



'The Army's 156 installations must be ready, secure and capable of deploying and sustaining forces in contested environments, anytime and anywhere,' Beehler said. (U.S. ARMY/SPC. LISA ORENDER)

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# Army installations face emerging threats

**T**he Army must have installations that are ready, modern and able to project lethal power wherever and whenever called upon, a senior Army leader told members of the House Armed Services Committee.

"As our installations evolve and rise in their importance to operations, emerging threats have simultaneously presented additional challenges to our installations," said Alex Beehler, assistant secretary of the Army for installations, energy and environment, in prepared remarks for a hearing Oct. 16 before the HASC subcommittees on intelligence and readiness.

Threats to installations are generally categorized under three headings, Beehler said: cyber, physical and natural.

He quoted the 2018 National Defense Strategy, which says that during conflict, "attacks against our critical defense, government, and economic

infrastructure must be anticipated."

While installations are prepared for physical attacks, supporting infrastructure such as water, energy and cybersecurity resources are much less likely to be able to prevent that possibility, Beehler said.

The consequences of extreme weather events are also a major concern for leaders, he said, particularly since it is likely that the Army will be called upon to assist with humanitarian disaster relief.

"The Army is in the process of integrating cybersecurity into its overall installation management plans and guidance," Beehler said, specifically for Facility-Related Control Systems that ensure reliable power for missions.

A key accomplishment has been the establishment of a benchmark assessment system for risk and specific vulnerabilities at these locations.

To increase energy resilience, com-

prehensive assessment plans to help commands identify gaps and solutions are being developed at all Army installations. Beehler said that the first set of these plans, which covers the top mission-critical priority installations, should be completed by the end of the calendar year.

The U.S. Army Corps of Engineers has been developing "an interactive climate vulnerability assessment tool to evaluate the near-term vulnerability of Army installations" for extreme weather events, Beehler said.

The tool, focused on specific threats such as coastal and riverine flooding, drought, desertification, wildfire and permafrost thaw, will be available to installations in early 2020.

"The Army's 156 installations must be ready, secure and capable of deploying and sustaining forces in contested environments, anytime and anywhere," Beehler said.

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## Soldier-athletes take top spots in 35th Army Ten-Miler

**S**oldiers took first place in both the male and female categories at the 35th annual Army Ten-Miler race, which was held Oct. 13 at the Pentagon.

Spc. Lawi Lalang finished with a time of 48:38, and Spc. Elvin Kibet was the first female finisher at 54:05.

The Association of the U.S. Army has been the race's lead sponsor since its inception in 1985, and the race typically takes place the day before the opening of the AUSA Annual Meeting and Exposition.

All race proceeds benefit the Army's Family and Morale, Welfare and Recreation program.



Spc. Lawi Lalang, left, and Spc. Elvin Kibet, both members of the All-Army team, finish first in the male and female categories at the Army Ten-Miler. (U.S. ARMY PHOTOS)

## Army making advances in 'war for talent,' leaders say

**T**he Army is putting its talent management overhaul to the test via the Army Talent Alignment Process.

The goal is to help the Army better manage its personnel while giving them more visibility and flexibility in their careers, said Maj. Gen. J.P. McGee, director of the Army Talent Management Task Force.

Talent management is a top priority for senior Army leaders as they work to recruit and retain the best people while positioning the force for what officials are calling a renewed era of great-power competition.

"The Army is in a war for talent as we seek to deal with near-peer competitors," McGee said. "We're dealing with rapid change in technology, and we can't equip the Army to adapt to that changing technology with an antiquated system."

The Army Talent Alignment Process, or ATAP, is a decentralized, market-style hiring system that aligns officers with their job preferences, according to the Army.

By the end of October, most active-duty officers and units will participate in the ATAP for their summer 2020 assignments.



Talent management is a top priority for senior Army leaders as they work to recruit and retain the best people while positioning the force for what officials are calling a renewed era of great-power competition. (U.S. ARMY/SGT. LASHIC PATTERSON)

The idea is to change the officer career path from the current industrial age process, where they can be locked into a military specialty with prescribed steps, McGee said Oct. 15 during a Warriors Corner session at the Association of the U.S. Army's Annual Meeting and Exposition.

The ATAP seeks to shift the force to an information age process that would understand the unique talents and interests of its officers and allow them and the Army to make the best

use of those talents, he said.

The new process would provide much more flexibility and transparency for the officers and could enable them to change specialties and set a new career path.

As the ATAP develops, it's putting in place ways to gain much better data on its officers and their talents and interests, McGee said.

That data will then be used in addition to an officer's experience and record of performance, he said.

## Spouse employment critical as Army seeks to retain much-needed talent



Frequent moves can create challenges in finding jobs, securing advancement opportunities and maintaining a steady career for spouses. (U.S. AIR FORCE/AIRMAN 1ST CLASS MERCEDES PORTER)

**T**he Army and Defense Department are putting more and more emphasis on tackling military spouse unemployment as the military increasingly sees the issue as critical to retaining the talent it needs in the ranks.

"We recruit the service member, we retain the family," Marcus Beauregard, director of DoD's state liaison office, said while speaking Monday on a panel at the Brookings Institution.

Most military families make the decision to stay or leave the service around the kitchen table, he said, and DoD is cognizant of that.

Senior Pentagon leaders, Beauregard said, understand that taking care of families is "an important part of the strategy to maintain lethality," and they're looking to add language about taking care of military families into the National Defense Strategy "because it is essential."

Frequent moves, whether across state lines or abroad, can create challenges in finding jobs, securing advancement opportunities and maintaining a steady career for spouses who are not in the military, especially if they need to fulfill licensure requirements.

"The Department of Labor put to-

gether a program to educate state boards on how better to serve military spouses based on best practices from several states," Beauregard said.

Several states have now implemented laws requiring or encouraging boards to grant expedited applications, temporary licenses, or license recognition, such as through an interstate licensing agreement that allows people in certain occupations to practice in other states.

DoD has worked with the Department of Labor to create resources for military spouses looking for jobs, such as the License Recognition for Military Spouses guide.

"We see the Department of Labor as a good, solid partner," he said. "Even when they're not partnering with us, they're considering the military spouse experience."

Additional resources are also available through DoD's Spouse Education and Career Opportunities website and the Military Spouse Employment Partnership, which connects spouses with hundreds of employers who are committed to hiring and retaining them.

Beauregard said the partnership has helped connect military spouses into almost 140,000 jobs through its process.

# AUSAExtra

*Voice for the Army –  
Support For the Soldier*

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## AUSA, Army Recruiting Command ramp up partnership

**T**he Association of the U.S. Army is partnering with U.S. Army Recruiting Command so it can better share the Army story and help the service recruit qualified young men and women into the ranks.

To solidify this partnership, AUSA and Recruiting Command on Oct. 15 signed a memorandum of understanding that will keep AUSA and its chapters informed of key Recruiting Command messages and initiatives so they can help promote the Army message to external audiences.

The memo was signed by retired Gen. Carter Ham, AUSA's president and CEO, and Maj. Gen. Frank Muth, commander of Recruiting Command.

"The objective is to find innovative ways to reach out to key influencers in local communities, sharing the Army story and increasing our ability to recruit strong young men and women into the Army ranks," the memo says.

The agreement also calls for regular meetings between AUSA and Recruiting Command leaders to "advance collaboration and progress."

The Army met its recruiting goal this year, but it has struggled to fill



Maj. Gen. Frank Muth, commander of U.S. Army Recruiting Command, speaks at the 2019 AUSA Annual Meeting and Exposition. (AUSA PHOTO)

the ranks in recent years.

During the AUSA Annual Meeting and Exposition, Muth said that when the Army missed its 2018 recruiting goal, leaders took a deep dive into what drives the newest generation of recruits.

This led to several new initiatives, including adding more recruiters and creating esports and fitness teams to better reach Generation Z.

The Army recognizes the need to change as it focuses on developing its future leaders, some of whom are com-

ing into the Army now, Muth said.

Speaking at an Oct. 13 dinner for AUSA chapter leaders, Ham encouraged them to continue supporting the Army's recruiting and retention efforts in the coming year.

"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."

[Read the full memorandum here.](#)

## Longtime AUSA volunteer, leader remembered for service

**R**onald Markarian, a longtime leader and founder of the Association of the U.S. Army's Central California chapter, passed away on Oct. 12. He was 88.

Markarian retired as a colonel from the U.S. Air Force in 1980, after 30 years of service. He then joined the California State Military Reserve, where he rose to the rank of major general and served until 1995.

His many years of military service included 116 combat reconnaissance missions during the Vietnam War, for which he was awarded two Legion of Merit awards and a Bronze star.

After retirement, he served in a variety of leadership roles in military, veteran and public service organiza-

tions, including AUSA. He also served as an Army Reserve Ambassador.

"For almost forty years, since his retirement from the U.S. Air Force, Ron has been a champion among advocates for soldiers, families and this association," said retired Gen. Carter Ham, AUSA's president and CEO.

"From founding the Central California chapter in 1982 through his many positions at the chapter, state and region level, culminating in his service as the Sixth Region president from 1991 through 1996, Ron brought to each of these positions a tremendous desire to help," Ham said.

At the national level, Markarian served on the Chapter Development and Leadership, National By-laws,

and Chapter Operations committees, where his positive contributions still influence the association today, Ham said.

For his significant contributions to the advancement of AUSA's mission, Markarian received the Major General Anthony J. Drexel Biddle Medal, one of AUSA's national awards, in 2002.

"Ron Markarian was a giant among those who unselfishly gave their time and talent to make this a better country, a better Army, and a better association," Ham said. "We all stand in his debt."

A funeral service is scheduled for 10 a.m. Monday at the Fresno Veterans Memorial Auditorium in California.

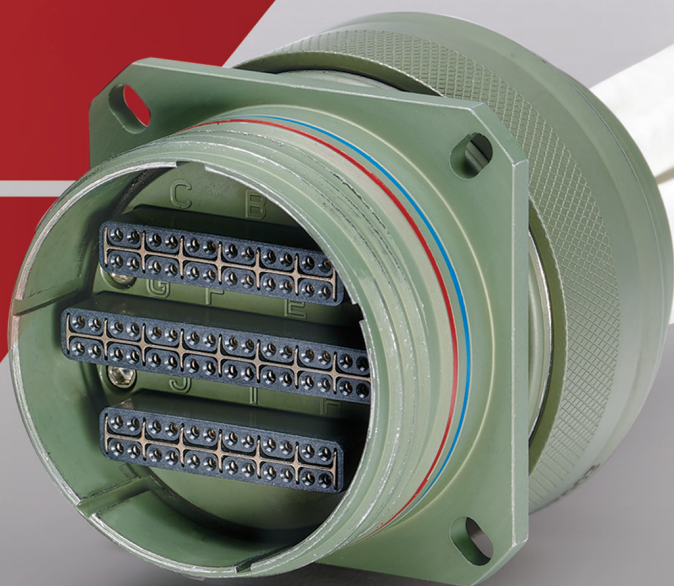


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## Future soldiers sworn in at ‘Meet Your Army’ event

By Naved Aly

**T**he Association of the U.S. Army’s Houston Metroplex chapter and the Army’s Huntsville Recruiting Company on Sept. 11 hosted a “Meet Your Army” ceremony to serve the Texas communities of Huntsville, Conroe, Nacogdoches, Lufkin and Cleveland.

As the nation reflected on the horrors of the 9/11 terrorist attacks, several Army recruits proudly lined up to take the oath of enlistment near a memorial wall at the H.E.A.R.T.S. Veterans Museum in Huntsville, Texas, that honors every fallen service member from the state since 9/11.

Lt. Col. Barry Winnegan, commander of the Army’s Houston Recruiting Battalion, talked about the importance

### Houston Metroplex

of a strong citizenry that allows for a world-class military capable of supporting the challenges our nation continues to face in an uncertain world.

In an effort to preserve the legacy of strong citizen-soldiers serving in the Army, U.S. Army Recruiting Command and the Houston Metroplex chapter hold many military swearing-in ceremonies such as this one.



Retired Gen. Carter Ham, far left, stands with the new recruits, Houston Metroplex chapter members, and Houston Recruiting Battalion soldiers at the ceremony. (AUSA PHOTO)

These ceremonies serve as a symbol of America’s continued commitment to defending the nation, remembering those who have gone before us, and placing our trust in the next generation of citizen-soldiers.

Retired Gen. Carter Ham, AUSA president and CEO, spoke at the ceremony about how memorials play a significant part in not only honoring the fallen but allowing for their families and citizenry to mourn, remember and reflect on the lives lived.

Ham also thanked the future soldiers for their service and courage.

Three recruits, Afe Bukunmi, Darien Coker and Frederick Owens, were from

the local Premier High School.

At the event, chapter president Liza Garza brought together local community leaders to sign an Army Community Covenant in support of relationship initiatives between the Army and the community.

The event concluded with Huntsville city leaders thanking the Huntsville Recruiting Company for maintaining a presence in the community and opening up important discourse between the local citizens and the Army.

**Naved Aly** is the Houston Metroplex chapter’s vice president for JROTC and Legislative Affairs.

## Fundraiser to benefit scholarships, military assistance fund

**T**he Greater Los Angeles chapter of the Association of the U.S. Army is planning to host its Stars and Strikes Bowling Fundraiser on Nov. 2 at the Fountain Bowl facility in Fountain Valley, California.

The event is open to all ages and skill levels, and you can sign up as a single or a team of five before Oct. 28 at <http://ausaglac.info/>.

The cost is \$30 per player, which includes ball and shoes, and one pizza and a pitcher of soda per team.

Prizes will be given for the highest

male and female score, as well as for the best patriotic costumes.

There will also be raffle drawings and giveaways, and karaoke at the end of the tournament.

All proceeds will benefit the chapter’s Omar Bradley scholarship fund

for ROTC and JROTC students, and the chapter’s Military Assistance fund, which provides emergency help for soldiers, veterans and their families.

For more information, contact Patti Mente at [patti.mente@ngc.com](mailto:patti.mente@ngc.com).



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