

UNITED STATES ARMY WARRANT OFFICERS ASSOCIATION

THE QUIET PROFESSIONALS®

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Could Congress Come For Your COLA?

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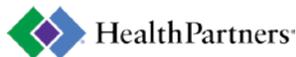
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Investing In Our Future

By CW5 (Ret) Joachim Consiglio
National President

& CW5 (Ret) Jim White
National Vice President

I would like to highlight some challenges facing USAWOA, and how you can help us mitigate the risk. Our association provides a forum to help the cohort and the Army meet its ongoing challenges through effective communication with our Members. The three most significant challenges facing USAWOA are:

1) Retaining existing Members:

We often state that “recruiting is the responsibility of every Member,” but retention of our existing membership is just as – if not more – important. This is my number one association priority, and I need every single USAWOA Member to make it theirs. I need your help stressing the significance of membership with every Member in your Chapters, as defined by National Vice President CW5 (Ret) Jim White. Emphasize recruiting and retaining membership, and fostering a growing sense of community throughout our Regions.

2) Improving our posture and leadership at the Army level, supporting the hard work of our senior Warrant Officer leaders in all three Army components: Every Chapter president should repeatedly stress the utility of Chapter activities as excellent platforms for mentoring relationships between junior and senior Warrant Officers in an informal environment. You should also consider Chapter sponsorship of professional development seminars in cooperation with local commanders.

3) Increase awareness of our national-level representation of Warrant Officers: Increasing our numbers strengthens the hand of National Executive Director CW4 (Ret) Jack Du Teil, when he is fighting for our issues on Capitol Hill, as president of The Military Coalition (TMC). Simply put, a non-member attendee at your Chapter meeting is not only forbidden to vote *there*, but his or her voice is not counted in Washington, DC, either (and we

are legally required to periodically report these numbers).

I also ask you to help make enhancements to help our great association. Share innovative Chapter activities in the Newsliner’s “Chapter News,” and get involved with national-level efforts, such as the Membership Enhancement Project (MEP). Successful associations focus on continual improvement (not sitting on their laurels) and looking forward to building on greatness.

I am confident that by working collectively we can meet these challenges, and it is with the desire to fervently champion the Warrant Officer cause that I ask that you take an active role in your communities to help us improve our posture. As a motivational tool, I ask that you recognize Members for their achievements and hard work.

I also want to highlight a membership recruiting program we have put in place to help us on the recruiting and retention front, called Strive for Five. I hope all Members participate in this, because *over the past 12 months, our membership has dropped from 5,211 to 4,853 – a shocking decrease of 6.9%, in just one year!*

Strive for Five Defined

You may have heard of some campaigns in the past such as “Each One Bring One,” or “Bring Back a Buddy.” While all were successful during their run, they eventually just faded away.

I believe that what made those campaigns work in the past can still work today, using a “something old and something new” approach. Strive for Five will utilize our membership base to reach out to our Warrant Officer population, and see if we can once again breach that 7,000-member mark. In so doing, it will reward our Members for their recruiting efforts.

The campaign period will be the year between 1 July and 30 June, the following year (the awards period for all national-level annual awards). Every Member who recruits five or more Members will have his or her name

published in the *Newsliner*.

At the AMM the winners will be honored at the AMM Banquet and Ball. Additionally, the highest recruiter will receive the following:

- Award certificate
- AMM registration and dinner meal paid by the association
- \$50 gift card
- The Honorable Order of the Eagle Rising award (level will be determined based on recruiting numbers and winner’s previous awards)

Additional rules:

- To be counted, new member applications must be on manual membership forms, delivered/mailed to the national headquarters.
- Recruiters must place their own name and member number in the bottom right corner of each member application they submit.
- For security reasons **do not submit applications containing credit card information via unsecure email** – all such applications will be either mailed to USAWOA headquarters, or faxed to 703-742-7728.

I challenge all Members to reach out and recruit as many new Members as possible. We understand in today’s world it is difficult to recruit new members into *any* organization. People want to know the benefits of membership and “what’s in it for me?”

A great publication to reference is our latest December edition of the *Newsliner*. This quality magazine captures all of the association’s accomplishments, initiatives, and actions. It lays out our Executive Director’s interaction with TMC, and other major organizations we partner with. In addition to his work, you can see how the national leadership engages with senior leaders in the Army, concerning Warrant Officer issues.

As always, thank you for your dedication and support of your local communities, and our magnificent Corps. 🇺🇸

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Tip of the Month

As reported in the June/July 2021 *Newsliner* magazine, USAWOA is now a 501(c)(19) nonprofit Veterans Service Organization.

This means that henceforth, all donations to our association are considered tax deductible! ■

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From The Editor's Desk

By CW4 (Ret) Jack Du Teil

Executive Director

On the Cover

As Congress begins the process of reconciling the House and Senate versions of the National Defense Authorization Act of 2022 (NDAA 2022), this month's cover features a picture of the U.S. Capitol. On page 6, read about a huge legislative victory already included in this bill. Also, read the article on page 7, describing what may well be our biggest challenge in the very near future.

Professionalism and Representation

USAWOA is fortunate to regularly feature informative articles in this publication from important senior Warrant Officer leaders. Read the article on page 8, by CAC CCWO CW5 Steve Kilgore, in which he shares his perspectives on modernizing our cohort. On page 11, the 8th Chief Warrant Officer of the Adjutant General Corps shares his views on the importance of "owning our expertise."

The Army Talent Management Task Force has completed several important initiatives over the past year. Read about the latest of these, impacting active component Aviation Warrant Officers, on page 18.

On page 3, National President CW5 (Ret) Joe Consiglio and National Vice President Jim White discuss the importance of "investing in our future," stressing the importance of membership recruiting and retention, and spreading the word about what USAWOA does. Meanwhile, on page 20, read about the storied history of Warrant Officers in the Signal Corps.

Recognition

Corporate Partner Excelsior College will join us at the 49th Annual Meeting of the Members later this month. On page 17, read the story about the important impact higher education had on one Veteran's life. As always, please enjoy reading the latest news from our wonderful USAWOA Chapters, beginning on page 14. 🇺🇸



NDAА 2022 Will Include Incentive Pay Parity!

By CW4 (Ret) Jack Du Teil

National Executive Director

On the evening of 23 September 2021, the House of Representatives passed the bipartisan fiscal year 2022 National Defense Authorization Act (NDAA), including the provisions from the National Guard and Reserve Incentive Pay Parity Act.

This would require the military to provide Reserve and National Guard service members with incentive and special duty pays at the same rate as their active-duty counterparts. Current legislation caps the amount of pay that members of the National Guard and Reserves receive to a fraction of what those on active duty receive.

As reported last month, in the September Newsliner, the provisions of this bill have already been included in the Senate version of NDAA. Consequently, USAWOA and its partners in The Military Coalition (TMC) look forward to seeing this signed into law later this year!

Achievement of this longstanding TMC Guard and Reserve Committee goal is a *huge* victory, many years in the making. In response to one comment on USAWOA's Facebook announcement, TMC President CW4 (Ret) Jack Du Teil replied with, "4 years ago I was just the heretic in the woods, together with [Reserve Organization of America's (ROA's)] Susan Lukas...now the dream has come true, thanks to a lot of hard-working folks in the Coalition, and on the Hill!"

Although parity of *all* incentive and special duty pay has long been a TMC priority, the first major push in recent years began in late 2018, with the planning and introduction of H.R. 2953, the Aviation Incentive Pay Parity Act of 2019.

USAWOA began its advocacy efforts in the January 2019 *Newsliner*, with publication of an article by CW5 (Ret) Paul Merchant, entitled, "Aviation Incentive Pay and the Operational Force." The article brilliantly laid out not only the case for equivalent incentive pays, but

historical perspective indicating this had always been the original intent in Congress (but for funding limitations).

This article was widely distributed on Capitol Hill, together with an Air Force-commissioned Rand study, which concluded raising incentive and bonus pay to fight pilot attrition across the force was a vastly more cost-effective solution than expenditure of additional training dollars.

Despite the valiant efforts of TMC and its partners in the Congressional Guard and Reserve Caucus (co-chaired by Congressmen Steve Palazzo [R-MS] and Tim Ryan [D-OH]), the legislation failed to either pass as a standalone bill, or make it into NDAA 2020. With the nation dealing with COVID-19 the following year, we didn't fare much better, although some success was achieved regarding hazardous duty incentive pay in NDAA 2021.

In January 2021, TMC and its congressional partners decided this might be the year to achieve full parity *in all incentive and special pays*. USAWOA reran CW5 (Ret) Merchant's 2019 article in the February 2021 *Newsliner*. Significant support was rallied in the Senate (where such support had been lacking in previous years), by Senator Tammy Duckworth (D-IL) and her amazing staff.

USAWOA and TMC partners worked closely with a bipartisan, bicameral group of lawmakers, producing letters of support and legislative calls to action (among their members), throughout the year. When the dust settled on 23 September, we collectively achieved what we thought impossible just nine months earlier – inclusion of the National Guard and Reserve Incentive Pay Parity Act in both the House and Senate versions of NDAA 2022!

Thanks go to the tens of thousands who answered calls to ac-

tion earlier this summer, and to all our champions in both TMC and on Capitol Hill! We also thank senior Warrant Officer leaders in all three Army components for raising awareness of this important effort throughout the cohort, and with their senior leaders. Special thanks are also owed to many "unsung heroes" in this effort, a few of whom include:

- Jeremy Christopher (from Congressman Ryan's office)
- Josh Koncar (from Senator Duckworth's office)
- Patrick Large (from Congressman Palazzo's office – for his hard work in 2019)
- Susan Lukas (who has tirelessly partnered with CW4 [Ret] Du Teil, for years)

With both the House and Senate versions of NDAA 2022 finished, the next step is for congressional conferees to meet and reconcile the two documents into a final product that can be passed by both houses of Congress.

TMC will feverishly work to develop its annual matrix of similar provisions in each of the versions, after which TMC committee co-chairs will examine all provisions that differ between the House and the Senate, and note TMC's position on each of them. Each co-chair will forward the three most important issues (from the perspectives of their committees) to TMC President Du Teil, who will write TMC's annual letter to the NDAA conferees.

The resulting letter will be circulated among the 34 organizational voting members of the coalition for approval. With any luck, we might see a completed NDAA by the end of October. 🇺🇸

Could Congress Come For Your COLA?

By Dan Merry

Vice President, Government Relations
Military Officers Association of America (MOAA)



Originally Published: 1 September 2021

Congress has an enduring history of tapping into cost-of-living adjustments (COLA) at the expense of your retired pay, and it could very well happen again.

As we inch toward what could be the largest growth in COLA since 1982, when it came in at 7.4%, we remain guarded as to any current attempts by Congress to reduce, in any fashion, the legislated protections of the purchasing power of retired pay, survivor and Veteran benefits, and Social Security. We have many reasons to be wary of such covert efforts. As we shared late last year, the history of COLA attacks is well documented.

With projected consumer price index (CPI) increases leading to a COLA that might top 6%, the significance of this annual adjustment warrants a close look on two fronts:

1) As noted above, Congress could channel some of the increase into their efforts to control outlays in response to the growing national debt.

2) The high COLA holds broad personal implications – after all, the increase is tied directly to inflation, which results in higher costs across the board, including your TRICARE benefits.

Thankfully, MOAA and The Military Coalition (TMC) have a long history of watching out for our service members, their families, and survivors, especially when it comes to ensuring protection from inflation.

In fact, landmark legislation in 1985 served as the impetus to *create* TMC and established a blueprint of how leadership and followership can be leveraged to change a law before it has a chance to degrade, eliminate, or reduce a service-earned entitlement.

Joining Together

This particular assault on COLA started with the passage of the Gramm-Rudman-Hollings Act, otherwise known as the 1985 Balanced Budget and Emergency Deficit Control Act. At the heart of this legislation was the suspension of automatic, indexed increases such as those tied to the CPI.

Congress enacted a five-year halt to COLA increases in federal outlays, with exceptions for Social Security, Veterans' benefits, and some other programs – *but not for military retiree pay*. President Ronald Reagan signed this legislation on 12 December 1985.

Treating retirees as non-Veterans was unacceptable to two particular leaders, who organized other like-minded advocates to overturn this legislation. Thus became TMC, founded by Col. George F. Hennrikus, Jr., USAF (Ret), from The Retired Officers Association (TROA, now MOAA) and Sgt. Maj. C.A. "Mack" McKinney, USMC (Ret), from the Non Commissioned Officers Association (NCOA).

TROA and NCOA joined 14 others to form The Military Coalition and fight to reverse the legislation omitting military retirees from the exemptions protecting COLA:

- Air Force Sergeants Association (AFSA)
- Association of Military Surgeons of the United States (AMSUS)
- Commissioned Officers Association of the U.S. Public Health Service (COA)
- Fleet Reserve Association (FRA)
- Marine Corps Reserve Officers Association (MCRA)
- National Association for Uniformed Services/Society of Military Widows (NAUS/SMW)
- National Military Family Association (NMFA)
- Naval Enlisted Reserve Association (NERA)
- Naval Reserve Association (NRA)
- Reserve Officers Association of the United States (ROA)
- The Retired Enlisted Association (TREA)
- U.S. Army Warrant Officers Association (USAWOA)
- U.S. Coast Guard Chief Petty Officers Association (CPOA)
- U.S. Coast Guard Chief Warrant and Warrant Officers Association (CWOA)

Showing Strength

How did the coalition tackle this beast of a project, getting a brand-new law reversed? First, the people making

up this new coalition came to the table with years and decades of experience. Of note, Robert W. Nolan, the senior registered lobbyist with FRA and a retired Navy chief petty officer, leveraged his 25 years' experience on the Hill to guide and fuel the efforts. Paramount was the need to stay on message and rely on their strength of 1.3 million active, reserve, and retired members among those associations.

The coalition inundated Congress with 50,000 mailgrams highlighting the projected 22.5% lifetime loss in pay, and the overall inequity of treating retirees as though they were not Veterans. The coalition went public at the National Press Club, to gain wide awareness of the COLA disparities.

Its members and staff visited more than 60 Senators and other key leaders on the Hill – and even held a breakfast to honor the cosponsors and supporters. MOAA (then TROA) kept its members up to date on these activities via The Retired Officer magazine – the information above came from a September 1988 article by the late Col. Paul Arcari, USAF (Ret), then-deputy director of Legislative Affairs.

The strength of the message, delivered by an organized body of experienced representatives from our uniformed services communities representing more than a million constituents, carried the day. President Reagan signed legislation on 21 October 1986, exempting all federal government civilians and military from cuts to their COLA increases.

Today, the coalition has 35 associations, representing nearly 5.5 million members, families, and survivors. 🇺🇸

Editor's Note: As reported in the January – March 2014 issues of the Newsliner, the Gramm-Rudman-Hollings Act was not the last time your military retirement came under attack. The Bipartisan Budget Act of 2013, passed in late December 2013, permanently slashed military COLAs, and would have cost the average Warrant Officer \$110,000 over a lifetime. This was reversed in three months, as a direct consequence of action taken by USAWOA, MOAA, and their TMC partners. Stay tuned for updates and potential calls to action.



Modernizing the Warrant Officer Cohort

By CW5 Steven Kilgore

CCWO, U.S. Army Combined Arms Center and Fort Leavenworth

“No matter how clearly one thinks, it is impossible to anticipate precisely the character of future conflict. The key is to not be so far off the mark that it becomes impossible to adjust once that character is revealed.” Sir Michael Howard

The core of the Army’s mission is to deter, and when necessary, fight and win the Nation’s wars as part of the joint force. The Army is responsible to dominate the land domain of conflict. Military operations in the land domain are foundational to those in other domains, because all military capabilities are based or controlled from land. Army leaders are discussing the Army’s role on future battlefields and how the Army must prepare for that role.

To deter and, when necessary, fight and win against near peer adversaries, what capabilities must the Army develop across the domains of warfare? To dominate the land domain, how will the Army organize and fight? To be multi-domain operations (MDO) ready by 2028 and capable by 2035, what modernized systems and technologies must the Army prioritize?

“During multi-domain operations Army forces, as part of a joint and multinational team, [the Army] employ(s) capabilities from multiple domains to create and exploit the positions of relative advantage necessary for defeating enemy forces and consolidate gains during competition, crisis, and armed conflict.” (Draft FM 3.0, August 2021)

People First

Army Soldiers must train, individually and collectively, to fight as cohesive team members under the most extreme circumstances, while facing enemy forces with robust capabilities across all domains. In the initial phases of crisis and combat operations, Army units may face threats, superior in terms of both numbers and capabilities. The first deploying units require the capability to defend themselves, while providing reaction time and ma-



neuver space for follow-on forces.

Modernizing US Army Soldiers requires a fundamentally different approach to training than the ways we have trained Soldiers over the past 20 years. Holistic fitness is required to develop the necessary resilience, endurance, and physical capabilities Soldiers must have to survive and succeed in large-scale combat operations (LSCO).

Soldiers...every Soldier... must train like their lives will depend on it.... and like the lives of their fellow Soldiers will depend on their preparedness, skills, and abilities.

“Multi-domain operations allow Army forces to employ the capabilities required to enable the joint force, defeat threat stand-off approaches, and provide the land power component of conventional deterrence.” (Draft FM 3.0, August 2021)

Doctrine

Soldiers must know the fundamental ways in which the Army will operate in LSCO to enable mission command. Mission command is essential to battlefield success as it provides the ability to make appropriate decisions, on the spot and at the time of need. Mission command is only possible within a force of Soldiers who operate as trusted, highly trained, and disciplined members of a fit and cohesive team.

The Army is currently rewriting the doctrine that will drive the way we operate in competition and crisis, and how we will fight in conflict.

Army professional military education (PME) is beginning to integrate doctrine even before it is published. This is happening at the Command and General Staff College (CGSC) now. The Faculty at Fort Leavenworth, KS, teach their students from draft doctrine to ensure that – when the new doctrine is published – Soldiers in the field already understand the new expectations and fundamentals.

I encourage all Soldiers to take part in the doctrine reviews that are going on for the next several years. I encourage all Warrant Officer PME schools – from the basic courses through the senior staff education course – to reach out to the CGSC team and find out how they can include developing doctrine into their curricula.

Organizations

For the past 17 years, the Army has operated as a Brigade Combat Team centric force. The Army reconfigured

for ‘modularity’ to enable sustained and repetitive deployments and to ensure deployed brigades had the capabilities required to operate in isolated environments.

The Army is modernizing its force design again. Divisions will again become the decisive tactical maneuver echelon, to ensure the Army’s ability to apply capabilities where needed across the battle space.

The Army is developing two (or more) joint forcible entry divisions and two (or more) penetration divisions, to provide the Army the ability to force its way into a hostile area, gain and exploit the initiative, and maintain a pace of operations and effects that will overwhelm any adversary.

The remaining divisions will have similar headquarters capabilities, but will be configurable to any assigned mission by aligning appropriate brigades and other forces under the division’s command and control.

The Centers of Excellence are optimizing Warrant Officer assignments across the operational force redesign, to ensure the right expert skills and talents are applied in the right organization and at the right echelon. The Army’s success will depend on its Warrant Officers being at the right place, at the right time, with the right expertise.

Training

The Army is modernizing the way it trains in very fundamental ways. Our combat training centers are training rotational units in challenging multi-domain large scale combat operations scenarios now. Home station training capabilities are becoming more robust through range modernization and the incorporation of live and virtual reality training technologies.

The Army is developing systems with the ability to train in virtual, simulation, live, or any combination of these methods. The goal of train-

ing is to prepare our Soldiers for future combat operations and requires methods that must be modernized to enable the most effective training environment possible.

To ensure clear dominance in the land domain, the Army must modernize Soldier and unit training. Training must be tough, realistic, and – as closely as possible – replicate the conditions of the future battlefield.

Every unit must train to be better than the strongest of our adversaries. The newly published Army training doctrine will help guide this effort. *I encourage all of you to read it, know it, and employ it.*

Modernization

The nation’s adversaries have invested much to counter the capabilities the U.S. Army can bring to bear. To ensure clear dominance



in the land domain, the Army must modernize and develop capabilities at a pace that has previously not been possible.

Synchronized and effective operations across all domains – including air, space, cyber, and the maritime domains – and inside the Information space, are key to the Army dominating the land domain in any future conflict.

The Army is conducting an end-to-end look at our equipment, technologies, and capabilities. It has been 40 years since the Army experienced significant total Army modernization and transformation. The Army is now in the midst of a holistic modernization effort that is changing the paradigm of Army modernization.

Modernization efforts are being

characterized by continuous evolution; modernization efforts that are ongoing. Through continuous modernization the Army will maintain its decisive edge and will remain ready to operate effectively in *all* domains.

To ensure dominance in the land domain of future conflict, the Army’s modernization efforts are rooted in six major modernization priorities. They are:

- Long range precision fires
- Next generation combat vehicles
- Future vertical lift platforms
- Modernization of the Army network
- Modernized air and missile defense capabilities
- Improved Soldier lethality.

These priorities will drive materiel and training development through

the Waypoint 2028 MDO *ready* Army, and continuing to – and beyond – the 2035 MDO *capable* Army. Modernization efforts provide the Army capabilities to operate across all domains and maintain its

decisive edge in large-scale combat operations.

Each of the Army’s modernization priorities have significant implications for Army Warrant Officers, and will require the Army to drive change across the Warrant Officer cohort.

Leader – Expert Development Developing Warrant Officer Leader-Experts for the MD-LSCO Capable Army

The Army is taking a look at which modernized capabilities will require new Warrant Officer skills or MOSs to operate, sustain, manage, administer, and integrate these systems, to ensure their most effective employment.

Warrant Officers will remain small in number, but must be large in impact.

The Warrant Officer cohort must look beyond what is comfortable, many of the things we have always done, and adapt to a changing, challenging, and exciting future. Through an understanding of how the Army is modernizing, a better understanding of how the Army will train, educate, and employ Warrant Officers becomes more clear.

Training and Doctrine Command (TRADOC) is conducting a holistic look at the future battlefield requirements to determine the best way to train and educate its leader-experts. Warrant Officers of the future must be highly trained and educated ahead of equipment modernization to ensure commanders have the right experts with the ability to administrate, sustain, operate, and integrate the Army's highly technical, rapidly modernizing systems and capabilities effectively.

This will require more professional military education (PME) encounters at the branch proponent schools to ensure all Warrant Officer have the latest, most modernized, MOS-centered skills and knowledge available.

The education system specific to Warrant Officers is modernizing to focus on the training and education each branch and MOS proponent provides. This will ensure the Army has Warrant Officers with the most up-to-date, expert knowledge and MOS skill mastery, with the ability to integrate evolving branch/war fighting-centered functions, to enable successful operations and assist in achieving battlefield convergence.

“Success during operations against a peer threat often depends upon the speed and the degree to which friendly forces can achieve convergence outcomes against the

threat. Convergence is the concerted employment of capabilities from multiple domains against combinations of objectives to create effects against a system, formation, capability, or decision maker.” (Draft FM 3.0, August 2021)

To achieve convergence, the Army will require the innovative integration of evolving capabilities and systems, confident warfighters skilled and able to operate, sustain, manage, and administer these capabilities under any conditions and any environment and at the pace of future conflict. Dynamic teaching is also crucial, provided by technical experts to develop specialized teams, able to deliver the maximum effectiveness of modernized Army systems, and achieve convergence.

Warrant Officer expertise and mastery of systems and skills, integrated across the war-fighting functions (WFF), are essential to the Army's success in MD-LSCO.

Policy

The Army is rewriting AR 600-20 (Army Command Policy) and AR 350-1 (Army Training and Leader Development), now. TRADOC is involved to ensure appropriate Army Warrant Officer considerations are included in these documents to allow the Warrant Officer cohort to responsively adapt to the requirements of the MD-LSCO ready force of 2028.

The inclusion of Senior Warrant Officer leadership positions and roles are included in the draft AR 600-20. The modernization of Warrant Officer training and education requirements are being addressed in the draft AR 350-1.

Conclusion

There are lessons we have learned from our Army's experiences in counterinsurgency operations over the past 20 years. But we must ensure we do not fall into the trap of looking backward, in ways that lead us to train for the “last war.”

Though we will use many of the tactical lessons we have learned, the success of the Army in future wars requires all Soldiers to possess the ability to survive, fight, and win in a significantly more physically demanding, dynamic, kinetic, and high-paced environment than any of us have experienced.

This environment will demand highly trained experts with the technical focus, drive, and knowledge, coupled with character, stamina, and resilience, to ensure the Army gets the most capability out of its modernized systems and Soldiers.

This glimpse at the MD-LSCO capable Army of the future makes clear that the skills, knowledge, and expertise Army Warrant Officers provide will, by definition and doctrine, be essential to the Army's ability to operate effectively across all domains: to dominate the land domain of conflict.

The strength of the modernized Army is in the abilities of its modernized Warrant Officers. Get on board and help drive positive, meaningful change. Are you up to the challenge? 🇺🇸

“Disclaimer: The views presented in this article are those of the author and do not necessarily represent the views of Department of Defense or its components.”



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Owning Our Expertise: Influencing, Networking Essential to Warrant Officer Success

By CW5 Mark W. Hickman
CWOB, U.S. Army Adjutant General Corps



Prior to assuming responsibilities as the 8th Chief Warrant Officer (WO) of the Adjutant General (AG) Corps, I experienced senior leader sentiments regarding Warrant Officers' need to "regain their expertise," to which I took umbrage. It is my belief the Warrant Officer cohort is stronger than ever; never before has so much been asked of the Warrant Officer, and we continue to deliver.

From an AG perspective, while officer and enlisted requirements dropped 14% and 18% respectively, Warrant Officer requirements increased by 20%. In my previous role as a proponent, Warrant Officers were the most often requested solution to organizational gaps. Furthermore, my experience in the operational Army repeatedly revealed Warrant Officers as one of every commander's critical priority of fill on unit status reports.

My thoughts on "owning our expertise" are my thoughts alone. They are ever evolving and are shaped by more than 28 years of Army service; 16 of those years serving as a Warrant Officer in numerous positions ranging from Personnel Services Branch to Corps, and multiple assignments at the AG School influencing the full range of doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy.

In most cases, my thoughts do not refer to specific technical knowledge or any one system or function, but rather the capacities of Warrant Officers across the spectrum, who own their expertise through the focused action of individuals, influencers, and the entire network of Warrant Officer professionals.

Individuals

Experience. The experiences we gain throughout a breadth and depth of positions are the building blocks upon which we develop our future capabilities. As such, it is critical that Warrant Officers are assigned to varying positions of increased responsibilities within the operational Army, as well as positions in the generating force, driving enterprise deployment and policy development of

sustainment competencies.

Few Warrant Officers will have the opportunity or time to serve in each area at every level. However, individual Warrant Officers and assignment influencers, to include senior Warrant Officers, assignment managers, talent managers, mentors, and personal champions, must strive to ensure Warrant Officers achieve a breadth of experience serving in positions in both the operational and generating forces.

DA Pamphlet 600-3 is a great resource that depicts the professional development model specific to each Warrant Officer specialty. Achieving great depth in one without the perspective of the other inhibits the ability to maximize Total Army awareness and develop the knowledge, skills, and abilities required at mid-grade and senior Warrant Officer levels.

Education. Professional military education and civilian education strengthen and provide depth of knowledge and empower individuals to create new skills and abilities through study of common and best practices in a learning environment.

Leadership. Through self-development and experience, Warrant Officers continue to hone their own leadership skills and develop skills in their subordinates and peers. Expertise in leadership is just as important as expertise in one's technical field; both can be achieved through observation, education, practice, challenging assignments, and focused mentorship.

Intelligence. It is important that leaders develop practical knowledge based on the fundamentals of the Army profession. Leaders achieve this by reading professional books (by military, business leaders, thought provokers, and politicians), studying and understanding operational and strategic frameworks and interrelationships, practice, and taking weighted risks.

Some questions to consider include: How do others think? Why do we make the decisions we make? What are other ways to look at problems? What were keys to success for others? Taking the time to intelligently think and look at

issues, concerns, problems, and solutions exercises the mind to generate the best outcomes.

Understanding one's (and others) preferred method of learning will enable efficient approaches to problems. We don't always get it right, but reflection and correction are key parts to increasing one's intelligence and self-awareness.

Emotional intelligence is a key trait that every Warrant Officer should work to improve, and there is always room for improvement. The ability to engage in different environments is critical to ensuring maximum capacity to serve in a multitude of positions and environments.

Initiative. The level to which one gains experience, education, and intelligence is largely an output of their initiative. Inherent responsibilities, and all the little "extras," are driven by one's initiative and desire to improve one's self, their organizations, and others in expanding areas of influence.

Initiative is fluid; there are those who lack it, those who show it at intervals during their career, and those who continuously integrate it into every aspect of their life. Warrant Officers get it done; if they don't know something, they figure it out and find the answer or solution to the problem. This takes initiative.

Talents. One's talents are derived from the previously discussed competencies in experience, education, intelligence, and initiative. This is reinforced with the passion to develop special skill-sets which includes, but is not limited to, systems, databases, leadership, policy, and operations.

Initiative drives us to gain the experience and education to pursue individual passions, such as technology, science, and organizational leadership, to further shape our individual and organizational capabilities.

Influencers

Mentorship. Providing and receiving mentorship is an honor and a privilege that requires and demonstrates trust and respect between the mentor and the mentee. Mentorship extends well

beyond a senior-subordinate relationship; it's a relationship that exists from above, below, and parallel to one's grade and position, and should be mobile as careers progress and locations change.

Development. Development can be defined and approached in many different ways. It can take the form of direct "Oak Tree Counseling" about job performance and career management, desk side training, or casual conversations exploring the why and how of the sustainment or Army profession. In any capacity, influencers can have a huge impact towards the development of others.

Opportunities. Influencers should be champions of the talents and stewards of the professional development of those they influence. Steering Warrant Officers toward opportunities to utilize, align, and develop their talents in accordance with the professional development model is crucial to ensuring that Warrant Officers receive proper development.

This process also ensures that the right organizations are supported by the right Warrant Officer at the right time, by sharing awareness of the individual's unique knowledge, skills, and behaviors (KSBs) to other influencers (help the Warrant Officer become "known").

There are many avenues that influencers and Warrant Officers can utilize to accelerate a Warrant Officer's unique talents resulting in actionable results to their organizations. Some examples include: skill-building courses in advanced data analytics, business intelligence, and training with industry, with an expectation of actionable results as an output of the training.

Providing the right opportunity is not about playing favorites with the assignment process; it's about ensuring the assignment makes sense while supporting the individual Warrant Officer, other Warrant Officers, and the Army.

Talent Management. Talent man-

agement is a balance of identifying and using an individual's unique talents, while developing additional talents required to progress professionally. In today's environment of providing officers and commands greater input to assignments, the need to develop talent through a variety of positions and experiences must be constantly reinforced.

My fear is that Warrant Officers and commands will silo their experience and talents versus broadening them. This will inevitably lessen the ability of the Army, via career managers, to place fully qualified Warrant Officers in positions of increasing responsibility and scope.

It is imperative that career and tal-

support the role of that senior.

Seniors do not have the right to be reclusive. They must be involved in the mentorship, development, championing, and maintenance of their Warrant Officers. Seniors need to be aware of what is going on within their footprint; if not directly, they should achieve awareness via their subordinate seniors.

As such, juniors should be strongly encouraged to not reach out directly to Human Resources Command (HRC) or other influencers (i.e., division to command bypassing a corps) without providing their senior with a courtesy copy of their intent.

Conversely, HRC or other influencers should, within their ethical, legal, and moral boundaries, ensure seniors are aware of correspondence either directly or as a copy to a response. In a collaborative and communicative environment, this should not be an issue.

The Warrant Officer Network (All of Us)

Further Develop and Sustain the WO Network of Professionals. The Warrant Officer network is the envy of the officer and enlisted cohorts, but it is not a network that exists without the constant reinforcement of our actions and the inherent responsibilities to grow

and maintain the network. Proactive networking, as opposed to reactive networking, takes work, time, and constant maintenance of personal and professional relationships.

Proactive networks gather, reinforce, and champion best practices; tactics, techniques, and procedures (TTPs); and solutions, and often include a slate of Warrant Officers in key supporting positions who understand (i.e., Combined Arms Support Command, Human Resources Command, Forces Command, Army National Guard, Army Reserves).

The best representations of proactive networks I've seen are those that over communicate in circles of relevant commonality. These circles en-



WO1 Marcus Corum and SGT Pilar Gonzalez – of Task Force 11, 7th Transportation Brigade (Expeditionary) – are pictured navigating U.S. Army Vessel Chickahominy, Landing Craft Utility 2011, during a Joint Readiness exercise on 14 September 2019. (Photo by Pfc. Joshua Cowden)

ent managers, mentors, champions, and others are cognizant of the effects of siloed experience, and they take action to educate Warrant Officers and commands on the components of the professional development model. This model is not merely a list of assignments, but rather a path that ensures Warrant Officers meet the experiential and educational requirements through a series of progressive assignments.

Serving as a Senior. To me, being the senior in an organization or location that has other like-MOS Warrant Officers means something. Being a senior is an important privilege that comes with distinct responsibilities. I expect seniors to be the senior, and I expect their subordinates to understand and

compass groups of Warrant Officers at a location, within same-type organizations, within a grade band or an MOS, or even across the Total Army.

No single individual does all of the contributing, and all do not contribute every time, but everyone responds and receives as needed, often realizing gains that would otherwise have been unachievable on their own. A reactive network, in which warrants only provide assistance when requested, holds value as well, but is generally not as productive as proactive networks.

Create a community of collaboration and communication with a sense of purpose towards common goals. Warrant Officers should strive to contribute to each other's success and should openly collaborate and communicate to achieve both individual and community success.

This sense of community does not preclude individuals from striving to be the best of the best; it reinforces the idea that such aspirations can be achieved without doing harm to others

(for example, harboring products, lessons learned, tactics, techniques and procedures, etc.). All Warrant Officers should seek to consistently share and collaborate to build the community's success by over communicating in local and greater networks.

We are stronger because we are a team of talented individuals who are focused on a common goal of getting the job done, day in and day out. We also take extra efforts to contribute on a higher level, beneficial towards our branch, our warfighting function, and the Warrant Officer cohort.

We have a voice, and we are agents for change. Our experience and position enable, empower, and demand that we provide accurate and blunt assessments of our war fighting functions and our technical requirements. We are the linchpins between enlisted and officers, and we execute with standards and discipline, while holding each other responsible and accountable for our performance.

We must be selfless in our ap-

proach to our contributions and management of our careers, we must be aware of what is expected of us, and we must be connected and supportive of each other's successes. Most importantly, we must own our expertise, through not only our individual efforts, but those who we mentor and coach, and as a community of mutually supportive Warrant Officers. 🇺🇸

Chief Warrant Officers 5 Mark W. Hickman is a human resources technician currently serving as the Chief Warrant Officer of the Adjutant General's Corps. CW5 Hickman's Adjutant General career started in 1992, as a traditional guardsman in the Montana Army National Guard, and he entered active duty in 1993. Hickman has served as a human resources technician in multiple operational and generating force assignments; his previous assignment was as America's First Corps G1 Senior Human Resources Technician at Joint Base Lewis-McChord, WA. He has deployed to Bosnia, Kosovo and Iraq.

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Concord, NH – 9 September 2021

Paul Forte, the Chief Executive Officer of FedPoint (corporate partner of USAWOA), paid a visit to the New England Red Cross leadership team. There, he had the opportunity to discuss Federal Employee Dental and Vision Insurance Program (FEDVIP), The Federal Long Term Care Insurance Program (FLTCIP), and FedPoint's work with military communities around the nation. FedPoint administers the FEDVIP and FLTCIP programs on behalf of the federal government.

Huntsville, AL – 10 August 2021

Redstone Arsenal Silver Chapter President CW5 (Ret) Keith Langewisch made a donation to the Huntsville Veterans Museum. Also in attendance were National Vice President CW5 (Ret) Jim White and his wife Terry.



Huntsville, AL – 21 August 2021

The ramp-building warriors of the Redstone Arsenal Silver Chapter were at it again. Once again, they have ensured that a member of their community in need now has a wheelchair-accessible home to live in!



Fort Belvoir, VA – 10 July 2021

Members of the Lord Fairfax Silver Chapter celebrated our cohort's 103rd birthday with a visit to the recently reopened National Museum of the United States Army (NMUSA). Pictured left to right are CW5 (Ret) Eddie Mallard, CW5 (Ret) Ron McClendon, Eveline McClendon, Virginia Clayton, and CW5 (Ret) Ed Clayton. The group had a wonderful time visiting the many impressive exhibits, and remind us all that while admission is free, timed-entry tickets are required. Tickets can be obtained through the Museum's website, at theNMUSA.org.





Waverly, TN – August 2021

Members of the Screaming Eagles Silver Chapter responded to recent floods in their community, by raising a total of \$800 in Chapter and individual donations. The donations, together with a variety of donated goods, were delivered to the Waverly First Baptist Church that has been spearheading disaster relief efforts. The Chapter has also committed to supporting Manna Café. Manna Café Ministries serves people in need in Clarksville/Montgomery County areas.



Nashville, TN – 11 August 2021

Pictured left, Volunteer Chapter President CW4 Scarlett Bernier presented the Honorable Order of the Eagle Rising (bronze level) to CW4 Mary Deel, for “truly being the gold standard Volunteer among her Warrant Officer brothers and sisters.” CW4 Deel has served the Chapter as both its secretary and vice president..

Las Vegas, NV – 29 August 2021

Members of the Volunteer Chapter attended the 143rd National Guard Association of the United States (NGAUS) General Conference and Exhibition at the Mandalay Bay Conference Center. Pictured left to right are CW4 (Ret) Nick Atwood, CCWO CW5 David Ward, Chapter President CW4 Scarlett Bernier, Chapter Vice President Mary Deel, CW2 Brian Waye, CW4 Lance Jenkins (who was elected Area III Representative of the NGAUS Warrant Officer Committee) and CW4 (P) Bob Nicholson (who was elected National Director and Chairman of the NGAUS Warrant Officer Committee).



Rebuilding Together, DC Alexandria

By CW5 (Ret) Ed Clayton
Lord Fairfax Silver Chapter



On 17 July 2021, the USAWOA Lord Fairfax Silver Chapter participated in a Rebuilding Together, DC Alexandria (RTDCA) project. This is just one of the many volunteer events that Chapter members take part in each year, and it is probably the most rewarding.

The Chapter has taken on an RTDCA project each year, for at least the past 15 years (about as long as anyone can remember), except for 2020, when the pandemic paused the program. We were glad to see it return this year, because it provides tremendous satisfaction for us to see the happy faces of the property owners once the projects are completed. More on this later.

The RTDCA is the local affiliate of the Rebuilding Together Program. It operates in dozens of communities across the United States. As explained in its website (<http://rebuilding-togetherdca.org>), the program solicits donations and volunteers to complete repairs on the houses of homeowners who need assistance, eliminating health and safety hazards.

This helps enable residents to continue living safely and independently in their homes. Our affiliate, RTDCA, works on projects for homeowners living in the Washington, DC, and Alexandria, VA, areas. Throughout the year, RTDCA seeks donations to support the program and our Chapter always makes a contribution.

Many repair projects are ideally suited for Warrant Officers, drawing on the skills and years of experience they

bring to the cause. We have several long-term handypersons in the Chapter, who are skilled in the art of various household repairs. And none of our members mind getting their hands dirty to get the job done, no matter how unpleasant the task!

For this year's project, we cleaned a homeowner's yard of overgrown vines, weeds, and grass. The foliage completely covered the area, most of it reaching a height of six to 10 feet. This was quite an extensive task of cutting, raking, and bagging. We worked for nearly three hours, in 90-plus degree temperatures.

As you can imagine, we were all very exhausted when the work was done; however, we were quite elated to see the fantastic results. We also mounted hand rails on two sets of stairs and adjusted the front and back doors to achieve a better fit.

Supporting such projects takes several weeks of lead time, and coordination of a lot of pieces. For this recent undertaking, our designated house captains, CW5 (Ret) Dick Marple and CW5 Alana Kolcun, had to scout the property a couple of times and meet with the homeowner to coordinate the work.

This included making a list of the repairs the homeowner wanted and determining what supplies and tools would be needed to complete those tasks. The house captains then put out the call for volunteers at our regular meetings.

Follow-up emails were sent to en-

sure volunteers could bring the necessary tools to complete the tasks. The house captains then purchased the supplies at an area hardware store, utilizing Chapter donations.

This year's project was scaled back because of RTDCA program modifications made, due to the pandemic. Supplies are normally paid for by RTDCA, but this year was an exception, as the volunteering organization had to fund costs. The adjusted rules guided our project selection, and we chose less complicated activities that would fit our Chapter's funding capability.

In years past, we have tackled larger projects with eight to 10 volunteers, doing work such as replacing kitchen counters and cabinets, repairing walls and ceilings, installing doors, and doing lots of painting. With RTDCA funding for future events, we hope to tackle larger projects next year and beyond.

We know that all Chapters are doing great work in their communities. Individuals joining together to do good deeds is but one way that we can share camaraderie and teamwork. We just wanted to share one of our annual projects that brings us great joy, and we look forward to reading about *your* projects in future articles.

Referring back to comment of seeing the happy faces of the people where we have done projects – we all felt a great sense of achievement when the homeowner came out, sat in the backyard, and enjoyed the newly cleaned space while taking in some rays of sunshine. 🇺🇸

New Chapter Presidents

THE BEEHIVE CHAPTER

CW2 Thomas David Crookston, II
CW5 (Ret) Jeffrey B. Hanson

NEW PRESIDENT
PAST PRESIDENT

CROSSROADS CHAPTER

CW3 (Ret) Jason K. Compton
W01 Robert L. Stone

NEW PRESIDENT
PAST PRESIDENT



Trawick's Degrees Prepare Him for Life after the Military

Robert Trawick, of Fayetteville, NC, retired from the U.S. Army in 2018 after 30 years and began the process of transitioning to civilian life. Transitioning from the military to civilian life can be different for everyone and fortunately for Trawick, he started pursuing his higher education while still in the Army, so his shift to civilian work would be more comfortable. He earned an [Associate in Applied Science in Business](#) from Excelsior College in 2006, and then returned to earn a [Bachelor of Science in Liberal Arts](#) in 2019.

Trawick joined the Army in 1988, and became a gunner and assistant gunner for the 7th Battalion, 8th Field Artillery at Schofield Barracks, HI. During his time with the Army, he also served as a computer programmer, information technology specialist, program manager (where he planned, developed, and implemented security programs), special operations project management, security policies, and advanced telecommunications and network security solutions.

By the time he retired, Trawick was a SGM, the senior signal operations manager for the U.S. Army Forces Command, and the principal senior enlisted advisor to the Army's general officer-level commanders.

In 2005, Trawick decided to go back to school to improve himself, earn credits to become promoted to the next grade, prepare for life after the Army, and to take on the challenge of attending college. Even though Trawick had a difficult time in high school when it came to studying and homework, he was still an honor student, president of the National Honor Society, president of the Math Club, voted most likely to succeed, and voted most versatile.

In fact, he earned two basketball scholarships to attend college, but decided to join the Army instead. "I

chose the Army because I felt like it was time for me to become my own man and start living my life as an adult, taking care of myself," he said, adding that he felt he would not be successful in college due to his study habits.

Trawick had heard about Excelsior's good reputation with military service members and their families and liked the college's generous credit transfer policy. "Excelsior College has always been military friendly. Serving



in the military requires lots of travel and moving every two to three years. Most colleges and universities didn't transfer credits from other institutions at the time. Excelsior College accepted credits from other sources," he said.

Trawick transferred in credits from his Army education and experience, as well as from previous institutions such as Park University in Missouri, Miami-Dade Community College in Florida, University of North Carolina—Fayetteville State University, Fayetteville Tech Community College in North Carolina, and Georgia Military College in Georgia.

Trawick also had a good experience with Excelsior's military and Veteran admissions and advising team, saying, "The military service department was always helpful, knowledgeable, understanding, and available." With a helpful online experience from

Excelsior, Trawick's transition to civilian life after the Army was made that much smoother and easier.

He says it was helpful to have his family and friends supporting him and says taking care of his family throughout his military career was the most important part of transitioning, because they were there for him.

"I also built meaningful and trusting relationships throughout my military career. These relationships paid off during my transition, because these same individuals offered me opportunities for employment after retirement," he says, and he encourages other service members to make connections and form relationships.

Now Trawick is a business developer at eTrans-services Corporation, which provides business and technology solutions to federal, state, and local agencies. He moved into this position in 2018, after retiring from the Army. Trawick works from home, planning and overseeing new marketing initiatives, and helping his team develop business opportunities with – and bidding on – Department of Defense and federal, state, and local government contracts.

He says discipline is required in his position, which is a trait that transferred over from his time in the military. He also says, "I served as a senior information technology chief in the military and now as a civilian, I find myself doing some of the same things, but on the business development side."

Going back to school allowed Trawick to pursue a new chapter in his life after the Army. Now he encourages others to take the leap and follow their *own* goals. He says, "Make up your mind for whatever goal you are trying to achieve. Stop making excuses, make solid plans, and stick with them." Learn more about [Excelsior's Bachelor's Degree in Liberal Arts](#). 🇺🇸

New Army Directive Will Reset Warrant Officer Aviator Date of Rank

By U.S. Army Public Affairs

Originally Published: 22 September 2021

WASHINGTON – The Army announced today a new initiative to provide aviation Warrant Officers more time for professional development at junior ranks.

Army directive (AD) 2021-31, approved 10 September 2021, and effective 1 October 2021, will reset the time required for Warrant Officer aviators (military occupational specialty 152 through 155) to be promoted to CW2.

Army Regulation 600-8-29 specifies that Warrant Officers are automatically promoted after two years of Warrant Officer service. However, due to the length of flight training, many aviation branch Warrant Officers have been promoted to CW2 just a few months after arrival at their units.

Under the new directive, Warrant Officer aviators will no longer be automatically promoted to CW2 after two years. Instead, their two-year terms will begin after they have completed flight school and the Warrant Officer Basic Course. By resetting the Warrant Officers' date of rank, aviators will

have more time to learn and grow before being promoted to CW2.

Army Directive 2021-31 only affects regular Army aviation branch Warrant Officers, and does *not* apply to Warrant Officers in any other MOS or component. The new directive does

not affect Warrant Officers who graduated from the Warrant Officer Basic Course prior to 1 October 2021. 🇺🇸

For more information on this new directive, please contact MAJ Joseph Payton at joseph.w.payton.mil@mail.mil.



Army Black Hawk pilots prepare for flight. (U.S. Army photo by Pat Molnar)



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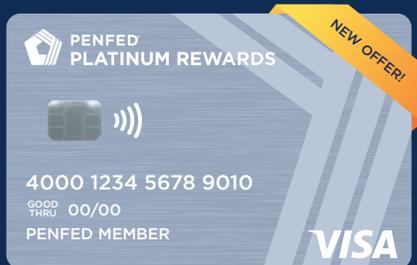
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Signal Corps Warrant Officers

By Mr. Steven J. Rauch

Editor's note: In recognition of October as the birth month of two of the Army Signal Corps' specialties – 256A (legacy) and 255N (contemporary), the following is excerpted from "The Quiet Professional: A Centennial Tribute, the History of the Warrant Officer Corps, as Told by its Branches and Components" (2018), edited by CW5 (Ret) John Robinson, EdD.

Enabling communications has been the core mission of the US Army Signal Corps for more than 150 years. Commanders at all levels must have effective communications to maintain command and control over their forces, whether on land, on the sea, in the air, in space, or in cyberspace.

To ensure reliable communications, the Signal Corps Warrant Officer cohort has continuously adapted from the days of simple electromagnetic systems, through an era of vacuum tube technology, to the application of microchip processors and digital technology.

No matter how much communications technology has changed, the core mission of the Signal Corps has remained

constant and it has been the Signal Corps Warrant Officer who has provided the stalwart hand to guide both change and continuity, ensuring the message always gets through.

While Signal Corps Warrant Officers may not be able to trace their specialties back to 1918, there have been several distinct functions associated with communications systems, dating as far back as the World War II era.

One of these, Radar Maintenance and Repair Officer (MOS 0145), ensured the function of one of the most radical technological capabilities that changed warfare in the land, sea and air domains – the develop-

ment of radio detecting and ranging (RADAR)-enabled sound to locate approaching enemy aircraft.

The Signal Corps developed two RADAR sets, the SCR-268 to direct searchlights for targeting, and the SCR-270 as a mobile, long-range, aircraft early-warning set. These systems depended upon skilled Warrant Officer technicians to ensure readiness to detect impending aerial threats on US ground, air and sea units.

It was not until 1961 that the continuity of MOS adjustments resulted in the current structure of



Signal Corps Warrant Officers. For example, maintenance of electronic equipment began in 1948 with the establishment of the Signal Equipment Maintenance and Repair Officer MOS (MOS 4415).

In 1961, this was changed to Communications-Electronics Repair Technician (MOS 286A). At that time, a number of related specialties were created to include Radio Repair Technician (MOS 281A); Radar Repair Technician (MOS 282A); and Television Repair Technician (MOS 284A).

These MOSs were eventually absorbed into MOS 286A during the 1970s, which remained the primary

Signal Corps Warrant Officer MOS for many years thereafter. In October 1987, MOS 286A was converted to Communications-Electronics Repair Technician (MOS 256A), which included data-processing systems repair and fire distribution systems repair.

MOS 256A remained a fixture of the Signal Corps for nearly 10 years. However, in the mid-1990s, there was an initiative to shift all repair MOSs to the Ordnance Corps; thereafter, most Warrant Officers in MOS 256A re-coded to MOS 918B (known today as Electronic Systems

Maintenance Warrant Officer, MOS 948B) and fully transitioned to the Ordnance Corps.

During the Vietnam War, the Signal Corps pioneered the use of satellites in providing communications between land, sea, air and space domains.

In August 1964, Signal Corps Soldiers led by Warrant Officer Jack H. Inman established an experimental ground station with telephone and teletype circuits to provide communications between Saigon and Hawaii, using

a satellite operating 22,000 miles above the Pacific Ocean.

This synchronous communications satellite system, named SYNCOM, proved that space-enabled communications could provide commanders with reliable and extended communications.

In response to the growing Soviet threat of the early 1980s, the Army sought to improve its capability to command and control, as an enabler of the new Air-Land Battle doctrine. This included modernization of communications systems at division and corps levels, leading to the adoption of a new tactical communications architecture known as Mobile Sub-

scriber Equipment, or MSE.

At battalion level and below, the Army introduced new VHF-FM combat net radios, the Single Channel Ground and Airborne Radio System (SINCGARS). To manage these C2 systems, the Signal Corps established the Telecommunications Technician (MOS 250A), in 1987 and the Tactical Automated Network Technician (MOS 250B), in 1988.

Telecommunications Technicians were responsible for communications security and telecommunications message systems, while Tactical Automated Network Technicians were responsible for Mobile Subscriber Equipment and the TRI-TAC switching suite of equipment. Both MOSs were merged into the Network Management Technician (MOS 250N), in April 1999.

In the mid-1980s, the Army combined five information-related functions into what became known as the Information Mission Area. The Signal Corps was assigned proponentcy for the functions of communications, automation, visual information, publications and printing, and records management.

This decision resulted in renaming everything “communications” to “information,” across the Army. A significant part of this realignment was the 1988 transfer of the Army’s Computer Science School from the Adjutant General Corps School at Fort Benjamin Harrison to the Signal School at Fort Gordon.

This change reflected the transition of desktop computers from word processors to communications platforms that could transport information through an electronic, or cyber network.

This merging of automation and communications technology under the direction of the Signal Corps had a huge impact upon the Warrant Officer cohorts of both branches. In 1961, the Automated Data Processing Systems (ADPS) Technician (MOS 741C) was created by combining ADPS Operations Technician (MOS 2403, created on 6 Nov 1958)

and ADPS Programmer (MOS 2404, created on 6 Nov 1958).

In April 1976, the automated data-processing specialties were consolidated into a Data Processing Technician (MOS 741A). Upon transfer to the Signal Corps in October 1987, Data Processing Technicians were converted to MOS 251A and were responsible for managing server operations and information systems, as well as information assurance programs.

Following Operation Desert



Storm, Army leaders understood the potential of information technology systems to provide real-time situational awareness in a new domain of operations – cyberspace. This resulted in digitization programs for the tactical force, known as Force XXI.

In the late 1990s, experiments were conducted using applied digital technology to combat systems to obtain information dominance over future adversaries. Digitization also enabled the fielding of the Secret Internet Protocol Router Network, a classified network similar to the Internet, for exchanging operational plans and information.

The Non-Secure Internet Protocol Router Network was used to exchange less sensitive information. Together with the Joint Worldwide Intelligence Communications System, these networks comprise the Defense Information Systems Network. By this time, the Network Management Technicians (MOS 250N) became responsible for transport and circuit switch equipment, to include Internet Protocol routing.

Throughout the Global War on Terror, Signal Corps Warrant Officers proved not only their technical expertise, but their courage as Soldiers on the battlefield. CW2 Alexander S. Coulter, a Network Management Technician, served with the 124th Signal Battalion, 4th Infantry Division, and like his fellow Warrant Officers, constantly strove to provide a seamless flow of communications to all soldiers of Task Force Iron Horse.

On 17 November 2003, CW2 Coulter was killed by an improvised explosive device while traveling to Tikrit, Iraq. The memory of his service is honored today, by an award presented in his name to the distinguished honor graduates of the Warrant Officer Basic and Advanced courses at the US Army Signal School.

In the mid-2000s, the transition to modular brigades resulted in significant changes in Signal Corps unit structure. Division signal battalions were inactivated and signal companies were incorporated into each brigade special troops battalion. Additionally, maneuver enhancement brigades and some sustainment brigades included an embedded signal company.

To support these units, the Signal Systems Support Technician (MOS 254A) was created in April 2003, to provide a Signal Corps technical expert in maneuver formations. Signal Systems Support Technicians were responsible for Combat Net Radios, COMSEC, and signal support to tactical operation centers. As a result, the brigade combat team today has better organic Signal Corps techni-

WARRANT OFFICER HISTORY

cal support than ever before.

By 2018, Signal Corps Warrant Officers had stabilized into three distinct, but complimentary MOSs – 255A, 255N and 255S, along with capstone MOS 255Z. In October 2012, MOSs 251A and 254A were consolidated into Information Systems and Services Technician (MOS 255A), responsible for cyberspace content management.

Information Systems and Services Technicians are responsible for establishing and maintaining the ability to collect, process, store, secure and disseminate information, utilizing the application layer environment of the Army's portion of the cyberspace domain. They administer and manage systems to enable information management and knowledge management functions supporting combat information superiority and decision dominance.

Also in October 2012, MOS 250N transitioned to Network Management Technician (MOS 255N), responsible for voice, video and data networks, establishing and maintaining the transport layer environment of Army's portion of the cyberspace domain functions to include fault management, configuration management, auditing and accountability measures, and implementing security measures in support of combat information superiority and command and control.

The newest Signal Corps Warrant Officer specialty is Information Protection Technician (MOS 255S), drawn primarily from both MOSs

255A and 255N. This specialty was established in 2010, to provide commanders with a Warrant Officer responsible for cyberspace defense to enable protection, detection, and reaction functions at all levels, in support of combat information superiority.

However, the creation of the new Cyber Branch on 1 September 2014,



along with the associated Cyber Operations Technician (MOS 170A), required a re-evaluation of Information Protection Technician roles across all formations, to ensure the Department of Defense Information Network is protected.

As a result, some Information Protection Technician defensive and offensive cyberspace operations critical tasks and assignments were divested to the Cyber Operations Technicians – although some overlapping Defensive Cyber Operations (DCO) work roles still remain, thus creating supported and supporting roles for both specialties.

In April 2003, the Senior Network Operations Technician (MOS 255Z) was established to serve as the Signal Corps Warrant Officer capstone MOS, at the rank of CW5. Senior Network Operations Technicians serve as the technical and tactical advisors for network operations at any echelon of command, support activity, or Joint staff sections assigned to theater combatant commanders or allied armies.

These officers provide leadership, guidance, technical input and direction to subordinate elements, staff agencies and field commanders up to and including theater Army level.

Signal Corps Warrant Officers are integral to providing rapid, reliable, and secure communications within any domain the US Army operates today. More important than technology are the people – the men and women Warrant Officers of the Signal Corps – who have made success on the battlefields of American history possible, and will continue to ensure that the message always gets through. Pro Patria Vigilans! 🇺🇸

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A collection of military medals and coins, including the 1st ICTC Medal of Honor and the Signal Corps Medal.

New Life Members	
2470	CW4 Joe E. Wiltz
2471	CW4 David L. Ward
2472	CW5 (Ret) Lee W. Hohlfeld
2473	CW2 James M. Scanlon

United States Army Warrant Officers Association
49th Annual Meeting of the Members (AMM) – 19-22 October 2021, Redstone Arsenal, AL
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Registration Form – All Information is required

Member's Name: _____ Rank: _____ Status (circle one): AD, ARNG, USAR, RET
 Mailing Address: _____
 Contact Information: Phone – Daytime _____, Cell: _____
 E-Mail Address: _____
 Region: _____ Chapter: _____ Chapter Officer (Position): _____
 Name(s) of Guest _____

Annual Meeting of the Members Registration, Daytime Activity, and Banquet Fees

<u>FEES</u>	<u>Numbers</u>	<u>Cost</u>	<u>Total Amt.</u>
<u>Member Registration</u> – mandatory for attendance of 49th AMM	_____	\$50	_____
<u>Spouse/Guest Registration</u> – mandatory for attendance of 49th AMM	_____	\$50	_____
<u>49th Annual Ball</u> – evening of 22 Oct 2021 (\$65 per person):			
Member Banquet/Ball – note: select meal choice below	_____	\$65	_____
Chicken _____ Vegetarian _____			
Spouse/Guest Banquet/Ball – note: select meal choice below	_____	\$65	_____
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 <u>Spouse Outings:</u>			
Tour of historic Twickenham District and Burritt Museum on 20 Oct 2021	_____	\$10	_____
Tour of US Space and Rocket Center on 21 Oct 2021	_____	\$10	_____
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If you are attending the following events, enter the number attending: Numbers

President's Reception on 19 Oct 2021, all AMM attendees welcome, appetizers/cash bar _____

Retirees/Veterans Breakfast 20 Oct 2021, Speaker: President, TMC _____

Southeastern Region's Reception on 20 Oct 2021, all AMM attendees welcome, appetizers/cash bar _____

Spouse/Guest Breakfast 21 Oct 2021, Speaker: President, USAWOA _____

Bus transport to eating and drinking establishments in Huntsville on evening of 21 Oct 2021 _____

Badge Information: (Please complete exactly as you want it to appear on your badge) MUST BE WORN:

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If paying by check, make it payable to the "USAWOA"

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Mail completed registration form and payment (so it arrives no later than 8 October 2021) to:
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You can also register using the USAWOA Portal Online Store, accessible from the
 USAWOA website: <https://usawoa.org>

Note: No refunds will be made after 8 October 2021. Members may register for attendance of the meeting right up until it is gaveled into session (on 20 October 2021), but following 8 October 2021, USAWOA Portal online registration will be closed, and registration for any other events/items hereinabove will only be made on an "as available basis."

USAWOA Cordially Welcomes Its New Members

RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME	RANK	FIRST NAME	LAST NAME
WO1	FAXISS	AYUSO	WO1	DAVID	EISENHARDT	WO1	STEVEN	MILLER
CW3 (Ret)	CHRIS	BAMBERG	WO1	NINA	GRANT	WO1	PETER	PANTOJA
CWO	ERICK	BASILIO JAVIER	WO1	JEREMY	GRISWOLD	WO1	JOSHUA	RODRIGUEZ
CW4P	TIM	BRUNDAGE	WO1	EDWARD	ISOM	WO1	BRIAN	SCHLEICHER
WO1	AARON	CARVER	CW2	JOSEPH	KIERNAN	WO1	TERRANCE	SMITH
CW3 (Ret)	TERRY	CHASTEEN	WO1	SCOTT	LOWRY	WOC	SERENA	SULLIVAN
WO1	JUAN	CHAVEZ	WO1	ALEKSANDR	MANUYLIDI	WO1	TIMOTHY	TORTONESI
WO1	CHRISTOPHER	CHIODO	WO1	ENRIQUE	MEJIA		PIECE KEEPING	WEAR LLC
WO1	YOLANDA	EDWARDS				CW2	BRENT	WRIGHT

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In Memoriam

CW3 (Ret) William J. Allen
 N Tonawanda, NY

CW4 (Ret) David R. Alsop
 Hollywood, FL

CWO Paul Edward Amacher
 Madge Township, MN

CW4 (Ret) Ernest Alan Emig
 Elizabethtown, KY

CW4 Jeffrey S. Forman
 Denver, CO

CW4 (Ret) Timothy W. Lewis
 Dover, DE

CW5 (Ret) Alberto Morrison
 Sierra Vista, AZ

CW4 (Ret) Michael D. Rawlinson
 San Antonio, TX

CW4 (Ret) Roberta C. Toshumba
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*Thank You for Your Continued Dedication and
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RANK	LAST NAME	FIRST NAME	BR	TM	CHAP#	RANK	LAST NAME	FIRST NAME	BR	TM	CHAP#
45 YEARS						15 YEARS					
CW3 (Ret)	COLMAN	ROBERT	QM	*	6699	CW4 (Ret)	LONG	RAYMOND	AV	#	3399
CW4 (Ret)	LARSON	BRUCE	QM/SF	*	0509	CW5 (Ret)	MERCHANT	PAUL	AV	*	0404
CW4 (Ret)	MELESKY	WAYNE	AV	*	0603	CW2	PEREZ	ANGEL	AV	*	0301
CW4 (Ret)	PAWLICK	STEPHEN	QM	#	0603	CW5 (Ret)	SIMON	BRUCE	MP		6699
CW4 (Ret)	SCHOENE	JAMES	AV	*	3399	CW5	STOOPS	DEAN	AV	*	0310
CW4 (Ret)	SHOOP	ORLO	MI	*	0322	10 YEARS					
40 YEARS						W01	BENAVIDEZ	CODY	AV	#	4499
CW4 (Ret)	OGG	RODERICK	AG	*	5599	CW4 (Ret)	BLOOD	SHAWN	QM	#	0501
35 YEARS						CW2 (Ret)	BURKE	SHAWN	MP	*	5599
CW5 (Ret)	LUNDIN	HOWARD	AG	*	3399	CW3	CAMPBELL	ANTHONY	QM		3399
CW5 (Ret)	PURVIS	ROLLIE	MI	*	0309	CW3	DEAN	KRISTIE	QM	*	0411
30 YEARS						CW5	GAINES	RUSSELL	XX	*	0604
CW2 (Ret)	HAYES	MELVIN	AV	*	5599	MR	GRIFFIN	PAUL	AV		3399
CW4 (Ret)	HAYS	HENRY	OD	*	0406	CW4	HAYS	TONY	AD	#	0501
CW3 (Ret)	HEDRICK	GEORGE	QM	#	0404	CW3	KNOTE	ANDY	SC	#	6699
CW4 (Ret)	LAROSA	ANTONIO	OD	*	0225	MG	LEMASTERS	CLARK	XX	*	5599
CW4 (Ret)	SHERMAN	ROBERT	FA	*	4499	CW4	LEWIS	TRENTON	AV	#	0411
25 YEARS						CW3	MARTINEZ	ALEJANDRO	OD	*	0411
CW3 (Ret)	BLACKBURN	RANDY	AG	*	0402	CW3	MARTINEZ	JOSE	OD	*	0411
CW3 (Ret)	BRYANT	MATTIE	OD	#	0501	CW3 (Ret)	NELUMS	JOHN	QM	*	0514
CW5 (Ret)	CURVING	ALBERT	QM	*	0606	CW5 (Ret)	OWENS	SCOTT	EN	#	0305
CW5 (Ret)	EVANS	CLIFFORD	AV	#	0515	CW3 (Ret)	SILVA	RONALD	OD	#	0501
CW5 (Ret)	FITCH	JACQUELINE	OD		0305	CW5	SMITH	DAVID	AV	*	0509
CW3 (Ret)	LUCKEY	DAVID	OD	*	0605	LTG (Ret)	STEVENSON	MITCHELL	OD	*	0604
CW4 (Ret)	MCFADDEN	DENNIS	AG		3399	CW4 (Ret)	VIDAL	CAROLYN	AG	*	0411
CW5 (Ret)	MNICH	FRANK	AG		0606	CW2	VINCENT	JOSHUA	AV	*	0401
CW4 (Ret)	TIHANYI	JANOS	AV	#	5599	CW5	WINCE	RICHARD	AV	#	0613
CW4 (Ret)	WILSON	DARREL	OD	#	0204	5 YEARS					
CW3 (Ret)	WOOD	ALLEN	MI	#	0402	CW3	CORBIN	ROBYN	XX	#	0622
20 YEARS						CW2	DIEU	DAVID	AG	*	0211
COL (Ret)	ACKER	CHRISTOPHER	AV	*	3399	CW3	DUGGER	VIRSHELLE	AG	#	0605
CW4 (Ret)	BENDER	R WESLEY	OD		0319	CW4	DURRETTE	BRYAN	SC	#	0609
CW5 (Ret)	EDWARDS	DERRICK	SC	*	0522	CW4 (Ret)	FIELDS	JOHN	OD	#	0207
CW4	ELSAESSER	MARK	QM	#	6699	CW2	GARRETT	KEITH	EN	#	0513
CW4 (Ret)	GOODWIN	NICKOLAS	OD	*	3399	CW4	HIGGINBOTHAM	WARREN	EN	#	0404
CW2 (Ret)	MARYANOW	JOSEPH	MI	#	0205	CW3 (Ret)	KELLY	EVERETT	MP	*	4499
CW4 (Ret)	PURPURO	TERESA	AG	*	0221	CW4	KENNEDY	JOHN	AV	#	0609
CW4 (Ret)	ROSENER	WILLARD	QM	*	2299	CW3	LEE	JENNIFER	SC		0103
CW4 (Ret)	SUNDSTROM	RICHARD	MI	*	0205	CW4	LUEBBE	SAMUEL	OD		0315
CW4 (Ret)	WANKERL	KEVIN	OD	#	0317	CW5	MASTERS	ROSEMARY	AG	*	0404
CW5 (Ret)	WHITE	JAMES	AG	*	0611	CW2	PALMER	LLOYD	JA	*	0404
CW3 (Ret)	WRAY	SHARON	QM	*	0402	CW4 (Ret)	PFEIFFER	DONALD	MS		0608
15 YEARS						CW3	ROSE	ANDREW	MI	#	0205
CW4	BERGER-BREAULT	TAMI	AG	*	0611	CW4	SCHROCK	CHRISTOPHER	MP	#	0105
CW2 (Ret)	BOWMAN	MICHAEL	SC	*	0509	CW2	SIMMONS	HEATHER	AG		0606
CW4 (Ret)	DUGLE	JEFFREY	OD	#	0210	MRS	SMITH	DARLENE	XX	##	0503
CW4	GARCON	VICKNU	QM	#	0606	CW4	STUMBO	STEVEN	AV	#	0319



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Going worldwide

Commissary CLICK2GO goes live in Europe Sept. 20; Pacific will be online later in the month

By Rick Brink,
DeCA public affairs specialist

Facebook-friendly version: The worldwide rollout of Commissary CLICK2GO passes a major milestone Sept. 20 as the internet grocery shopping service goes live at commissaries in Europe, with commissaries in Japan, South Korea and Okinawa set to join them before the month is up. To read more, [click here](#). To see a video related to the Commissary CLICK2GO rollout overseas, [click here](#).



FORT LEE, Va. – The worldwide rollout of Commissary CLICK2GO passes a major milestone Sept. 20 as the internet grocery shopping service goes live at commissaries in Europe, with commissaries in Japan, South Korea and Okinawa set to join them before the month is up.

“This is a win-win for our customers and employees alike,” said Bill Moore, DeCA director and CEO. “Now our overseas customers can enjoy the same value and convenience of internet shopping just like our stateside customers.

“It’s quite an accomplishment,” he added. “In less than a year we’ve fortified our e-commerce presence through this worldwide rollout that’s part of our strategic goal to make the commissary benefit accessible to as much of the patron base as possible.”

With the addition of the agency’s Europe Area commissaries on Sept. 20, the rollout begun this past spring has surpassed 200 stores. The addition of the agency’s Far East Area stores on Sept. 27 will complete the rollout involving all commissaries worldwide.

DeCA’s e-commerce growth comes at a time when consumers around the world are navigating the uncertainties of the COVID pandemic by turning more and more to the safety and convenience of internet shopping for food and other daily necessities, Moore said. As an added incentive to try it, the agency is continuing to waive the \$4.95 service fee previously assessed per order until June 28 when it was indefinitely waived.

“We’re now inviting our patrons to try the new service for themselves so they can experience the savings and convenience. I use it and I can tell you it’s a very customer-friendly experience,” Moore said.

Orders can be placed easily using a computer, tablet or cellphone, and shoppers can view important product details to help make their decisions. They can also access recipe features and information on sales and promotions.

Information on how the service works and the rollout status is found on www.commissaries.com dedicated sections such as “[How Commissary CLICK2GO Works](#).” First time customers need to create an account.

-DeCA-

About DeCA: The Defense Commissary Agency operates a worldwide chain of commissaries providing groceries to military personnel, retirees and their families in a safe and secure shopping environment. Commissaries provide a military benefit, saving authorized patrons thousands of dollars annually on their purchases compared to similar products at commercial retailers. The discounted prices include a 5-percent surcharge, which covers the costs of building new commissaries and modernizing existing ones. A core military family support element, and a valued part of military pay and benefits, commissaries contribute to family readiness, enhance the quality of life for America’s military and their families, and help recruit and retain the best and brightest men and women to serve their country.

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FROM THE PRESIDENT'S DESK:

Dear USAWOA members,

As the longest-serving Commander in Afghanistan, I've seen first-hand the sacrifices of our nation's men and women in defense of our freedom. Now, I hear the stories of those same men and women who, after returning home, find themselves in a position they never imagined—the need for help.

For over 20 years, PenFed Foundation has been providing that help to veterans and their families. Together, we will help put veterans back to work and help our Nation recover from the negative impacts of the pandemic.



General John W. Nicholson, Jr., USA Retired
President, PenFed Foundation

Learn More at [PenFedFoundation.org](https://www.PenFedFoundation.org)