

# Incentive Pay approved for incoming Alaska Soldiers

HEADQUARTERS, U.S. ARMY ALASKA, JOINT BASE ELMENDORF-RICHARDSON, Alaska — The Army has approved a major initiative to improve the quality of life for Soldiers and families stationed in Alaska. To encourage Soldiers to volunteer for difficult-to-fill assignments and offset the costs of an initial assignment to Alaska, the Army has authorized Remote and Austere Conditions Assignment Incentive Pay for Soldiers reporting to either Fort Wainwright, Fort Greely or Joint Base Elmendorf-Richardson after Dec. 1, 2019.

The Alaska Quality of Life Task Force - made up of a cross-functional group of subject matter experts from Army Sustainment Command, Installation Management Command, the Army Corps of Engi-

neers, and the Department of the Army - traveled to Alaska in October 2019 to make an on-the-ground assessment and return with proposals for actions to be taken within their areas of expertise, including resourcing and policy changes as needed.

Assignment Incentive Pay for incoming Soldiers and families was one of the changes the Task Force recommended. In his request to the Army G-1, Maj. Gen. Peter Andrysiak Jr., USARAK commanding general, noted that, "Preparation for the Arctic winter includes car winterization, sub-zero rated outdoor clothing, and insulated winter boots. These necessities are critical but expensive. The required winter gear and car winterization will facilitate outdoor activities increasing the emotional and physical

wellbeing of our assigned Soldiers and Families.

"Approval of AIP will drastically improve the quality of life for our Arctic Warriors and their families stationed in Alaska through acknowledgment of the challenging conditions and provide additional financial support while serving in the harsh and remote Arctic environment."

Soldiers permanently assigned to Alaska may request RAC-AIP provided they meet the following eligibility criteria.

- a. Must be serving on active duty.
- b. Must be in the grade of colonel or below.
- c. Must be permanently assigned to Alaska from a previous duty station outside of the State of Alaska.
- d. Must be within the first 90 days of arrival to Alaska.

e. Must agree to serve the prescribed tour length (36, 24, or 12 months).

f. Must have not previously received RAC-AIP during the current tour or a previous tour within the last six years (Soldiers who extend their tour or agree to serve a consecutive overseas tour in a subsequent RAC-AIP assignment are not eligible).

g. Must be in good standing and not under the Uniformed Code of Military Justice process (to include Article 15 or courts-martial proceedings), investigations, and must meet Army standards for retention (to include Army Physical Fitness Test and Army Body Composition Program) at the time of approval and must remain in good standing throughout the AIP tour; and

h. Must not be perma-

nently non-deployable.

RAC-AIP will be paid in a lump sum payment, and is taxable, with payments based on the Soldier's duty location. Incoming Soldiers without Command Sponsored Dependents at Forts Wainwright and Greely will receive a \$2,000 lump sum. Those at JBER will receive \$1,000.

Incoming Soldiers with Command Sponsored Dependents at Forts Wainwright and Greely will receive \$4,000, and those at JBER will receive \$2,000.

RAC-AIP will not be paid retroactively beyond the 90-day limit, meaning only those soldiers who reported to Alaska on or after Dec. 1, 2019 will receive the extra money.

The USARAK G-1 will identify eligible Soldiers and publicize the information necessary to begin the payment process.

# Army researchers enhance AI critical to Soldier-machine teamwork

U.S. Army CCDC  
Army Research Laboratory Public Affairs

Artificial intelligence possesses the capacity to achieve incredible results, but cannot always work alone. Researchers identified two key components in successful human-machine collaboration that may enhance how the U.S. Army will fight in the future.

To achieve dominance in what is known as multi-domain operations, warfighters will need a layered intelligence, surveillance and reconnaissance, or ISR, network that maintains a functional relationship between autonomous sensors, human intelligence and friendly special operations forces.

Multi-domain operations, known as MDO, is a joint warfighting concept that foresees conflict occurring in multiple domains: land, air, sea, cyber and space. The concept has many nuances, but basically describes how the Army, as part of the joint force, will solve the problem of layered standoff in all domains.

Given the demands of this environment, Soldiers will place enormous amounts of trust not only between allies, but also toward machine agents. For humans



Army researchers seek to enhance multi-domain operations by reducing uncertainty in human-machine collaborations and applying explainable artificial intelligence models onto intelligence, surveillance and reconnaissance networks. (Photo by Sgt. Steven Lewis)

and machines to operate effectively, artificial intelligence and machine learning agents must demonstrate explainability and tellability.

"Soldiers need to gain the most value that they can from AI-based ISR assets developed by their partners, said Dr. Alun Preece, co-director of the Crime and Security Research Institute at Cardiff University in the United Kingdom. "To do this, they will need an ISR asset to provide a useful degree of transparency and rationale for its outputs--the assets

can't be black boxes."

Explainability refers to the level of understanding that one can draw from the agent, while tellability pertains to the quality of that information's delivery. The former instills confidence and the latter improves operational agility and performance.

Encapsulating these ideas is the concept of coalition situational understanding, or CSU, which applies the notion of explainable artificial intelligence, or XAI, to complex coalition tasks.

"We are exploring

what it means for there to be synergy between Soldiers and AI assets in MDOs involving joint, interagency and multinational coalitions," Preece said. "In particular, we seek to understand how XAI helps Soldiers be better able to deal with uncertainty in tactical situational understanding."

A CSU-layered model developed by the team depicts how human-machine collaborations distribute resources across multiple partners and technologies. The bottom layer holds

information collected from physical sensors and human agents. The top layer gathers the resources obtained from the layers below and uses reasoning to provide predictions for the future.

This conceptual architecture illustrates the level of understanding associated with each CSU problem. A problem at the lower levels may only require the detection, identification or localization of objects, while higher levels entail determining threats, intents or anomalies.

"The model covers

different kinds of decision-making collaborations between Soldiers and AI assets," Preece said. "It examines how explanations can be 'layered' to provide increasing levels of detail from high-level rationales to lower-level insights into how the AI asset reached its decisions."

With the accelerating rates of urbanization around the world, the CSU model will help support warfighters as they transition into data-packed urban environments and eventually full-scale smart cities that operate on their own human-machine network.

"Future military operations in complex urban environments will involve teams of humans and autonomous agents--software and robotic--with near-peer adversaries present in the physical, cyber and information domains," said Tien Pham, a collaborating senior scientist at the U.S. Army Combat Capabilities Development Command's Army Research Laboratory. "It is important for us to think about research within this distributed coalition context and develop explainable AI technologies that will enable coalition situational understanding for decision-making."

See AI on page 7

## WEEKEND WEATHER

Friday



Sunny. High: 14F.

Saturday



Mostly sunny. High: 14F.

Sunday



Sunny. High: 14F.

## IN BRIEF

The U.S. Army is rolling out a new program for certified medical personnel to borrow state-of-the-art medical-training equipment from the Training Aids Service Center on post, scheduled to be fully implemented by this summer.  
Read more on page 5



# Responding to the Coronavirus: TAPS Extends Virtual Services for Families Grieving Deaths of a Military Loved One

It's a time of uncertainty for our nation as we face the threat posed by the Coronavirus, and for those who are already struggling with grief over the death of a loved one who served in the military, these troubles some times add more stress.

To provide ongoing support during this national emergency to survivors grieving the death of a loved one who served in the military, the Tragedy Assistance Program for Survivors (TAPS) is extending its online capabilities, adding more opportunities for

survivors to connect and receive support as needed.

"We are being asked to keep a physical distance now between ourselves and others and this national emergency adds stress for those who are already grieving," said TAPS Founder and President Bonnie Carroll. "We need to build up each other and our community in new ways. We know the foundation of hope is community, and together we are unbreakable."

TAPS is doing the following:

- \* The National Military Survivor Helpline, 1-800-959-TAPS (8277), will continue to be answered 24 hours a day, 7 days a week, and 365 days a year, as it has been since 1994.

- \* The TAPS Case-work Team has been fully mobilized to support survivors seeking immediate assistance with Education Benefits; Emergency Financial Assistance; and Retroactive Benefits.

- \* The TAPS Institute for Hope and Healing is hosting a daily TAPS Talk at 2 p.m. Eastern so survivors can get real-time

support virtually and helpful resources on topics like mindfulness and self-care. TAPS Talks are archived for those who would like to watch them at an alternate time.

- \* The TAPS survivor e-newsletter is now distributed weekly, instead of monthly, to provide additional support.

- \* TAPS is expanding its social media engagement and some TAPS Care Groups will be meeting online over at least through April.

- \* The staff Survivor Care Team and volunteer peer mentors

will remain vigilant in reaching out and making new connections with the newly bereaved in their communities and checking in with all surviving families in our support network.

## About TAPS

The Tragedy Assistance Program for Survivors (TAPS) is the national organization providing compassionate care to all those grieving the death of a military loved one. Since 1994, TAPS has honored our heroes by caring for all those they loved and

left behind, assisting more than 90,000 grieving people. We do this through peer-based emotional support, grief and trauma resources, grief seminars and retreats for adults, Good Grief Camps for children, casework assistance, connections to community-based care, online and in-person support groups, and the National Military Survivor Helpline, which is available 24/7. Services are provided at no cost to survivors. For more information go to [www.taps.org](http://www.taps.org) or call 1.800.959.TAPS (8277).

# Army leaders expand 'war for talent' initiatives

**Thomas Brading**  
Army News Service

Army leaders issued a call-to-arms Feb. 24 for stakeholders to build on talent management initiatives to enable more improvements to how the force recruits, retains, and forges ahead into the information age.

"We're building talent management initiatives on aggressive timelines," said Maj. Gen. Joseph P. McGee, the Army Talent Management Task Force director, as he opened a talent management planning conference in Arlington, Virginia, lasting all week.

Chief of Staff of the Army Gen. James C. McConville wants to execute initiatives, "scale them rapidly, and apply them to the rest of the Army," McGee told the group.

Over the last year, the Army established the Talent Management Task Force to tailor how the Army acquires, maintains, develops, manages, and employs talent around the force.

Since then, the task force has aligned their priorities with the top general's most pressing concern: people first.

Shortly after the outset of the talent management push,



Maj. Gen. Joseph P. McGee, the Army Talent Management Task Force director, speaks during a talent management planning conference in Arlington, Virginia, Feb. 25, 2020. Army leaders issued a call-to-arms for stakeholders to build on talent management initiatives to enable more improvements to how the force recruits, retains, and forges ahead into the information age. (Photo by U.S. Army)

leaders made an initial pitch to stakeholders for help. Their input went on to fuel multiple new initiatives. Now, nearly a year later, leaders are reaching out to stakeholders again to ask, "How do we expand on these initiatives?"

"At this time last year, [the task force] was roughly 14 people," McGee said. Today, the task force has scaled

up to 84 personnel.

The forum, according to McGee, is a way to determine a path forward for the next few years, and shape the Army into a premiere organization for human development and performance.

To do this, McGee tasked the crowd – made up of civilian partners and unit leaders from across the Army – to spend the

weeklong talent management forum joining together and developing concrete plans to expand on the strides the Army has already taken to manage its people.

This work will be the most pivotal step the Army has taken since its transition from the draft to an all-volunteer force in 1972, E. Casey Wardynski, assistant secretary of the Army for manpower and reserve affairs, said to the group. "The work you're going to do will sustain [the Army] for years to come."

By the end of the forum, Army leaders plan to have selected

ideas on McConville's desk for implementation within two months, McGee said, adding that "data and facts move quicker than opinions."

## Winning The War For Talent

Every year, roughly 5,000 new officers commission into the Army, McGee said, and it is an Army leader's responsibility to "find out what their talents, unique skills, behaviors, and preferences are and use them to chart their development."

To achieve this, the Army has offered several commissioning choices for young offi-

cers to make the most of their talents.

Last year, direct commissioning was extended to qualified cyber warriors in an effort to fill one of the Army's most emerging fields. Before this, the program was reserved mostly for qualified professionals in the medical, legal, and religious fields.

"Without this program, we strip ourselves of some of the most talented people in our country who are willing to serve as officers within our Army, and make us better," McGee said.

Last fall, 1,089 cadets from the class of 2020 at the U.S. Military Academy at West Point picked assignments to one of 17 Army branches. Of them, more than 80 percent were placed in their preferred career – an 11 percent increase from 2018.

Army officials hope similar programs will kick off soon in Reserve Officers' Training Corps programs at colleges across the country.

Officers, in every Army branch, are also now allowed to sit out of a promotion cycle to have more career flexibility, McGee said.

Although passing on a promotion may be few and far between, McGee admitted, "the idea is if you are in a job you enjoy, you should have a say and the Army shouldn't force you to do something."

**See TALENT on page 7**

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# ALASKA POST

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The Chaplain’s Corner

By USAG Fort Greely Chaplain, Paul Fritts

This past Sunday, I led my very first virtual worship service. During my thirty plus years as a pastor, I have emphasized gathering, in a church or chapel, for worship. Back in the 1990s, before the internet was widely used or anyone had ever heard of livestreaming a worship service, church members used to joke about “communing” with God in nature. This was their way of saying, “I can pray while outside on the golf course.” My usual comeback was to quote the Bible: “And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see

the Day approaching” (Hebrews 10:24-25). Suddenly, in this time of the coronavirus pandemic, I’m now telling people to stay home. This old dog is having to learn some new tricks. Now that so many places and ways of gathering are closed, perhaps you are also having to adapt and learn new ways of, for example, educating your children at home. Many of us are having to break deeply ingrained habits of shaking hands when we greet one another or trying to remember to stay at least six feet apart when lining up to check out at the grocery store. As I think about how to keep a sense of community while “gathering” as a virtual community on Sunday morning, it occurs to me that we face a similar question

the ancient Israelites did during and after their exile in Babylon. It was not uncommon in warfare at this time for the conquering power to exile the conquered nation’s elite leaders as a way of maintaining control over the population. Additionally, worship at the temple in Jerusalem was critically essential to the Jewish people. Exiled to Babylon and cut off from worshipping at the temple, the writer of Psalm 137:4 laments “How could we sing the Lord’s song in a foreign land?” Our current circumstances are, of course, different from that of the psalmist. But his question remains compelling for any time. The question for us now is not so much “How COULD we sing” but “How DO we sing” God’s song in

this virtual land that feels so foreign? The virtual Christian community learns to sing God’s song in this foreign land when we are humbly willing to change our perspective. Fundamental to achieving this positive shift in view is becoming comfortable with being uncomfortable. Second, we must remember that God is sovereign, human beings are not. The often-quoted Serenity Prayer appropriately reminds us, “God, grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference.” Finally, we must remain faithful. Ancient Israel refused to sing their sacred temple songs in order to deny their captors the satisfaction of hearing them.



But they never forgot the songs. We sing God’s song as a virtual community when we choose to support local places of worship by watching the livestream service. This is a choice not only to support your faith community but also to be faithful in a strange land during a strange time.

For God and Country! The Fort Greely Chapel community is a traditional, protestant Army chapel service meeting on Sundays at 1000 with a weekly Communion observance. Interested? Please call 907-873-4397 or “Like” our chapel Facebook page at [www.facebook.com/FGAChapel](https://www.facebook.com/FGAChapel).

### How to live stream and watch the Fort Greely Chapel service!

1. Copy and paste this URL into your browser:  
<https://www.facebook.com/fort.greely/>
2. Look beneath the chapel service picture... set a reminder here to be notified when the live stream is about to begin!

MARCH 29 AT 10:00 AM  
Fort Greely Chapel Virtual Service  
Tune in to watch live

✓ Reminder Set

Retired general receives Presidential Medal of Freedom

Sean Kimmons  
Army News Service

A former four-star general who served as the Army’s vice chief of staff was awarded the Presidential Medal of Freedom during a ceremony Tuesday at the White House. Jack Keane, who served from 1966 to 2003, was a career infantry paratrooper and decorated combat veteran of the Vietnam War. He was also at the Pentagon when a jetliner struck it on 9/11, and later provided oversight and support for the wars in Afghanistan and Iraq. He is now a senior strategic analyst for Fox News. President Donald Trump called Keane a “courageous warrior and a fearless patriot” whom national security expert Henry Kissinger once dubbed a “national treasure.” “Jack Keane is a visionary, a brilliant strategist and an American hero,” Trump said. “General, you will be remembered as one of the finest and most dedicated Soldiers in a long and storied history of the United States military.” The medal is one of

the nation’s highest civilian awards that is given to individuals who have made especially meritorious contributions to the security or national interests of the U.S., to world peace, or to cultural or other significant public or private endeavors. As the Army’s vice chief of staff in his last four years of service, Keane oversaw 1.5 million Soldiers and Civilians in 120 countries with an annual operating budget of \$110 billion, according to his biography. In his Army career, Keane earned two Defense Distinguished Service Medals, five Legions of Merit, the Silver Star, the Bronze Star, three Vietnam Service medals, the Combat Infantryman Badge, Master Parachutist Badge, and a Ranger tab, among other decorations. After he retired from the Army, Keane frequently traveled to Iraq and Afghanistan for senior defense officials with multiple visits during the surge period in both countries. He currently serves as the chairman of the board of directors for the Institute for the



President Donald Trump presents the Presidential Medal of Freedom to retired Gen. Jack Keane during a ceremony at the White House March 10, 2020. (Photo by Tia Dufour)

Study of War, which describes itself as a non-partisan think tank committed to improving U.S. military operations and the response to emerging threats. Keane, 77, said he was “deeply honored” to receive the medal at the White House surrounded by friends, family and military officials. He went on to say that his career had been shaped by two major events in his life. First, he said his time in Vietnam put him in close combat with his Soldiers in

a place where death was always a solemn companion. “Yet, it was there I truly learned the value of life. The value of human life; to treasure it, to protect it,” he said. “The experience crystalized for

me the critical importance of our Soldiers to be properly prepared with necessary skill and the appropriate amount of will to succeed in combat.” Losing 85 Army teammates at the Pentagon on 9/11

also pushed him to do more. “He ran through smoke and debris and evacuated the injured, saving lives,” Trump said. “He visited the wounded in hospitals and attended scores of funerals for the fallen patriots slain in the attack.” Two days later, Keane, who grew up in Manhattan, visited ground zero of the World Trade Center site and walked across the smoldering ruins. “It was personal and I was angry,” he said. Following the Army, Keane said he stayed involved in foreign policy and national security to ensure such attacks would never happen again. “My motivation is pretty simple: do whatever I can, even in a small way, to keep America and the American people safe.”



# Survivors find easier access to Army installations

**Susan A. Merkner**  
Installation Management Command Public Affairs

Certain Gold Star and next-of-kin survivors are expected to find it easier to visit Army installations since a new process went into effect in January.

The new survivor's access policy allows qualified survivors to get through gate security more easily and travel on post without an escort to attend events, view memorials, receive services and similar activities using their survivor's access card.

"The Army values people, especially our Gold Star spouses and family members," said Lt. Gen. Douglas Gabram, commanding general, U.S. Army Installation Management Command. "This change allows them to more easily receive the benefits and services to which they are entitled, and helps them stay connected to the Army."

Eligible survivors are those who meet the criteria to receive the Gold Star lapel button or Gold Star Next-of-Kin Lapel Button, including widow or widower, parent,



Gold Star Family members place roses at the base of a wreath during the Gold Star Families Memorial Monument dedication ceremony at Guice Veterans Memorial Park in Biloxi, Mississippi, Nov. 23, 2019. The monument honors Families of service men and women who sacrificed their lives while serving in the military. (Photo by Kemberly Groue)

child, stepchild, child through adoption, brother, half-brother, sister and half-sister.

Eligible survivors may apply for and receive a survivor's access card through the Army's Automated In-

stallation Entry system at their local garrison. Installations without AIE will use DA Form 1602 for survivor's access.

Among the services available to Gold Star spouses and next-of-

kin family members is the Army Survivor Outreach Services program, which provides dedicated and comprehensive support through a network of civilians serving as advocates for survivors.

SOS staff can help survivors to access benefits available to them at their local installation, such as career and financial counseling.

To track survivors' feedback on the new process, the Interactive

Customer Evaluation survey added new questions to help determine customer satisfaction with outreach efforts.

**See SURVIVORS on page 7**

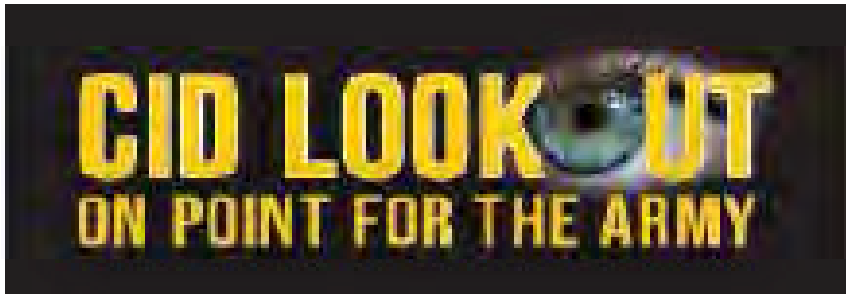




# UNITED STATES ARMY CRIMINAL INVESTIGATION COMMAND

Media contact: 571-305-4041

FOR IMMEDIATE RELEASE



## CID Cautions Teleworkers to Adhere to IT Best Practices

**QUANTICO, Va. (March 23, 2020)** – As the Army community continues to encourage teleworking, the U.S. Army Criminal Investigation Command reminds users about cyber adversaries and the importance of keeping all information on the network safe.

As telework increases across the Army, network users play an important role in protecting the Department of Defense Information Network. CID encourages users to follow department-issued guidance and best practices as well as those developed by DoD. This information will help ensure users maintain secure use of common capabilities and continue to operate effectively during telework status.

CID officials also remind the Army community that your government furnished equipment (GFE) is for official government use only and is to be used only by authorized users. It is important to remind family members the computer is for your work only and not to be used for other purposes. Users are encouraged to utilize good practices such as locking and removing your CAC and maintaining the physical security of their GFE.

**Additional important reminders for government teleworkers:**

- The use of Government Furnished Equipment is ALWAYS the preferred method for connecting to DoD Resources
- Adhere to your organization-specific Telework User Guidance
- Use your organization’s official connection services while conducting official business (e.g., VPN, MobiKEY, Skype for Business, and VidyioDesktop etc.) and log off from connection at the end of work day or during idle times when you are not directly interacting with network resources.
- While connected to the NIPRNet, use of streaming video/audio and internet access is not authorized except for official business

## U.S. Army rolls out new medical-training mannequins

Andrew Zook

The U.S. Army is rolling out a new program for certified medical-personnel to borrow state-of-the-art medical-training equipment from the Training Aids Service Center on post, scheduled to be fully implemented by this summer.

The medical-simulation unit is a mannequin that emulates many aspects of battlefield casualties to help commanders train their Soldiers more effectively in Tactical Combat Casualty Care, in compliance with Department of Defense Initiative 1322.24: Medical Readiness Training (MRT).

“The purpose of this device is for the commanders to employ collective training where a casualty is incurred, and the squad is supposed to react,” said Dr. Jerry P. Higman, Deputy Product Manager of Medical Simulation, U.S. Army Program Executive Office for Simulation, Training, and Instrumentation. “At present we have instruction to field 77 systems across 41 sites.”

The mannequin, named the Tactical Combat Casualty Care Exportable, or TC3X, simulates the three main



U.S. Army Spc. Echo Lile and U.S. Army Sgt. Rodney Espinal, 307th Brigade Support Battalion, 1st Brigade Combat Team, 82nd Airborne Division, assess and operate on a simulated casualty using the Tactical Combat Casualty Care Exportable model of medical training mannequin in the U.S. Central Command region on Feb. 12, 2020. The TC3X is a state of the art medical training device used to simulate an actual casualty that could be found on the battlefield. (Photo by Pfc. Andrew Zook)

causes of death on the battlefield: airway obstruction, tension pneumothorax and blood hemorrhage, commonly referred to as the “ABC’s” — airway, breathing, and circulation. The TC3X is fully animatronic and effectively

simulates the ABC’s through a heavily-monitored internal system, giving feedback to the Soldiers through physical movements and vocalizations. The movements and vocalizations can be set and

controlled by an operator before the training takes place. The controller has a variety of scenarios built in with spaces for custom scenarios. Scenarios range from bullet wounds and shrapnel damage to head trauma and

full amputations, requiring Soldiers to act accordingly in real time.

“You should definitely treat it like you would treat a human,” said Lt. Col. Rickardo Christopher, Product Manager of Medical Simulation, U.S. Army Program Executive Office for Simulation, Training, and Instrumentation. “If you don’t apply correct pressure to the wound, it’ll keep bleeding just like a real human being.”

The mannequin is built to withstand dust, dirt, mild moisture and variations in temperature, necessary for field-operations training.

“You’re working with a high fidelity mannequin, but it is robust,” said Higman. “Do not be afraid to work with the mannequin, in terms of deploying it or taking it to the field. We do not want the medics to have any inhibitions on checking it out.”

“You have to use what you have to get better,” said Christopher. “This mannequin sets the condition for Soldiers to increase their overall medical readiness.”

To check out a TC3X for use in training, see the TASC on post to see if and when they are available.



# TRANSFORMATIONAL CHANGE

America faced Great Power competition and a changing battlefield in the post-Vietnam era. Visionary leaders of the day recognized the need for transformational change and took decisive action to resource and build an Army for the future. Their vision took 20 years of commitment that provided an Army that protected America at home and abroad for over four decades and continues doing so today.

## 1970-1980s



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SIX MODERNIZATION PRIORITIES  
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21<sup>ST</sup> CENTURY TALENT MANAGEMENT SYSTEM  
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# DEFENDER-Europe 20 modified in size and scope

## U.S. Army

In response to the current outbreak of the COVID-19 virus and recent guidance by the Secretary of Defense, we have modified exercise DEFENDER-Europe 20 in size and scope. As of March 13, all movement of personnel and equipment from the United States to Europe has ceased. The health, safety and readiness of our military, Civilians, and Family members is our primary concern.

With this decision, we continue to preserve the readiness of our force while maximizing our efforts to advance our alliances and partnerships.

As we make the appropriate adjustments, the linked exercises to Exercise Defender-Europe 20 – Dynamic Front, Joint Warfighting Assessment, Saber Strike and Swift Response – will not be conducted. We anticipate the armored brigade combat team already deployed to Europe will conduct gunnery and other combined training events with Allies as part of a modified Allied Spirit exercise. Forces already deployed to Europe for



(Photo by U.S Army)

other linked exercises will return to the United States.

The purpose of Defender-Europe 20 is to build strategic readiness by deploying a combat credible force to Europe in support of NATO and the U.S. National Defense Strategy.

This effort has exercised the Army's ability to coordinate large scale movements with Allies and partners. Since January, the Army deployed approximately 6,000 Soldiers from the United States to Europe including a division headquar-

ters and an armored brigade combat team. It has moved approximately 9,000 vehicles and pieces of equipment from Army Prepositioned Stocks and approximately 3,000 pieces of equipment via sea from the United States. And, in coordination with

Allies and partners, it also completed movement of Soldiers and equipment from multiple ports to training areas in Germany and Poland.

There are many details still being worked and discussed with our Allies and partners. Changes are

anticipated to the deployment timelines of Soldiers currently in Europe, redeployment of U.S.-based equipment, and the next Atlantic Resolve rotation. We will continue to provide updates as details become available about these adjustments.

# SURVIVORS: Easier access

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"The Army honors our surviving Family members by ensuring their access to our installations and Army-led joint bases," said IMCOM Provost

Marshal Col. Kevin A. Comfort.

IMCOM is directing policy compliance and training for its 75 garrisons and installations. The new process

resulted from Section 626 of Public Law 115-232, the John S. McCain National Defense Authorization Act for Fiscal Year 2019. The law recognizes survi-

vors as having a valid requirement for long-term, unescorted access to Army installations.

Survivor's access cards will be consistent across the Army and

will be valid for three years. DOD leaders are determining policy to provide reciprocity for survivor's cards across all services.

For more informa-

tion on Survivor Outreach Services, visit <https://www.armymwr.com/programs-and-services/personal-assistance/survivor-outreach>.

# TALENT: Expanding initiatives

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On the other hand, rapid promotions were approved by Congress in the 2019 National Defense Authorization Act, he said, with up to 770 authorizations.

"If you're a lieutenant colonel, and you think you're qualified for a job that's available for a rapid promotion to colonel, then you can compete for the job," McGee said.

Once selected, officers assume the rank and pay until they leave the position.

Of those, 225 were listed in the Army Talent Alignment Process, and 118 became available in the last assignment cycle.

However, one of biggest

changes to talent management came from the first ATAP marketplace, McGee said.

Earlier this year, more than 6,500 officers were assigned their first job of choice during a match process, McGee said. In all, more than 14,500 officers participated and of those, 95 percent were assigned one of their preferences and 98 percent of units placed preferences into one of their vacancies.

The foundation of ATAP was born on the idea of trust, Wardynski said. "Before, units trusted the Army to know best about what they need, and when they need it."

"We were advised to go more slowly, or do 2,000-3,000 officers

so we can learn and access," McGee admitted, regarding the ATAP marketplace. "But the fact of the matter is [McConville] knew if we waited, we would not get a marginal gain in terms of how we operate."

In other words, if Army leaders waited to study how a small group adapted to their move, they would "end up dealing with the same issues," he said.

The Army isn't modernizing how it does business to "feel good about itself," McGee said. "It's so we can win future wars."

The war for securing the best talent helps the Army set the conditions to win a war against adversaries the United States has never faced, he said.

# AI: Soldier-machine teamwork

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Artificial intelligence and machine learning systems must account for decision makers without technical training in information science in order to most effectively ease their burdens, researchers said.

While limited in its current incarnation, the integration of human and machine agents from across coalition partners into dynamic teams--a concept Pham calls human-agent knowledge fusion, or HAKF, shows

promise in improving the decision-making process for the warfighter.

"HAKF supports explainability and tellability naturally as conversational processes between human and machine agents," Pham said. "This enables AI agents to provide explanations of results arising from complex machine learning tasks and to receive knowledge that modifies their models or knowledge bases."

This research

was conducted as part of the United States-United Kingdom Distributed Analytics and Information Science International Technology Alliance

program. Preece and Pham serve as the UK Academic Technical Area Lead and the US government Technical Area Lead for the program, respectively.