



## McConville previews Army people strategy

**A**s the Army pushes ahead with its modernization efforts, people—soldiers, Army civilians, veterans, retirees and family members—will always remain the No. 1 priority, Army Chief of Staff Gen. James McConville said Tuesday.

In his first Eisenhower Luncheon address as the Army's top general, McConville previewed the upcoming Army people strategy and reinforced the importance of matching the right person to the right job and building cohesive teams across the force.

"No matter how much technology we develop, soldiers will always remain the centerpiece of our Army," McConville said during a meeting attended by more than 33,000 people.

See **McConville**, Page 7



Army Chief of Staff Gen. James McConville said that despite the Army's current modernization push, people will always remain the top priority. (AUSA PHOTO)

## McCarthy opens AUSA 2019



Secretary of the Army Ryan McCarthy told the audience at the annual meeting's opening ceremony that Russia and China could potentially surpass U.S. capability. (AUSA PHOTO)

**W**ith a dire warning that America's adversaries are investing billions in new weapons and methods, Army Secretary Ryan McCarthy said the Army

must continue its push to increase readiness, improve its strategic mobility and focus on modernization, or risk losing the next war.

See **McCarthy**, Page 7

### IN THIS ISSUE

VOLUME 1 NUMBER 24  
OCTOBER 17, 2019

#### NCO & Soldier of the Year for 2019 announced

3

#### Dempsey awarded Marshall Medal

4

#### Sgt. Maj. of the Army on 'This is My Squad' initiative

8

#### Senior leaders hear Army family concerns

10

#### AUSA president salutes chapter leaders

12

#### Scenes from AUSA 2019

14, 15

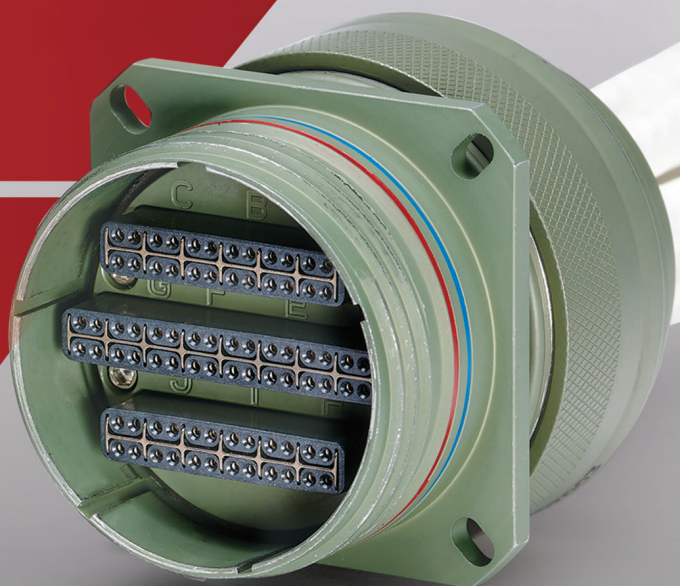


## *INTRODUCING* **D38999 10G CONNECTOR**

**10** 10G  
ETHERNET  
PORTS

**FAST AND EASY  
TERMINATION**

**FIELD  
REPAIRABLE**



[www.PICWire.com](http://www.PICWire.com)



## Meet the Army's 2019 NCO and Soldier of the Year

**T**he Army announced the winners of the 18th annual Best Warrior Competition during a luncheon Monday at the Association of the U.S. Army's Annual Meeting and Exposition in Washington, D.C.

The 2019 Soldier of the Year is Spc. David Chambers, representing U.S. Army Forces Command.

The Noncommissioned Officer of the Year is Staff Sgt. Dakota Bowen from U.S. Army Training and Doctrine Command.

"You represent what we want in our soldiers: physically fit, dedicated professionals," said keynote speaker Gen. Joseph Martin, the Army's vice chief of staff.

Martin called NCOs the heart and soul of the Army.

"When the Army desperately needs leadership, we turn to you—and you have never failed us," he said.

During the six-day competition, which took place the week prior to the Annual Meeting at Fort A.P. Hill, Virginia, 22 soldiers representing 11 commands from across the Army were tested on their knowledge, skills and abilities.

Specific events included urban warfare simulations, formal board interviews, physical fitness challeng-



Army Vice Chief of Staff Gen. Joseph Martin, left, and Sgt. Maj. of the Army Michael Grinston, right, stand with 2019 Soldier of the Year Spc. David Chambers, second from left, and Noncommissioned Officer of the Year Staff Sgt. Dakota Bowen. (AUSA PHOTO)

es, written exams and warrior tasks and battle drills relevant to today's operating environment.

"Even after I retire, I know the Army's going to be in great hands because of the soldiers that competed in this event," said Sgt. Maj. of the Army Michael Grinston, who over-

saw the competition.

During the luncheon, Grinston also named retired Command Sgt. Maj. Kenneth "Rock" Merritt as the fifth Honorary Sergeant Major of the Army.

Merritt, a World War II veteran of D-Day, Operation Market Garden and the Battle of the Bulge, said it was "one of the biggest surprises of my life" when he got the call informing him he had been chosen as the award recipient.

"It's unbelievable. Thank you. This is one of the greatest awards I've ever received in my entire life," Merritt said.

The tradition of appointing an honorary sergeant major of the Army each year began in 2016 when retired Gen. Gordon Sullivan, AUSA's former president and CEO, received the honor.

Three others have been named since: retired Lt. Gen. David Grange Jr., retired Gen. Fredrick Kroesen Jr., and Elaine Rogers, president and CEO of USO-Metro.



Left to right, Sgt. Maj. of the Army Michael Grinston; retired Command Sgt. Maj. Kenneth 'Rock' Merritt, the 2019 Honorary Sergeant Major of the Army; and retired Sgts. Maj. of the Army Daniel Dailey, Raymond Chandler and Ken Preston. (AUSA PHOTO)

## Former Army chief and JCS chairman receives George Catlett Marshall Medal



Retired Gen. Martin Dempsey, center, receives the 2019 George Catlett Marshall Medal from retired Gen. Carter Ham, AUSA president and CEO, left, and Rudy de Leon, a member of the association's Council of Trustees. (AUSA PHOTO)

**F**ormer chairman of the Joint Chiefs and former Army chief of staff retired Gen. Martin Dempsey accepted the Association of the U.S. Army's highest award for service to the nation Wednesday with a call to the Army and defense industry to be less like colleagues and business partners "and act more like family."

The 67-year-old Dempsey, who served as the 37th Army chief of staff and 18th Joint Chiefs chairman before retiring from military service in 2015, received the George Catlett Marshall Medal for distinguished public service during a banquet at the conclusion of the 2019 AUSA Annual Meeting and Exposition in Washington, D.C.

Dempsey said that Marshall, a soldier-statesman who served as Army chief of staff, chairman of the Joint Chiefs, secretary of state and secretary of defense, was one of his role models.

"Perhaps only George Washington helped us understand and contributed more to our understanding of what it means to serve than he did," Dempsey said.

"One of the things that makes me so proud about our Army is that

in our Army, no one is irrelevant," Dempsey said. Soldiers are made to feel "part of something important" from the day they put on a uniform.

"We make sure they know we value their contributions. We give them something in which to believe in a world in which it can sometimes be hard to believe in anything. That very well may be our most important contribution to the nation," he said.

Now a Duke University professor, USA Basketball chairman and National Basketball Association representative, Dempsey had praise for AUSA, which he said has been "a combat multiplier for our Army through the years."

"I'll be honest with you. I think in the future the Army is going to have some heavy lifting to do. This relationship between AUSA and the Army is something that's going to be even more important than it may have been in the past," Dempsey said.

Retired Gen. Carter Ham, AUSA president and CEO, called Dempsey "an inspirational leader who leads by example. He doesn't have to tell us what's right, he's shows us what's right, as he has for generations. He is an unselfish, compassionate yet tough leader and commander."

# AUSAExtra

*Voice for the Army –  
Support For the Soldier*

**Gen. Carter F. Ham, USA, Ret.**  
President and CEO, AUSA

**Lt. Gen. Guy C. Swan III, USA, Ret.**  
Vice President, Education, AUSA

**Luc Dunn**  
Editor

**Desiree Hurlocker**  
Advertising Production and  
Fulfillment Manager

**Advertising Information Contact:**  
Fox Associates Inc.  
116 W. Kinzie St. • Chicago, IL 60654  
Phone: 800-440-0231  
Email: [adinfo.rmy@foxrep.com](mailto:adinfo.rmy@foxrep.com)

**ARTICLES.** Articles appearing in AUSA Extra do not necessarily reflect the opinion of the officers or members of the Council of Trustees of AUSA, or its editors. Articles are expressions of personal opinion and should not be interpreted as reflecting the official opinion of the Department of Defense nor of any branch, command, installation or agency of the Department of Defense. The publication assumes no responsibility for any unsolicited material.

**ADVERTISING.** Neither AUSA Extra, nor its publisher, the Association of the United States Army, makes any representations, warranties or endorsements as to the truth and accuracy of the advertisements appearing herein, and no such representations, warranties or endorsements should be implied or inferred from the appearance of the advertisements in the publication. The advertisers are solely responsible for the contents of such advertisements.

**RATES.** Individual membership fees payable in advance are \$40 for two years, \$75 for five years, and \$400 for Life Membership. A discounted rate of \$10 for two years is available to members in the ranks of E-1 through E-4, and for service academy and ROTC cadets and OCS candidates. More information is available at our website [www.ausa.org](http://www.ausa.org); or by emailing [membersupport@ausa.org](mailto:membersupport@ausa.org), phoning 855-246-6269, or mailing Fulfillment Manager, P.O. Box 101560, Arlington, VA 22210-0860.

## PERK OF THE WEEK

### Local and national retail discounts

AUSA's newest member benefit is Abenity, providing members more than 300,000 discounts, including more than 100 printable and mobile coupons. You're sure to find merchants you already know and love. Create your account and download the app to find savings on national and local concerts and events, theme parks, gyms and fitness studios, cell phones, restaurants, movie theatres, shopping, and more. To get your savings, visit [www.ausa.org/abenity](http://www.ausa.org/abenity).





***Gray Eagle ER***

# THE MULTI-DOMAIN SOLUTION

Gray Eagle Extended Range provides the warfighter persistent and reliable mission support in Multi-Domain Operations. Providing over 40 hours of endurance with a modular architecture that integrates multiple advanced payloads for standoff in a contested environment. Gray Eagle Extended Range is a combat proven system that supports Army forces today and into the future.

[ga-asi.com](http://ga-asi.com)

©2019 GENERAL ATOMICS AERONAUTICAL SYSTEMS, INC.



**Leading The Situational Awareness Revolution**





# GIVING THE ARMY AN EDGE

The U.S. Army seeks its next-generation aircraft and the AVX Aircraft and L3Harris compound, coaxial helicopter (CCH) answers all requirements with a mindset to exceed. Our cutting-edge technologies provide faster, lighter and more lethal capability.

**Designed to defeat tomorrow's threats.**

**#FARACCH**

Lethal. Survivable. Affordable.  
[AVXAIRCRAFT.COM](http://AVXAIRCRAFT.COM)



**L3HARRIS™**



**McCarthy***From Page 1*

"Russia and especially China are on a trajectory to surpass U.S. capability," McCarthy said. "Both seek to modernize, to man and gain overmatch against the U.S. and our allies. Either you have a sense of urgency today or a sense of regret tomorrow."

Noting that America's adversaries are advancing "unconstrained by a continuing resolution" as the U.S. military is today, McCarthy called on Congress to fund the Army's crucial modernization programs and pass the current and next fiscal years' appropriations "to help us maintain readiness and ensure that our modernization effort is successful."

Opening the Association of the U.S. Army's 2019 Annual Meeting and Exposition Monday, McCarthy noted the Army has "restored readiness across the force," with more than half its brigade combat teams at the highest readiness levels, and "built a foundation to shift the Army's modernization efforts and began the process of replacing the legacy systems that have



McCarthy noted the Army has 'restored readiness across the force.' (AUSA PHOTO)

served us well for the last 49 years."

But he emphasized the need to make a major shift in the way the Army handles information, adopting better ways to process "big data" and artificial intelligence tools while ensuring cyber security.

"The intent is to move the Army from the industrial age processes to the information age of leveraging data as a strategic asset and utilizing private sector technology," McCarthy said.

He said the Army also is developing "advanced systems in hypersonics, di-

rected energy and other tools" to meet the future threats.

McCarthy also talked about moves to increase the Army's "strategic readiness, which is the Army's capability to rapidly mobilize and deploy forces anywhere in the world and sustain the joint force."

He cited a recent rapid mobilization exercise and the upcoming Defender Europe 2020 exercise "to rehearse and validate how we would respond to a European crisis. This will be the largest exercise in 25 years," he said.

**McConville***From Page 1*

"We equip people, we don't man equipment, and that philosophy will not change."

The packed Eisenhower Lunch is part of the Association of the U.S. Army's Annual Meeting and Exposition.

The people strategy will address how the service plans to take care of people by recognizing and managing their unique skills, McConville said.

"People don't want to be treated like interchangeable parts in an industrial age process," he said. "They want to be recognized for their unique talents. They want purpose, they want belonging, and they want a pathway to success."

By taking care of soldiers, Army leaders are confident they will "perform better, stay longer, and they will make our Army stronger," he said.

The focus on people will be comple-

mented by the Army's ongoing priorities of readiness, modernization and reform, McConville said.

"We're aggressively pursuing readiness, modernization and reform to make sure we can always fight and win," he said.

The Army has done a "great job" of restoring tactical readiness over the past several years, and now it needs division and brigade commanders to stay focused on it, McConville said. The service also must build its strategic readiness "to make sure we can mobilize, deploy and sustain our forces on the battlefield."

To start, the Army is planning Defender Europe 2020, the largest exercise of its kind in 25 years. That event will be followed by a similar event in the Pacific.

The goal is to work the "entire strategic readiness enterprise"—from ports and railheads to airfields and

pre-positioned stocks, McConville said.

All of these efforts and the Army's six modernization priorities will help the service compete with near-peer adversaries.

"We find ourselves once again facing threats of great-power competition and the specter of large-scale conflict," he said. "And we have the opportunity to ensure that our Army remains the most dominant land force in the world for the next four decades, but we have to adapt."

Everyone has a part to play as the Army moves forward, McConville said.

"America needs the Army to be ready, and we are," he said. "America needs the Army to invest in the future, and we are. And as a result, America's Army will never be outgunned, it will never be outranged, and it will never be overmatched."

## Grinston's 'This is My Squad' initiative will empower NCOs

From fitness and nutrition to mastering the fundamentals, Sgt. Maj. of the Army Michael Grinston wants to empower noncommissioned officers to take care of their soldiers and build cohesive teams.

In remarks Monday during a forum at the Association of the U.S. Army's Annual Meeting and Exposition, Grinston called on the audience, many of them NCOs, to focus on an initiative he calls "This is My Squad."

"This is my squad, I don't let anything happen to my squad," Grinston said. "It shows ownership, something you're proud of. This is going to be the driving force."

That mentality can drive a lot of change as the Army works to combat challenges such as suicide and sexual assault.

"We've got a lot of work to do with that," he said. "I want you to think, 'This is my squad. What are the positive aspects I can reinforce?'"

During his remarks, Grinston also



Sgt. Maj. of the Army Michael Grinston outlined several of his key initiatives, including a renewed focus on mid-grade NCOs, particularly staff sergeants. (AUSA PHOTO)

outlined several of his key initiatives, including a renewed focus on mid-grade NCOs, particularly staff sergeants.

"Staff sergeants are the ones we need to be drill sergeants, to be recruiters, for [security force assistance brigades]," he said.

"Almost everything hinges on the staff sergeant."

This is why Grinston said he's look-

ing at ways to stabilize these NCOs so they have time to master their craft.

"We're trying to look at that, so when you go out ... you've been grounded in the fundamentals of your job," he said.

Grinston also emphasized the importance of the new Expert Soldier Badge, which tests soldiers on fundamental soldier tasks, the new Army Combat Fitness Test, and balanced nutrition.

## Massive 2020 exercise will foster readiness in Europe

A massive multinational exercise set to begin in April is "the right type of exercise" to foster readiness in Europe, a senior U.S. commander in the region said.

"This exercise is part of preparedness," Lt. Gen. J. T. Thomson, commander of NATO Allied Land Command, said about the upcoming Defender-Europe 2020.

Thomson spoke Tuesday at a forum at the Association of the U.S. Army's Annual Meeting and Exposition, where panelists discussed the forthcoming exercise, the largest deployment of U.S.-based land forces to Europe in the last quarter-century.

Based on a fictional scenario set in 2028, the exercise will include 37,000 participants from 18 nations, conducted across 10 host countries.

The exercise springs from a sense of urgency surrounding events in Eu-



Defender-Europe 2020 will be the largest deployment of U.S.-based land forces to Europe in the last quarter-century, panelists said. (AUSA PHOTO)

rope in 2014, said Lt. Gen. Christopher Cavoli, commanding general of U.S. Army Europe.

Although the Army has practiced force projection for years, Cavoli said, "now it's time to practice it at scale."

"We want to show potential adversaries we have the potential to win a war if deterrence fails," said Maj. Gen. John Richardson, deputy chief of staff

of operations, G-3/5/7, at U.S. Army Forces Command.

Noting that the U.S. and partner nations previously have held exercises on the defense of Europe, panelists said, this one will draw on previous lessons in order to address new threats.

"Our threats have changed," Thomson said, noting, "ours is an alliance that has to adapt."



## Rewards outweigh risks for Army leaders on social media

Senior military leaders would do well to engage on social media, because that's where their troops are, media-savvy panelists said to an audience that live-tweeted their comments.

The comments and live-tweets occurred Monday during a forum at the Association of the U.S. Army's Annual Meeting and Exposition.

Steve Leonard, who created the popular [Doctrine Man](#) comic strip, echoed a social media post from [Gen. Robert Abrams](#), commander of U.S. Forces Korea, who wrote last week that senior leaders need to "get on the bus" of social media.

"There are a lot of people on the bus, and a lot of empty seats," Leonard said during the forum.

Leaders should fill the seats before others jump in to take them, he said.

The five panelists, including retired Sgt. Maj. Kenneth Ramos, who



Steve Leonard, creator of the Doctrine Man comic strip, said senior leaders need to 'get on the bus' of social media. (AUSA PHOTO)

revealed himself as an admin for the popular [U.S. Army W.T.F.! Moments](#) network, and [Maj. Megan Jantos](#), a public affairs officer who also moderated the session, acknowledged that being on social media can be risky for military members.

The risks, though, are overstated, said [Brig. Gen. Patrick Donahoe](#), the

deputy commanding general for operations at Eighth Army.

Twitter, in particular, offers another component of professional reading and allows leaders to engage in lively, relevant discussions.

"The richness of the discussion outweighs the risks," Donahoe said.

The risks can be mitigated, Donahoe said, by observing the "don't be stupid" rule.

First Lt. Kelsey Cochran, who tweets as [@LadyLovesTaft](#), said she does not feel overly vulnerable despite sharing many private details of her life on social media.

"I share the level of detail that I'm comfortable with," Cochran said, adding that she tries to humanize soldiers and build rapport with her audience.

Audience members gave real-time feedback on the discussion, with their hashtag-specific tweets being displayed on a large screen.

### GIVE YOUR TEAM THE POWER TO MEET EMERGENCY DEMANDS

For the last decade, Kipper Tool has supplied the Army with KIT HEPPOE.

Designed as a complete solution for construction and combat tasks, this kit comes with hydraulic, pneumatic, and electric powered generators, tools, and accessories stored in high-density protective foam.

### THANKS FOR VISITING US AT AUSA 2019!

Let's keep in touch!  
View our inventory or request more  
information online at [www.kippertool.com](http://www.kippertool.com).

## KIPPERTOOL®

800.295.9595 | [sales@kippertool.com](mailto:sales@kippertool.com)  
[www.kippertool.com](http://www.kippertool.com)



## Leaders hear family concerns on PCS moves, housing

The Army is looking for ways to make PCS moves easier for soldiers and families, but Army Chief of Staff Gen. James McConville is not in favor of moving families during off-peak season.

“[S]ome people are talking about, ‘Hey, we’ll move soldiers off peak’—I don’t sign up for that,” McConville said during a senior leadership town hall Tuesday at the Association of the U.S. Army’s Annual Meeting and Exposition.

Families tend to move in the summer—the peak permanent change-of-station moving season—because children are out of school, he said.

“I sign up for making less moves or stabilizing people longer, but we’re not going to have the soldier moving in March and the kids getting pulled out of school,” he said. “I don’t support that.”

While no changes are being announced yet, McConville said, senior leaders want to receive feedback.

Secretary of the Army Ryan McCarthy and Sgt. Maj. of the Army Michael Grinston were also on stage to address questions and comments.

When the top leaders were asked about longer assignments at duty stations so families can have stability, McConville said it was a good idea—a response that received applause from the audience.



Army Secretary Ryan McCarthy, from left, Chief of Staff Gen. James McConville, and Sgt. Maj. of the Army Michael Grinston address family concerns at the town hall. (AUSA PHOTO)

McConville addressed the talent management system, adding that he doesn’t see why people can’t stay in the same location for several years at a time.

“Part of the future that we see in the talent management system is we do look at preferences ... where you want to go and what you want to do,” McConville said.

Adding, “If we can accommodate that, why shouldn’t we?”

Although soldiers may need to move around for career development, the future may mean getting away from the “industrial age personnel management system, where everyone moves every three years,” just because that’s the way the Army’s always done it, he said.

### Housing problems continue

During a family forum earlier in the day, Army leaders heard a torrent of complaints from soldiers and family members over challenges they’ve faced with poor housing conditions and permanent change-of-station moves.

In response, the Army leaders tried to assure the room full of spouses and soldiers that they are acutely aware of the concerns and are working to correct the problems, including finding ways to better inform Army families of their rights and ensure their complaints get to their unit and installation leadership.

Maj. Gen. Timothy McGuire, acting commanding general of the U.S. Army Installation Management Command, conceded that the Army “broke faith with soldiers and families” with the management of privatized housing, and leaders “are moving to solve the crisis.”

“We’re in this for the long term,” he said, and have developed “a campaign plan” and put a four-star general in charge.

“We are determined to get it right.”

This includes preparing a handbook to inform soldiers of the 10 rights they have relating to their housing and creating hotlines to allow easier reporting of problems. The Army also has received commitments from the housing contractors to clean up and improve houses, he said.



With her husband Master Sgt. Gustav Anderson by her side, Krista Anderson asks a question during a family forum on Army housing and PCS moves. (AUSA PHOTO)





# NO MATTER WHERE FUTURE WARFIGHTERS ARE CALLED WE STAND WITH THEM.

ATEC is a joint venture of Honeywell and Pratt & Whitney—two unique and trusted companies with a combined 160+ years in military technology.

Together, we stand ready for every mission, every time.



A JOINT VENTURE OF

**Honeywell**



**Pratt & Whitney**  
A United Technologies Company

**ATECAdvantage.com**



## Ham outlines strategic plan to AUSA chapter leaders

The Association of the U.S. Army is focusing its efforts on a strategic plan with an eye toward 2025, retired Gen. Carter Ham, AUSA's president and CEO, told the association's chapter leaders.

The strategic plan, which is a directive from AUSA's Council of Trustees, aligns with a significant year for both the Army and the association—the Army's 250th birthday and AUSA's 75th anniversary, Ham said.

"It's far enough in the future so that our thinking doesn't need to be captured or confined to the realities of the next budget cycle, and we can stretch our thinking a little bit," Ham said.

Ham, speaking Sunday at the AUSA Chapter Presidents Dinner, told the chapter leaders that a strategic planning facilitator will meet with them during AUSA's Annual Meeting and Exposition for input on "how we might best posture ourselves for an operating environment that's probably going to be different than today."

The annual meeting ran Monday through Wednesday at the Walter E. Washington Convention Center in Washington, D.C.

Ham also lauded attendees for their efforts over the past year as AUSA



Retired Gen. Carter Ham, AUSA president and CEO, told the association's leaders about focused efforts on a strategic plan for 2025. (AUSA PHOTO)

approaches record membership numbers, but he urged continued improvement.

"What I'd really ask you to focus on in this coming year is to find ways to collaborate with each other," he said. "Share your ideas and best practices. Contribute to *AUSA Extra*, send us your stories for the website, help us share and highlight the great things you are doing, and in so doing, help

our association continue to improve."

He also encouraged the chapter leaders to continue supporting the Army's recruiting and retention efforts.

"Our challenge is to help the Army make a difference," he said. "Find more and more ways to support recruiters in your chapter. That includes Army National Guard and Army Reserve. Help get access to high schools, colleges and junior colleges."



Ham encouraged the chapter leaders in attendance to focus on collaboration with each other in the coming year. (AUSA PHOTOS)



## Gary Sinise & the Lt. Dan Band thrill crowd at AUSA 2019

**G**ary Sinise & the Lt. Dan Band rocked the house Tuesday evening at the Walter E. Washington Convention Center.

“Gary Sinise and the Lt. Dan Band always bring energy and enthusiasm,” said retired Gen. Carter Ham, president and CEO of the Association of the U.S. Army. “The concert is an opportunity to say thank you to all those who have served and sacrificed—the Gold Star families, the wounded warriors. This is a celebration for their service.”

The band’s performance, co-sponsored by Veterans United, took place on the second day of AUSA’s Annual Meeting and Exposition in Washington, D.C.

“This crowd is always so appreciative, so friendly, and just pumped up after a couple of days out on the floor doing this stuff,” Sinise said. “Everybody just comes in here and wants to have a good time.”

Sinise and the Lt. Dan Band, named after his character in *Forrest Gump*, have been performing on military bases around the world for more than 16 years to entertain troops and raise



Former Staff Sgt. David Bellavia, Medal of Honor recipient, right, shows Gary Sinise his medal during a meet-and-greet before the Lt. Dan Band concert. (AUSA PHOTO)

money for disabled veterans.

In 2011, Sinise created the Gary Sinise Foundation to provide entertainment, support and acts of appreciation for active-duty service members, veterans, first responders, wounded warriors and their loved ones.

Sinise, who has been supporting

veterans and the military community since the 1980s, was presented with the George Catlett Marshall Medal—AUSA’s highest award—in 2017 for his work.

“It’s always a friendly crowd and great spirit,” Sinise said. “I appreciate being able to come.”

## Army needs to acquire and retain civilian talent for success

**T**he Army needs talented civilians, and it should streamline how it brings them into the force, panelists said Wednesday during a forum at the Association of the U.S. Army’s Annual Meeting and Exposition.

“We need to shorten the hiring time and improve the acquisition of talent,” said Carol Burton, director of the Civilian Human Resources Agency for the Army deputy chief of staff for personnel.

Noting that the hiring process for civilians typically takes 180 days—during which time prospective candidates may go somewhere else—Burton said: “It’s time to change.”

Civilians bring high value to the Army, panelists agreed.

“They are the most cost-effective

way of getting something done,” said E. Casey Wardynski, assistant secretary of the Army for manpower and reserve affairs.

“They are the backbone of our force,” he emphasized.

The Army needs not only to acquire civilian talent but also to retain it, panelists said.

The key to keeping talent, they said, is to be a good employer.

“Our civilians want to be value-added,” said Lt. Gen. Todd Semonite, commander of the U.S. Army Corps of Engineers, which employs 35,000 civilians.

The non-uniformed force has proved crucial to the mission, Semonite said.

“We cannot do our jobs without civilians.”



Lt. Gen. Todd Semonite said the non-uniformed force has proved crucial to the Army’s mission. (AUSA PHOTO)



## Scenes from AUSA 2019



Army Chief of Staff Gen. James McConville sits in the cockpit of Bell's new Vertical Take-Off and Landing aircraft on the annual meeting's exhibit floor. McConville is the first Army aviator to hold the position of chief. (AUSA PHOTO)



Sgt. Maj. of the Army Michael Grinston greets Medal of Honor recipient retired Master Sgt. Leroy Petry before the Sergeant Major of the Army's Award Luncheon on Monday. (AUSA PHOTO)



New technology, educational opportunities and networking exchanges were just a few of the exhibit hall offerings. (AUSA PHOTO)





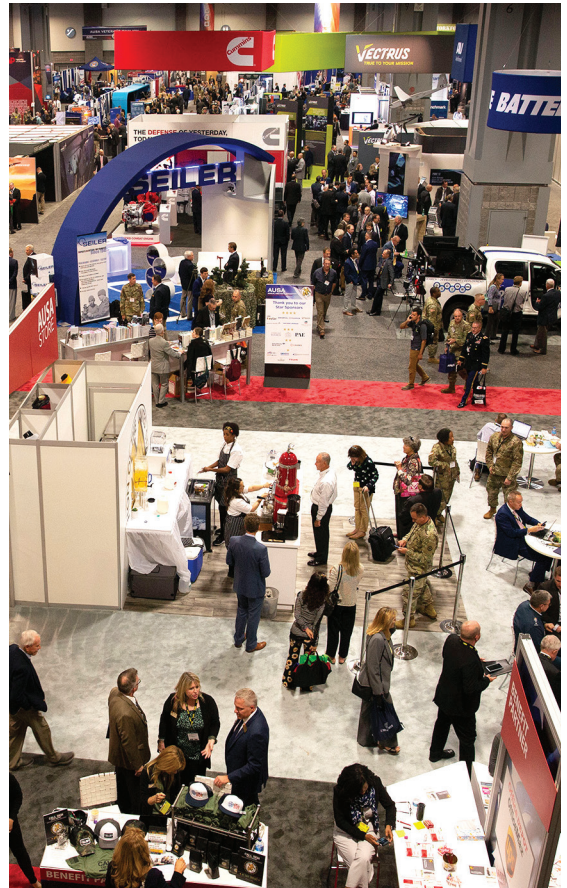
Soldiers speak with one of the more than 650 organizations that exhibited this year. (AUSA PHOTO)



An attendee plays a video game inside the Army esports team's specialized vehicle. The team is part of an effort by U.S. Army Recruiting Command to better connect with potential recruits. (AUSA PHOTO)



Gen. Michael Garrett, commander of U.S. Army Forces Command, greets an attendee after an Institute of Land Warfare Contemporary Military Forum on readiness through 2022 and beyond. (AUSA PHOTO)



Soldiers, family members, veterans, defense industry representatives, Army civilians, retired soldiers and more interact on the exhibit floor. (AUSA PHOTO)



AUSA'S ILW HOT TOPICS

# RUSSIA | CHINA

**30 OCTOBER 2019**

**GEN Gordon R. Sullivan Conference & Event Center  
Arlington, VA**

**AUSA MEMBERS SAVE UP TO \$225!\***



**REGISTER TODAY**  
**WWW.AUSA.ORG/RUSSIA-CHINA**

\* Compared to onsite, non-member pricing. No charge for military/government.



**ASSOCIATION OF THE  
UNITED STATES ARMY**

**EVENT**

Hayley Rollins  
hrollins@ausa.org

**SPONSORSHIP**

Gaye Hudson  
ghudson@ausa.org