with, face-to-face.”

Bonuses of up to \$40,000 are being offered for certain jobs the Army needs to fill immediately or can’t fill because of the specific qualifications required. These fields include infantry and Special Forces as well as radar repairers, signal support systems specialists and truck drivers, the release said.

In addition to the “career-based” bonuses of up to \$9,000, the release

said, there are “quick ship” bonuses for people willing to ship to basic training within 90 days. The amount goes up the more quickly the individual ships.

Signing up for Airborne or Ranger schools can make bonuses of up to \$20,000 available, and foreign language skills can bump bonuses up to \$40,000 for certain career paths, the release said.

New recruits will be eligible for the \$50,000 bonuses through a combination of these incentives.

As an example, a six-year enlistment as an air and missile defense crewmember starts with \$40,000, and it’s an occupation that currently also qualifies for a \$9,000 critical accession bonus.

See **Recruiting bonuses**, Page 5

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More active, Guard troops mobilize as COVID cases grow

Six more military medical teams will be mobilized to help civilian hospitals stressed by a spike in COVID-19 cases, President Joe Biden announced.

Hundreds of medical service members are already augmenting hospital staffs across the country, in addition to thousands of National Guard troops who are supporting COVID-19 efforts in 49 states.

COVID-19 is “one of the most formidable enemies America has ever faced,” Biden said Jan. 13.

Driven by the omicron variant, COVID-19 cases have soared in the U.S. The seven-day average for reported cases in the U.S. was more than 786,000 on Jan. 12, the *Wall Street Journal* reported.

“Just since Thanksgiving, over 800 military and other federal emergency personnel have been deployed to 24 states, tribes and territories, including over 350 military doctors, nurses and medics helping to staff the hospitals that are in short supply,” Biden said.

Six additional medical teams will be deployed to hard-hit states including Michigan, New York, New Jersey, Ohio and Rhode Island, he said.

Additionally, more than 15,200 Army and Air National Guard members have been activated for COVID-19 response operations, according



Pfc. Fatima Vallada with the Alaska Army National Guard draws a dose of the COVID-19 vaccine at Joint Base Elmendorf-Richardson, Alaska. (U.S. ARMY/CAPT. DAVID BEDARD)

to the National Guard.

Over 6,000 are “providing direct support to medical facilities.”

Guard members support COVID-19 response efforts in a variety of ways, including providing protective equipment to first responders and hospital staff, supporting testing facilities and call centers, disinfecting public spaces, delivering food and serving as liaisons in state emergency operation centers, according to the National Guard.

In Ohio, for example, almost 2,500 Guard members are deployed, the largest number of soldiers and airmen supporting the COVID-19 mission in any of the U.S. states and ter-

ritories, said Maj. Gen. John Harris, the state’s adjutant general.

Close to 2,300, Harris said, are working in direct support of 48 hospitals and 12 testing sites.

“The primary function is to ensure that we can help the hospitals meet their capacity as they’re being overrun by the perfect storm,” Harris said during a Jan. 13 media roundtable hosted by the National Guard Bureau.

Guard troops also are organizing and operating offsite COVID-19 testing sites, in some cases testing more than 1,000 people a day, Harris said.

“We can very quickly lift and shift those teams to other places around the state where we may see surges in the virus,” he said.

In New York, Guard members are carrying out “many missions we never have expected,” said Brig. Gen. Isabel Rivera Smith, director of the New York National Guard’s joint staff.

As the pandemic approaches the two-year mark, Smith said retention rates remain high.

Service members have told her, “Listen, we joined the National Guard to serve our community,” she said.

“Us older folks might think the younger ones, they don’t care, but they absolutely, positively do, and we see that every day.”

Meet the AUSA headquarters staff

Jamie Woodside

Deputy Director, Exhibits and Operations

Jamie Woodside has been with AUSA for nearly three years and is responsible for selling booth space for AUSA’s domestic events. She is from Pittsburgh and is a die-hard Steelers fan. During the pandemic, she picked up some new interests such as joining a cycling club and completing home DIY projects.



AUSA headquarters event honors legacy of Martin Luther King Jr.



AUSA's presentation, by the association's equality, diversity and inclusion committee, discussed Martin Luther King Jr.'s life and enduring legacy. (COMMONS PHOTO)

The Association of the U.S. Army commemorated Martin Luther King Jr. Day with a photo and video presentation during a staff meeting Tuesday.

Martin Luther King Jr. Day became a federal holiday 20 years after King delivered his famous "I Have a Dream" address in 1963.

Observed on the third Monday in January, it was declared a federal holiday in 1983 and a state government holiday in all 50 states by 2000.

"So even though we face the difficulties of today and tomorrow, I still have a dream," the civil rights leader said from the steps of the Lincoln Memorial in Washington, D.C. "I have a dream that one day this nation will rise up and live out the true meaning of its creed: We hold these truths to be self-evident, that all men are created equal."

AUSA's presentation, by the association's equality, diversity and inclusion committee, discussed King's life and enduring legacy.

"This past Saturday would have been Dr. King's 93rd birthday," *ARMY* magazine senior staff writer Gina Cavallaro said during the presentation.

"When he was assassinated on April 4, 1968, he was only 39 years old."

Though King saw the fruits of his labor, including the landmark Civil Rights Act of 1964, he also faced threats, Cavallaro said.

"Dr. King was regularly friends with death, and it became part of his philosophy as he believed that his death would be nothing to stop the growing fight for civil rights," she said.

King's legacy reminds us to unite as Americans, a video shown during the presentation said.

"And just as we draw strength from Dr. King's struggles, so must we draw inspiration from his constant insistence on the oneness of man; the belief in his words that 'we are caught in an inescapable network of mutuality, tied in a single garment of destiny,'" former President Barack Obama said in the video.

Cavallaro stressed that the work that King began is ongoing.

"As Dr. King predicted, in death this movement did not vanish, it expanded," she said. "It was never easy, and it isn't over. I think that his vision is within our reach, and it begins at home, in our own communities."

AUSAExtra

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Support For the Soldier

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PERK OF THE WEEK



Co-founded by a military veteran, Covert Threads' first sock, the Sand Sock, was created to help with extreme heat and other elements. The Ice Boot sock was later developed for extreme cold. Use promo code AUSA35 at www.covertthreads.com for 35% off.

Recruiting bonuses

From Page 1

If the person decides to leave for training within 90 days, the quick-ship bonus would get them to the maximum amount, according to the release.

“This is an opportunity to entice folks to consider the Army,” Brig. Gen. John Cushing, deputy commanding general of Recruiting Command, said in the release. “We’ve taken a look at the critical MOSs we need to fill in order to maintain the training bases, and that is where we place a lot of our emphasis.”

Other options, such as duty station of choice and two-year enlistments, are available in addition to the monetary incentives.

“We know this generation likes to have the opportunity to make their own decisions, so now they can choose where they want to be assigned after training. We didn’t have that last year,” Vereen said in the release.



Staff Sgt. Sandy Barrientos, a recruiter assigned to the San Antonio Recruiting Battalion, speaks with a local reporter about the opportunities civilians may gain by joining the Army during Army Day at the Alamo in San Antonio. (U.S. ARMY/SGT. DAVID COOK)

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Learn how to build your Army Spouse Resource Toolbox

By Holly Dailey

Life in our Army family can be complicated, and it's important to be as prepared as possible for those unexpected moments. There are many tools available, and I'll share a few with the help of my fellow Army spouse, Krista Simpson Anderson.

Simpson Anderson's vision of an Army Spouse Resource Toolbox came to fruition from her own journey.

She became a military spouse in 2008 when she married Staff Sgt. Michael Simpson, a Green Beret.

After five years and two beautiful sons, she became a Gold Star spouse when her husband died at Landstuhl Regional Medical Center in Germany after being wounded by an improvised explosive device in Afghanistan.

Family Readiness

In 2017, she married Master Sgt. Gus Anderson, a Special Forces soldier, and today their family is transitioning into retirement.

"Through these times, I realized the importance of the military family and the community around us and what this represents," she said. "It really does take a village. I also realized how many resources are out there and available to us."

However, spouses don't always know where to look when difficult situations arise, she said.



Krista Simpson Anderson. (COURTESY PHOTO)

"Crisis doesn't have to be a death of a loved one—it could mean the hot water tank breaks as soon as your soldier leaves home for the mission," Simpson Anderson said. "No matter what your situation, whether you're newly married, going through a deployment, or [moving] to a new duty station, there is a resource."

Simpson Anderson discussed her experiences and the need for a resource toolbox during a podcast released Monday as part of AUSA's "Army Matters" series.

"The early start of my resource toolbox was with the Soldier and Family Readiness Group," Simpson Anderson said. "It's an incredible foundation and an instant support group that the Army gives us."

Some other tools in her toolbox that

she has collected over the years are Military OneSource, USO Coffee Connections, the U.S. Special Operations Command Care Coalition advocates, Army Community Services, Army Emergency Relief, the Green Beret Foundation, Raise for Rowyn and The Unquiet Professional, to name a few.

Another great resource is right here at AUSA, where Simpson Anderson experienced firsthand how much we offer through the AUSA Annual Meeting and Exposition and our mission to educate, inform and connect.

She first attended the annual meeting in 2018.

"I was overwhelmed by the community that was brought together in this one conference to support our military and their families," Simpson Anderson said. "There was so much I thought I knew, and in that moment, I realized it wasn't enough. My new mission was to educate families on the importance of building their resource toolbox."

During the pandemic and transitioning into retirement, Simpson Anderson has added more tools to her toolbox.

"When building your toolbox, it will change according to your needs and experiences. Have conversations with your family to help prepare for the unexpected," she said, encouraging families to discover and organize their resources before they are needed in a crisis.

"Always remember, wherever this life takes you, there will forever be our military community to support you," she said. "My mission is to educate and empower to thrive—not just survive—as I provide military families the tools they need in their ever-changing, challenging and blessed environment."

To learn more about the resources available and tips on how to organize them, check out our podcast by visiting <https://podcast.ausa.org/>.



In AUSA's new podcast, military spouses can learn about the resources available to them during deployments, moves and other challenging situations. (U.S. ARMY/WARREN MARLOW)

Holly Dailey is AUSA's Family Readiness Director.

AUSA National Award recipient Michael Plummer dies

Retired Col. Michael Plummer, a recipient of the Association of the U.S. Army's Major General Anthony J. Drexel Biddle Medal, has died. He was 83.

Plummer, a 1960 West Point graduate who is credited with playing a key role in bringing the 10th Mountain Division to Fort Drum, New York, died Jan. 11 in Madison, Alabama, according to his obituary.

A funeral is planned for Jan. 27.

Plummer served in the Army for more than 31 years, including two tours in Vietnam. He also served in the 101st Airborne Division, the 82nd Airborne Division and the 10th Mountain Division.

His awards and decorations include the Distinguished Service Medal, the Legion of Merit with two oak leaf clusters, the Bronze Star with two oak leaf clusters, the Purple Heart with one oak leaf cluster, the Combat Infantryman Badge and the Master Parachutist Badge.

After retiring from the Army, Plummer founded Future Visions International, which provided consulting services on topics such as strate-



Retired Col. Michael Plummer. (U.S. ARMY PHOTO)

gic planning, leadership assessment and development and team building.

He also remained active in the military and local communities, including serving as an adviser on AUSA's National Resolutions Committee and as a project manager for AUSA's Northern New York-Fort Drum chapter's Adopt A 10th Mountain Platoon program.

Plummer also was chairman of the board and president of the National Association of the 10th Mountain Division, and chief fundraiser for the 10th Mountain Division Scholarship

and Wounded Warrior Funds, among other local organizations.

He received the Biddle Medal, one of AUSA's National Awards, in 2006 for his outstanding contributions to the association. In 2016, he received the Mary G. Roebling Distinguished Service Award, presented by AUSA's First Region, and in 2020 was inducted into the Mountain Warrior Legend Hall of Fame.

Plummer is survived by his wife, Miriam, their four children, six grandchildren and four great-grandchildren.

Adjutant general, AUSA chapter president dies at 92

Harold Gwatney, a retired major general who was a former president of the Association of the U.S. Army's Arkansas chapter and adjutant general for the state, died Jan. 7. He was 92.

"Today is a sad day for AUSA Arkansas Chapter. We say goodbye to our second chapter president, Major General Harold Gwatney," the chapter said in a Facebook post.

Gwatney served as chapter president from 1981 to 1983 and attended the chapter's 40 birthday in 2019 at the MacArthur Museum of Arkansas Military History in Little Rock, according to the post.

Born in North Little Rock, Gwatney enlisted in the Arkansas Na-



Retired Maj. Gen. Harold Gwatney. (COURTESY PHOTO)

tional Guard in 1948 and received his commission as an officer in 1952.

He commanded the 39th Infantry Brigade from 1973 to 1978, where he was "instrumental" in aligning the brigade with the 101st Airborne

Division for joint readiness training, according to his obituary.

Gwatney was appointed adjutant general of the Arkansas National Guard in 1981 and retired from the military in 1989.

In his civilian life, Gwatney was passionate about automobiles and started the Harold Gwatney Chevrolet franchise in 1957. The company is now known as Gwatney Automotive and operates in six locations.

Gwatney was preceded in death by his wife of 73 years, Syble, and their son William. He is survived by their son John and his wife, Lisa, and their four children; William's daughters Christian and Chase; and 11 great-grandchildren.

Chapter members briefed on Army testing, modernization

Aberdeen Proving Ground in Maryland serves a “vital role” in the Army and defense community now and into the future, a senior leader said during a virtual event hosted by the Association of the U.S. Army’s Major General Harry Greene, Aberdeen chapter.

“We continue to lead the way in scientific and technological innovations and remain a leader in providing capabilities [to] the future force,” said Maj. Gen. Robert Edmonson, commander of the Army Communications-Electronics Command and Aberdeen Proving Ground.

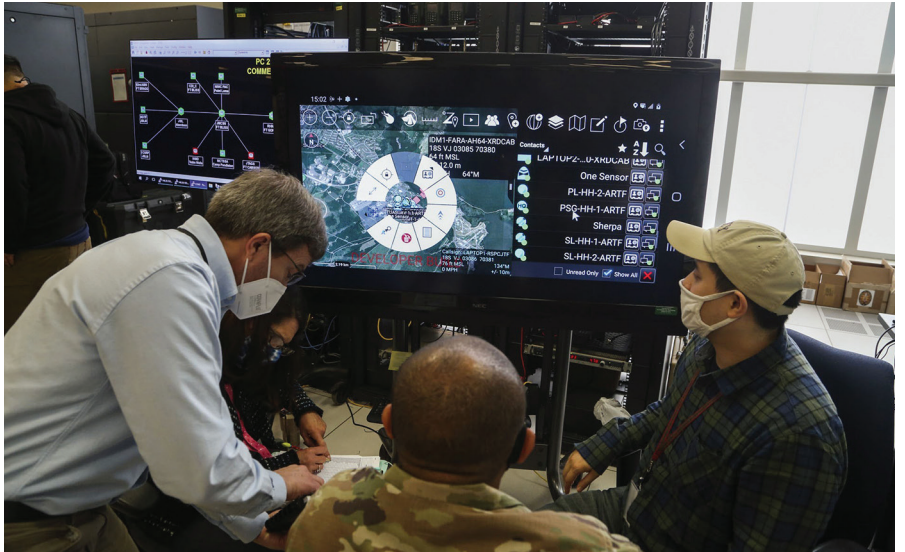
As the Army seeks to modernize, Aberdeen Proving Ground has been at the forefront “through every phase of the cycle—from research and development to long-term sustainment and divestiture,” he said Tuesday.

The Army’s Project Convergence, a series of tests and exercises designed to rapidly integrate new technologies and systems into the force, relies heavily on Aberdeen’s Joint Systems Integration Lab, which Edmonson described as the “hub” of the campaign.

The lab, which was stood up after the first Project Convergence exercise in 2020, “continues to garner attention ... for its work connecting Army and joint service labs in a single virtual, operationally realistic tactical network environment, resulting in greater collaboration and better solutions,” Edmonson said.

He stressed the importance of testing weapons and equipment, reinforcing “a soldier’s peace of mind that a weapon will fire when it counts, that a vehicle will drive when it counts, and that a piece of gear will work when it counts.”

In fiscal year 2021, the Aberdeen Test Center conducted more than 530 tests on vehicles and weapons, with 400,000 miles driven and over 2 million rounds fired, Edmonson



The Army’s Joint Systems Integration Lab hosts a communications exercise in preparation for Project Convergence at Aberdeen Proving Ground, Maryland. (U.S. ARMY/KAITLIN NEWMAN)

said. That workload resulted in approximately 120 terabytes of data collected in support of five of the Army’s cross-functional teams, which are each tasked with one of the Army’s top modernization priorities.

The center’s mission “is essential to the success of our warfighters and

a safe return home of our troopers,” Edmonson said.

Another example of innovation and invention comes from the Army Medical Research Institute of Chemical Defense, which “completed 29 multi-year projects in 2021, including combat casualty care in chemically contaminated battlefields,” he said.

During the COVID-19 pandemic, organizations such as the Army Medical Logistics Command have worked to ensure that soldiers and civilian employees receive rapid deployment and delivery of medical materiel, protective equipment, test kits and vaccines, Edmonson said.

The command is also responsible for issuing unit deployment packages and sustaining and maintaining medical equipment to Army hospitals deployed domestically and overseas.

“We push for excellence in our research and innovation to ensure that we’re able to provide readiness for America’s warfighters, but also to provide safety, security and freedom for future generations of Army soldiers and the American people,” Edmonson said, adding, “We are able to accomplish all of this because of organizations like AUSA and the support, cooperation and networking you provide.”



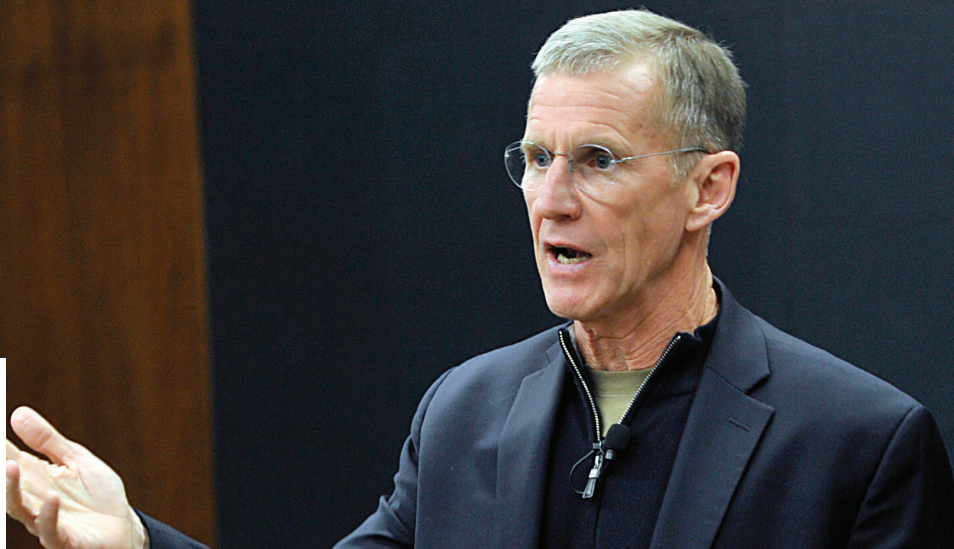
A soldier from the 101st Airborne Division dons the Enhanced Night Vision Goggle, Nett Warrior, and Family of Weapons Sight—Individual during a soldier touchpoint event at Aberdeen Proving Ground, Maryland. (U.S. ARMY/COURTNEY BACON)

RISK

A USER'S GUIDE

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General David G. Perkins

UNITED STATES ARMY, RETIRED

ABOUT THE BOOK

In this new book, General McChrystal offers a battle-tested system for detecting and responding to risk. Instead of defining risk as a force to predict, McChrystal and coauthor Anna Butrico show that there are in fact ten dimensions of control we can adjust at any given time.

Drawing on examples ranging from military history to the business world, and offering practical exercises to improve preparedness, McChrystal illustrates how these ten factors are always in effect, and how by considering them, individuals and organizations can exert mastery over every conceivable sort of risk that they might face.



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