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Soldiers, AUSA members, defense industry representatives and more gather on the exhibit floor during the 2022 AUSA Annual Meeting and Exposition in Washington, D.C. (AUSA PHOTO)

2023 Annual Meeting begins Monday

The Association of the U.S. Army's 2023 Annual Meeting and Exposition kicks off Monday in Washington, D.C.

With a theme of "Be All You Can Be," the meeting will highlight how the Army is innovating, adapting and transforming for 2030 and beyond.

The event will take place with the full participation of the U.S. Army and other federal agencies after the Sept. 30 passage by Congress of a temporary funding measure that expires Nov. 17.

The three-day event, Oct. 9–11 at the Walter E. Washington Convention Center, will feature keynote speeches, contemporary military fo-

runs, military family forums, Warriors Corner and Innovators Corner presentations and more.

Army Secretary Christine Wormuth, Army Chief of Staff Gen. Randy George and Sgt. Maj. of the Army Michael Weimer are scheduled to speak, as are leaders from across the force.

This year's contemporary military forums will feature topics such as attracting talent for the 21st century, land power in the Indo-Pacific, strengthening the Army profession, the role of land forces in deterrence and defense in Europe, modernizing for the future fight, and taking care of soldiers and families.

There also will be more than 750 exhibits spread over five halls and several award presentations, including the winners of the Best Squad Competition, the NCO and Soldier

of the Year and the Marshall Medal, AUSA's highest award for selfless service to the country.

More than 28,000 people have already registered to attend the Annual Meeting, including more than 1,000 individual international delegates representing 92 countries.

For more information or to register, click here.

AUSA also has launched a new mobile app for the Annual Meeting that allows users to view the agenda and session information, create a personalized schedule of events, connect and schedule meetings with exhibitors, network with other attendees and connect with the AUSA community. The app is available for iPhone and Android users here.

This year's Annual Meeting hashtag is #AUSA2023.

**Special Annual Meeting
Issue Coming Friday, Oct. 13**



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Army announces 5 initiatives to revamp recruiting

Sweeping changes are coming to Army recruiting as the service aims to find soldiers in new markets, create a specialized recruiting force and elevate the power of Army Recruiting Command, senior leaders announced.

The moves, which seek to transform the Army's recruiting enterprise, come as the service has missed its recruiting goals for the past three years, including the most recent fiscal year that ended Sept. 30.

In a meeting Tuesday with Pentagon reporters, Army Secretary Christine Wormuth and Army Chief of Staff Gen. Randy George announced five new recruiting initiatives.

First, the Army will expand its focus on recruiting high school seniors and recent graduates to markets that include college graduates and other people with more than a high school education. This demographic currently comprises 20% of the force. The goal, Wormuth said, is to have at least one-third of recruits from those markets by 2028.



Army recruiter Staff Sgt. Terrance Sims-Allen, left, discusses Army service with Junior ROTC cadet Thomas Oman of Eisenhower High School during a community outreach event Sept. 21 at Fort Sill, Oklahoma. (U.S. ARMY/ANGELA TURNER)

Next, a specialized recruiting force will be shaped with the addition of a new MOS—42T or talent acquisition specialist. The Army will use the professional recruiting force, currently the 79R MOS, as the foundation to build the new specialty.

Additionally, there will be new recruiting warrant officers to provide subject-matter expertise and leadership in recruiting.

The way recruiters are selected also will change. Beyond the basic background check and evaluation of their skills for working well with people, recruiters will be given an aptitude test “to make sure that the folks that we bring into the recruiting force have the kind of skills and attributes to be successful,” Wormuth said.

To give Army Recruiting Command greater authorities, Wormuth said, the two-star command will be elevated to a three-star command, and it will subsume Army Cadet Command, which also is at Fort Knox, Kentucky, and the Army Marketing Office, which will remain in

Chicago.

In addition to becoming a three-star command, the job of commander of Army Recruiting Command will transition from a three-year assignment to a four-year stint.

At the command, George announced, there will be a new deputy commanding general in charge of innovation and experimentation, with the ability to bust through some of the bureaucracy that could keep new ideas and programs from being implemented quickly.

The Army ended fiscal 2023 with 55,000 new contracts, including 4,600 who are in the Army's Delayed Entry Program and will ship to training in fiscal 2024.

The year's goal, which leaders had called a stretch goal, was 65,000 new recruits.

Even though the Army missed its goal this year, it is “a very big achievement compared with last year,” Wormuth said, when the service fell short by 15,000 recruits. She said the slight uptick is “kind of rebuilding our bank account.”

ARMY magazine Green Book



AUSA Basic Members can now view a selection of articles from ARMY magazine's 2023 *Green Book*. To read the articles, [click here](#).

Work on 2024 budget remains after Congress narrowly avoids shutdown



AUSA continues to advocate for swift passage of increased funding for the Army, the Defense Department and the Department of Veterans Affairs. (ARCHITECT OF THE CAPITOL PHOTO)

A last-minute bipartisan act of Congress avoided a government shutdown that threatened to leave soldiers unpaid, but this temporary funding bill doesn't resolve any questions about fiscal 2024 defense funding and policy decisions. There is still much for Congress to do.

Congress passed the continuing resolution to fund the federal government through Nov. 17 on Sept. 30, with just hours to spare before the end of the fiscal year.

Additionally, on Sept. 21, the Senate confirmed Gen. Randy George to be the 41st Army chief of staff.

Government Affairs

He was sworn in shortly afterward by Army Secretary Christine Wormuth. But dozens of senior Army leaders are still awaiting confirmation in the Senate. This freeze has numerous negative impacts on readiness, units, Army families and national security.

The Association of the U.S. Army's Government Affairs team continues to advocate for immediate passage of increased funding for the Army, the Defense Department and the Department of Veterans Affairs. Click here to read a Sept. 26 letter that AUSA signed as part of The Military Coal-

ition recommending swift action on military funding.

Enacting these funding bills without delay will help ensure that our soldiers, families and veterans receive the best possible resources and benefits they require and have earned. A long-term continuing resolution—or another possible shutdown in November—would be deeply damaging to national security.

Much work remains in the appropriations process. The House of Representatives has passed four of its full-year funding bills, including appropriations legislation for the Pentagon and military construction, veterans affairs and related agencies.

The Senate Appropriations Committee has voted out of committee all 12 of its appropriations bills on a nearly unanimous bipartisan basis, but the Senate has not passed any of the full-year funding bills.

You can help to build momentum for rapid passage of these bills by contacting your representatives and senators.

We will continue to monitor these and other developments closely as we advocate for the Total Army with Congress.

Mark Haaland is AUSA's Government Affairs director.

AUSAExtra

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Support For the Soldier*

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PERK OF THE WEEK

AUSA's 20% discount at Red Roof is good year-round and better than

the hotel chain's military discount. AUSA members receive 20% off at more than 600 Red Roof locations nationwide, and pets stay free. Visit www.ausa.org/red to make reservations online or print your discount card, or use VP#622590 to access your discount by phone at 1-800-RED-ROOF.



Joint Chiefs chairman, former Army chief of staff retires

Gen. Mark Milley bid farewell Sept. 29 after serving as the 20th chairman of the Joint Chiefs of Staff for the past four years.

Milley became chairman on Oct. 1, 2019, after serving as the 39th Army chief of staff. During his tenure as the nation's highest-ranking military officer and principal military adviser to the president, defense secretary and National Security Council, he helped lead the U.S. military through several pivotal, critical events, including a pandemic, the U.S. withdrawal from Afghanistan, the Jan. 6 riot at the U.S. Capitol and the Russian invasion of Ukraine.

During a farewell tribute Sept. 29 at Joint Base Myer-Henderson Hall, Virginia, President Joe Biden praised Milley for his unwavering service. "During his tenure as chairman, Mark has been the steady hand guiding our military," Biden said.

Milley was critical to building partnerships around the world, keeping the force at the "cutting-edge of the fields of space and cyber," standing with the people of Ukraine and more, Biden said. "You've given remarkable service to our country," the president said.

Defense Secretary Lloyd Austin, a retired general who also served with Milley while in uniform, said the retiring chairman "never hesitated to charge into danger for his troops or his country." During his tenure as chairman alone, he has led while taking on the pacing challenge of the People's Republic of China, confronting a once-in-a-generation pandemic and leading the world to help Ukraine after Russia's invasion, Austin said.

"Gen. Milley is a scholar and a warrior," Austin said. "We respect him for his wits, but we love him for his heart, and he's thrown his whole heart into leading this tremendous joint force."

As he retires after more than four decades of military service, Milley will be succeeded as Joint Chiefs chairman by Air Force Gen. Charles



Gen. Mark Milley, right, 20th chairman of the Joint Chiefs of Staff, shakes hands with his successor, Air Force Gen. Charles Brown, as Milley is honored with a clap-out during his final departure from the Pentagon. (U.S. ARMY/BERNARDO FULLER)

Brown, who most recently was the Air Force chief of staff.

In his remarks, Milley said he is humbled to have served as the 20th Joint Chiefs chairman.

"The joint force is the most lethal and capable in the world, and our enemies know it," Milley said. "We are currently standing watch with a quarter of a million troops deployed in 150 countries."

In the past four years alone, the U.S. military has conducted "countless" operations and exercises around the world, supported Ukraine, maintained stability in Asia, fought terrorists in the Middle East and Africa and supported the nation as it battled the COVID-19 pandemic, Milley said.

Milley had a special message for those who served in Afghanistan. "Be proud that you've protected this country for 20 consecutive years at great cost," he said. "Hold your head high. You served, you did what your country asked, and each of you served with honor, courage, skills and dignity. Never forget that."

A Massachusetts native, Milley graduated from Princeton University in 1980. He has served in multiple command and staff positions, including commanding the 10th Mountain

Division, III Corps and Army Forces Command.

A veteran of multiple deployments to Iraq and Afghanistan, Milley also has served in the Sinai, Panama, Haiti, Bosnia-Herzegovina, Colombia, Somalia and South Korea.

As Army chief of staff and later as Joint Chiefs chairman, Milley has repeatedly warned of a rapidly shifting geopolitical landscape and the quickly evolving character of war. He also has pushed the Army and the other services to transform to maintain a technological edge over America's adversaries.

Milley also has repeatedly talked about the importance of the Constitution, especially to those who serve in uniform. Calling it the "moral North Star," Milley said the Constitution "gives purpose to our service ... [and] purpose to our lives."

The U.S. military is unique because it doesn't take an oath to a country or a tribe or a religion, Milley said. Nor does it swear an oath to a king, queen, tyrant or dictator, he said.

"Each of us commits our very lives to protect and defend that document, regardless of personal price, and we are not easily intimidated," Milley said.

Inspiration for new AUSA logo comes from WWII Rangers

A new logo for the Association of the U.S. Army, set to be revealed Oct. 9, drew inspiration from a band of storied U.S. Army Rangers on D-Day.

On June 6, 1944, as U.S. and Allied forces stormed the beaches of Normandy, France, the Rangers scaled the steep cliffs of Pointe du Hoc. Located 4 miles west of Omaha Beach, the Germans had built a fortified position for a coastal battery of six 155-mm howitzers. Commanded by Lt. Col. James Rudder, the Rangers were given the mission of capturing Pointe du Hoc and neutralizing the Germany coastal battery.

Gen. Omar Bradley called it the most difficult task he ever gave anyone under his command.

The Rangers approached Pointe du Hoc by boat and began the dangerous ascent, braving heavy enemy machine-gun fire and grenade attacks.



Paratroopers assigned to the 75th Ranger Regiment reenact the climb at Pointe du Hoc, France, during the 75th anniversary of D-Day in 2019. (U.S. ARMY/YVONNE NAJERA)

Although many soldiers were lost, the Rangers reached the top and accomplished their mission by capturing Pointe du Hoc.

Drawing from the Rangers' incredible actions almost 80 years ago, AUSA's logo seeks to recognize the tremendous contributions of those who came before while keeping their stories alive for the next generation.

"You want to talk about tough missions. I've been to that cliff. I know some of you have. It would be hard to climb that cliff with nobody shooting at you," said retired Gen. Bob Brown, AUSA president and CEO. "We were inspired by this amazing moment in history."

The new logo, which will be unveiled Oct. 9, on the first day of AUSA's 2023 Annual Meeting and Exposition in Washington, D.C., also represents teamwork, leadership and the strong bond shared by those who serve in and are connected to the Army.

"The teamwork and commitment displayed during this day is exemplary of the United States Army and of AUSA's commitment to its mission, soldiers helping soldiers," Brown said. "For almost 75 years, AUSA has provided a voice for the U.S. Army, supported its soldiers and honored those who have served."



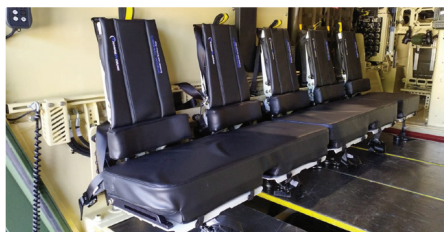
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Access free legal documents for individuals, businesses

Membership in the Association of the U.S. Army provides many benefits. One of the most popular is a legal document service that AUSA provides at no cost to all members.

The program is LawAssure, and it's the same database many attorneys use to create documents for their clients. AUSA pays for individual and small-business document services, so please take full advantage.

Visit www.ausa.org/legal, create an account and access a variety of legal documents, including those below. This is a digital service that uses the laws of your state to create legal documents. It does not provide access to attorneys.

Member Benefits

Individual documents

Users can select letters of complaint to collection agencies or contractors, documents requesting refunds or repairs, and bills of sale for automobiles, among others.

For properties, available documents include agreements for housesitting, housekeeping and property management services, subleases for residential properties with a pet addendum, and a variety of rental agreements, notices and demands. You can also

find parking space agreements and security deposit receipts.

Parents may wish to examine the online safety documents, such as requests to review, correct or delete child information or removal of bullying or personally harmful content from a website. There also are forms for advance health care directives and medical privacy law authorizations, as well as care agreements for personal or elder care.

Finally, you can use LawAssure to create high-quality wills, funeral directives, living trusts, pet trusts and amendments, and powers of attorney.

Business documents

Depending on your business, LawAssure has you covered. See below for a list of occupations and available documents.

- Agriculture and farming – equipment rental agreements and farmland leases.
- Business formation and governance – buy-sell agreements, bylaws and LLC operating agreements.
- Business operations – equipment rental agreements and storage space rental agreements.
- Commercial landlord – commercial leases, farmland leases, lease extension agreements, parking space rental/storage space agreements, as-

signments of lease, lease termination agreements, notices of lease violation, property management agreements, consent to sublease and subleases for commercial property.

- Company policies – internet and email usage policies, privacy policies for a consumer website and terms and conditions of website use.

- Construction and maintenance – equipment rental agreements, change orders, construction agreements, job proposals for construction, agreements for electrical/HVAC/painting/plumbing/roofing and subcontractor agreements.

- Events – agreements for catering, DJs, wedding planners and venue rentals.

- Finances – formal demands for payment, invoices and past due notices.

- Horses and livestock – horse bills of sale, horse boarding agreements, horse purchase and sale agreements and livestock bills of sale.

- Human resources – disciplinary notices, written warnings, end of employment, exit interview questionnaires, termination notices, employment applications, employment verification letters and job offer letters.

- Independent contractors and consultants – consulting agreements and recruiting services,

- Intellectual property – nondisclosure agreements.

- Maintenance and upkeep – janitorial services agreements, landscaping maintenance agreements, maintenance agreements and snow removal agreement.

- Remote work – remote work applications and policies.

- Risk prevention – hold harmless agreements, insurance cert requests, liability waivers, loaner vehicle agreements and receipts of company property.

If you have any questions, contact me at srubel@ausa.org.



AUSA members can access free legal document services with LawAssure, including wills, funeral directives, living trusts and much more. (COURTESY PHOTO)

Susan Rubel is AUSA's Association and Affinity Partnerships director.

AUSA recognizes top chapters for NCO, soldier support

Every year, the Association of the U.S. Army recognizes its chapters that have best supported programs for NCOs and soldiers on their installations and in their local communities.

This year's top chapter is the Fort Leonard Wood-Mid Missouri chapter. Chapter members participated in more than 76 events throughout the year, including a Sergeants Major Association breakfast, various change-of-command, change-of-responsibility and retirement ceremonies, and a pinning ceremony for Vietnam veterans.

NCO & Soldier Programs

Brennon Willard, the chapter president, was elated when he learned about the win. He emphasized that the chapter has an amazing team dedicated to its involvement in the community.

The George Washington chapter from the Washington, D.C., area came in second. The chapter's qualifications include supporting a wreath-laying ceremony for the 3rd U.S. Infantry Regiment (The Old Guard) and the Best Ranger Competition at Fort Moore, Georgia, and hosting a breakfast for sergeants major.

Rounding out the top three chapters is the Fort Liberty chapter in North Carolina, which participated in Basic Leader Course graduations and retirement ceremonies and provided support for junior ROTC at local high schools and the XVIII Airborne Corps Best Squad competition.

Throughout the year and leading up to the AUSA Annual Meeting and Exposition in Washington, D.C., each chapter must meet a set of criteria to compete for the NCO and Soldier Programs Ribbon and the retired Command Sgt. Maj. Don Thomas Chapter Challenge.

To earn the ribbon, chapters must have at least one active-duty soldier or NCO on its chapter board, appoint an ambassador to lead NCO and soldier programming, participate in an NCO or soldier recognition ceremony,



Sgt. 1st Class Joshua Newbury, left, president of the Sergeant Audie Murphy Club-Ozark Region, is presented with a Giving 4 Living guidon streamer, recognizing leaders and service members who host blood drives, by Brennon Willard, president of AUSA's Fort Leonard Wood-Mid Missouri chapter. (AUSA PHOTO)

host one collaborative event with like-minded organizations and host one NCO and soldier leadership seminar led by a sergeant first class or higher.

The goal for this initiative is to connect chapters with their local NCOs and soldiers while providing opportunities for professional development. Chapters that meet all the prerequisites are awarded the ribbon at the Annual Meeting.

This year's meeting is Oct. 9–11 at the Walter E. Washington Convention Center in Washington, D.C.

For chapters wishing to compete in the chapter challenge, there is an additional list of requirements. They include participating in a chamber of commerce event or hosting a party featuring an NCO or soldier guest to view a streaming event from AUSA headquarters, listen to an "Army Matters" podcast or discuss a Soldier Today email. Other requirements include registering five new active-duty members, conducting an AUSA briefing for soldiers and hosting one additional NCO and soldier professional development or leadership seminar.

This challenge seeks to encourage chapters to take advantage of the re-

sources AUSA has to offer, particularly NCO and soldier programming.

This year's three winning chapters will be recognized at the Sergeant Major of the Army awards forum on Oct. 9, the first day of the Annual Meeting. Each chapter will be presented with social and monetary prizes to continue membership growth and expansion of NCO and soldier programs. Chapter representatives also will receive prime seating and recognition at the Sergeant Major of the Army Awards Luncheon, held that same day, where the winners of the Army's Best Squad Competition will be announced.

Congratulations to the Fort Leonard Wood-Mid Missouri chapter for its hard work and dedication to meeting all the criteria for both the ribbon and chapter challenge and being the best NCO and soldier chapter in 2023.

We look forward to seeing what all our chapters do in the coming year and having the opportunity to recognize their efforts at the 2024 AUSA Annual Meeting and Exposition.

Retired Command Sgt. Maj. Julie Guerra is AUSA's director of NCO and Soldier Programs.

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Chapter sponsors softball game for wounded warriors

Supporting the nation's wounded warriors, the Association of the U.S. Army's Redstone-Huntsville chapter on Sept. 16 sponsored the USA Patriots Amputee Softball Game and Military Appreciation Night.

Formally known as the Wounded Warrior Amputee Softball Team, the USA Patriots beat Team AUSA 17-9 in nine innings during the annual softball game hosted by the Rocket City Trash Pandas in Madison, Alabama.

Redstone-Huntsville

"This is one of our most exciting events of the year," said Marc Jacobson, the chapter president, according to the *Redstone Rocket*. "Funds raised support the team's camps for amputee youth that teach skills and confidence in both sports and in life."

Many USA Patriots team members expressed their appreciation for the support from the AUSA chapter and the local community. "It's a blessing to come here," USA Patriots third baseman Brent Nadjadi said, as reported by the *Redstone Rocket*. "The brotherhood and camaraderie of our team



Players from the USA Patriots, formerly known as the Wounded Warrior Amputee Softball Team, and Team AUSA from the association's Redstone-Huntsville chapter pose for a photo during the chapter-sponsored Military Appreciation Night. (COURTESY PHOTO)

keeps us motivated and inspired, and that keeps us moving forward."

Nadjadi, who lost his legs in an IED blast in 2010 in Afghanistan and medically retired as an Army staff sergeant in 2013, went 4-for-4 with a walk, one run batted in and a run

scored during the game.

"We were lucky to start playing and end our season with zero injuries and many runs. A big thank you to all of the sponsors ... and everyone that supported the AUSA organization," said Manny Del Rio, a USA Patriots outfielder who had three hits. Del Rio lost his right leg below the knee in 2005 near Yokosuka, Japan, when he was crushed by an F-18 jet. He medically retired from the Navy in 2007.

About 500 people attended the event, and two future soldiers—Tyler Best-Livermore and Matthew Rodriguez of Bob Jones High School—took the oath of enlistment from Col. Stanton Trotter, a chaplain with Army Materiel Command. Best-Livermore and Rodriguez were recruited by Sgt. 1st Class Jarod Small of the Huntsville Army Recruiting Company.

The AUSA chapter's Young Professionals arm has been coordinating the event for the past decade, Jacobson said. "If you worry that sadness and sympathy would be your main emotions, you'd be wrong," he said. "What you'll come away with is joy and inspiration from what these athletes and veterans can do."

AUSA members support anniversary of Operation Market Garden



GEN Creighton W. Abrams

Members of AUSA's GEN Creighton W. Abrams chapter set up a static display of World War II memorabilia Tuesday at an event commemorating the 79th anniversary of Operation Market Garden at U.S. Army Garrison Wiesbaden, Germany. (AUSA PHOTO)

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