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HEARING
ON
NATIONAL DEFENSE AUTHORIZATION ACT
FOR FISCAL YEAR 2023
AND
OVERSIGHT OF PREVIOUSLY AUTHORIZED
PROGRAMS
BEFORE THE
COMMITTEE ON ARMED SERVICES
HOUSE OF REPRESENTATIVES
ONE HUNDRED SEVENTEENTH CONGRESS
SECOND SESSION
—
FULL COMMITTEE HEARING
ON
**DEPARTMENT OF THE ARMY FISCAL
YEAR 2023 BUDGET REQUEST**

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**DEPARTMENT OF THE ARMY
FISCAL YEAR 2023 BUDGET REQUEST**

HOUSE OF REPRESENTATIVES,
COMMITTEE ON ARMED SERVICES,
Washington, DC, Thursday, May 12, 2022.

The committee met, pursuant to call, at 10:00 a.m., in room 2118, Rayburn House Office Building, Hon. Adam Smith (chairman of the committee) presiding.

OPENING STATEMENT OF HON. ADAM SMITH, A REPRESENTATIVE FROM WASHINGTON, CHAIRMAN, COMMITTEE ON ARMED SERVICES

The CHAIRMAN. The committee will come to order.

Good morning, all. We have a full committee hearing this morning. The Department of the Army is going to present their fiscal year 2023 budget request. We welcome our two witnesses, the Honorable Christine Wormuth, the Secretary of the Army; and General James McConville, Chief of Staff for the U.S. Army.

Before we begin, we are joined by a new member on the committee this morning. Congresswoman Sylvia Garcia was just appointed to the committee yesterday and is now part of the Armed Services Committee. We welcome her. She represents the 29th District of Texas, which includes Houston, South Houston, Galena Park, Jacinto City, and Pasadena.

She is a former judge and social worker and joins the committee having previously served as Houston's city comptroller, Dallas County commissioner, and Texas State senator. During her time in Congress, Sylvia Garcia was particularly focused on the incidents surrounding the death of Vanessa Guillén and was incredibly important in getting the—passing the reforms to how we handle sexual assault in the military.

So even before joining this committee, Ms. Garcia has had a huge impact on our policy. We appreciate that leadership, and we are very happy to have her on board. Welcome. Thank you for being here.

As I mentioned this morning, we are hearing from the Army, part of our continuing posture budget hearing conversation, and there is a ton of details here. But the two most important things to me are the Army personnel and modernization.

I think the Army has really been a leader in this starting with the “night court” process that started back I believe when Mr. Esper was the service secretary. They really took a hard look at everything that the Army is spending money on and said, “Does this make sense?” and “What is the future of the fight?” Something we talk about a lot on this committee.

How do we catch up with the rapid pace of technology that is making survivability harder, information more important, and things like long-range fires and drones and communication systems even more important? I think the Army is headed in the right direction on this. The committee looks forward to hearing from you on how we can continue to support that effort and what some of the decisions and tradeoffs are that are involved in there.

Obviously, the amount of money matters. We have the defense budget that was offered by the President. There is already some controversy about that, and we will talk about what the numbers should be. As I always say, I am vastly more concerned about how we spend that money than how much there is. The President put forward a budget somewhere around \$800 billion, which is a significant amount of money, but the modernization challenges are enormous.

We have to update our systems and be ready for the fight that is here today and not the one that was there 30 years ago, so that involves some very difficult decisions. The other big issue, obviously, is personnel. The Army has struggled to meet its recruiting goals. Obviously, you know, the last 2 years of the pandemic have scrambled everything about that.

So, it is hard to reach any definitive conclusions about some sort of, you know, overarching problem. But we want to figure out, what can we do to help the Army meet those goals, to be able to recruit and retain the personnel that they need. So, we look forward to hearing your comments on that as well.

With that, I will turn it over to Mr. Rogers for his opening statement.

**STATEMENT OF HON. MIKE ROGERS, A REPRESENTATIVE
FROM ALABAMA, RANKING MEMBER, COMMITTEE ON
ARMED SERVICES**

Mr. ROGERS. Thank you, Mr. Chairman, and I want to thank the witnesses for being here and for your service to our country. These are very important hearings, and I really appreciate you making yourself available for them.

This is our last posture hearing of the year. Each of these hearings have made one thing very clear: the President's defense budget proposal is woefully inadequate. We have heard from General Milley that it fails to keep pace with record inflation. It is so bad that Deputy Secretary Hicks indicated last week that the Department may need a supplemental for fiscal year 2022 to deal with it.

We have heard from combatant commanders and service Chiefs that the budget falls far short of providing our warfighters the resources they need to carry out their mission. That is why they have sent Congress a \$29 billion in unfunded priorities.

We've heard from Admiral Aquilino about the growing threat from China and how that threat is manifesting much quicker than he anticipated. And we read his 1242 Report that lists over \$1 billion in requirements needed to deter China that didn't make it into this budget. Further, we have heard from the leaders of the other services about the unnecessary risks they will absorb if this budget becomes a reality.

Today we will hear the toll it is taking on the Army. Like the leaders of the other services, Secretary Wormuth and General McConville have had to produce a strategy based on a budget number, not a budget number based on a strategy, and the results aren't pretty. The Army is seeking to slash end strength by 12,000 soldiers. It is facing cuts of 7 percent in procurement, 6 percent in research and development, and 41 percent in military construction.

The Army is trying their best to manage risk by dividing investment between long-term modernization priorities and short-term requirements. They've been able to target investment in some of the Army's highest priority—highest modernization priorities, such as long-range precision fires.

There is no question that we need to make investments like these. Doing so ensures we have at least some capability to deter and defeat China; but it also means we are making dangerous gambit that risk in the near term will be low. I suspect that is not the case, and I suspect that that is why General McConville has sent us a list of over \$5 billion in unfunded priorities.

The list includes critical vertical lift and ground vehicle modernization programs. It also includes imperatives like additional Stinger missiles. These capabilities are critical to deter and defeat adversaries in the near term. Russia's illegal invasion of Ukraine highlights just how vital it is that we pass a robust budget that reduces both near-term and long-term risks.

Unfortunately, this budget proposal makes those choices mutually exclusive, and that is unacceptable. Our warfighters need the training and capability to deter and defeat any adversary anywhere anytime. I am very concerned that the President's budget will leave the Army and the rest of the services unprepared to do that.

I look forward to working with the majority to pass a real defense budget that supports modernization and ensures credible deterrence.

And with that, Mr. Chairman, I yield back.

The CHAIRMAN. Thank you.

Madam Secretary, you are recognized for your opening statement.

STATEMENT OF HON. CHRISTINE E. WORMUTH, SECRETARY OF THE ARMY, U.S. ARMY

Secretary WORMUTH. Good morning, Chairman Smith, Ranking Member Rogers, distinguished members of the committee. Thank you for your ongoing support of the Army as we significantly transform to meet future threats.

We have accomplished a lot this year, but we have a lot more work ahead of us. We remain focused on our three key priorities: people, readiness, and modernization. The fiscal year 2023 budget request enables us to support the National Defense Strategy, take care of our people, and meet operational demands abroad and at home.

We are investing \$35 billion in modernization, almost \$2 billion in military housing and infrastructure, and we are funding 22 combat training center rotations in fiscal year 2023.

We are modestly reducing our end strength. We are doing this because we want to focus on maintaining a high-quality force. We

didn't want to have to lower our recruiting standards. At the same time, we are also working hard to adjust our recruiting enterprise, given the challenging recruiting environment that we and the other services are facing.

We are also committed to maintaining momentum on our six major modernization portfolios. In fiscal year 2023 alone, we will field four long-range precision-fire systems: the Long-Range Hypersonic Weapon, our ship-sinking Mid-Range Capability, the Precision Strike Missile, and the Extended Range Cannon Artillery. We are also modernizing our air and missile defense systems, and we are funding both the development of FLRAA [Future Long-Range Assault Aircraft] and FARA [Future Attack Reconnaissance Aircraft], which we plan to field in 2030.

As important as it is to maintain our momentum on modernization, people are the strength of our Army and our greatest asset. This budget increases soldier and Army civilian pay and funds a number of quality of life improvements, including barracks, family housing, and various childcare initiatives.

To reduce harmful behaviors, we are building out a prevention workforce that will help us with our efforts to build strong, cohesive teams that are trained, disciplined, and fit. Our SHARP [Sexual Harassment/Assault Response and Prevention program] Fusion Center Directorate pilot brings together in one place all of the resources to support victims of sexual harassment and sexual assault, and these pilots are up and running.

We are also continuing to strive to present—to prevent suicide in our ranks. We have started conducting 100 percent mental health wellness checks in some of our units, and we are surging behavioral health resources to where they are most needed, even as we confront a nationwide shortage of providers.

As we focus on taking care of soldiers and their families, and transforming to meet future threats, the Army is also playing a key role in the here and now. Today we have over 47,000 soldiers in Europe to reassure our allies, deter aggression against NATO [North Atlantic Treaty Organization] territory, and to help Ukraine defend itself.

As you all know, the Army has provided a wide range of lethal assistance to Ukraine. And while we are focused on Europe, we are not taking our eye off the pacing challenge of China in the Indo-Pacific. Through Operation Pacific Pathways, we have deployed thousands of Army forces and equipment sets to the region for exercises that strengthen joint force integration, demonstrate combat capability, and promote interoperability.

In just the last 2 years, for example, the 5th Security Force Assistance Brigade has sent over 40 advisory teams to 14 different countries. This kind of interoperability and relationships that our Army forces are building with countries in the region increases the potential for additional access and combined action if there is a future crisis.

Our access, presence, and influence around the world are enduring advantages that contribute to integrated deterrence. And to continue building our enduring advantage relative to our adversaries, we have to pursue cutting-edge experimentation and innovation. Much of our experimentation activity will culminate this fall

in Project Convergence 22, where our sister services will join us with operational units and new technologies to work together to solve important operational challenges.

America's Army is fit, trained, and ready when called upon to fight and win the Nation's wars. We are transforming for the future, something we have to do given the dangerous environment we face today. I am very proud of all that our soldiers are doing to protect our country and look forward to your questions this morning.

[The joint prepared statement of Secretary Wormuth and General McConville can be found in the Appendix on page 65.]

The CHAIRMAN. Thank you.
General McConville.

STATEMENT OF GEN JAMES C. MCCONVILLE, USA, CHIEF OF STAFF, U.S. ARMY

General MCCONVILLE. Good morning, Chairman Smith, Ranking Member Rogers, distinguished members of the committee. Thank you for the opportunity to be here today and for your continued support to the Army and our people: our soldiers from all three components, our families, our civilians, and our soldiers for life.

The men and women of the United States Army stand ready to fight and win our Nation's wars as a member of the joint force. I could not be more proud of each and every one of them. The Army is well aligned with the National Defense Strategy through our existing priorities of people, readiness, and modernization. And we win through our people. They are our greatest strength and our most important weapons system. That is why people remain the Army's number one priority.

We are in a war for talent. That means recruiting our Nation's best and modernizing our talent management systems. That means retaining our best. We recruit soldiers, but we retain families. So we are ensuring access to quality housing, healthcare, childcare, spouse employment, and PCS [permanent change of station] moves.

When our soldiers get the call that it is time to deploy, we want them to be laser focused on their mission, knowing that their families will be well taken care of at home. Above all, putting our people first means building cohesive teams that are highly trained, disciplined, and fit, where everyone is treated with dignity and respect, and they are ready to fight and win.

But being ready today is not good enough. We must also make sure we are ready tomorrow, and that is what our modernization is all about: future readiness. The Army continues to undergo its greatest transformation in over 40 years, and we remain committed to our six modernization priorities. We have 24 signature modernization systems that we will have in the hands of soldiers by fiscal year 2023, either for testing or fielding.

Also in fiscal year 2023, we will stand up the third of our five multi-domain task forces. The U.S. Army never fights alone, so we continue to invest in strengthening our relationships with allies and partners across the globe.

We can see the return on those investments in our response to Russia's invasion of Ukraine. Never before have we asked so many to move so quickly. We could not do it without the access and presence our allies and partners provide.

In less than a week, the 1st Armored Brigade and the 3rd Infantry Division was able to deploy from Fort Stewart, Georgia, and be on the ground in Germany starting live-fire exercises with tanks drawn from Army prepositioned stocks in Europe. This is a testament to our tactical and strategic readiness, to the quality of our incredible logisticians, and to the investments Congress has made over the past several years in setting the European theater.

When it is time to go, we go with the Army we have, and the Army we have is the world's greatest fighting force. We must ensure it stays that way. And with your continued support, we will.

I look forward to your questions.

The CHAIRMAN. Thank you both very much. Two questions. One, I know the Army has been very focused on long-range fires, and this is one of the main features of the modern battlefield that we are seeing play out in Ukraine. You know, you have to be able to see and target the enemy before they can see and target you, and there are a ton of layers that go into that—secure communications, you know, drones, information being able to be moved about.

Can you walk us through sort of what the Army programs are to give—and distance is another thing. You know, the further away you can fire the missile, you know, the quicker you can get there. What are the systems that are going to put you into position to win that fight? Like the fight that is playing out in Ukraine right now where the Russians have a lot of drones, they are able to see when the Ukrainians are coming, and then put target right on them, or they are able to steal their communications and do that, and back and forth. How are we preparing for that fight in the Army?

General MCCONVILLE. Yeah. Mr. Chairman, what I will start with is our number one priority, which is the long-range precision fires, and I equate those to being the arrows that we have. And it starts with hypersonics. We have great range, great speed, and very precise, and that gives us some capabilities.

The second priority is Mid-Range Capability. That gives us the ability to sink ships.

The third capability is our Precision Strike Missile, which they are developing right now. It will be a land-to-land system. It is going to be 500 kilometers or greater. And it also is going to in the near future have the ability to think—to sink ships.

But that is just part of it. Now you have the arrows. You actually have to find the targets, and that takes a layered joint force solution. It takes space, it takes aerial capability, it takes multiple other “ents,” if you want to call it, to bring that together.

But the real secret sauce that we are working on is what we call convergence, the ability to take multiple sensors, bring them into an integrated battle command system, and then pick the appropriate shooter to get the lethal effects we need. That is what we are doing right now. We have put it in place and are working very closely with our other services. And this fall we will work with our allies and partners to continue to develop that capability.

The CHAIRMAN. Thank you.

Secretary Wormuth—and I should point out, as I understand, your mother and your aunt have joined us this morning? I want to be sure and recognize them and thank them for being here and tell everyone that now they have to be nice to you.

[Laughter.]

The CHAIRMAN. It would just be rude to—

Secretary WORMUTH. They are here to watch our great democracy at work.

The CHAIRMAN. Okay. We will try to live up to that. Did you have anything to add to the—

Secretary WORMUTH. Well, I just want—I guess what I would add, first, I would underscore, you know, we are working with the other services through the Project Convergence series to really test out, you know, how we link all of the platforms, not just in the Army but with the Air Force, Navy, Marines, and Space Force.

And there is a lot of fascinating work there that I think, you know, you would all be interested in, and I would encourage you, those that can, to come out and see it in the fall. But really, you know, our six major modernization portfolios are designed to sort of help us tie the archers, the arrows, and, you know, all of that together. So, you know, we have got to have the air and missile defenses to be able to protect our forces, for example. We have got to have the network. You know, we are working hard to become a more data-centric Army. So, you know, and then, of course, we have got to have the vehicles and platforms to allow our forces to maneuver on the ground.

So, we have really tried to take a comprehensive approach to modernization, so that we can bring all of that together.

The CHAIRMAN. Thank you. Like I said in my opening statement, I very much appreciate that forward-leaning thought. And as we are talking about, you know, spending money within the defense budget, this is where we need to spend it. We have got a lot of existing programs and older programs and older systems that are not contributing in a positive way to that fight. We need to move off of those and get the systems that you just described.

And the last piece of it is we have to make sure that all of that is secure, and that is where a lot of upgrading needs to be done, of just basic software and systems. You know, if we are flying a drone, we have to make sure that our adversaries can't take over from a cyber ability, you know, hack the system and start flying our drone. Our systems are not as secure as they need to be right now.

Last question, on personnel. What are the like two or three things that you think are most important in being able to recruit and retain? You mentioned some of that, but what support can we give you to be able to meet those numbers?

Secretary WORMUTH. I think, Congressman, one of the things we have to do is really find a way to tell the Army's story to as many young Americans as we can. You know, we really have a—I think over 80 percent of the folks who are in the Army now come from families where they have had military background. So, we really need to expand our outreach to a much broader slice of America.

And I think, you know, things you all can do to support us is we are—we are looking at, you know, things like potentially expanding the number of Junior ROTC [Reserve Officers' Training Corps] programs that we have. We are trying to do a deep dive into our recruiting enterprise to really try to find some creative solutions, and

there may be things that we could use Congress' help with. There may be some new authorities that we might need.

So, we will look forward in the coming months to coming back to you all to asking for specific help. But in the meantime, you know, we have a range of incentives that we have put out to try to help us with recruiting. We have some new marketing that is going out to, again, I think help us tell the Army's story more effectively. And we are—the early returns on that data are promising.

The CHAIRMAN. Great. Thank you very much. I appreciate it.

Mr. Rogers.

Mr. ROGERS. Great. Thank you. And I share completely the chairman's concern about that, and I appreciate General McConville making the point that people is your number one priority because it needs to be.

General McConville, we had Admiral Gilday here yesterday testifying about the impact of inflation on his service and what it has done to raise the cost of shipbuilding, MILCON [military construction], fuel, housing for the people. How is it affecting your service, or is it?

General McCONVILLE. Well, Congressman, I am very concerned about the impact of inflation on our soldiers and families, our most, you know, important weapon system. And, you know, as we—as sure as the other folks testified, the budget was planned around about a 2 percent inflation rate. And I am not an economist or a comptroller, but here is what I do know.

I know that in the budget we wanted to give our soldiers and families a 4.6—and our civilians a 4.6 percent pay raise, and that was based on the employment cost index. And we wanted to give them a subsistence increase, and that was based on the USDA [U.S. Department of Agriculture] food cost. And we wanted to give BHA [basic housing allowance], all these type things.

And that number is a lot less than 8 percent. I don't know what it is going to be, but this affects our soldiers' and families' buying power. And, you know, we would like to see them have that capability because we want—we are in a war for talent. We want to take care of our soldiers and families.

Mr. ROGERS. Thank you. And I would like both of you to address this question. I am really concerned that—about the lack of funding for combat vehicles in this budget, particularly Strykers and Abrams. Has something changed that we don't any longer have a combat requirement to fill full brigades of these vehicles?

Secretary WORMUTH. Congressman, we absolutely still have a requirement for Strykers and Abrams. The reason that we have sort of slowed the buy, if you will, with—and, you know, we have gone—we have decreased the buy from about three-quarters of an ABCT [armored brigade combat team], for example, to a half a BCT [brigade combat team] a year, and we have done that, frankly, because we are trying to strike the balance between continuing to invest in our enduring platforms, like Strykers, like Abrams, but also maintaining our modernization on developing the new systems, you know, developing the robotic combat vehicles or the optionally manned fighting vehicle. So that is why you are seeing that.

Mr. ROGERS. General.

General MCCONVILLE. And, Congressman, we are trying to give you the best Army we can with the resources we get, and it is a delicate—we are trying to find that sweet spot where we keep our modernization priorities going, and we have done that, and we are very pleased with that—with that pace. But we also want to take care of soldiers and families, and we also want to take care of enduring, you know, systems.

And the Abrams is not going anywhere, the Stryker is not going anywhere, the Apache is not going anywhere, the Black Hawk is not going anywhere. These systems are going to stay in place. But as we improve them, which we feel we need to do, we also have to, you know, balance the future of the Army, and we have to invest in the Army in the future.

Mr. ROGERS. Well, you made my point, both of you did right there. We have to have these platforms, but you are trying to work with the funding you have got and a proposal that is under budgeted. That is my whole point.

Secretary Wormuth, the fiscal year 2023 defense budget request did not factor in Russia's invasion of Ukraine or the ongoing response by the U.S. Are you getting what you need through the various supplemental appropriations to fund these operations, replace vehicle and equipment transfers, and replenish diminished stockpiles?

Secretary WORMUTH. Yes, Congressman. I think, you know, the supplementals that you all in Congress have provided have been helpful in terms of allowing us to fund the operations, you know, as I mentioned, the 47,000 Army soldiers who are there in Europe. Some of those were permanently assigned in Europe before the invasion, but many of them have moved there.

And I think, you know, right now we feel comfortable with the fact that we are able to manage our costs. I think, though, this conflict could be protracted. It doesn't appear that Putin is changing his objectives. So, I think we have to be prepared to expect that this conflict may go on, and the costs, you know, would then continue as well.

Mr. ROGERS. Right. Thank you, Mr. Chairman. I yield back.

The CHAIRMAN. Thank you. Mr. Langevin, who is joining us virtually, is recognized for 5 minutes.

Mr. LANGEVIN. Thank you, Mr. Chairman. Can you hear me okay?

The CHAIRMAN. Yeah. We got you. Thanks.

Mr. LANGEVIN. Thank you, Mr. Chairman. I want to thank our witnesses for their testimony today and all you do for our men and women in uniform and for our national security.

Let me begin with Secretary Wormuth. Secretary, it is my understanding that the Army's concept of multi-domain operations calls for a few specialized new units, such as a cyber warfare battalion and a hypersonic weapons battery, for example. So, these are key issues that I am glad the Army is taking a dedicated look at, and I think it is moving in the right direction.

But how will the Army ensure that the proper training and equipment is acquired for these units, should they come to fruition.

Secretary WORMUTH. Thank you, Congressman Langevin. The Army actually has, you know, invested in cyber and in developing

its cyber force for some time, so I am very proud of everything that we are doing at Army Cyber. You were specifically talking I think about our multi-domain task forces, which will have a battalion that will include capabilities to not just look at cyber but also space and electronic warfare, as well as having a long-range precision fires battalion.

But we are—we are working to develop the personnel for those formations, and we have a cyber center of excellence at Fort Gordon where we are doing a lot of the training and development of those kinds of soldiers.

Mr. LANGEVIN. Thank you. And that goes equally with a plan to acquire the equipment?

Secretary WORMUTH. Yes. Yes. Again, we have been working on developing our cyber capabilities for some years now, and actually we have three of the multi-domain task forces already, you know, out, fielded, if you will. There is one at Joint Base Lewis-McChord in Washington. We have one that is operating in Europe. So those capabilities are in use right now.

Mr. LANGEVIN. All right. Thank you.

General McConville, the JADC2, Joint All-Domain Command and Control concept, is—is absolutely critical to the modernization of our forces and national defense. How would you describe the Army's progress when it comes to JADC2 and Project Convergence?

General McCONVILLE. Well, Congressman, I think we are making good, solid progress. As we discussed with Project Convergence, when we started that, the first year we made sure that our Army systems could pass data and do that very, very quickly. We just finished a session, a buildup with our—the joint force and making sure that all joint forces can pass data very, very quickly, which allows us to do it.

And this fall coming up we will bring in our allies and partners and again work with them in developing a data fabric that is both secure, resilient, and robust, is really the future is. And what we are finding is it gives us the capability to have lethal or non-lethal effects in matters of seconds vice matters of minutes or hours, and we think this is extremely important for the future battlefield.

Mr. LANGEVIN. Thank you, General. And are you able to effectively work towards the JADC2 concept with the Joint Staff? And do you have any concerns with the current process?

General McCONVILLE. I think we have a good process. In fact, we are meeting with the Chiefs very shortly just to make sure we are all online.

This is a very sophisticated, complex problem, but I think, working together—and one organization that we stood up at Aberdeen is called the Joint Systems Integration Lab, which is very, very helpful because it is really all about the ability to pass data between different weapon systems, and that is a very complex challenge. And what we have found, by bringing systems together and practicing this, and then, we take them out in the desert where it is about 115 degrees, and you can find out if the stuff really works. But doing the pre-work is really allowing us to learn a lot and be much more effective in getting after this problem set.

Mr. LANGEVIN. Thank you, General.

And continuing on with you, let me say I am pleased that the Army is heavily investing in cyber workforce development and unit formation. How is the Army working with the Joint Staff or the other services as you bolster the workforce in support of offensive and defensive cyber operations?

General McCONVILLE. Well, we think cyber is critical for the future. One of our biggest initiatives is moving from our Industrial Age personnel management system to a 21st century talent management system. We have tremendous talent in our Army that, quite frankly, we can't see sometimes because it is masked by their grade and their military operational specialty.

I will give you a quick example. We have a medic who is a specialist who is in our software factory, and he codes at the Ph.D. level, and it is just absolutely incredible. We continue to find these young men and women that have extraordinary talents. We are sharing this—

The CHAIRMAN. Thank you. I apologize, the gentleman's time has expired.

General McCONVILLE. Okay.

The CHAIRMAN. And I should warn you, as we get down to the clock, even if you are answering a question, you know, that is the end of the time.

General McCONVILLE. Okay. Sorry about that.

The CHAIRMAN. And we go to the next person. I should have given you that heads-up earlier.

General McCONVILLE. A lot of passion about that.

The CHAIRMAN. Mr. Wilson.

Mr. WILSON. Thank you.

The CHAIRMAN. Yes, I know it helps in some ways.

But Mr. Wilson is also appearing virtually and is recognized for 5 minutes.

Mr. WILSON. Thank you, Mr. Chairman.

And I am really grateful, Madam Secretary and General, for your being here with us today and your service.

And I particularly appreciate both of you referencing Fort Stewart, where I trained and where my sons have trained. What a great installation that is.

And then, I am also grateful that, in my service in Congress with Congressman Rick Allen, that I had the opportunity to support Fort Gordon. And what a future that has for the American people to provide for cyber security.

Madam Secretary, Putin's war on the people of Ukraine has demonstrated the importance of American presence on Europe's eastern flank. Our NATO allies in the Baltics and Eastern Europe have been enthusiastically welcoming to our forward-deployed American troops stationed in their countries.

I have seen firsthand, visiting a German-American base in Lithuania on the border with Belarus, just 5 miles from, sadly, a new Russian military base. Several of our allies are willing to build permanent bases for these troops, led, as we have seen, by President Andrzej Duda of Poland, to join with the very effective bases of Novo Selo in Bulgaria and MK Air Base in Romania.

What are the plans to provide for expanded permanent change of station tours in Europe, to include the bases in the Baltics and Eastern Europe?

Secretary WORMUTH. Thank you, Congressman.

I think at this point, you know, I would say there is definitely a robust conversation going on here in the United States, but also with NATO about what the future force posture might look like in Europe. And certainly, our sort of frontline states, like Poland, like the Baltics, are very interested in having permanent presence. And that is something I think that, again, the NATO countries will be discussing at the Madrid Summit.

We stand ready in the Army to support those decisions, once those decisions are made as to where we might have a continuing presence of U.S. troops and whether those would be permanent or rotational.

Mr. WILSON. Thank you very much.

And, hey, we have seen the success of American troops, not even a large contingent, as we have in Kosovo and Pristina, which was still an amazing indication of providing security in the Balkans.

General McConville, I am grateful for the bipartisan American resolve to provide for the courageous Ukrainians defensive weapons needed to protect their homeland from the murderous war criminal Putin. Begun by President Donald Trump, and now continued by President Joe Biden, we have the success of Javelin missiles and Stinger missile systems. Additionally, I am very grateful that we have the circumstance of providing these to all of our allies in Central and Eastern Europe.

What are we doing for these particular systems to make sure that there is proper replenishment, so that our stock is in place and also for our allies that need backfill for providing these systems to Ukraine?

And also, a final question. With the leadership of Chairman Adam Smith and Ranking Member Mike Rogers, the lend-lease bill was signed by the President this week. What are the plans to immediately assist Ukraine and benefit our other allies, such as Moldova and the Republic of Georgia?

General McCONVILLE. Yes, Congressman, we are, with your support, we are able to begin the replenishment of the Stingers, of the Javelins. We are working very closely with industry, we're identifying requirements to do this. As far as the Stingers go, you know, we haven't built Stingers in a long time, but we are going to use them in the future. Our mobile SHORAD [short-range air defense] system actually uses the Stingers, and we have some modernization capabilities. We want to fly the Stingers, so it is more effective unmanned aerial systems in the future. So, we are doing that. We are in the progress right now. We know we need to replenish that, and with your support, we will.

Mr. WILSON. And with the lend-lease, is this being implemented immediately for the benefit of the people of Ukraine?

General McCONVILLE. Yes. Yes, it is. We are sending—certainly, we are sending not just Javelins and Stingers—we are sending artillery. We are sending armored vehicles. We are sending unmanned aerial systems. We are sending radars and a lot of other

systems to make sure they have the capability that they need to be successful in their endeavors.

Mr. WILSON. Thank you very much.

And as I conclude, too, I am very honored to represent Fort Jackson. I trained there. My Army sons have trained there. And, General and Madam Secretary, you are always welcome to visit Fort Jackson. Just a wonderful institution and installation.

So, thank you very much.

The CHAIRMAN. The gentleman's time has expired.

Mr. Larsen is recognized for 5 minutes.

Mr. LARSEN. Thank you, Mr. Chair.

That's kind of rapid-fire. I will note that I don't have time for a question on Pacific Pathways, but I would like a brief on that—

General McCONVILLE. Yes.

Mr. LARSEN [continuing]. At some point in the future, please.

So, for Secretary, let's start with you. As of April of this year, this last month, the Army has yet to provide documentation sufficient to close some recommendations that GAO made regarding to guide and monitor recruitment and retention of women service members. When do you expect to close those recommendations?

Secretary WORMUTH. Congressman, I just looked at that report, actually, yesterday. And I think we do need to get back to you on laying out more specifically what we are doing to recruit and retain women. We are focused on that. You know, women right now are about 18 percent of the Army. I think that is an area where, frankly, we could potentially grow in terms of, you know, given that women are 50 percent of the population.

But we are doing things like looking at, for example, female recruiters tend to be more successful recruiting women into the force. So, I think, looking at the ratio of our recruiters who are females, it is something that we need to be doing. But I commit to getting back to you to lay out more specifically what we are doing to recruit and retain women.

[The information referred to can be found in the Appendix on page 89.]

Mr. LARSEN. Thanks.

And with regards to General McConville's statements at the beginning about recruiting talent, no matter where it is, for the United States, we need to think more broadly than we have in the past. I appreciate that.

Again, a followup for either of you. The GAO [Government Accountability Office] published a report in April, again, last month, assessing suicide in the military, providing 14 recommendations for the DOD [Department of Defense] and the services broadly. Has the Army looked at that particular report and the issues relative to the Army, and how are you addressing those? Maybe General McConville?

General McCONVILLE. Yes, Congressman. We are very, very concerned about suicide. In fact, my daughter is a clinical social worker, a captain in the Army. So, I get some pretty good feedback from the ground floor.

But we are finding that especially during the pandemic, having soldiers become disconnected from their leaders and getting more isolated, and going through transitions alone, is something that we

are really getting after. So, it is behavior health, but it is also we talk about building these cohesive teams where everyone is looking out for each other. So, if a family sees a soldier going through problems, they know who to call; they get to that squad leader. And we certainly don't want them to do the counseling, but we do want them to get to the behavior health professionals. We want to make sure we eliminate the stigma. We want to make sure we are trained to identify those issues that soldiers are going through.

And I would argue that soldiers don't commit heart disease; they die of heart disease. Soldiers don't commit suicide; they die of suicide. And we need to look at it the same way.

And we have soldiers, just like with heart disease, that are higher risk; they are a higher risk for behavior health. And we have got to work that and make sure they get the help they need, so we can save their lives.

And this year—again, too early to tell—we have actually had significant progress over the last 5 or 6 months. I never like to say that publicly because things can change very quickly, but we are pleased with the way we are moving the Army, and to include the Vice Chief of Staff has led a pretty significant effort to get after this concern that we really are concerned about.

Mr. LARSEN. Yes. Secretary, to follow up?

Secretary WORMUTH. I would just reiterate, you know, for example, there has been a lot of focus on Alaska. There has been a particularly high rate of suicide there. And so, we are surging 5 additional behavioral health providers, 19 military—or excuse me—17 military family life counselors, and 19 chaplains, to go up there for the next 6 months to really sort of help us understand what is going on there and making sure that our soldiers have support, behavioral health support.

Mr. LARSEN. All right. And, Secretary, one last question for you, but you need to leave me 20 seconds. Just quickly with regard to Army Forces Command and your directive of May 3rd with regards to acquisition, tech and logistics, bringing those two more in aligned.

Secretary WORMUTH. Yes, what I was doing with that directive was just trying to clarify some roles and responsibilities. There was some ambiguity around the role of Army Futures Command and our Assistant Secretary that does acquisition and logistics. That directive in no way downgrades Army Futures Command or diminishes its role. It still remains an incredibly important part of our acquisition enterprise.

Mr. LARSEN. All right. Thanks.

And then, just finally, a few of us were in Vicenza Army Garrison a few weeks back as part of a trip. And we had a chance to sit down and have a meal with the women and men from our States. To a person, they know their mission in the defense and deterrence mission with regards to Russia and NATO, all of this relative to Ukraine. But we had some MILCON issues, and we will follow up on those MILCON issues at Vicenza. And you have great leadership there, but, more importantly, you have got some great women and men who know their mission, and it was great to meet with them. And I just wanted to pass it along.

Thanks.

The CHAIRMAN. Thank you.

Mr. Turner is recognized for 5 minutes.

Mr. TURNER. Thank you, Mr. Chairman.

Madam Secretary, General, I want to revisit the issue that our ranking member was raising and, in part, what Joe Wilson was raising.

As you are aware, we have significant deficiencies in our acquisition strategies. So, many times, especially where it comes to vehicles, we act like we are going to a car dealership to buy a vehicle, instead of the fact that we own many times the production facilities, but the supply chains, the workforce. When we manage our acquisition strategy, we do little to project out the effects on those.

General, you said that the Abrams isn't going anywhere. Well, the workforce does, and the supply chain does, and certainly, you are going to see that with Stingers. As we go for the surge with Stingers and Javelins, you are going to have similar issues.

Inefficiencies in production result in delays. They result in our losing core competencies. They result in increased cost. So, trying to save in the short term by having a lower buy, to cannibalize for modernization later, results in increased costs, as you try to then—try to replace those.

I am raising this as an issue because I am very concerned, as we have had the conflict with Russia, our allies have already indicated that they want to replace their legacy systems that are Russian, in part. There is an increase in allied investment, including Germany. There is going to be increased demand from those. We are going to have increased needs as we look to forward-deploy troops and capabilities.

And, General, as you mentioned, we have got to do modernization. We can't do this at the expense of modernization, or we are buying the Army we have today instead of the Army we need for tomorrow. And we got to replace what we left behind in Afghanistan, because we have a gap.

Give me some idea as to how we can improve this system. Because I don't think you have the tools; I am not certain that you even have the authorizations to really do the projections to be able to say, you know, it is not just that I need this many tanks; it is also that the supply chain needs to be at this level. The workforce needs to be maintained.

You know, so many times we talk about a line keeping warm. Warm doesn't translate into—you know, what any MBA [master of business administration] would come to you and say, "How does that affect your cost structure? How does that affect the workforce? How does that affect the parts that you are going to need, even for just maintenance?"

Talk to me a bit about that process, of not just your aggregate needs, your aggregate budget, but how do you project, then, how those costs can spiral?

Madam Secretary, General?

Secretary WORMUTH. Congressman, I think, you know, we try to work on that in a couple of different ways. First of all, we are trying to look ahead with our modernization strategy and anticipate what that means in terms of what kind of depot capacity do we need to have, or how do we need to adjust our infrastructure to be

able to maintain those new systems at installations around the country?

So, one of the things that we have done through Army Materiel Command is to build a 15-year organic industrial base strategy. And that really tries to look at making sure that we have the workforce, to your point, at our arsenals, depots, and ammunition plants. So, that is one thing that we are doing.

I think predictability is a really important piece of this in terms of working with industry. So, as you all know very, very well, the Department and the Army have been living in an era of continuing resolutions sort of year after year. And I think, to the extent that we can bring back predictability to our budget and to our appropriations process, that would help us a lot. That would help industry.

And we are also trying to work very, very closely. I think that is one of the things that, coming into the Army, I have been struck by the close partnership we have with the defense companies to try to look at and work with them on things like supply chain fragility, which the pandemic has very much illuminated.

Mr. TURNER. General.

General MCCONVILLE. Well, we try to balance a lot of requirements. We know where our priorities are. And when we take a look at it, we are trying to do the best we can with the resources we get. But I think we are learning a lot and we can probably amplify that discussion from Ukraine. You know, you don't want to invest in a lot munitions if you are not going to use them because they sit in a warehouse somewhere and you haven't used them for 15 years. Then, you spend a lot of money to either extend their life or you spend a lot of money to demil [demilitarize] them, which is very, very expensive. So, there is always a fine line, and everyone is trying to find that sweet spot where they only buy just enough for within their resources.

And the second part of that is I think we have got to recognize we are not into selling arms to other countries, but that really helps. The fact that they use the same equipment as ours and they buy America, there are some opportunities there to get interoperability, there's some opportunities to keep our industrial base going, when we do that.

Mr. LARSEN [presiding]. The gentleman's time has expired.

The chair recognizes Mr. Courtney for 5 minutes.

Mr. COURTNEY. Thank you, Mr. Larsen.

On page 5 of the testimony that was submitted to us, there was mention made of we are very close to a decision point with the Future Vertical Lift program. And I realize the "cone of silence" is over that whole process, and it should be.

But, from a general policy level, I mean, we have spent years now kind of trying to untangle, I think, bad choices that were made with the F-35 program in terms of the scope of the contract that did not factor in sustainment costs, MILCON issues, facility issues in terms of—and the government just ceded so much control over software. I mean, it has really hindered and driven up costs for the program that, again, is just—it is going to be around for decades.

So, in terms of—from a policy standpoint with Future Vertical Lift, I mean, are you factoring in, again, the tail, the sustainment

costs, whether or not there is really capability in terms of MILCON and depots repair? Because they are going to be all over the place, and that, we know now from GAO and others, with F-35, was really overlooked to the detriment of the government and the taxpayer.

Secretary WORMUTH. Yes, Congressman, we are trying to do exactly that. Future Vertical Lift, whether FLRAA, the replacement for the Black Hawk eventually, or FARA, the Attack and Reconnaissance helicopter, those will be expensive platforms when they are fielded. So, we are looking early at affordability issues. We are trying to look very early at the sustainment costs, the maintenance costs, and to try to factor that in, as we go forward with the program. Because, as you point out, so often in the past, those have not been looked at, and that really can be what balloons the cost of these programs, when you sort of look at entire lifecycle costs. So, we are trying to look at that very carefully.

And we are also trying to build in—I'm sorry—to your point, not just in the helicopter platforms, but in many of the other platforms, is an open systems architecture approach. So that we are not sort of captive to one particular company.

Mr. COURTNEY. Right. Well, again, I think a lot of us, because of, again, just the experience that has gone on for years here, are going to be watching that piece of it very closely.

It sounds like, within a few weeks or so, there is going to be a major decision by the country of Finland and possibly Sweden to join NATO. And obviously, that is going to increase the border of NATO with Russia. Finland is no stranger, I think, to the Army and other services.

General, maybe you could sort of comment in terms of the integrated deterrence policy and how that would fit in with Finland, which has not been part of NATO, but certainly been an ally.

General MCCONVILLE. Right, Congressman. And we routinely train with the Finns and Swedes. And so, we run operations up there. We're certainly—there's plans right now. I talked to General Cavoli and our team over there. And as they take a look at what the requirements are to reassure our allies and partners, just like we did in Lithuania, just like we did in Latvia, just like we did in Estonia.

There is certainly that capability of forces to do that, and they are in the process of making those type decisions, and what that will look like; what type of exercises go on. They happen routinely anyway. And how do you get the right amount of force structure in place so everyone is confident, as they move ahead during this transition time.

Mr. COURTNEY. Thank you.

And again, the embassy has been, actually, very much engaging in outreach with members because I do think that—I mean, it is just extraordinary. They have gone from a country that was at 30 percent in support of NATO to 76 percent. And now, the President and Prime Minister yesterday announced that this thing is really imminent.

It is quite extraordinary. I mean, it certainly shows that whoever was calling NATO obsolete a few years back, events have definitely, I think, validated the enduring value of NATO. And obvi-

ously, that is another decision point that is coming and something that this committee will be tracking closely.

I will yield back.

The CHAIRMAN [presiding]. Thank you.

Mr. Lamborn is recognized for 5 minutes.

Mr. LAMBORN. Thank you, Mr. Chairman.

General McConville, thank you to you and the Secretary for your service to our country.

I am pleased that the Army is planning to field the Long-Range Hypersonic Weapon next year. While 10 years overdue, it is remarkable that the Army has made such rapid progress in the past few years. I think that the Army's risk-acceptant approach to developing the Long-Range Hypersonic Weapon is a significant reason that the program has been successful.

We frequently hear from military leadership that we must be willing to accept some failures in technology development, but we don't always see that in action. China seems to have taken the approach of accepting failure and learning from it.

Can you elaborate for the committee on the approach the Army has taken to develop and rapidly field the Long-Range Hypersonic Weapon? And what lessons can we learn and apply to other programs?

Secretary WORMUTH. Congressman, we have leaned forward in terms of developing the Long-Range Hypersonic Weapon, which we are working with the Navy also as well. So, I think it is a good example of sort of joint development.

And really, we have done that under the auspices of the Rapid Critical Technologies Office, and they have been able to make good use of some new authorities that Congress has given us to be able to work on development and acquisition more rapidly.

A big part of what we are doing is a soldier-centered design process. We are taking good advantage, as I said, of these new authorities that you all are giving, and we are just really trying to proceed on a very rapid development and testing schedule. And I think we have really seen that pay off in the Long-Range Hypersonic Weapon System program, in particular.

We already have the ground equipment for that system out at Joint Base Lewis-McChord. And I think we have some important tests coming up. But we feel very good about fielding that in fiscal year 2023.

Mr. LAMBORN. We are still far behind our near-peer adversaries. Is there anything we can do to accelerate this even more?

Secretary WORMUTH. My own view, Congressman, is that we are going as fast on this particular weapon system as is prudent. But certainly, I think continued congressional support for letting us use some of these more rapid and more innovative acquisition authorities is very much appreciated, and letting us apply that across the six portfolios that we are pursuing.

Mr. LAMBORN. We will be supportive, and we will be pushing you even harder.

Changing subjects, General McConville, you have made it clear that retention is a priority. In fact, you said, "We are in a war for talent." And yet—and yet—I have military constituents in my district that have reached out to me because they are seeking a reli-

gious exemption from the mandate to receive the COVID vaccine. As of March 10th, the Army had approved only 1 religious exemption, had disapproved 536, and had 3,760 pending cases.

So, out of the 537 that have been advocated, were 536 lying about their beliefs, and only 1 was telling the truth? Why is the Army involuntarily discharging soldiers for not receiving a vaccine that have requested a religious exemption?

General McCONVILLE. Well, Congressman, we've taken a very deliberate and measured approach to the vaccination. It starts with we want to make sure, ideally, for life, health, and safety of our soldiers and families, we want them to have vaccination, so they can do their job. It is also affects their buddies, as we go forward. And it is also a legal order.

And we pick, and if someone has an exception, we have—I think right now there are 8 religious and 22 medical exceptions, and there is an appeal process. And what we suggest is they go through the process, but we do want them to get the vaccinations and we do want our soldiers to obey legal orders.

Mr. LAMBORN. There is going to be a lot of discussion in this committee during the NDAA [National Defense Authorization Act] about this issue. And I think there is going to be a lot of proposals to address it. And I know there is legislation pending to address it.

I am just concerned, with our need for retaining good people, that some of our very best people, well, we are losing them in all of the branches, not just the Army. And if vaccines protect people, and most of the soldiers under your command have been vaccinated, they should be okay, right?

General McCONVILLE. Right.

Mr. LAMBORN. And those who haven't been, it is on them. I mean, I would urge people to be vaccinated. I have been vaccinated. But, nevertheless, sometimes people bear personal risk and are willing to live with that. But if they are young and healthy, not always, but mostly, they will be okay, anyway.

Thank you, Mr. Chairman.

The CHAIRMAN. Thank you. The gentleman's time has expired.

Mr. Norcross is recognized for 5 minutes.

Mr. NORCROSS. Thank you, Chairman.

We are witness to a war taking place in Ukraine, the Russians invading. We are seeing the use of Stingers and Javelin literally pick apart much of the Russian armor. We have provided funds for much of that replacement.

Secretary Wormuth, I am just looking for an assessment of our industrial base, not just the ammunition side, but the hardware side, in light of what we are providing. Where do we stand in terms of our industrial base and its ability to replace that?

Secretary WORMUTH. Well, I think, Congressman, it varies, depending on the particular weapon that you are talking about. You know, I think that we are better positioned to be able to replenish our Javelin stocks, for example, than Stingers. And that is, as General McConville said, we have not been producing Stingers for a while; whereas, you know, Javelins, the production line is open.

So, I think that Lockheed Martin is leaning forward to try to be able to ramp up production, so that we will be able to replenish our

stocks for what we need and, also, continue to be able to provide Javelins to the Ukrainians.

With the Stingers, I think we have some work to do with Raytheon. We are going to be able, I think, to find parts to be able to build some additional Stingers, but I think that is going to take some more work because we do have some part obsolescence that we are going to have to work through.

Mr. NORCROSS. Thank you.

Certainly, we have been focused on the ammunition base and the products that go into that. And I think we are in good shape there. But certainly, I have to agree with Mr. Turner's assessment of our industrial base, and we have been trying for the past several years with a proposal I have had to buy American to secure our U.S. and key allies our industrial base.

But I just want to shift a little bit. Witnessing this war and seeing that the Russian armor tanks just being picked apart by our Javelins, General McConville, what is the major difference between what we are witnessing in Ukraine and our armor? We do have the best tanks, armored personnel carriers, in the world. How are we able to defend against what we are doing to the Russians? Are they just inept? Are they just built rotten? What is the major difference between what we have and what they have?

General MCCONVILLE. Well, I would suggest that, first, we have the best tanks and armored personnel carriers available. But, to me, it is also how you employ them. And we employ our systems with the combined arms. And there are ways of using fires and maneuver and drones and intelligence, and working them all together, which is at least what I have seen with the Russian forces they haven't done.

So, it is very, very important, at least from where I sit, that we do what we call combined arms. We use fires to maybe take out the infantry or pre-assault fires. You have infantry securing the way for the armored forces.

And some of these things don't change. We go back to D-Day and the 101st took the bridges at Carentan, infantry force. So, they get off the beaches.

And if you are going to move, you want armor because you want mobile protected fire and you need that capability. And you don't want to have infantry without that capability because, quite frankly, with fires and other people shooting, you are going to lose a lot of infantry. So, you want to work them both.

And what you really want to do is present your adversary multiple dilemmas. So, if he goes after the tanks and he wants to shoot Javelins at them, you make sure he can't do that because it is infantry or fires preventing him from getting that close. We have active protected systems that are also pretty effective on some of our tanks to get after those type things. But it is also using drones and using fires and using intelligence and bringing together a composite picture to present the enemy multiple dilemmas that they can't attack you like they have with the Russians.

Mr. NORCROSS. But to be more specific, we are being asked, gee, tanks are a thing of the past. To the degree that you can have this discussion in an open forum and not classified, our armor is in a

much different position to defend against those Javelin or missile attacks, isn't that correct?

General MCCONVILLE. I would take that to a classified level, if we could. But I would still advocate the idea of combined arms, when we talk about different missile systems and which part of the vehicles. We could give you a detailed brief on where they are, you know, what type of capability—

Mr. NORCROSS. We are in a better position than they are?

General MCCONVILLE. I think we are in a much better position when it comes to at least what I have seen with our troops. And there is this thing called will. Very important that the people exercising those weapon systems want to do that and they are willing to use them.

Mr. NORCROSS. Thank you. I yield back.

The CHAIRMAN. Thank you.

Mr. Wittman is recognized for 5 minutes.

Mr. WITTMAN. Well, thank you, Mr. Chairman. And Secretary Wormuth, General McConville, thank you so much for joining us today. General McConville, I want to begin with you.

Last March, you said that you had concerns about cutting end strength and what that was doing to stress on the force. I think at that time, the Army end strength was 485,000. Today as we speak, I think it's around 476,000. The budget request takes it down to 473,000.

First of all, do you still think that end strength is an issue? And do you think the current end strength allows us what we need with our Army to combat the threats we see, both in Europe and the INDOPACOM [U.S. Indo-Pacific Command]? And if there were additional resources, would you suggest an increase in end strength?

General MCCONVILLE. Well, Congressman, first of all, I am concerned about end strength. I stand by my concerns. But I believe quality is more important than quantity.

And, you know, we're coming out of a tough place with COVID and recruiters are getting back into high schools, there's a lot of things going on. A lot of businesses having a hard time hiring. So, there's a lot of things going on in the country right now.

And so, if you could ask my advice, we take a pause; we keep the quality up; we talk a lot about the call to service.

As the Secretary said, 83 percent of the young men and women that come in the Army are military family members. And so, it's really become a military family business. And I believe that the Army and a lot of other services should be an American family business.

And so, we've got to get more access. We've got to show people the value of serving their country. I think we need to do this over the next couple of years.

And so, as the threat changes, we can take a look at bringing quality people in. And again, I'm not doing a commercial, but I think there's a lot of value for working-class kids like me that came in the Army. I signed all my kids up, and I'd like to see everyone else do the same.

Mr. WITTMAN. Very good. General McConville, thank you. Secretary Wormuth, listen, I believe we have the best Army on the

face of the Earth, period, no question. The challenge is going to be if conflict breaks out, how do we get those soldiers to the fight?

Listen, our soldiers are great. But you know what? They can't walk on water. I wish they could, and they probably could find a way to do that. But short of that, we need to get them to the fight.

Ninety-five percent of the ability to get our soldiers and equipment to the fight is done by sealift. Today as we speak, the Ready Reserve Force—which your Ready Reserve fleet, which is what we will use to take soldiers to the fight—only about 40 percent of those ships would actually be available to sail today.

So, we can do all the great things about recruiting and retaining and training and having the best Army on the face of the Earth, which we do. But if they can't get to the fight, then the question is, what are we doing? Do you believe that more needs to be done to build surge sealift capacity so that we have that? And what more can the Army do to advocate for that, to make sure that happens?

Because right now as we speak, the Navy is not doing it because the Navy can get to the fight. They don't have a whole lot of concern about surge sealift. But I would argue it's one of the most logistical parts of our military that's in atrophy today.

Secretary WORMUTH. Congressman, you're absolutely right that military sealift is critical for us in getting our forces and our equipment over to Europe or into INDOPACOM, for example. So, we do have an active conversation with the Navy about what they are doing with their sealift capability and capacity.

Ultimately, it's the Secretary and the Deputy Secretary of Defense who make those decisions. But through our program budget review process, we have a dialogue with the Navy. And we certainly hold up our hand and say, hey, we need to have some support from you all to get our folks over to where they need to be.

Mr. WITTMAN. Secretary Wormuth, would you be willing to do more than just hold up your hand? Would you be willing to pound on the desk a little bit to make sure that surge sealift is part of this? Because I am so afraid that with all these efforts that we're putting forth that if we can't get to the fight, it's going to take more than just raising your hand.

Sometimes you have to shake things up a little bit. Sometimes you have to say, Mr. Secretary, this is a critical need, a critical gap for the Army. And that has to happen.

We've hollered about it on this committee for years. And the Navy kind of slow-plays it. We've given them authorizations to purchase multiple ships.

They just started down the road of purchasing two ships. We're not where we need to be. So, I just want to get your perspective, if you're willing to hit the table.

Secretary WORMUTH. Well, I certainly always try to be a very strong advocate for the Army and for our requirements. And I'll continue to do that.

Mr. WITTMAN. Very good. Thank you, Secretary Wormuth. Mr. Chairman, I yield back.

The CHAIRMAN. Thank you. Mr. Gallego is recognized for 5 minutes.

Mr. GALLEGO. Thank you, Mr. Chairman. Thank you to our witnesses. Secretary, thank you for your testimony. In your unwavering and our commitment to defend every inch of NATO, I really appreciate how ironclad you are on that.

I strongly support this administration's so far robust aid packages to Ukraine which included small platforms like Switchblades and the Phoenix Ghost. I've also seen reports that the Pentagon is considering sending larger, more sophisticated equipment like the MQ-1C Gray Eagle which Ukraine has formally requested.

Can you share any updates on this potential transfer to Ukraine? Is the Army in favor of it? And what more can, and should, we do to further strengthen security from your perspective?

Secretary WORMUTH. Thank you, Congressman. I was actually not aware that the Ukrainians had requested the Gray Eagles. There's a very robust policy discussion about what systems can be provided, how they will be used, what the security concerns are. But if the policymaking conversation gets to a point where they decide that is something that makes sense to provide the Ukrainians, I think the Army would very much want to support that.

Mr. GALLEGO. General, I want to ask you about the threat that Russia poses in the gray zone. As I've said before, if we draw any lessons from the ongoing war in Ukraine, it's that we need to ensure our allies and partners are too prickly for any adversary or competitor to swallow. That is why irregular warfare training is so crucial. Recognizing that we are in an unclassified situation, what insights can you share about how the Army is approaching this challenge? And are there additional steps that we should be taking to bolster irregular warfare capabilities.

General MCCONVILLE. Well, Congressman, I think you make a great point. We're talking a lot about large-scale ground combat operations. But we still need to be able to do counterinsurgency. We need to do irregular warfare. We need to do counterterrorism. Those threats are not going away.

I think we're well suited with some of the organization we developed. Certainly, our special forces are experts at that. But we also have stood up our security force assistance brigades which could provide that type of training that they need to do. And also our National Guard does a great job with their State partnerships.

And so, the more we can do to build the capacities and capabilities of our allies or partners or just friends is really important. And for a lot of folks, we've been training the Ukrainians for 8 years, and that's been some really good training. And in fact, 22 of their brigades or about 75 percent of their brigades went through what we call a combat training center-like experience which has really been very helpful for them.

Mr. GALLEGO. Excellent. And I've met many times with Ukraine special forces. And they have commented also on the amount of training they've gotten from the United States. And certainly, we could tell it's paid off.

Another question, General. You know the old saying, military is trained to fight the last war. And we see what Russia has learned that lesson again. The Army has been training its troops for Iraq and Afghanistan for the past 20 years.

And counterterrorism, CT, operations will remain important obviously going forward. But there is no doubt in my mind that strategic competition is the challenge we are facing today and in the future. Can you share how the Army is transitioning from a CT focus to a renewed emphasis on large-scale combat operations?

General MCCONVILLE. Yes, we can. And part of when we talk about this transformation of every 40 years, the right time is now where they're at that inflection point. And it really starts with doctrine. And the doctrine is multi-domain operations which is different than AirLand Battle that a lot of us kind of grew up with many, many years ago.

It's standing up new organizations. The Secretary talked about the multi-domain task force which will provide long-range precision effects and also long-range precision fires, It's stand up the SFAB [security force assistance brigade]. We're standing up organizations that can do things with information operations, with cyber, electronic warfare, and space.

All those are coming together. The modernization priorities with long-range precision fires, Next Generation Combat Vehicle, Future Vertical Lift, the network, air and missile defense, and soldier lethality, all those are coming together and with talent management that give us the Army so—it's not about win the last fight, it's about win the next fight. And that's what we're trying to do.

Mr. GALLEGO. Thank you. I yield back.

The CHAIRMAN. Mrs. Hartzler is recognized for 5 minutes.

Mrs. HARTZLER. Thank you, Mr. Chairman. Hello, Secretary Wormuth and General McConville. As you probably know, the modernization of the ammunition production facilities has been a top priority of mine for several years. And as you know, many times in the past, these accounts were neglected and they were used as a bill payer for other priorities.

But that resulted in crumbling infrastructure at several key facilities. But fortunately, due to the work on this committee, we've reversed that trend, and these accounts have received a much-needed increase.

And at first, I was pleased when I reviewed the Army's budget request to see that Lake City Army Ammunition Plant in Missouri would receive 313 million dollars in funding. However, as I looked at it closer, all of this requested funding is for the next generation squad weapon ammunition facility. And this is a needed facility.

We're excited to have it at Lake City. But Lake City has about 95 million dollars in urgent safety repairs for their current facilities, including \$29 million for new roofs where water is getting in. They have mold concerns, high winds.

A new HVAC [heating, ventilation, and air-conditioning] system, \$34 million is needed; the refrigerant utilized in the system is no longer manufactured. Switches, waste lift [inaudible], propellant handling, et cetera. So, what is the Army's justification for not funding critical safety upgrades in this year's budget?

Secretary WORMUTH. Congresswoman, I certainly would agree with you that we have work to do in our organic industrial base. I haven't been to Lake City yet, but I was at McAlester not too long ago. And there was a lot of good work going on there, but there was clearly some additional work that was needed. What we're trying

to do in our—first of all, if there are life and safety issues at the Lake City plant, I will look into that because we certainly want to make sure that those are taken care of.

That said, we have a very large organic industrial base footprint. And with the resources we have, we aren't going to be able to make all of the repairs everywhere all in one year. But that's really what we're trying to do through our 15-year organic industrial base plan is to try to map that out and get on a predictable schedule that will be able to allow us to take care of all of those issues over a period of time.

Mrs. HARTZLER. I'll go back and look at that plan to see where these needed changes are. And I appreciate you being willing to look into that and also invite you to come out. And I think you'll be very impressed by what we're doing there.

Also, I wanted to—we talked a little bit about suicide prevention in some earlier questions. And I really appreciate your focus on that. And, you know, that's been an area that I've been very focused on as well and have been very encouraged by the many non-profit organizations run by former veterans that are doing great, great work out there.

And I know we visited about that, General McConville, a while back. So, I was just curious. What changes has the Army made to resilience and suicide prevention programs? And is the Army exploring partnerships with these nonprofit organizations to help the situation?

Secretary WORMUTH. Congresswoman, we are very open to partnerships with nonprofits in this area. I think we have really made an emphasis in trying to engage our chaplain corps in this area. As I mentioned, we're sending a large number of chaplains up to Alaska, for example. But we have done a lot to try to invest in resilience and helping our soldiers be connected, making sure that our commanders know the tools they have to help with this. But certainly, we're very open to partnering with nonprofits who want to help in this space.

Mrs. HARTZLER. Anything you want to add, General?

General McCONVILLE. One of the things I've learned, I've watched this, and it just breaks my heart when we lose a soldier or a family member. But watch the transitions. It just seems like—we talk about what's higher risk.

When you take a look at someone with heart disease, someone that maybe has high cholesterol or does certain things they're at higher risk, I think this is the same thing when we take a look at suicides and behavioral health. People going through transitions, they have a relationship that's not going very well. That's when people need to come together and be with them.

We see it with soldiers that leave the Army. They're going through a transition. They were part of a cohesive team, and they go out into the civilian sector. And they may think that no one cares about them. And they've done this service and they don't feel good about that stuff. So, the more we can do to help with transitions, whether it's relationships, whether it's financial issues or it's criminal or it's transitions out of the service, I think the more we can get after this problem set.

Mrs. HARTZLER. I appreciate your focus on chaplains. I really believe that that's—the faith base is very, very important to this whole thing. And I was visiting with one of the nonprofits yesterday talking about a mentorship program where they're reaching out to people who are about to come out of the Army and they're linking them up with people ahead of time that will be with them for the next year and mentor them.

And I thought that was a great idea. So, I just encourage you to continue to work with the nonprofits because they're doing great work. So, thank you. I yield back.

The CHAIRMAN. Thanks very much. Mr. Carbajal, who is joining us virtually, is recognized for 5 minutes.

Mr. CARBAJAL. Thank you, Mr. Chairman. Secretary Wormuth and General McConville, in October 2017 the Department of Defense under the Trump administration issued a policy that unfairly and without reason changed the historic and longstanding procedure for legal permanent residents, LPRs, serving in the U.S. military to be considered for expedited citizenship. This was later proven unlawful in the courts.

The policy increased the minimum service requirements, contrary to existing law, for noncitizen personnel serving in the U.S. military. An August 2020 court order found the minimum service requirement unlawful. However, a March ruling by the United States District Court for the District of Columbia found that there were still instances within the Army's training installations that were still refusing to process naturalization certificates, adhering to the August 2020 court ruling.

The judge noted there was a cause for concern that the Army isn't effectively implementing the order. While I understand the Army has taken steps to inform the service of the court ruling, please walk me through how these policy changes are distributed to the force and also how are noncitizen soldiers informed of the rights afforded to them when it comes to naturalization opportunities.

Secretary WORMUTH. Congressman, it's my understanding—I'm not familiar with all of the ins and outs of the court cases that you just spoke to. But it's my understanding that soldiers as they come to basic training if they're lawful permanent residents are eligible for naturalization. And I think we make our soldiers aware of that when they come to basic training.

And we have tried to make sure that our commanders are aware of that as well. And so, we can certainly work with Training and Doctrine Command who runs our training base to reiterate what the current policy is and when lawful permanent residents can be eligible. But that is my understanding of where we stand on this issue right now.

Mr. CARBAJAL. Well, Secretary, if you could get me some more information with specifics, I would really appreciate it because that was a lot of generalities. And there's a lot of people whose rights are being negated. And I think a better understanding is important for you to have and for me to understand how that is being implemented. So, I would appreciate that.

Secretary WORMUTH. I'd be happy to get that for you, Congressman. And I would also just add that particularly given the recruit-

ing environment, I'm very eager to have folks who are lawful permanent residents know that they're able to be naturalized if they come into the Army. So, I think this is something I'd be happy to get you more specifics on.

[The information referred to can be found in the Appendix on page 89.]

Mr. CARBAJAL. Great. Thank you so much. Secretary Wormuth, in the Army's unfunded priority list [UPL], the service includes almost \$67 million for female and small stature body armor. This committee is well aware of the lack of properly fitting gear for our female soldiers and how it impacts their health and safety.

Accompanying the request the UPL states, if not funded, this will create a personal safety issue due to lack of proper fit of small standard body armor. If Congress appropriates this funding, how many soldiers will benefit? Can you also speak to the future years' funding needs to ensure all soldiers receive properly fitting PPE [personal protective equipment]?

Secretary WORMUTH. Congressman, I don't know off the top of my head how many body armor sets right now are in the Chief's unfunded priority list for female body armor. What we try to do with the unfunded priority list is we invest in body armor for our soldiers in the base budget. And to the extent that Congress wants to give additional money to the Army, that allows us to obviously buy additional body armor sets. And I don't know—

[Simultaneous speaking.]

General MCCONVILLE. I guess I could add is we're committed making that happen. Just about everything we need in the Army, we have a priority and we have a plan. And then I'm the one that puts together the unfunded priority list.

And if there's additional resources available, then we can accelerate that plan. And some of that is depending on what we got the year before in the funding. And it's a long-term plan to get things done quicker.

Mr. CARBAJAL. Thank you. Having served in the Marine Corps, I know about plans. And they're only as good as their implementation. So, thank you very much.

Secretary, Wormuth, with the increased demand for air and missile defense capabilities, the operational tempo [OPTEMPO] for air and missile defense is at an all-time high. With that, is the Army considering reevaluating its current requirement for Patriot batteries? And how are the global requirements impacting the readiness of our Patriot batteries?

Secretary WORMUTH. We do continue to watch OPTEMPO for our air defense units very carefully. That community has been stressed by requirements for ongoing operations. We are investing in an additional Patriot battery, though, in our 5-year defense plan.

Mr. CARBAJAL. Thank you very much. Mr. Chair, I'm out of time. I yield back.

The CHAIRMAN. Dr. DesJarlais is recognized for 5 minutes.

Dr. DESJARLAIS. Thank you. We've had some preliminary discussions on the long-range hypersonic weapons today. So, I'll forgo that and looking past the LRHW [Long-Range Hypersonic Weapon], Secretary and General, what discussions look like within the Department of the Army to serve as the adopting service for

DARPA's [Defense Advanced Research Projects Agency's] OpFires [Operational Fires] hypersonic system?

It seems to me that the capability would likely serve an answer to the Army's medium-range gap. While you have the LRHW and the MRC [Mid-Range Capability] at your disposal, you don't currently have a weapon that is both intermediate range and hypersonic like the OpFires. So anyway, I would like to get your thoughts on how you see the OpFires program fitting into the Army's vision, if at all, over the next decade.

General MCCONVILLE. Well, Congressman, what I think is we take a look at the requirements. There's some very good systems out there. But when we take a look at our long-range precision fires, we feel with the hypersonic capability, with the Mid-Range Capability, and the Precision Strike Missile, coupled with our Extended Range Cannon Artillery, we're in a pretty good position for fires. And with the resource we have, we think that is about as much as we can afford when it comes to long-range precision fires.

Dr. DESJARLAIS. Secretary.

Secretary WORMUTH. I would just echo that, Congressman. And I would also say that while, again, I'm very pleased and proud of the long-range precision fires portfolio that the Army is pursuing, we're also looking at the joint force and the fires that the joint force brings. And so, I think between what the Army is doing and the Air Force and the Navy, we have a good suite of capabilities overall or are in development of that.

Dr. DESJARLAIS. Okay. Just to get your opinion, both of you, do you feel like we're currently behind both Russia and China in terms of hypersonic glide weapons?

Secretary WORMUTH. I think, you know, I feel very good about where the Army is on the Long-Range Hypersonic Weapon. Clearly, we've seen the Russians use some hypersonic weapons in Ukraine. But I think as I look overall at our capabilities, vis-a-vis Russia and China, I think we are on pace.

Dr. DESJARLAIS. General, do you have anything to add?

General MCCONVILLE. No, I'm just very proud of what General Neil Thurgood and his team have done to accelerate long-range hypersonics and working with the Navy to field it. And what I would say, in acquisition terms, 3½ years is a pretty good job.

Dr. DESJARLAIS. So are you both saying that you're ruling out the OpFires at this point? Or are you not pleased with the progress they've made? Or you just don't think it fits well for the Army?

Secretary WORMUTH. I think, Congressman, what we're looking at is we have a finite set of resources. And we feel like as we look across the range of requirements, the programs we're pursuing now meet those requirements as we look to the future.

Dr. DESJARLAIS. Okay. General, I didn't come here today really intending to talk about the vaccine mandate. But Mr. Lamborn talked about it, and I just had a few questions regarding to that because this pandemic, as we know, has evolved. We've learned several things.

We started with a vaccine, then we had a booster. Is it currently the military or DOD's stand that the soldiers should have an additional booster? Or is it just the vaccine and booster adequate at this point?

General MCCONVILLE. Well, right now, the vaccination is the requirement. The booster, there's some that recommended. I'm fully boosted. But again, that's not the requirement right now.

Dr. DESJARLAIS. Okay. I'm vaccinated and boosted as well. But we're a different age than a lot of the fighting men and women who we've seen some side effects. We've also learned that the vaccine's longevity was not what it was supposed to be, thus all the boosters.

We've also learned that prior infection with COVID has been proven protective and probably more so than even the vaccine. So, I guess at this point, one thing I heard you say was that the troops need to obey orders. So, at this point in the game, we're not wearing masks on airplanes anymore. We're not wearing masks in this hearing room.

Dr. Fauci has said we've moved into a new phase. We're transitioning out of the pandemic. So, at this point, is it more about protecting the soldiers' health by forcing this vaccine mandate? Or is it more about obeying orders and insubordination?

General MCCONVILLE. Well, I think we have a policy from the Secretary of Defense that says the troops will be vaccinated.

Dr. DESJARLAIS. Whether it's good for them or not?

General MCCONVILLE. I'm not a doctor, so I'll—

Dr. DESJARLAIS. I am.

General MCCONVILLE. You are a doctor. So, I'll defer to you then. I mean, what we want to do in the Army is—in the Active Duty, we're about 98—almost 98 percent vaccinated and—

Dr. DESJARLAIS. So, with 4 seconds left, we're 98 percent vaccinated.

[Simultaneous speaking.]

General MCCONVILLE. We're 97.4 percent, right, 97.4 percent—

[Simultaneous speaking.]

The CHAIRMAN. The gentleman's time has expired. And the bottom line is that DOD's opinion is it is still in the best interest of the health of the entire service to have everybody vaccinated. It's a healthcare conclusion. Go ahead, I'm sorry.

Dr. DESJARLAIS. That conclusion is not finite yet. The science is evolving. A lot of things have changed.

The CHAIRMAN. Sure.

Dr. DESJARLAIS. And if prior infection is better than the vaccine, then why are we forcing someone to take the vaccine?

The CHAIRMAN. Yeah, I can answer that. First of all, you don't know exactly who has been prior infected. Second of all, I would, from a medical standpoint, disagree with you slightly on the conclusion. I don't think—I think it also is not at all clear that prior infection is better than vaccine. They're still evolving that. But the official position, I'm not arguing the rightness or the wrongness.

[Simultaneous speaking.]

Dr. DESJARLAIS. But I would also add that we need to look at the age group. Certainly, if you're 60 or older—

The CHAIRMAN. Sure. There's a lot of things we have to look at. All I'm trying to say is the official position of the Department of Defense through their health folks is they're not just doing it for fun.

[Simultaneous speaking.]

The CHAIRMAN. I'm sorry. We've got to move on to another issue.

Dr. DESJARLAIS [continuing]. Discharge wrongfully—
[Simultaneous speaking.]

The CHAIRMAN. Okay. And that could well be the case. All I'm saying is that is the policy. And the reason behind that—we can argue that conclusion. But that's the reason behind it.

On hypersonics, I think it's really important to point out we are behind the Chinese and the Russians right now because they have deployed them. Okay? I'm impressed that we're coming up. We've got a bunch of programs, they're moving forward.

We're going to get there. We haven't deployed them yet. So, we got to keep moving. We're moving in a good direction, and I'm quite confident that a year from now when we have this conversation we will be caught up.

But I don't want to give anyone the misimpression that we're caught up. We're not, because we haven't deployed them yet. So, we've got to get to that.

Mr. Moulton is recognized for 5 minutes.

Mr. MOULTON. Thank you, Mr. Chairman. General McConville, where are you from?

General MCCONVILLE. I'm from Quincy, Massachusetts.

Mr. MOULTON. I'm very proud of that. I figured it'd be good to start with a softball here. But thank you very much for you—

General MCCONVILLE. Home of two Presidents.

Mr. MOULTON. That's right. That's right. General McConville, what lessons have you learned from Ukraine? And how are they reflected in this budget?

General MCCONVILLE. Well, first off, what we've seen is some of the—we've kind of run down our modernization priorities. Long-range precision fires are extremely important. We're seeing the value of that or not the value of that as we've given the Ukrainians more capability. If we had our capabilities, the ability to sink ships, the ability to hit command posts long range, we certainly could do that. The future Next Generation Combat Vehicle to move troops in combat is really important.

Future Vertical Lift, with the range that provides. Air and missile defense, extremely important. The drones, both anti-drone capability and drone capability. And then the whole idea that most of our systems, it's really about speed, range, and convergence and bringing all those systems together. Doing combine arms as a joint force coming together would give you the capabilities that you need to be very, very effective to what's happening in Ukraine.

Mr. MOULTON. Well, I certainly don't have the expertise or experience that you do. But I agree with that assessment. Secretary Wormuth, how does the budget reflect an increased investment in drone technology?

We've seen drones eviscerate tanks. There's obviously some debate about the role of tanks in the future. But we can't argue drones are going to be critical. How are we investing in them?

Secretary WORMUTH. We are investing in counter UAS [unmanned aerial systems] sets for our divisions. For example, that's one of the things that we have in the budget. And then the Army also has a joint program office that's looking at future drone technology and counter-drone technology. We also are looking at as part of our Future Vertical Lift portfolio we have future unmanned

aerial systems as a part of that in addition to the two actual helicopter platforms.

Mr. MOULTON. Well, it seems that unmanned aerial systems are not only critical, but if you look at the exponential rise in their use and effectiveness, I think we'll very, very quickly get to a point where we have far more unmanned systems than we have manned aerial systems. And what you're doing in the Army is also going to set the standard for the rest of NATO.

There are a lot of NATO countries that are expanding their defense budgets and modernizing them. If they buy old stuff that doesn't work very well, then that's going to be a huge detriment to the security of NATO and ultimately to our national security as well. So, I just encourage you to move as aggressively as possible in this direction.

Secretary Wormuth, do you believe the Army is modernizing more or less quickly at this point than China?

Secretary WORMUTH. Well, Congressman, that would be a little hard to discuss in an unclassified session. But I think the Army is modernizing very, very quickly. Certainly, this is the most aggressive and comprehensive modernization that we've undertaken in 40 years. A lot of what the Chinese do, frankly, is steal our intellectual property which gives them basically a little bit of a head start. But we are, I think, modernizing at a very aggressive pace.

Mr. MOULTON. I think the other thing that the Chinese have done quite successfully over the last few years is divesting of a lot of things that don't work that well anymore. And that obviously gives them the resources to invest in new technology and indeed devote resources to copying ours. Madam Secretary, do you believe your mission and mandate is to advocate for the Army or to advocate for our overall national security?

Secretary WORMUTH. I am very much first and foremost the Secretary of the Army. So, my role is to advocate for the Army. But it's for the Army as part of the joint force.

We fight as a joint force. And I certainly think it's important for the Army to think about how it contributes to the joint force's ability to fight and win.

Mr. MOULTON. Well, look, I'm an infantry guy at heart, and I love what you do. And there are a lot of times where I was very proud to serve right alongside hand in hand with the Army in Iraq during my time there. But I also think that the reality of the China threat is that we are not going to invade China with a massive land Army.

And if you look at how our budgets have been apportioned in the last 10, 15, 20 years where we had massive land wars on the ground in Iraq and Afghanistan, we obviously gave far more resources to the Army and the Marine Corps than we did to the other services. But I fear that the traditional one-third, one-third, one-third balance that we have among the services is not really attuned to the China threat where we obviously have to invest more in cyber and space and in the Navy. So, I just think that we need Secretaries who are going to not only advocate for their service but really take this broader perspective that we may need to rebalance that apportionment to meet the new threat.

Mr. Chairman, I yield back.

The CHAIRMAN. Mr. Scott is recognized for 5 minutes.

Mr. SCOTT. Thank you, Mr. Chairman and Ms. Wormuth and General McConville. I'd like to follow up on that a little bit with a specific weapon system, the JSTARS [Joint Surveillance and Target Attack Radar System], the manned GMTI [ground moving target indicator] capability. For the first several years that I was here, we had a JSTARS recap [recapitalization] program to provide a business-class jet, ground moving target indicators, and other systems.

It was an Air Force platform, but it was predominantly used by the Army. When the Air Force decided that they did not want to move forward with recap, the Army did not stand up for the system. And as a result, recap was cancelled.

Today, the Army has asked for a manned business-jet class ISR [intelligence, surveillance, and reconnaissance] capability referred to as HADES [High Accuracy Detection and Exploitation System]. And this is an example of where I think if there was more coordination among the services, that the platform that you've asked for in the recent budget would be coming off the assembly line right now. And my question is, are there significant differences—and maybe they can't be discussed in this class [classification]—in HADES and what the new recapitalization of JSTARS would've provided to the Army?

Secretary WORMUTH. Congressman, I think, you know, our view is that we have some unique requirements that are distinct from the Air Force, and HADES is something I think that we need in terms of looking at our future ISR requirements. You know, we have been in discussions with the Air Force about their role, as well as our role. But I think right now we feel like this is something that we need to be able to provide for the Army.

Mr. SCOTT. Ma'am, I realize this occurred before your time, but the Army always needed manned ground moving target indicator capabilities. And instead of taking the recap program from the Air Force and saying we will move ahead with this development, in which case you would have the systems that you've just asked for coming off of the assembly line now, not 5 or 10 years from now. And I realize this happened before your time, but there is an extreme lack of coordination. Again, before your time and before General McConville's time, among the Chiefs at the DOD leadership, in saying if the Air Force is not going to provide this, then the Army needs to take on this system.

And so, I think that's just an example of a mistake that's been made from lack of coordination and turf protection and the Air Force saying we don't want this coming out of our budget and the Army should have said, well, that's fine, we'll take it on. And then you'd have your system because everybody here thinks you always needed manned ISR capability.

So, when do you expect HADES to actually be functional and in the air?

Secretary WORMUTH. Chairman, off the top of my—sorry. Congressman, off the top of my head, I don't have the first unit fielded date. I don't—

Mr. SCOTT. General McConville, do you have any idea—

General MCCONVILLE. I can—again, Congressman, what we’re looking, as we have, as you know, propeller-driven ISR platforms, and one of the things, as we take a look at the future, is because of their range and speed and what we see as the threat, we see them as probably, in some situations, they are not the best aircraft to do that, which leads us to why we’re taking a look at—HADES is flying right now. It’s a campaign of learning. We’re trying to determine, what the Army is trying to do right now with a lot of systems is kind of fly before we buy, so to speak, to get the requirements right, to make sure it’s providing that capability, and that’s what we’re doing with HADES right now.

Mr. SCOTT. Okay. I want to, we had a brief discussion beforehand, and we met with one of the leaders from the Middle East yesterday. I won’t call the name or—but I do want you to know that there’s extreme concern about the political and civil unrest that will come in other areas as a result of what has happened with Russia, the inability to move grain and fertilizer and other things that are needed for food through the Black Sea. And I just want to make sure that, in the various areas of operation, that we’re looking at what a reduction in the food supply means, especially in countries or continents like Africa, the countries in Asia. Anywhere you’ve got a high density of population, I think we need to be prepared for political and civil unrest.

With that, I yield the remainder of my time. Thank you.

The CHAIRMAN. Thank you. Ms. Slotkin is recognized for 5—

Ms. SLOTKIN. Thank you. Madam Secretary, it’s great to see you and welcome to your family. If this is your idea of a Mother’s Day gift, I question your judgment. But you’re welcome here.

So, Secretary Raimondo, Secretary of Commerce, mentioned yesterday that the Russian military was so desperate for microchips for their military vehicles that they were pulling them from dishwashers and refrigerators. And while I am always thrilled to see the failures and the desperation of the Russian army, it did send a bit of a shiver down my spine, coming from Michigan where I represent a place where one of my two GM [General Motors] plants have been largely dormant for the better part of a year because we can’t get a \$0.14 microchip, where my farmers can’t get a new John Deere because there’s no microchips, where we can’t get our cars repaired because there’s no microchips.

Representative Gallagher and I led a defense task force on supply chains, and we identified the same vulnerabilities, of course, particularly in the Army and particularly with land vehicles because we all depend on these same legacy chips. And we know that there’s a lot of common interest between the auto industry and you all on needing those chips.

Can you tell me very briefly what you have done to help deal with this supply chain problem, mitigate this supply chain problem?

Secretary WORMUTH. Congresswoman, I think what we’re trying to do is, just as you said, identify where those specific vulnerabilities are and then try to work with our industry partners to see what we can do to get ahead of those. One thing, I think, an idea that we’re exploring is, you know, using sort of an advanced procurement authority where we might be able to buy chips, for exam-

ple, in advance of actually buying the entire system that they might go into so that we can stockpile, essentially, that kind of thing. And I believe that the authority to do that, there's a new request for that in the latest Ukraine supplemental.

Ms. SLOTKIN. Great. We would welcome that, I'm sure. You know, literally, I go to events in my district and people yell, "Chips, we need chips," at me, so it's really sort of sunk into the consciousness.

The United States makes zero percent of the legacy chips that go in our vehicles, so different even from the 5G-capable chips. These are the same chips that appear in our Stingers, Patriots, missile defense systems, drones, helos, and fighter jets. So, I really see this as a major vulnerability.

Unfortunately, as we've been sitting here, I've just gotten reports out of the conference committee for the CHIPS Act or what we call the American Innovation Act. It's a bill we've been working on in the House and Senate to try and incentivize the semiconductor industry to build facilities in the United States so that we can at least make some of the chips we are now all so dependent on. I believe it's a matter of economic security. We have to control some of what is so important to us economically, but I want to publicly call out the leadership on both the House and the Senate for not moving this fast enough. There is not a sense of urgency even from within the conference committee.

So, can you help us make the national security case? If I can't get them to understand the economic security case, the national security case, what would it mean if, for instance, we were unable to get chips from Asia right now and we couldn't get chips for all those systems that I just mentioned? What would that do to your Army, Secretary and then General McConville?

Secretary WORMUTH. I think it would be very problematic, Congresswoman, obviously. And, again, I saw, frankly, the silver lining of the pandemic, if there is one, is that it cast a light on a lot of these supply chain issues in a way that, frankly, we weren't paying attention to before. And I think, you know, those types of chips and other kinds of critical components are very important to the functioning of our systems, and we need to be thinking now about how we avoid a situation like what you're outlining.

Ms. SLOTKIN. Is it fair to say that depending on suppliers almost exclusively in Asia for the chips to run our vehicles, our Stingers, our Patriots, our helos, is a vulnerability that we need to mitigate in short order?

Secretary WORMUTH. Yes. We don't want to be dependent on countries who are our adversaries for equipment in our weapon systems.

Ms. SLOTKIN. General McConville.

General MCCONVILLE. And one thing I advocate is you never want to be a one-option commander. You don't want to have one option. So, when you look at a supply chain, I argue for supply networks. We have kill chains, I argue for kill networks. We have multiple paths, so if [inaudible] goes down you have other options. And I think we need to invest in those type capabilities and have, you know, resilience we need. And that's what we try to do in every military operation.

Ms. SLOTKIN. Well, coming from Michigan where we feel like we've been screaming with our hair on fire on the need to have an indigenous American industry around chips, we would love the help of the military because you depend on them just as much as we do, if not more. And given your mission set, it's so vital that you have access to those.

So, we welcome your partnership in fighting to make sure we get this across the finish line. Thanks so much. Yield back.

The CHAIRMAN. Thank you. Mr. Kelly is recognized for 5 minutes.

Mr. KELLY. Thank you, Mr. Chairman. Secretary and Chief, the first thing, I just want to associate myself with Congressman Wittman's comments about the Ready Reserve fleet. Guys, we have to be able to get to the fight and then continue to resupply the fight. And without that—and we have got to pound because the Navy is not going to do it. Just like the Air Force doesn't care about your intelligence needs or your ISR needs, the Navy doesn't care until it's too late for us to do something about it. So, we have to keep pounding, and, if that means reassigning a line to the Army so they execute the buying of the reserve fleet because we're going to be the end user, us and the Marine Corps.

Same thing applies to hospital ships. You know, we have to be able to both soft power and hard power to have hospital ships in a large-scale employment. So, I hope that we'll continue to pound those.

I want to talk a little bit about the M1. I think, first of all, we have a faulty sample if we look at the Russians' performance and assume all tanks are defunct because the Russians performed poorly. First of all, they don't have the NCO [noncommissioned officer] corps and the teamwork at that level that we have.

I think the second thing is—is we have to look at our history and in Desert Storm and the initial invasion of Iraq in 2003, we performed against those same T-72s maybe and we didn't lose very many tanks and they lost a ton of tanks. So, I would say there is a difference between the M1 and the T-72. I don't know what that is in an unclassified environment, but I can say that there's a difference in the systems and how they function.

Going to that, the Marines are divesting of M1 tanks in some areas where we need that armor power, and I still think we need armor power. What about using pre-positioning stocks and maybe Guard rotational or Army rotational to go to pre-position stocks in places like—new places like Finland or Poland, so that we have the equipment there so we don't have to use that Ready Reserve fleet to get them there, but we have folks who are training. And I think that kind of goes with how you're doing your Regionally Aligned Readiness and Modernization Model, but how about using the Guard and Reserve or Active Components and pre-positioned stocks to be ready? What do you think about that, General McConville?

General MCCONVILLE. I think that's a great idea. And, Congressman, we saw that work in practice with the 3rd Infantry Division. We sent that brigade over there. As you know, having commanded, you know, an ABCT yourself, it takes a while to move tanks and Bradleys. You've got to put them on ships and you've got to sail them across the sea. But having pre-positioned stocks in Europe al-

lowed us to get there [in] basically a week to have that brigade on the ground. They were shooting, doing their mission. That's how you get the speed you need, and I'm a firm proponent of that. And in other places, the position that gives us the posture we need to respond very, very quickly.

Mr. KELLY. And I know the Marines divesting in some places that I think we probably still need an armor basis, and they're divesting of M1s, and so I think that's appropriate for the Marine Corps to do that. Have we reached out to our sister service, ground service, who does the fighting and said, hey, can we have an alignment where a Guard battalion or brigade or an Active Component battalion or brigade with pre-positioned stocks trains with those Marines in locations where we might have pre-positioned stocks to replace those tanks with Army tanks so that we have an armor force in the area?

General MCCONVILLE. We haven't exactly done that exact process, but I do routinely talk to the Commandant of the Marine Corps, and we're going through this process right now as far as getting our posture set, and that's certainly a discussion we can have.

Mr. KELLY. And then final question, General McConville—and, Secretary, I'm not trying to leave you out. You all both answer the same, I hope that you do, because you should be that lockstep in your answers. But I understand the Army's new multi-domain task forces are a modernized force designed for command and control of long-range precision fires and effects. The Active Component has two now with three more brigades coming online.

What do you see the role of COMPO [Component] 2 and 3 with these new multi-domain task forces and operations?

General MCCONVILLE. One thing we've asked General Hokanson to do is take a look at it, you know, the same thing. He's been very committed to making sure that the National Guard reflects the Active Component, and we're certainly having that discussion. We're having some discussion on some of the other things we're doing, too.

Mr. KELLY. Secretary and General McConville, I do think we are having a premature discussion about the invalidity of main battle tanks and combat systems on the ground, but I think we do need to look at that and see. We don't want the battleships of World War II when we need aircraft carriers, but I don't think we're there. But I do think you guys need to study that.

I just recently visited the Lima Tank Plant. I visited TACOM [U.S. Army Tank-Automotive and Armaments Command]. And so, I've talked to those, but we have to get out in front of this because, if not, there's a huge movement to say the Russians failed and therefore we will fail, and I just don't think that's an accurate assessment and we have to do the work.

With that, I yield back.

The CHAIRMAN. Thank you. Ms. Sherrill is recognized for 5 minutes.

Ms. SHERRILL. Thank you. General McConville, a U.S. INDO-PACOM report estimates that by 2025 China will have at least 50 hypersonics ICBMs [intercontinental ballistic missiles], 50 hypersonic IRBMs [intermediate-range ballistic missiles], and 100 hypersonic MRBMs [medium-range ballistic missiles]. Additionally, the

Russians claim to be using hypersonics inside of Ukraine with some estimates stating between 10 to 12 hypersonic strikes have occurred since the beginning of the conflict.

Do you believe that the Army is doing everything it can to close the hypersonic gap between the United States and our adversaries?

General McCONVILLE. I do.

Ms. SHERRILL. And Secretary Wormuth, in your statement for the record, you described the Army as the backbone of the joint force in the Pacific, as it is our priority theater for responding to China as our pacing challenge. So, as the Marines build a more limber littoral force, how will the Army modernize to support operations in the Pacific? And more importantly, how will Army fires support the joint force in a sensor-dense environment over long distances, possibly between island chains, and what do supply trains to move ammunition to these platforms look like?

Secretary WORMUTH. Congresswoman, I would highlight two things primarily in response to your question. First is our multi-domain task force. We have three of them right now, as Congressman Kelly just noted. Two of them are aligned, if you will, to the INDOPACOM theater. And inside of that task force you have a fires battalion, and that fires battalion could have, eventually, the Long-Range Hypersonic Weapon, it could have the Mid-Range Capability which provides a ground-based ship-sinking capability, for example. The task force also has a battalion that is focused on non-kinetic effects, cyber, electronic warfare, intelligence capabilities. And then there's also a protection battalion that will provide, you know, look at air and missile defense threats. So that really is a premier contribution, I think, the Army can make in INDO-PACOM.

Another thing I would highlight is we are investing in additional watercraft. The Army actually had some pretty big boats for a ground-based service, and those platforms are going to be very important, I think, to the logistics and sustainment in the theater.

Ms. SHERRILL. Thank you. So, yesterday I spoke with General Berger about the future of the Marine Corps formations and how they are going to operate to support the joint force in the Pacific, and he testified that the focus for the Marines is survivability, maneuverability, and the ability to remain hidden, the ability to displace. He said size matters if they can detect you. The battlefield we are going to operate on will be saturated with sensors. You have to operate within that space.

The concept of survivability is critical to the next generation of fires, especially in an environment that is, as the Commandant alluded to, saturated with sensors. Adversary counter-battery radar and early warning detection systems present a substantial risk for any artillery, either cannon or missile, to survive for extended periods on the battlefield. And a CRS [Congressional Research Service] report on the Army's Long-Range Hypersonic Weapon states that the LRHW batteries will consist of four launchers, each with two missiles, a mobile battery operation center, and a number of support vehicles, such as the Army's currently-deployed Heavy Expanded Mobility Tactical Truck to transport the LRHWs. So, there's no doubt that such a formation would not only generate a large signature on the battlefield and require a large surface to oc-

copy, increasing the risk of counter-battery fires and interceptability, so one could speculate that occupation and displacement times would be significantly longer than self-propelled platforms.

Secretary Wormuth, General Berger, the importance of long-range precision fires for the joint force cannot be overstated. In fact, you both said it is the number one priority of the Army. So, cannon and rocket artillery platforms must be able to survive and maneuver in the Arctic, in the Pacific, Europe, and beyond. To that end, it's essential that the warfighter supported by a maneuverable platform that can easily displace generates a small signature and provides commanders with the ability to service targets hundreds of miles beyond the forward line of troops.

So, Secretary Wormuth, I have to be honest with you, I'm concerned. I don't believe that the decreases for long-range fires research in this year's budget request reflects the urgency of our future forces' artillery needs.

So, with that, I thank you for your time and I yield back.

The CHAIRMAN. Thank you. Mr. Gallagher is recognized for 5 minutes.

Mr. GALLAGHER. Thank you. General McConville, you've had a couple of questions about multi-domain operations. My understanding is there is going to be a new pub [publication] on that coming out soon, FM-3 TAC [Tactics]. What's the timeline for that?

General McCONVILLE. It is going to be June, Congressman.

Mr. GALLAGHER. Okay. I'm particularly interested in the applications of a multi-domain operation task force in the defense of Taiwan. So, in plain English, could you describe what particular capabilities such a unit would provide in the defense of Taiwan?

General McCONVILLE. What I would like to do is just describe generally, you know, not particularly to Taiwan, but I'll just kind of go generally, so we don't go—but what I take a look at—

Mr. GALLAGHER. Well, I mean, you are thinking about deploying them in the Pacific, right? I recognize we can't talk about everything in this setting but—

General McCONVILLE. If I could, what I'd like to—

Mr. GALLAGHER. I'm not asking you to say anything classified, sir.

General McCONVILLE. I know. I'm just trying to—if I could just—so when I take a look at an island, it could be any island, that someone wants to seize, I would argue that there's really three ways of doing it. You have to do a forced entry. You have to do an amphibious operation, you have to do some type of airborne operation, very similar to a D-Day type capability. So, you have to, you know, assuming that island, the people on there are willing to defend themselves, you are going to have to do some type of forced entry operation. Not that we're going to do it like D-Day, but, you know, go back to D-Day and look what happened across 80 to 90 miles, you know, what it took for that force to get a lodgment.

And what I would argue is you want to prevent that from happening. So, what do you want to prevent? An amphibious operation, you do that with long-range precision fires that can sink ships. Now, it doesn't have to come from the land. It can come from the air, it can come from the sea, but you want to have multiple options to sink those ships.

If they're going to do some type of airborne operation, which they probably should, or an air assault operation which they can with helicopters because it's about 100 miles across our strait, you want to have the capability to shoot those helicopters down, you want to have the capability to shoot those airplanes down. And what you don't want to allow them to do is to get a foothold on an island and then, from there, they can expand the foothold and go from there.

So, when I think about what the Army can provide in those type situations, the reason we're going with long-range precision fires because—and air and missile defense—is we want to provide those type of capabilities. And we certainly, if we were working with a friendly force, we would want to make sure that they had those capabilities so they could sink ships, they could shoot airplanes down, they could shoot helicopters down, and prevent that force from getting a foothold, which I would argue they probably need to do, some type of ground force is going to have to seize their capital if they're going to take it.

Mr. GALLAGHER. So, if we were interested in denying the PLA [People's Liberation Army] a lodgment on Taiwan, do you, at present, have the basing access or agreements with allies necessary to deploy a multi-domain operation task force and employ those long-range fires either to sink PLA Navy ships or sink aircraft or helicopters that are trying to land PLA soldiers on the Taiwan mainland?

General MCCONVILLE. Well, as far as agreements, there's discussions, and that's a policy question, at least from where I'm sitting, is providing those type of requirements. I can talk about other places where we didn't think we would have that capability. We did not have in place, but, as situations developed, we are seeing changes. And, again, from where I see, as the Chief of Staff of the Army, is I'm providing options to the combatant commander, and then I defer to the policymakers on, you know, where we can get access.

But the other thing, too, as far as expeditionary fires, those systems—

Mr. GALLAGHER. Where they're going to be, right? To make sure they're in range of—

General MCCONVILLE. Well, that's right.

Mr. GALLAGHER. So, yes or no—

General MCCONVILLE. I would be glad to—

Mr. GALLAGHER [continuing]. Negotiating such agreements, but, clearly, you have a view on whether we are where we need to be to deploy multi-domain operation task forces [MDTFs].

Secretary WORMUTH. Congressman, I would just add, you know, I think we have, obviously, a very close alliance with Japan, you know. We've made good progress with the Philippines with the defense cooperation agreement. So, I think, you know, there's still conversations and work to be done, but I think, you know, a country like Japan, it's remarkable how its threat perception has changed over the last few years.

So, I think there are possibilities for basing the MDTF, but I also think we have to have a pretty robust diplomatic effort with other countries in the region to try to open up opportunities for basing and access.

Mr. GALLAGHER. I would submit this is probably our top—with respect to everything happening in Ukraine right now, I got it—at least in INDOPACOM, this has to be our top diplomatic priority.

And if we are going to talk about integrated deterrence, and I've been a critic of integrated deterrence, full disclosure, what we should integrate is the State Department moving heaven and earth to negotiate basing agreements with key allies so that we can deploy teams of Marines or soldiers in order to deny a PLA invasion of Taiwan.

I'm out of time.

The CHAIRMAN. Thank you. Ms. Escobar is recognized for 5 minutes.

Ms. ESCOBAR. Thank you, Mr. Chairman. And thank you, Secretary Wormuth and General McConville. Good to see you again. Thank you for your service to our country and thank you for being here to discuss the administration's fiscal year 2023 budget.

As you know, I have the incredible privilege of representing Fort Bliss here in Congress, America's second largest military installation and the largest joint mobilization force generation installation in the Army. Fort Bliss also retains many different assets and missions critical to the Army's readiness and modernization plans, such as the 1st Armored Division and Joint Modernization Command.

From day one, I have worked hard to ensure I understand Fort Bliss's needs and what we can do in Congress to ensure that it remains a world-class premier military installation. I was pleased to see the \$15 million request in the Department's budget for a new fire station at Fort Bliss to serve the area surrounding the William Beaumont Army Medical Center, and I will work to ensure that it is included in this year's NDAA.

However, it's my hope that this is just a first step for the Army's investment in Fort Bliss for the coming decade. In a letter that I sent to the Assistant Secretary of the Army earlier this year, I described two investments that are badly needed. The first is the railhead, the second are the barracks. I've spoken with both of you before about this. I have seen the barracks for myself. And while I'm pleased that there is some 3D printing and some innovation involved with the barracks, and I'm encouraged by the Assistant Secretary's response saying that these investments are slotted for the fiscal year 2024–2028 investment plan, I still want to hear a little bit more about the plans for Fort Bliss from both of you directly.

Could you please expand on the Army's plans for investment in Fort Bliss and what role you see Fort Bliss playing in the Army's modernization plans?

Secretary WORMUTH. Certainly, Congresswoman. And thank you for your great support of Fort Bliss and your work for your district. We really appreciate your support for the Army.

In the 5-year budget plan, we have about, I think, \$280 million in MILCON at Fort Bliss and several hundred million dollars in O&M [operation and maintenance] for renovations and modernizations, whether it's permanent barracks or transient barracks, as well as things like the railhead.

So we are, you know, again, through the facilities—excuse me, our infrastructure plan, we are trying to program that out over

time, and we'd be happy to talk with you and, you know, give you a briefing that lays it out in detail.

As I've said to a couple of other members of the committee, the challenge the Army has year over year is taking the finite resources we have and balancing it among modernization for all of the great weapon systems we have been talking about or quality of life for our soldiers or infrastructure. But there is a plan for quite a bit of investment in Fort Bliss over the next 5 years.

Ms. ESCOBAR. Great. That's music to my ears. Thank you so much and would forward to that briefing.

I want to shift now to legacy systems, and I know there has been a lot of conversation this morning around that issue. And I agree completely with my chairman when he says he has got more concern about how the money is spent versus how much, you know, the debate over how much, and I could not be more in agreement. And I will tell you, after having received classified briefings around China and the threats posed by China, and I realize we are in an unclassified setting, I do believe that Congress needs to do more to let go of legacy systems and to have a broader, more ambitious vision for the Department of Defense.

And so, my question to you in the limited time that we have, what can we in Congress do to support you as you move away from these legacy systems?

Secretary WORMUTH. Congresswoman, thank you. I think, for the most part, through the Army night court process that has gone on in the last few years, we have largely divested of most of what we would truly call legacy platforms. But, you know, there may be a few specific instances where we have systems that we want to shed and just, you know, I think what you can do is bring that understanding that we are trying to transform to the future and, you know, and move away from systems that don't make sense for the future fight.

Ms. ESCOBAR. General McConville, anything you would like to add?

General MCCONVILLE. I agree with the Secretary. I think we're in pretty good shape. Our challenge is we have enduring systems that we want to keep, and we have been incrementally improving them over the years. And those are what we're going to fight with today, and we are trying to find that sweet spot where we continue to incrementally improve them because they are going to be around for a while. At the same time, we don't give up our modernization for the future.

Ms. ESCOBAR. Thank you both so much. Mr. Chairman, I yield back.

The CHAIRMAN. The gentlelady's time is expired. Mr. Gaetz is recognized for 5 minutes. He is virtually appearing with us.

Mr. GAETZ. Thank you, Mr. Chairman. And General McConville, you said that we are focused on quality more than quantity with our recruiting numbers, but isn't it true that we are experiencing a recruiting crisis in the Army?

General MCCONVILLE. Well, Congressman, we're certainly experiencing some recruiting challenges. And what I mean by that is 83 percent of the young men and women that come in the Army are military family members, and we would like to see others do that.

And only 23 percent of Americans are qualified to come into the Army.

Mr. GAETZ. Well, and you gave testimony to the Senate regarding the physical fitness of a lot of our youth as disqualifying. Is America too fat to field the Army that we need?

General McCONVILLE. Well, I think we could do more as far as physical and mental fitness. I think that's something that we are looking at. We're very pleased, one of the interesting facts that I've learned about is the high schools that have JROTC [Junior ROTC] in them, 44 percent of the young men and women that attend those high schools come into the military and they are only in 10 percent of our schools. And they are not necessarily in JROTC, but what they are is they have been exposed to the military.

And, again, I have a thesis, not proven, but the people that tend to come into the military are those who have been exposed in some way, whether it is a family member or it's, you know, in their schools. And I think that would be very helpful.

Mr. GAETZ. I agree. And I would observe, as I'm sure many of my colleagues would, that some of our best applicants for military service academies actually come through our ROTC programs. But that alone won't meet our recruiting needs. We are 12,000 troops below where we were previously. We have an overall force that has fallen below a million for the first time in two decades; is that right?

General McCONVILLE. That's about right, Congressman.

Mr. GAETZ. And, General, it appears—well, let me ask it to you this way: How many people are going to be separated from the Army one way or the other as a result of the vaccine mandate?

General McCONVILLE. I don't know. There's been about—

Mr. GAETZ. Shouldn't we know that?

General McCONVILLE. Well, it depends because there is a very deliberate and measured process that we are going through. About almost 98 percent of the Active Duty soldiers have taken the vaccination. There's many that are not that are in the process of going through either a religious or a medical exemption process, and we are giving them—

Mr. GAETZ. I'm sorry to interrupt you, General, but you have only approved 8 permanent religious exemptions, you have only approved 22 permanent medical exemptions. And so, while you describe the process as deliberate, I would describe it as dilatory because you have thousands of people who have submitted requests that haven't even heard back.

Does it strike you as odd that you have given testimony to the Senate that America's youth are not physically fit enough to populate the Army or at least that that's a major challenge, and, yet we are taking people who are otherwise physically fit and we are separating them?

General McCONVILLE. Well, Secretary, do you want to—

Secretary WORMUTH. Congressman, and I think General McConville has spoken to this earlier in the hearing, we are trying to, first of all, make all of the information available to our troops about the benefits and the safety of the vaccine—

Mr. GAETZ. I don't want to hear about that. By the way, I'm not interested in that testimony. I am well aware of it. My concern is

you are saying people aren't healthy enough to meet your recruiting needs, and then you are taking otherwise healthy people and you are separating them, and those positions are in conflict. So, I'm not interested in the propaganda or the education campaign to get people to get the vaccine. I'm concerned about the separation.

And I would also observe, you know, the Army, at one point, had the greatest recruiting slogan of all time: Be all you can be. And then it went to the Army of one. And while I'm sure a few, you know, while I'm sure a few on the other side of the aisle would agree with me, when we have a military that seems to invoke this sense of wokeness and where we're, like, on a snipe hunt for White supremacy every day in the military, I think that that causes people who might otherwise sign up for the Army to not do so. The tone and tenor that comes out of the Secretary of Defense particularly is a retarding element to the recruitment that we need.

And I would finally observe with my remaining seconds that it's quite something that we had the Secretary of Defense before the committee. I said, "Well, gee, Mr. Secretary, we are behind on hypersonics while we are focused on this wokeness," and he berated me for the suggestion that we were behind on hypersonics and he said, "How did you get that? Where did you get that?" And now, I guess when he comes back, I can say I got that from the chairman of the Armed Services Committee, Mr. Smith, who just moments ago said we are, in fact, behind Russia and China.

I see my time has concluded.

The CHAIRMAN. The gentleman's time has expired. I will note that we've had several hours, probably at this point, like, 5 hours' worth of hearings with the Army, the Navy, and the Marine Corps this week, and Mr. Gaetz is the very first person to mention White supremacy or wokeness, I think, for like a couple of weeks now. The only person—

Mr. GAETZ. Well, not on the basis of—

The CHAIRMAN. It's my time now, Mr. Gaetz. I'm sorry. Your time has expired. It is my time. The only person on this committee who seems obsessed with White supremacy and wokeness is Mr. Gaetz, and that is not helping us at all, number one.

And number two, what the Secretary took issue with is the accusation that the military wasn't ready because of wokeness. Mr. Gaetz chooses to focus on the hypersonics, but the reason the Secretary was upset is because Mr. Gaetz, who has never served in the military, was telling a decorated veteran that he wasn't doing enough to prepare our military to fight. And I think our Secretary rightly took that personally, as well he should have.

I just want to set the record straight.

Mr. GAETZ. Well, we'll play the video, Mr. Chairman, and we—

The CHAIRMAN. Please cut off his microphone. His time has expired. Mrs. Luria is recognized for 5 minutes.

Mrs. LURIA. Thank you. And General McConville, I wanted to follow up on the topic that my colleague, Mr. Gallagher, was discussing with some of the capabilities that you are trying to develop. You said in your statement ship-sinking Mid-Range Capability missiles. Can you describe what you mean by Mid-Range?

General McCONVILLE. You know, about a thousand kilometers.

Mrs. LURIA. A thousand kilometers?

General McCONVILLE. Yes.

Mrs. LURIA. Okay. And from where do you anticipate using this capability? I know Mr. Gallagher touched on that, but I still don't understand, like, in the first island chain, did you plan on placing these perhaps on Taiwan? I'm not sure if I understand the concept where a thousand kilometer missile is—

General McCONVILLE. Yes, I'd like to talk to you maybe in a classified setting, if we could, on those type issues, where we would put those type things. But I could give you plenty of examples around the world where we think it would be helpful.

Mrs. LURIA. Okay. But was that not the same question Mr. Gallagher just asked and there was not any identified basing locations that we have access? Maybe the Secretary would follow up on that.

Secretary WORMUTH. Congresswoman, as I said to Congressman Gallagher, you know, I think we have relationships and, in some cases, alliance relationships in the region with a country like Japan, with countries like Australia. You know, we have our cooperative agreement with the Philippines.

I think we are going to have to sort of, you know—I don't think it would be wise for us to wait to develop the kinds of weapon systems that we need for a future conflict until we had the diplomatic agreements signed. We—

Mrs. LURIA. But we have weapon systems that have this capability. It was just tested last year using the Naval Strike Missile. The Marine Corps did it as part of their EABO [expeditionary advanced base operations] concept, and we have missiles now that you can put on land and launch at ships, moving targets at sea.

Secretary WORMUTH. I was trying to answer your question about sort of where potentially we—

Mrs. LURIA. So, I mean, that's the next question I have because I feel that the Marine Corps is also developing a similar concept. How much are you working in unison with them for commonality of the weapon systems and interoperability?

Secretary WORMUTH. We are working, I would say, you know, we're certainly in active discussions with the Marine Corps. They are participating in our Project Convergence set of experiments where they are bringing capabilities and technologies, we are bringing capabilities and technologies. And my own view is I see the multi-domain task force that we are developing and the Marines littoral combat regiment as complementary.

Mrs. LURIA. Okay. I want to shift because, you know, I had the opportunity to read the most recent National Defense Strategy. It focuses a lot on this idea of integrated deterrence. What is the Army's role in integrated deterrence, General?

General McCONVILLE. Well, it's multiple. One, is providing a combat credible capability. Another is being part of the joint force. The other is working with allies and partners—

Mrs. LURIA. So those are all, we're working with our allies and partners in a military sense, interoperability with those allies and partners.

General McCONVILLE. Well, it's also reassuring allies and partners. I can tell you, from what we saw recently in Europe, the ability to stand side by side with our allies—

Mrs. LURIA. That's using military forces side by side with their military forces.

General MCCONVILLE. That's right. That's part of what we see, and I think when we, you know, I'll defer to the policy side of the house when they talk about integrated, but it is much more than just a military capability. There is certainly diplomacy involved. There is information operation—

Mrs. LURIA. You are doing diplomacy as an—

General MCCONVILLE. Say that again.

Mrs. LURIA. You are doing diplomacy?

General MCCONVILLE. No, I'm not. No—

Mrs. LURIA. What I am trying to get at is everything you are describing to me, it is hard power. Like, the military's role in integrated deterrence is to be the military. Do you agree?

General MCCONVILLE. Yes. I think it's supporting diplomacy is part of what we do.

Mrs. LURIA. You led exactly to my thought. You are supporting diplomacy. Okay. So, we get into a conflict. It's very clear you have a supporting/supported commander, the military is the supported commander, all the other levels of government are supporting that. But in the gray zone or peacetime environment we are in now, the military is supporting all those other levels of government, but who is the supported commander? Who are you supporting? Who is in charge? Maybe the Secretary can answer those.

Secretary WORMUTH. Who is in charge of our diplomatic efforts? Is that the question?

Mrs. LURIA. Of integrated deterrence. Because it would be all levers of government. It would be diplomatic. You would have energy, agriculture, every department of government has a role—

Secretary WORMUTH. I think, Congresswoman, my view of the, A, I think, for the Department of Defense, you know, what we contribute to integrated deterrence is our combat credible forces. But I think to bringing it altogether with all of the tools of government, that's orchestrated through the National Security Council—

Mrs. LURIA. But who is the supported commander now? The National Security Council is the supported—

Secretary WORMUTH. Well, that is the venue where we use to try to coordinate between DOD, the State Department—

Mrs. LURIA. But who is in charge of integrated deterrence?

Secretary WORMUTH. It's a concept. I don't think that there is someone is in charge of the concept. It is a way of—

The CHAIRMAN. I'm sorry. We're talking over each other a lot here. We've got to sort of at least let her get through a sentence there, and maybe we can get to a better understanding. Go ahead.

Secretary WORMUTH. You want me to go ahead? I think integrated deterrence is just a way of trying to describe how you bring sort of layers of deterrence together. You've got a military layer; you've got a diplomatic and economic layer. You then can add, you know, allies and partners, where they're present, to provide integrated deterrence.

The CHAIRMAN. That's a good answer. I mean, at the end of the day, the President is in charge of integrating all the different aspects of government and directly below him would be the national

security advisor who is in charge of trying to pull all that together. And it's not an easy job.

Mr. Banks is recognized for 5 minutes.

Mr. BANKS. General, I want to get back to the recruiting subject that Mr. Gaetz was asking about a moment ago. Why is it so hard today to recruit more soldiers into the United States Army? Why are we having this challenge?

General McCONVILLE. Well, I think it's because of 23 percent of Americans are qualified. Many Americans have not been exposed to the military, and I think we need to do a better job of that. As I said, 83 percent of the soldiers that come into the Army or recruits that come in have a military family member, so they have been exposed, they know what it's about, and they want to serve. And also, we see young men and women that have attended high schools with Junior ROTC programs coming into the military.

Mr. BANKS. Are you concerned?

General McCONVILLE. Absolutely.

Mr. BANKS. Is this concerning for our Nation's security?

General McCONVILLE. Well, I think, you know, again, three of my kids serve and my son-in-law serves. My wife was—

Mr. BANKS. So, you're concerned that we are having a hard time meeting or coming close to our recruiting goals?

General McCONVILLE. Well, what I would like to see is—and, again, you know, there's a lot of discussion. We are an apolitical organization. We are really trying to stay out of those type things. But at the end of the day, we want everyone to have an opportunity to serve. And it's a great place for working-class people to come from and to get an education—

Mr. BANKS. You are saying you are concerned that we are not coming close to our recruiting goals? It's a simple question. I understand your children serve; that's great. I served. But that's not answering my question. You're concerned that, for our Nation's security, that—

General McCONVILLE. Well, if your question is am I concerned that we have challenges with 23 percent of Americans' ability to enter the military, that is a concern.

Mr. BANKS. And you would admit that we are not coming close to our recruitment goals? That's a—is that a failure of the United States Army to reach its goals?

General McCONVILLE. Well, if we're not reaching our goals, we are going to need some help to do that. And COVID certainly hasn't helped, you know, as far as getting to high school and exposing people and those type things. But that is something we are very concerned—

Mr. BANKS. Let me move on. It's projected that 2,879 soldiers, the size of a couple of Army battalions, have not taken the COVID-19 vaccine and will likely be separated from the Army. Is that number approximately correct, and do you expect that number to be higher?

General McCONVILLE. Well, right now, we know on the Active side we have about 2 percent, 1.5 percent to 2 percent that fall into that category that have not got vaccinated.

Mr. BANKS. So, is that loss of personnel going to hurt the overall end strength of the United States Army? Yes or no. Simple question. Is that going to hurt us?

General McCONVILLE. Well, it's going to reduce the—if that's what the end strength, if you mean—

Mr. BANKS. Does it make your job harder when you lose nearly 3,000 soldiers?

General McCONVILLE. Well—

Mr. BANKS. Does it make your job, I mean, does it make it harder to meet our end strength goals? Does that affect the strength of the United States Army to lose about 3,000 soldiers?

General McCONVILLE. Well, when I look at the Army, you know, we have a legal order in place, and we want our soldiers to obey legal orders.

Mr. BANKS. So, I don't think it's any coincidence that the Army is now offering a new \$50,000 signing bonus to recruits as they struggle for you to fill the spots left vacant from the personnel that did not take the vaccine. Can you comment on why the new signing bonus is specifically \$50,000, which seems unprecedented to me.

General McCONVILLE. Well, we have different levels of bonus depending on the skill set. Some skill sets are higher. We are in a war for talent. We want the best and brightest to come to the Army, and that's one way to incentivize some to come.

Mr. BANKS. Why \$50,000?

General McCONVILLE. Because we've done analysis and, again, we have taken a look at what the levels are, and a larger bonus of that type for certain people, we are going to see how that works.

Mr. BANKS. So, what certain people would get a \$50,000 bonus?

General McCONVILLE. Well, we have certain skill sets, you know, on the high end, and it depends how long they are going to stay and what type of skill set they are going to have.

Mr. BANKS. Sir, do you ever remember a time when the United States Army was offering a \$50,000 signing bonus to recruit new soldiers?

General McCONVILLE. I don't.

Mr. BANKS. Yes, it seems unprecedented. At the same time that we're flushing out 3,000 soldiers, the size of a couple of Army battalions, once again, because they have not taken a politicized COVID-19 vaccine, which you admit affects your overall end strength in the United States Army, makes your job more challenging, we're flushing out thousands of soldiers and then we're offering \$50,000 signing bonuses to try to attract new young men and women to come and join the United States Army.

I don't get it. I really don't get it. I think it's foolish. I think you have said enough today to let us know that you agree. And with that, Mr. Chairman, I yield back.

The CHAIRMAN. Thanks. Mr. Kahele is recognized for 5 minutes.

Mr. KAHELE. Mahalo, Secretary, it's great to see you, General McConville, for appearing before this committee today. I would like to take this opportunity to discuss Hawaii's impending lease expiration of major military landholdings, including Army lands throughout Hawaii, including one very important landholding on the island of O'ahu's leeward coast. This would be the Makua Military Training Reservation.

Two months ago, I introduced the Leandra Wai Act, a bill that would remediate and restore Makua Valley and its military reservation and return the land back to the State of Hawaii.

In my humble opinion, the United States Army does not need this land for training. The last time that the Army has conducted any live-fire training in Makua was in 2004. And even during 20 years of war in Afghanistan and Iraq, the U.S. military did not train at Makua.

Furthermore, returning the land back to the people of Hawaii is a necessary right to correct a historic wrong. As only the second Native Hawaiian to serve [in] Congress since statehood, it is my kuleana, my responsibility, to break that silence and elevate this conversation at the Federal level.

When Hawaii was governed under martial law in 1941 following the attack on Pearl Harbor, the U.S. military seized Makua for training. Families, Native Hawaiian families, who were living there for generations were evicted and the military condemned Native Hawaiian land grants. The military promised to return the land back to its rightful owners 6 months after World War II, but that promise was never kept.

Within Makua Valley exists temples, Native Hawaiian shrines, petroglyphs, and other sacred sites. It's home to 41 endangered species of plants and animals. This land also has tremendous economic potential with extensive agricultural terracing, and access to important offshore fisheries.

I'm urging this committee to hold a hearing on this bill, the Leandra Wai Act. Leandra Wai was the co-founder of a Native Hawaiian-led nonprofit dedicating her life to bringing Makua back to the people of Hawaii.

So, Madam Secretary, my question is, in regards to Makua, if the Army has not conducted any live-fire training since 2004, Makua's lease expires in 2029, the leased lands that the United States military leases from the State of Hawaii, what would be the justification for keeping Makua in the Army's land inventory, continuing to pursue a new lease with the State of Hawaii, rather than returning the entire Makua Military Reservation back and remediating it before it is returned back to the people of Hawaii?

Secretary WORMUTH. Thank you, Congressman. It's good to see you. I think both the Makua Valley training area and PTA [Pohakuloa Training Area] on the big island are critical training areas for the U.S. Army. And while we may not have conducted live fire in Makua, there are, I think, other kinds of training that go on there that General Flynn, our U.S. Army Pacific Commander, views as really essential for us to be able to have our forces in the Indo-Pacific maintain their readiness.

The Army tries very hard to be good stewards of that land, and, you know, I've talked with General Flynn and Senator Hirono about this and look forward to talking more with you and with the Native Hawaiian community about how we can, you know, be an even better steward to protect those species that you referenced, to make sure that the Native Hawaiian groups have access to the land to be able to go to those sacred sites.

But I think we view those training areas as very important to maintaining our readiness.

Mr. KAHELE. As a Native Hawaiian, in my opinion, the next 10 years, the next decade in Hawaii, is a very pivotal time in Hawaii regarding the military's role in Hawaii and working together with the people of Hawaii. Best example I can use most recently is Red Hill. Red Hill is a turning point in Hawaii regarding the military's presence and how that military presence moves forward in Hawaii.

And so, I'd welcome the opportunity to sit down together with you and General Flynn and talk about how we can turn a page on how the military operates in Hawaii, its presence in Hawaii. We know it is important to Hawaii. It is a big economic driver for the State. A lot of people are employed by our United States military. But we have to find a balance. And I think it's time that Makua Valley be returned to the State of Hawaii and its people.

Maholo, Mr. Chairman. And I yield back.

The CHAIRMAN. Thank you. Mr. Johnson is recognized for 5 minutes.

Mr. JOHNSON. Thank you, Mr. Chairman. And Secretary Wormuth, your May 3rd directive removes the commander of Army Futures Command as the head of the Army modernization enterprise, and I'm wondering who is in charge of Army modernization now and what was the rationale, why did you decide to make that change?

Secretary WORMUTH. Sure, Congressman. I appreciate you bringing that up actually. The directive did not remove or downgrade Army Futures Command's role in our acquisition effort. You know, at the end of the day, General McConville and I are ultimately responsible for the Army's modernization progress, and we have a team approach to modernizing in the Army. Army Futures Command plays an important role. The PEOs [program executive officers] and ASA(ALT) [Assistant Secretary of the Army (Acquisition, Logistics, and Technology)] play an important role. So, the directive I signed was just clarifying those roles and responsibilities. It was not downgrading the importance of Futures Command at all. I am very much pleased with the progress and the contributions that Futures Command is making.

Mr. JOHNSON. So is AFC, is that AFC commander still in charge of approving material requirements for the Army?

Secretary WORMUTH. Futures Command is, you know, one of their major responsibilities is helping us develop requirements for future capabilities, and they retain that responsibility.

Mr. JOHNSON. And will they still influence Milestone A, B, and C decisions? I mean, does he get a vote on that?

Secretary WORMUTH. There's a very active dialogue between all of the folks at Army Futures Command and ASA(ALT). You know, ultimately, it is the Assistant Secretary for Acquisition and Logistics that has the authorities for Milestones A through C.

Mr. JOHNSON. So given the change, the question is, I guess, and I'm not the only one asking, but does the breadth of responsibilities that Futures Commands retains, does that still necessitate a four-star command or does your directive make them duplicative in some way?

Secretary WORMUTH. We fully intend to see a four-star general leading Army Futures Command. Our acting commanding general, Lieutenant General Jim Richardson, is doing a great job. We are

working on getting our nominee for a four-star commander over to the Senate.

Mr. JOHNSON. Great. Let me switch topics to the COVID vaccine, Madam Secretary. Have any soldiers been granted a religious exemption from the COVID vaccine requirement who are not in the process of leaving the service? And if so, how many?

Secretary WORMUTH. Congressman, I believe that we've granted eight religious exemptions at this time, and I know some of them were on the way out from the Army already, but some of them may well have been, you know, granted religious exemptions. I don't think all eight of them were already intending to leave the Army, but I can check that and get back to you for the record.

[The information referred to can be found in the Appendix on page 91.]

Mr. JOHNSON. So, according to the Army data from March 31, at least 8,000 soldiers have requested exemptions or refused the vaccine. So, I mean, the ratio of 8 out of 8,000 is pretty bleak. If the Army discharges all 8,000, here's the question, and the taxpayers pay at least \$50,000 to train each soldier, aren't we just throwing away over \$400 million of investment? I mean, if over 97 percent of the force is vaccinated already, is that worth it?

Secretary WORMUTH. Congressman, we are in the process of working our way through adjudication of those religious exemptions and medical exemptions. So, at this point, I can't tell you, you know, ultimately, how many people will be separated. And I think our view is, you know, while, yes, we have certainly spent money on our soldiers and those that are separating, we spent money training them, but at the end of the day we have to make sure that we have a ready, deployable force and that we have soldiers on our teams who are following lawful orders.

So, we are trying to be very deliberate. We don't want to separate one more Army soldier than we absolutely have to.

Mr. JOHNSON. Why won't the Army accept natural immunity as a substitute for the COVID vaccine, like the Army does for other illnesses?

Secretary WORMUTH. Congressman, in conversations I've had with Army doctors, they have explained to me that, while if you've had COVID you do have some natural immunity, but you only have natural immunity for the strain of COVID that you got sick with the first time. And as we know, there have been a variety of additional variants of COVID coming forward.

Mr. JOHNSON. Well, and the news we're getting this morning is that they're anticipating 100 million Americans will get infected in the next, in the coming months, and that's because they're saying that the vaccine, the effectiveness is wearing off.

So as the science changes, I hope the Army will follow the science on that. But in the meantime, it seems to us to be a colossal waste of investment to just release all those soldiers for something like that.

But I'm out of time. I yield back. Thank you.

Mr. GALLEGO [presiding]. Representative Horsford.

Mr. HORSFORD. Thank you, Mr. Chairman. I would like to start off discussing the talent management and diversity. I'm curious if you've seen any early indicators that the Army talent alignment

process is improving officer diversity and retention. Now that commanders have more authority to select officers for assignments from the talent marketplace, I'm concerned that this system may unintentionally introduce additional unconscious bias against minority officers for selection to key positions.

General McConville, now that there have been several assignment cycles using the Army talent alignment process, have you identified any trends that diversity metrics are improving in key positions or in minority officer retention, and what steps does the Army take to combat unconscious bias in assignments?

General MCCONVILLE. Well, Congressman, you know, we are seeing more diversity across our commands and our key leadership positions, so that is happening. We watch this very, very closely. And one of the things that the Secretary and I have is on boards, you know, people talk about unconscious bias, and we took pictures out of the promotion boards and, at the same time, putting people, you know, the studies we did that people tend to pick people that have similar backgrounds. So, if you're an infantry officer, you'll maybe pick an infantry officer, if you're an armor officer or something along those lines. And so, we want to make sure that our boards are very representative and that's what happening, and the results we're getting, I think, are in a positive direction.

Mr. HORSFORD. Okay. On a related issue, though, we know that a significant number of senior leaders and general officers come from combat arms branches and that minority groups are underrepresented in these career fields. So, to your last point, now that the Army has implemented the talent-based branching system, has there been an increase in the number of minority officers commissioning into combat arms branches?

General MCCONVILLE. We have seen that.

Mr. HORSFORD. Okay. If you could supply that to the committee or to my office, I would appreciate that.

General MCCONVILLE. Sure.

Secretary WORMUTH. And, Congressman, I would also just add, I think—

Mr. HORSFORD. I want to move on to another topic. Thank you. I would like to shift now to the Army National Guard. It's my understanding that the Army is currently working to establish eight division headquarters and align downtrace units with these headquarters to prepare for large-scale combat operations.

Secretary Wormuth, can you update the committee on the progress being made towards this realignment and if any units are expected to be reassigned to different States as a result of this change.

Secretary WORMUTH. Thank you, Congressman. Certainly, as we are looking at how the Army is going to pursue multi-domain operations and large-scale combat operations in the future, we're looking at that from a total Army perspective, so we are working closely with General Jensen in the Army Guard and General Daniels in the Army Reserve to make sure that their units have a role to play.

At this time, we do not have any plans to move units from one State to another. What we're really looking at is, you know, the schedule for when we might see some of the new weapon systems

that we're developing be going into Guard units in various places, and we're still working through that effort.

Mr. HORSFORD. Thank you. Finally, I understand that earlier this month 10 Maryland Air National Guard A-10s deployed to Europe to support the Army's Swift Response exercise. This comes shortly after testing at the Nevada Test and Training Range in my district confirmed the effectiveness of the aircraft against modern armored threats. To quote the Air Force press release, and I quote, "The A-10 is well suited for agile combat employment roles, and this test proves the A-10 can continue to deliver massive rapid firepower with devastating effects on enemy vehicles in a contested environment."

General McConville, can you speak to the importance of the A-10 in supporting ground maneuver during exercises like Swift Response, and is the A-10 platform still being employed effectively to maneuver commanders in the European theater?

General McCONVILLE. Well, I think what I can do, Congressman, is speak to the effectiveness of close air support from the Air Force and both from being an Apache pilot from the Army, and I think that's extremely important. And I defer it to General Brown and how he wants to provide that capability within the United States Army. As Chief of Staff of the Army with a statutory responsibility for requirements, I lay that out when it comes to Apaches and other type aircraft.

Mr. HORSFORD. Thank you very much. Mr. Chairman, I yield back.

Mr. GALLEGO. Thank you, Representative Horsford. Next up we have Representative Franklin.

Mr. FRANKLIN. Thank you, Mr. Chairman. And thank you, Madam Secretary. Thank you, General McConville, for being here today and your guests. This is a long process. Appreciate your patience.

Secretary Wormuth, on October 8th, 2021, the Biden administration signed an Executive order stipulating that the entire Federal Government, including the Department of Defense, would be required to purchase only 100 percent zero-emission vehicles by 2035. The Executive order also states that the requirement for net-zero emissions from Federal procurement no later than 2050.

So, in 13 years, DOD will be forbidden to purchase anything other than electric vehicles or non-zero emission. Then in 2050, there will be no fossil fuel vehicles remaining in service.

Were you consulted regarding the potential impacts this Executive order would have on the Army prior to its being signed into effect by the President?

Secretary WORMUTH. Congressman, I am not under the impression that the Army will be—let me state this differently. The Executive order is not putting up any obstacles for the United States Army to continue to have tanks that rely on fossil fuel, for example. We do have a strategy to move to all light-duty non-tactical vehicles being electric by 2027 and then all non-tactical vehicles by 2035. But I think that we very much will be continuing to have many of our combat vehicles still using fossil fuel.

Mr. FRANKLIN. Okay. I'll need to look at that more closely because my understanding was that was going to be for all vehicles.

Even in light of that, is it your opinion that the technology is advancing quickly enough that's going to enable us to field those electric vehicles—set aside tanks and things like that—but just the general support vehicles that will be necessary? And then General, I would also like your input on that, as well.

Secretary WORMUTH. Congressman, I think for our non-tactical vehicles, I'm pretty confident that the technology is coming along well. I mean, there's some amazing things being done with electric vehicles and hybrid vehicles, and we're even looking at a hybrid version of our joint light tactical vehicle [JLTV].

You know, again, I think, for some of the heavier things like tanks, you know, we're probably some time away from being able to move from fossil fuels. But for the JLTVs and non-tactical vehicles, the technology is there.

Mr. FRANKLIN. Okay. General, your thoughts on—

General MCCONVILLE. Yes, my thoughts, Congressman, is, you know, from a readiness standpoint, especially with the bigger vehicles, hybrid is probably the way to go if you can reduce fuel. Some of our bigger vehicles use a lot of fuel, and that puts 5,000-gallon tankers on the road. And if we can bring that down, I'm fine with that.

And the other thing is they actually reduce the noise in some cases. So those are the readiness values. But for some of these bigger vehicles, it's going to be—unless the technology really changes, it's going to be a while before we can get there.

Mr. FRANKLIN. Okay. I have a report, it's called "Powering the U.S. Army of the Future." It was produced by the National Academy of Sciences, Engineering, and Medicine, looking into this very issue about the feasibility of the technology. Has the Army conducted its own research into determining, I understand moonshot kinds of promises and ambitious goals to try to reach certain initiatives, but are we layering over the requirements to see if the technology is actually going to be there? Because just to cut to the chase, and I can provide this report into the record and would be happy to, it does a deep dive and there's a lot of smart folks that are looking at it, but their general assessment, the bottom line, is that the battery technology isn't going to be there anytime soon, the energy density just isn't there. We also have recharging problems. The ability to do that out on the field just isn't there. And my concern is that we're signaling to industry that they need to be gearing up, that that's the direction the administration is headed, but the technology doesn't seem like it's going to be there in time.

I would just welcome your thoughts on that.

Secretary WORMUTH. I think Congressman, what I would say is, you know, we—again, I think what we have signaled to industry is that we're very interested in being able to move towards electric for our non-tactical vehicles.

And they're already working on that in the commercial space, you know, just to look at, I think, what GM is doing. You know, you're absolutely right, that for things like tanks, you know, we're not going to have charging stations in battlefields of the future.

And so again, I think, you know, we're—we're not going in that direction. We still, you know, the folks who build our tanks, are

still working from an assumption that we're going to be using fossil fuels.

Mr. FRANKLIN. Okay. All right. Anything to add on that, General?

General MCCONVILLE. No, we're looking for efficiency when it comes to fuel. Even, you know, an ITEP engine, the improved turbine engine that we're developing, we're getting a lot more power out of a lot less fuel.

And again, how well we can best optimize the force, that's what we want to do.

Mr. FRANKLIN. Roger that. Thank you, Mr. Chairman. I yield back.

Mr. GALLEGO. Representative McClain.

Mrs. MCCLAIN. Thank you. And thank you both for being here. I really appreciate it.

In reviewing what the Army has put out, I understand that the major priorities for the Army, is the development of optimally manned fighting vehicles. Right?

Well, I can appreciate the Army is working with limited resources. And we must make decisions on whether to invest in readiness, modernization, and people, of course.

But that being said, the budget seems to be, in my opinion, it seems to greatly abandon any focus on readiness. Or at least a great reduction of focus on readiness.

Like the ranking member mentioned earlier, programs such as the Abrams tank and the Stryker combat vehicles are underfunded in your budget request, which seems disconnected kind of from the realities on what's going on on the ground in Europe.

In fact, the budget request cuts the procurement of these two programs by roughly half. Quite frankly, it seems like you're putting a lot of stock into modernization rather than readiness, while there's a hot war going on in Ukraine.

And especially with the nuclear power and all the modernizations that we're seeing. I know this budget was crafted several months prior to what was happening in Ukraine.

I guess my question is, is now that things have changed, and the landscape has changed a little, are you all having internal conversations, and possibly shifting priorities more towards readiness, and less towards modernization, with everything that's going on? I'm sorry.

Secretary WORMUTH. Congresswoman—oh, sorry. Congresswoman, we have actually, I think, tried to invest significantly in readiness. Because, and we've seen how important it is to have ready forces because of what's happened in Ukraine.

So, this budget, for example, funds 22 combat training center rotations. Where we're able to send our battalions and brigades to be able to do sort of major training in the desert, or at Fort Polk, or in Germany.

And that's actually two more rotations than we did last year.

Mrs. MCCLAIN. So, you think there's a—that we're, I don't want to put words in your mouth. But you think that we are in a good spot as it pertains to readiness, even with the funding for those two being cut by half?

Secretary WORMUTH. Well, yes. I think we're—I think the Army is in a good place in terms of readiness. And we, for the last few years, we've been investing to kind of rebuild our readiness coming out of sequestration.

We have made a decision in this budget in terms of investing in modernizing our enduring systems, like Abrams or Stryker. We have slowed that down a little bit to allow us to continue to proceed our transformational modernization.

So, we're trying to strike a balance with this.

Mrs. MCCLAIN. So, long term versus short term.

Secretary WORMUTH. Exactly.

Mrs. MCCLAIN. In essence.

Secretary WORMUTH. Sort of future versus present, exactly.

Mrs. MCCLAIN. Okay. To follow up on that question then, the budget request contains a reduction of 12,000, 12,000 soldiers at the end strength.

The Under Secretary of the Army has stated that this reduction was not a budget-driven decision. But you went on record last year stating that in your professional opinion, the Army is too small.

It seems like a little bit of a, of a contradiction. In fact, you said, when I take a look at what historically we needed, and now that we're in a time of great power competition, I'm very, very concerned about the size of the Army.

My question is, if the nationwide inflation wasn't an issue, right, if we weren't at historic inflation rates, would you still make the same decisions to cut 12,000 troops?

Secretary WORMUTH. Congresswoman, our decision to reduce our end strength was really more driven about—it was about wanting to keep the quality of our troops up in the face of a challenging recruiting environment.

To—our issue is not that we can't pay for those additional 12,000 soldiers, it's that we would have to lower our standards and let people in who do not meet our standards.

That—and we made the decision that we'd rather have a slightly smaller Army that has quality standards, rather than to lower our standards.

Mrs. MCCLAIN. And I would, I would challenge you to think about, I think we could do both. I mean, I believe in the people.

I believe in the Army. I believe in the United States of America. That we can figure out how to do both. And I would only encourage you, since I'm out of time, to look at other solutions.

And perhaps it may be a little bit easier if we didn't have all the COVID mandates that we have for the Army personnel.

And with that, I'm out of time. Thank you. I yield back.

Mr. GALLEGO. Representative Green.

Dr. GREEN. Thank you, Mr. Chairman and Ranking Member. And I want to thank the Chief and the Secretary for being here today. Thanks for your life of service to the country.

President Biden's budget continues to, I think, stick the Army with the bill for other services' modernization and procurement costs. I think it's a significant and dangerous miscalculation.

The Army and its soldiers have borne the brunt of the past two decades of warfare. Consequently, they're lagging behind on some

modernization efforts to prepare our Nation for the threats against Russia and China.

These generational challenges require state-of-the-art equipment, advanced training, and additional soldiers. Yet, the Biden budget proposes to cut 12,000 soldiers from the Army, an Army currently providing forward-deployed troops to our NATO allies in Eastern Europe.

And, I might say, bearing, surprisingly to many, the majority of the taskings in the INDOPACOM region. It's unacceptable. It's unacceptable that they be compelled to live by a budget that doesn't fairly recognize this.

My recent visit to Poland and the 101st Airborne troops stationed there, illustrated that most of us, what we've known all along, a modern and fully manned Army remains an essential component to executing the National Defense Strategy and serving America's interest abroad.

The rapid response capabilities of the 101st depend on our Nation's most valuable resource, the men and women who choose to wear the uniform. We cannot, and should not, try to replace that.

Our main concern, the civilian leadership at the Pentagon and the White House, seem more focused on the false promise of integrated deterrent strategy than on backing up those soldiers.

While I certainly agree that a whole-of-government approach across the entire DIME paradigm—informational, military, diplomatic, economic tools—is critical, this cannot be used to justify significant cuts in the Army personnel.

Integrated deterrence may sound good in White House meetings, but I can tell you that on the ground in Eastern Europe, and in the South Pacific, it just doesn't fly.

Additionally, I understand that the Biden administration wants to cut funding from modernization in order to spend more money on climate change and social policies within the DOD. And let me be clear, the United States military should not be a social engineering experiment.

Members of this committee should reject the budget, those aspects of the budget, and craft responses that prepare the Army to not only defeat current and future threats, but to dominate them.

My questions today, first to the Chief, what is the percent of taskings for INDOPACOM that are the Army's?

General McCONVILLE. Well, I can get you the exact number. But, at least as far as when we take a look a—as a worldwide, the Army produced about 60 percent of the taskings.

And I can probably get you a better number for—

Dr. GREEN. Sixty percent is a pretty big number. I think a lot of people seem to think this is, you know, China is going to be a Navy thing.

And clearly, our Navy is critical. I heard the testimony. We had testimony yesterday on that. But I just—60 percent, that's huge. And I think bringing the recognition of that is something I want to make sure today, in my comments, we do.

You look at how we responded to the Ukraine, or the issue in Ukraine. And it was because of these predisposition or pre-positioned forces. And you look at Romania, and the ability too very

quickly, and very agile, you know, send a Stryker brigade to Romania.

Do we have that capability in the Pacific if something happened with Taiwan? And if not, what can we do, or what should we do about it?

General McCONVILLE. Well, I think, I think the notion of having the right posture. And I think the great example is actually Europe, because we have permanent forces there. We have rotational forces there. We've rehearsed with our allies and partners. We have pre-positioned stocks. And we have logistics, which is extremely important.

And I think that's a good model for other places we may want to operate.

Dr. GREEN. So, is—that's something we should be thinking about for other parts of the world, particularly the Pacific. Okay. Thank you.

I know, I've previously expressed concerns to Chairman Milley on the loss of JSTARS and AWACS [airborne warning and control system]. I want to make sure, and if you can give me some assurances today, that that capability is—we still have that capability with those aircraft going away.

I mean, do we? We have—or is that loss going to really hurt the Army?

General McCONVILLE. We need to come back to this—

Dr. GREEN. And talk offline?

General McCONVILLE. [Nods in assent.]

Dr. GREEN. Okay. Okay. In March, I think you testified to the committee, 74 percent of the Active Component brigade combat teams have the highest levels of tactical readiness.

We know since then the Army's topline funding in real terms has gone down with inflation. And I know you've probably been beaten up about this.

Yo—if you look at the overall budget, it's down 10 percent. With those inflation—inflationary impacts, has there been an impact on readiness of the brigades?

General McCONVILLE. Right now, the brigades are ready.

Dr. GREEN. Okay. Thank you.

Mr. GALEGO. Representative Waltz.

Mr. WALTZ. Thank you, Chairman. I just want to talk a minute about modernization. And thanks for sticking with us today in this important hearing.

The Army, as you well know, has 24 programs that have been delivered in low-rate production tranches, completed by FY23.

And incredibly, this has been done in less than 5 years. Which I don't think has been done, really, to this, this fast and to this scale since the 1980s.

So, my question is, why are you taking authority away from warfighters, and essentially giving it back to the bureaucracy?

I mean, my concern in particular is that you're taking away funding decision authority from the Army Futures Command commander on 6.1 through 6.3, as well as the requirements, as well as requirements driven from the Chief in supporting the military.

General McConville, you've been through this process since the beginning. Do you agree with those decisions?

General MCCONVILLE. Well, the decision, the requirements still—I have statutory requirements for requirements. The way I—at least with the, as we took a look at the civilian control of the military, and the authorities that lie within the secretariat, that’s what is outlined in the directive.

And—

Mr. WALTZ. Do you agree with it?

General MCCONVILLE. We’re going to make it work. I do.

Mr. WALTZ. Okay.

Secretary WORMUTH. Congressman, if I may?

Mr. WALTZ. Sure.

Secretary WORMUTH. We are not, you know, I think there’s been a little bit of misunder—

Mr. WALTZ. I’m just trying to look at what was working. I mean, we did a lot of reforms.

Secretary WORMUTH. I absolutely agree with you.

Mr. WALTZ. You can’t reset the clock every time we get a new Secretary of the Army note.

Secretary WORMUTH. And the directive that I signed does not take away or diminish Army Futures Command at all. I was explaining this to another member.

You know, there were some ambiguities, frankly, in the roles between AFC and ASA(ALT), that this directive was just cleaning up. I think there was language that talked about AFC leading the modernization effort.

And we had heard other concerns, frankly bipartisan concerns, about making sure that it was clear that the statutory authorities resided with ASA(ALT).

But this is not taking away any—any responsibilities or authorities that Army Futures Command has.

Mr. WALTZ. I can just tell you from my perspective, let’s push it out to the warfighter, not pull it back into the building.

Secretary WORMUTH. Agree.

Mr. WALTZ. It seems like the directive was doing the latter.

Secretary WORMUTH. That was not our intent.

Mr. WALTZ. Well, to me—

General MCCONVILLE. Congressman, I’d like—you know, to me, the proof’s in execution. And I’d like to come back to you if, as we can—

Mr. WALTZ. Because I think the execution’s been moving in the right direction the last 5 years. If it ain’t broke—

General MCCONVILLE. [continuing]. Keep it moving too. We want to keep that momentum going. So, I’ll get back to you.

[The information referred to can be found in the Appendix on page 90.]

Mr. WALTZ. Okay. Just a couple of other points. Madam Secretary, delivered the climate strategy. Appreciate that.

Part of that was to field an all-electric vehicle fleet, 2035. But importantly, a fully electric tactical or combat vehicles by 2050.

And my concern there, is I spent a lot of time on the Science Committee securing our rare earth and critical mineral supply chains. And as you know, China controls 90 percent of lithium, cobalt. I don’t see that in this strategy.

So, to me, without that, that doesn’t seem to be wise or realistic.

Secretary WORMUTH. Well Congressman, you know, we set a goal of 2050. But we want to, you know, we're going to continuously assess our ability to make progress towards that goal.

And if we determine that because of the rare earth con—the Chinese control of rare earths, that the technology to make good on that goal isn't possible, we'll revise that—

Mr. WALTZ. How about we work with the interagency to secure our supply chains. Because we don't just need it for an all-electric military vehicle fleet. We need them for our economy.

Secretary WORMUTH. We do need them.

Mr. WALTZ. We need them for everything that runs on a battery.

Secretary WORMUTH. We do need them.

Mr. WALTZ. How about if we move in that direction. But separately, I would hope, and I'll just leave you with this, that the Army always has a goal to have the most lethal vehicle fleet, not the one that emits the less carbon.

And so, I mean, let's focus on killing bad guys and protecting our guys with our vehicle fleet. And not get—and if we happen to decide that an electric-driven fleet also does that, then great. That's a secondary benefit. But, in my view shouldn't be the primary benefit.

And if you're looking to apply funds towards that, as a primary goal, that gives me real concern.

Secretary WORMUTH. Congressman, our focus is on fighting and winning the Nation's wars, first and foremost. That's what we're focused on.

Mr. WALTZ. That is reassuring to hear. And then finally, just because I'm running out of time, real concerns on moving away from, or moving back to gender-specific Army combat fitness test.

I think it made sense to make it job specific. It obviously takes a lot more physicality being an infantryman then to be a cyber warrior or a pilot.

And I'll just take for the record what you're thinking was, because I think it diminishes a lot of great women who are hitting those standards, like in Ranger school and others.

But now are going to go to an infantry unit and have different standards. That takes away from what they've accomplished.

Secretary WORMUTH. I'm happy to take that for the record.

[The information referred to can be found in the Appendix on page 90.]

Mr. WALTZ. Thank you. Thank you, Chairman, for your indulgence.

Mr. GALLEGO. Thank you. And thank you to our witnesses. And we are adjourned.

[Whereupon, at 12:54 p.m., the subcommittee was adjourned.]

A P P E N D I X

MAY 12, 2022

PREPARED STATEMENTS SUBMITTED FOR THE RECORD

MAY 12, 2022

RECORD VERSION

**STATEMENT BY
THE HONORABLE CHRISTINE E. WORMUTH
SECRETARY OF THE ARMY**

AND

**GENERAL JAMES C. MCCONVILLE
CHIEF OF STAFF
UNITED STATES ARMY**

BEFORE THE

**COMMITTEE ON ARMED SERVICES
UNITED STATES HOUSE OF REPRESENTATIVES**

SECOND SESSION, 117TH CONGRESS

ON THE POSTURE OF THE UNITED STATES ARMY

MAY 12, 2022

**NOT FOR PUBLICATION
UNTIL RELEASED BY THE COMMITTEE**

Putting the Army on a Sustainable Strategic Path

America's Army remains prepared to fight and win our Nation's wars as a member of the Joint Force, and we continue to serve as the Nation's premier response force to protect Americans, our Allies, and our interests when unexpected crises arise at home and abroad. We thank Congress for providing the funding that allowed us to deliver highly-trained forces for a broad spectrum of challenges, including continued COVID-19 response efforts in local communities, unprecedented natural disasters, the largest non-combatant evacuation operation in U.S. military history, and now support to NATO in response to Russia's unprovoked invasion into Ukraine.

As the Army continues its most significant transformation in over 40 years, our priorities continue to be people, readiness, and modernization. Building upon those priorities, the Army further defined six objectives to guide the force towards a vision of the Army of 2030. First, we are ensuring the Army continues down a sustainable strategic path that allows us to transform to face new challenges without sacrificing our readiness to answer our Nation's call anytime, anywhere. Second, we must ensure the Army becomes more data-centric and capable of operating in contested environments in order to prevail on the modern battlefield. Third, we must continue our efforts to be resilient in the face of climate change, adapting our installations, acquisitions programs, and training to remain ready to operate in a changing environment. Fourth, we are building positive command climates at scale across all Army formations. Fifth, we must reduce the harmful behaviors that hurt our soldiers and break trust with the American people, including sexual harassment and assault, racism and extremism, and domestic violence. Sixth, we must strategically adapt the way we recruit and retain our Nation's best talent to sustain the All-Volunteer Force.

This year's budget request supports these priorities and objectives, enables us to maintain momentum on our six modernization portfolios, and aligns the Army with the strategic ways of the 2022 National Defense Strategy (NDS): Integrated Deterrence, Campaigning, and Building Enduring Advantages.

Army Support to Integrated Deterrence

Integrated deterrence is a whole-of-government effort across multiple domains, theaters, and the spectrum of conflict to ensure that the Joint Force—in close coordination with the U.S. interagency, and our Allies and partners—makes the costs of aggression so clear to our adversaries that they refrain from hostile behavior altogether. The Army's role is to provide combatant commanders with combat-credible ground forces capable of fighting and winning in large scale combat operations. We are the backbone of the Joint Force in the Indo-Pacific, our priority theater for responding to China as our pacing challenge. In Europe, the Army remains the tip of the Joint-Force spear in responding to Russia as an acute threat and reassuring our NATO Allies.

Combat-credible ground forces for deterrence. To echo the Secretary of Defense, our support for Ukraine is unwavering, and our commitment to defend every inch of NATO territory is ironclad. In recent months, we have collectively witnessed a return on multiple investments that Congress and the Army have made over the past several years, especially the European Deterrence Initiative (EDI) and Army Prepositioned Stocks (APS). The U.S. Army has over 45,000 troops committed to reassuring our NATO Allies and supporting our Ukrainian partners, including those assigned to U.S. Army Europe-Africa, which we elevated to a four-star command in 2020. Our deployed forces now include two Corps—the XVIII Airborne Corps and our newly re-activated V Corps—two Divisions—the 82nd Airborne Division and 1st Infantry Division—six Brigade Combat Teams, and two Combat Aviation Brigades. Three of the six brigades we have committed in Europe are Armored Brigade Combat Teams (ABCTs): 1st ABCT, 1st Infantry Division; 1st ABCT, 3rd Infantry Division; and 3rd ABCT, 4th Infantry Division. In addition to the large-scale deployments to NATO's eastern flank, as of April 2022, U.S. Army Special Operations Command has hundreds of personnel supporting 38 missions with Allies and partners across 17 different European countries.

Never before has the U.S. Army moved so many forces so quickly. It took less than one week after receiving deployment orders for an armored brigade to deploy from

Savannah, Georgia and be on the ground in Germany starting live-fire exercises with tanks drawn from APS in Europe. That is a testament to years spent investing in our alliances and partnerships, and to maintaining strong relationships that enabled the Army the access and presence needed to bolster NATO deterrence. This also demonstrates the importance of setting the European theater over the past several years to deter conflict, and responding quickly to fight and win should deterrence fail. It also speaks to the Army's collective readiness—not just the tactical readiness of our combat units, but the strategic readiness of our logisticians, mobilization force generation installations, and power projection platforms required to equip, transport, and project those units.

Rapid crisis response at scale across the globe. Rapid crisis response capabilities to defend our interests and protect our citizens across the globe is another component of integrated deterrence. Last year in Afghanistan, the Army deployed elements from the 82nd Airborne Division, 10th Mountain Division, Army Special Operations Forces, Minnesota and Vermont National Guard, the Army Reserve's 936th Forward Resuscitative Surgical Detachment, and multiple sustainment and military police enablers to Hamid Karzai International Airport (HKIA) to support an extraordinarily difficult and dangerous non-combatant evacuation operation. Working hand-in-hand with the Marine Corps and Air Force, Army soldiers helped to evacuate more than 124,000 American citizens, Allies, partners, and Afghans who fought for our values over the past 20 years. At the height of operations, 17,000 soldiers across the NORTHCOM, EUCOM, and CENTCOM areas of responsibility supported Afghan Special Immigrant Visa application and family relocation efforts. Working closely with interagency partners, more than 8,000 soldiers from all components supported Operation Allies Welcome, relocating more than 76,000 Afghans to the continental United States.

Contributions to Homeland Defense. Integrated deterrence begins at home with domestic resilience against strategic attacks. By integrating the Army's Homeland Defense capabilities with the Joint Force and federal, state, and local partners, the Army enables the Nation's rapid response for disaster relief, as well as critical infrastructure

attacks. Nowhere is that more apparent than in our Army Reserve and National Guard. Over the last year, the Army Reserve and National Guard have been the backbone for our Defense Support to Civil Authorities, responding to everything from hurricanes, tornadoes, and winter storms to wildfires, floods, and the Southwest Border. The National Guard has made an invaluable contribution to the Nation's COVID-19 response, deploying 16,670 soldiers across 44 states, 3 territories, and the District of Columbia. Their missions included everything from COVID screening, testing, and contact-tracing to vaccine storage, transport, and distribution. The National Guard also provided vital healthcare facility assistance for some of the country's most vulnerable populations.

Maintaining the Modernization Momentum toward the Army of 2030

Modernization is future readiness, and we remain firmly committed to the six modernization portfolios we defined to Congress in 2018: Long Range Precision Fires, Next Generation Combat Vehicle, Future Vertical Lift, the Network, Integrated Air and Missile Defense, and Soldier Lethality. By the end of fiscal year (FY) 2023, we will deliver 24 of our signature modernization efforts into the hands of soldiers, either for experimentation, testing, or fielding. We could not achieve this rapid development without congressional support and authorities. Middle Tier Acquisition authorities and Other Transaction Authorities are helping the Army to reduce bureaucracy, streamline decision making, and accelerate the development of systems in order to field capabilities more quickly. The Army has also forged partnerships with non-traditional industries, academia, and others to accelerate innovative, game-changing materiel solutions. As we build the Army of 2030, we are laying the foundation for the Army of 2040 and beyond.

Long Range Precision Fires (LRPF). In FY 2023 we will field the first batteries for hypersonic missiles and our ship-sinking Mid-Range Capability, in addition to fielding our Precision Strike Missile capability. Our Multi-Domain Task Forces (MDTFs) will provide Command and Control (C2) of long range precision fires and effects through intelligence, information, cyber, electronic warfare, and space capabilities. MDTFs will enable the Joint Force to penetrate enemy air defenses while establishing our own. We

are standing up three new MDTFs in addition to the two currently supporting the Indo-Pacific and European theaters. Together, they will offer multiple options to combatant commanders and complicate decision-making for potential adversaries.

Next Generation Combat Vehicles (NGCV). We have begun fielding the Armored Multi-Purpose Vehicle (AMPV) as an adaptable and more survivable multi-variant vehicle. The AMPV replaces the M113 family of vehicles to provide ABCT combat support and enabler elements the capability to move at the pace of attack formations, as well as incorporate anticipated future technologies. We are testing prototypes of Mobile Protected Firepower, a lighter, more deployable armored combat vehicle that will provide large-caliber, long-range direct fires in support of Infantry BCTs. Robotic Combat Vehicles (RCVs) will provide unmanned platforms that will augment the mobility, lethality, survivability, and situational awareness of our formations. The RCVs will undergo increasingly rigorous experiments and capability demonstrations with a decision to procure by the end of FY 2024. Finally, the Army remains committed to developing the Optionally Manned Fighting Vehicle as the primary replacement for the Bradley Fighting Vehicle. We are currently in the initial design phase and plan to award up to three contracts for prototyping in FY 2023.

Future Vertical Lift (FVL). The Army remains committed to developing our Future Long Range Assault Aircraft (FLRAA) and Future Attack Reconnaissance Aircraft (FARA). We are scheduled to down select FLRAA to a single vendor in the coming months and are on track to have both systems begin fielding by FY 2030. The Army starts fielding its family of Unmanned Aircraft Systems (UAS) in FY 2024 to provide air-launched effects with an array of payloads and networks. This will provide the next generation of UAS platforms for multiple echelons: front-line troops, operational formations, and theater commands.

The Network. Data is as important as ammunition on the future battlefield. That is why the network is the key to maintaining overmatch as a combined, joint force through decision dominance, the ability to make better decisions faster than our adversaries. It is not enough to develop new interoperable systems with open systems architecture. We must also develop a data fabric that facilitates information sharing more seamlessly

across the Army, Joint Force, and our Allies and partners. Project Convergence is the Army's campaign of learning and annual series of experiments to inform development of Joint All-Domain Command and Control capabilities, Multi-Domain Operations (MDO), and the Joint Warfighting Concept. Last fall, our second iteration of Project Convergence (PC21) expanded to nearly 1,500 participants from the Army, Marine Corps, Navy, Air Force, and Space Force, becoming the largest Joint Force experiment in 15 years. This year's PC22 will incorporate key Allies—during the main experiment or for testing in our Joint Systems Integration Lab at Aberdeen Proving Ground—to address the challenges of operating as a combined, joint force across vast distances in the Indo-Pacific and Europe.

The Army is building a more resilient network by modernizing Global Position System receivers to meet current and emerging threats with the help of advanced Assured Position, Navigation, and Timing systems. Our implementation of cloud and Artificial Intelligence (AI)-supported data analytics aims to ensure that data is shared and acted upon by those who need it. XVIII Airborne Corps, I Corps, U.S. Army Pacific (USARPAC), and U.S. Army Europe-Africa (USAREUR-AF) have already trained in cloud and data-enabled, mission-command exercises. Future experimentation and pilot exercises will incorporate commercial satellite services into cloud-enabled, command-post exercises.

Integrated Air and Missile Defense (IAMD). IAMD capabilities will protect combined, joint forces from adversary aircraft, missiles, and drones. The Army is fielding the IAMD Battle Command System while developing new radars to expand coverage and streamline sensor-to-shooter linkages that will enable us to more efficiently target incoming threats. We are increasing Patriot Missile Segment Enhancement interceptor capacity and growing an additional Patriot battalion by FY 2029 to enhance our defenses of theater base clusters. We are developing an Indirect Fire Protection Capability (IFPC) to protect forward C2 and logistics nodes. There are six IFPC battalions programmed to begin fielding to our MDTFs in FY 2025. New formations like the Maneuver-Short Range Air Defense (M-SHORAD) battalions provide

mobile air defense for tactical maneuver formations. Fielding began for four divisional M-SHORAD battalions in FY 2020.

The growing threat posed by UAS is emerging as the next big challenge for IAMD, with both defense and homeland security implications. We established the Joint C-sUAS Office (JCO) as the executive agent for Counter small Unmanned Aircraft Systems (C-sUAS) in February 2020. The JCO leads Department of Defense development of integrated plans, technologies, training concepts, and doctrine to focus resources and minimize redundancies across the department and interagency. Operationally, our combat training centers are preparing our combat formations to counter and defeat ubiquitous sUAS threats, and our budget includes funding to field C-sUAS sets for multiple divisions.

Soldier Lethality. The Army seeks continued congressional support for the rapid prototyping, development, and procurement of the Next Generation Squad Weapon (NGSW), Integrated Visual Augmentation System (IVAS), and the Synthetic Training Environment (STE), among others. In FY 2023, the Army will equip the first unit with the NGSW, as well as its higher-caliber ammunition. Thanks to iterative soldier-to-industry feedback, we will equip the first unit with initial IVAS prototypes by 4th Quarter, FY 2022. The STE—which uses a combination of hardware and software to enable soldiers, units, and commands to train in virtual or constructive environments—is due to reach Initial Operational Capability in the 4th Quarter, FY 2023. An example of the payoff to the soldiers comes from the 82nd Airborne Division, which last August used One World Terrain to create a three-dimensional representation of HKIA that gave commanders on the ground the ability to identify massing crowds and emerging vulnerabilities.

Organic Industrial Base (OIB) and Supply Chain Risk Management (SCRM). As the Army undergoes its greatest transformation in more than 40 years, we have an opportunity to simultaneously review the entire OIB for modernization. This includes addressing facilities, equipment, people, information technology, cybersecurity, and energy requirements. Our support to Ukraine has reinforced that we need an OIB that can successfully meet current Army demands, while providing the capabilities and

capacities to surge and sustain large scale combat operations. Our OIB modernization effort also has a resilience component, which seeks to reduce single points of failure in the supply system and decrease reliance on foreign supply chains and resources. In close consultation with and support from Congress, the Army is using a 15-year phased approach to modernize the OIB for the 21st century through collaboration across the entire Army enterprise, coupled with industry engagements, while ensuring projects are tied directly to the Army's signature modernization efforts. The Army will also modernize facilities to upgrade the infrastructure to support the workload in our depots, arsenals, and ammunition plants.

Managing supply chain risk requires a whole-of-government approach, and SCRM is integral to the Army's acquisition and sustainment processes. Managing supply chain risk early in a weapon system's life cycle is critical to ensuring affordability and mitigating risk before a weapon system is fielded. The Army has already begun using commercially available tools to assess and identify risk in our supply chains. The Army also recognizes and uses the authority granted by the President in the Defense Production Act. The Army will publish an SCRM policy in the 3rd Quarter of FY 2022 and conduct a series of tests in December 2022 to apply the best supply chain risk tools and assess the skills, knowledge, and abilities needed to empower our logisticians and other personnel supporting supply chain activities.

Modernizing the unit lifecycle model. Last October, the Army adopted its new unit lifecycle model, the Regionally Aligned Readiness and Modernization Model (ReARMM), and it is projected for Full Operational Capability by January 2023. This new model aims to harmonize historically conflicting Army priorities. ReARMM facilitates modernization by giving units dedicated windows to integrate new equipment, reorganize formations, and train on new doctrine. Adopting this model is transitioning the Army from small, incremental, evolutionary modernization of platforms to large-step modernization of our formations across the Total Force. Regional alignment enables units to develop additional knowledge of the terrain, culture, and people where they are most likely to operate. Joint Force commanders also gain by leveraging habitual, trusted relationships between Army formations and Allies and partners. It takes care of people

by reducing operational tempo and maximizing predictability and stability to commanders, soldiers, and families. Finally, units aligned to ReARMM recently validated the model by successfully participating in Operation Allies Welcome both in the United States and abroad without excess loss to readiness or the need for major process realignments.

Army Campaigning in Support of the Joint Force

A key dimension of the Army's transformation is the need to strengthen and expand—where possible—our work with Allies and partners to actively campaign against coercive and revisionist Chinese and Russian activities. The Army's access, presence, and influence around the world supports dynamic, day-to-day military activities that bolster Allies and partners while frustrating our competitors. The Army's security assistance enterprise annually executes more than 6,100 foreign military sales cases with 135 countries to build and strengthen Allied and partner capacity.

Security Force Assistance Brigades – the leading edge of campaigning. Our six new Security Force Assistance Brigades (SFABs), the last of which activated in 2020, are aligned with each geographic combatant command and are strengthening relationships with Allies and partners through training, advising, and assistance. In AFRICOM over the past year, 2nd SFAB deployed 38 advisory teams to nine African countries, including Djibouti, Ghana, Kenya, Morocco, Niger, Senegal, Somalia, Tunisia, and Uganda, in addition to partnering with Senegalese units for a rotation at the Joint Readiness Training Center. In CENTCOM, 3rd SFAB has supported Operation Inherent Resolve, Operation Freedom's Sentinel, and the entire CENTCOM area of responsibility. After supporting the Afghan advise-and-assist program, 3rd SFAB was instrumental in coordinating the planned withdrawal from Afghanistan. In FY 2022, up to 10 teams will deploy to the United Arab Emirates, Jordan, Kuwait, and Iraq to advise partner land forces on interoperability through persistent presence. In EUCOM during FY 2021 and FY 2022, 4th SFAB deployed advisory teams to 10 nations in support of field exercises: Albania, Bosnia, Georgia, Germany, Hungary, Kosovo, Latvia, North Macedonia, Poland, and Romania. Additionally, 4th SFAB advisory teams are currently training with several multinational partners to assess and enhance their integration into

forward-deployed NATO battlegroups. In INDOPACOM during FY 2021 and FY 2022, 5th SFAB has deployed 40 advisory teams to 14 nations, including: Bangladesh, Fiji, India, Indonesia, Japan, Malaysia, the Maldives, Mongolia, Nepal, Papua-New Guinea, Philippines, Republic of Korea, Singapore, and Thailand.

USARPAC: Backbone of the Joint Force in the Indo-Pacific. The Army in the Indo-Pacific provides the Joint Force with decisive, integrated land power required to succeed in competition, rapidly transition and respond during crisis, and prevail in low-intensity and large-scale conflict. Exercising regularly with our Allies leads to enhanced capacity and greater interoperability in the event of a contingency. USARPAC's Operation PATHWAYS (OP) annually projects thousands of Army forces and equipment sets into the region to execute a series of international exercises that strengthen Joint Force integration and promote interoperability with Allies and partners. It also allows USARPAC, as the Theater Army, to prepare, rehearse, and validate training for strategic movement, operational maneuver, and tactical employment of land forces across extended distances west of the International Date Line.

The Army continues to signal its deep commitment to the Indo-Pacific through the Pacific Deterrence Initiative (PDI). For FY 2023, the Army has committed \$1.4 billion of investments and activities that support the tenets of PDI. The Army is leveraging PDI to improve forward posture inside the first and second island chains, increase conventional deterrence, and support and enable the Joint Force. The Army is also developing the intellectual, conceptual, and technical tools necessary to guide our transition to an MDO-capable force with an emphasis on the Indo-Pacific.

USAREUR-AF: Tip of the spear in Europe. USAREUR-AF's role in the midst of Europe's most significant military crisis in a generation demonstrates how European Deterrence Initiative (EDI) investments built U.S. Army muscles to rapidly flow forces into Europe and coordinate NATO's defense. Thanks to the support of Congress, the initiative supports five lines of effort: Increased Presence; Exercises and Training; Enhanced Prepositioning; Improved Infrastructure; and Building Partnership Capacity. Total Army EDI funding in FY 2022 was \$2.4 billion.

The Army supports increased presence to EUCOM through the rotation of a Division Headquarters Forward, an ABCT, and other enablers. This force package ensures a U.S. presence across Eastern Europe, including the Baltic States, Poland, Romania and Bulgaria. USAREUR-AF's premier exercise series in Europe—DEFENDER—continues to enhance the capacity and interoperability of Allies and partners to deter adversaries, transform operational mission commands, build readiness, and strengthen the NATO Alliance. In 2021, DEFENDER integrated approximately 28,000 multinational forces from 26 nations to conduct near-simultaneous operations across more than 30 training areas in 12 countries.

Through EDI, the Army continues building a division-sized set of prepositioned equipment, with corps-level enablers, that will contain two ABCTs, two fires brigades, and air defense, engineer, movement control, sustainment, and medical units. Additionally, EDI funding diversifies capabilities by providing access to Army National Guard and Army Reserve units for NATO training objectives. The FY 2022 EDI budget supports an average strength of 9,450 Army Compo 1, 2, and 3 personnel deployed in the EUCOM theater. The Army also funds facility improvements for Joint Reception, Staging, Onward-movement and Integration, as well as Mission Partner Environment network enclaves, including in the Baltics and Eastern Europe.

Building Enduring Advantages by Investing in People and Resilience

People are our greatest strength and most important weapon system, including soldiers across the active Army, Guard, and Reserve, their families, our Army civilians, and our soldiers for life—our veterans and retirees. We ask much of our people, and taking care of them is both a sacred obligation and essential to sustaining the All-Volunteer Force. Prioritizing people means modernizing our talent management systems, taking care of families through our quality of life initiatives, and most importantly, building cohesive teams that are highly trained, disciplined, and fit, where everyone is treated with dignity and respect, and that are ready to fight and win.

Recruiting high-quality talent. The All-Volunteer Force is in a competition for talent, and the Army is strategically adapting the way it recruits and retains talent to

reflect the Nation. We have established an Army Recruiting Tiger Team to holistically assess the Army's recruiting and accessions enterprise. COVID-19 impacted recruiting operations at all levels and across all Services, with a high percentage of high schools and colleges limiting in-person access from March 2020 through March 2022. As pandemic conditions improve, the Army is getting its recruiters back into America's high schools, colleges, and communities. As of April 2022, the Army has 1,721 Junior Reserve Officer Training Corps (JROTC) programs across the country, whose purpose is to instill in high school students the value of citizenship, service to country, personal responsibility, and a sense of accomplishment. Thanks to congressional support, the Army is strategically growing this powerful youth program to reach new communities and better connect America to its Army. In FY 2022, the Army expanded JROTC to 25 new schools in New Jersey, Pennsylvania, New York, Kansas, Illinois, Missouri, District of Columbia, Ohio, Nevada, California, Washington, Alabama, Georgia, and Texas.

The Army is using improved analytics to more precisely tailor incentives and place recruiters. The Army appreciates congressional efforts to sustain military service as a competitive choice by ensuring their earnings are at the top of the 80th-percentile with comparable civilians, and higher percentiles for junior soldiers and junior officers. The Army is strategically deploying recruiters to communities across the country based on demographics, ethnicity, race, and gender. The Army is working with the Office of the Under Secretary of Defense for Personnel & Readiness to improve how it tailors career options and incentives to increase new-recruit job satisfaction. The Army is also allowing recruits to choose from select installations as their duty station of choice. Over 2,000 enlistees have taken advantage of this benefit in FY 2022. The Army is also on track to meet its directed level of 5,800 officer commissions while increasing diversity representation within the combat arms branches (25% in FY 2021 to 27% in FY 2022). While these immediate efforts are having a positive impact on current accessions, we continue to adapt our recruiting strategy to posture for emerging societal, demographic, and geographical shifts.

Developing tech talent in the ranks. The Army knows that it must develop new talents within its ranks so soldiers can thrive in a Science, Technology, Engineering,

and Mathematics-saturated operating environment. The Army has implemented eight of the nine authorities (§501-506, 513, 518) granted in the FY 2019 National Defense Authorization Act (NDAA). These authorities allow expansion of opportunities to increase the talent pool and fill critical shortages in technical fields based on unit demand signals. The Army's Cyber branch is a dynamic effort that is having success attracting highly-talented soldiers (their average vocational test scores are top-tier and 25% have a bachelor's degree) and officers from top-rated universities. The Army is also using direct commissions for specific technical talents, as well as incentive pay and bonuses to retain high-value talent. In FY 2020-2021, Army Futures Command (AFC) began piloting AI and Agile Software Development Workforce initiatives within the AI Integration Center and Army Software Factory, where cohorts develop software and data science-enabled solutions to address problems sourced from across the Army. The Army Reserve's 75th Innovation Command is AFC's link to unique expertise in the private sector, facilitating a diverse tech-talent pipeline that is instrumental to the Army Software Factory's success.

Modern talent management systems to satisfy and retain talent. The Army has several initiatives underway to give soldiers and officers enhanced flexibility to shape their careers. With the Assignment Interactive Module (AIM) for officers, and now Assignments Satisfaction Key-Enlisted Module (ASK-EM) for Non-Commissioned Officers (NCOs), the Army has created an assignment process and marketplace which empowers officers and NCOs to make informed preferences. From a talent management perspective, AIM and ASK-EM help the Army get the right people in the right places through algorithmic matching and market clearing for greater assignment satisfaction. Additionally, the Army is creating more options for Regular Army warrant officers and officers to continue service in the Army Reserve. The Army is also exercising officer options for brevet promotions to fill critical requirements, as well as options to compete for promotion and command.

Data system modernization is as critical for effective talent management as it is for successful combat operations. The Integrated Personnel and Pay System—Army (IPPS-A) is the Army's flagship Human Resources (HR) modernization effort, and will

be implemented across the Active Duty, Army Reserve, and National Guard by the end of 2022. IPPS-A delivers a secure, comprehensive, and data-rich HR talent management system that consolidates the systems previously required by separate components, as well as giving transparency to soldiers right from their mobile device.

Quality Infrastructure for taking care of our soldiers. Providing quality housing, barracks, childcare, and services for our soldiers and their families is a key factor for retaining talent. The Army is committed to sustaining quality housing conditions. Residential Community Initiative (RCI) companies are planning to invest \$3 billion in housing over the next 10 years. Seventy-five percent of RCI housing are new builds, major, or medium renovations. Seventy-two percent of government-owned Army Family Housing (94% of which is overseas) is rated Q1 (good) or Q2 (adequate), while the Army has programmed \$1.5 billion in family housing construction and maintenance over the FY 2023-2027 period to improve its inventory. Seventy-five percent of Army barracks are rated in good or adequate condition as well, with \$4.2 billion programmed for FY2023-2027 to improve conditions for unaccompanied soldiers.

Taking care of our families—and taking care of our children, especially—increases the readiness of our force. The Army is addressing access to childcare by increasing and sustaining childcare infrastructure, recruiting and retaining quality childcare staff, incentivizing Family Child Care, providing Army Fee Assistance, and exploring new initiatives and partnerships. Childcare staffing continues to be a challenge across the country. In June 2021, the Army increased compensation for direct care staff and we continue to monitor the childcare labor market accordingly.

Positive command climates—an essential component of cohesive teams. Positive command climates at scale are the foundation of a combat-effective Army, and positive command climates begin with good leadership. Selection for battalion and brigade command are two of the most important personnel decisions the Army makes, and the Army continues to expand its generational change to the way it selects these leaders. The Army started its Battalion Command Assessment Program in January 2020, which is designed to assess a candidate's cognitive, psychometric, physical, and communication attributes, culminating in a double-blind interview with a panel of senior

Army leaders. Over the last two years, the Army has expanded its Colonel Command Assessment Program to assess potential leaders for O-6/GS-15 commands as well. Since 2020, the two command assessment programs have assessed over 3,400 candidates. Now the Army is expanding the program to the NCO corps, launching a Sergeant Major Assessment Program to assess the readiness of brigade command sergeant major candidates to lead and coach the junior NCOs and soldiers in their formations.

Positive command climates are also built on infusing professional development across the ranks. In the last few years, the Army has instituted Project Athena at resident professional military education courses for officers, warrant officers, NCOs, and civilians. Project Athena provides rising leaders with assessments, feedback, and development resources to turn insights into action. To date, these rising leaders have completed over 161,000 assessments. Expansion to Army Reserve and National Guard resident courses is slated for FY 2023-2024. The Army has also fielded a standardized Individual Development Plan for people to map their personal and professional goals, supported by an Interactive Leader Development Guide to aid an individual's self-assessment and development. To improve our company commanders' doctrinal fluency, technical knowledge, and leadership skills for MDO, the Army has undertaken the most significant redesign of its Captains Career Course since 2005.

The Army is also exploring ways to better assess command climates. The Army tested a comprehensive organizational climate assessment through the deployment of a Cohesion Assessment Team (CAT) and, based on the results, will institutionalize the capability no later than January 2023. CATs use survey results, focus groups, leader interviews, and observations to provide commanders better knowledge of the organizational climate of their units. In FY 2021, CATs supported five brigades. Future assessments will be based on institutional metrics to identify units that could benefit from expert input on soldier programs and unit climate. The Army is also using a new Counseling Enhancement Tool (CET) for developmental counseling sessions. The CET assists junior leaders and soldiers by requiring them to reflect on past performance

before a formal dialogue, and providing guidance for interactive, collaborative, and meaningful discussions.

Reducing harmful behaviors to cultivate healthier soldiers. The Army is placing greater emphasis on finding ways to prevent harmful behaviors and generate healthier, more resilient soldiers. Prevention begins with equipping leaders with better visibility tools to monitor and shape soldier health and resilience. The Army is developing individual and unit assessment tools such as Azimuth Check, Behavioral Health Pulse surveys, and Commander's Risk Reduction Toolkit to provide a more holistic and comprehensive picture of both individual soldier and unit-risk history.

From prevention to response, the Army is fully committed to implementing the Independent Review Commission on Sexual Assault in the Military's recommendations, as directed by the Secretary of Defense. Building on existing expertise, the Army is developing a full-time prevention workforce to enable a holistic approach to preventing harmful behaviors. As part of a year-long pilot program, the Army launched Sexual Harassment/Assault Response Prevention Fusion Directorates across six installations and an Army Reserve command to integrate existing response functions and empower survivors with a multitude of resources. All reports of sexual assault and harassment will be thoroughly investigated and offenders will be held appropriately accountable based on the unique circumstances of each allegation. With support from experienced Sexual Assault Response Coordinators and Victim Advocates, all survivors of sexual assault and domestic violence will be fully supported through compassionate, quality care.

Part of improving our response is augmenting our investigative and prosecutorial functions. In FY 2022, the Criminal Investigative Division (CID) is adding investigative specialists at all field offices and aggressively exercising direct-hire authorities to add another 99 experienced criminal investigators. CID has realigned itself into geographic field offices, akin to the standard federal law enforcement model. Three highly-experienced civilian special agents-in-charge have been selected to run the field offices at Fort Hood, Fort Carson, and Fort Bragg. The FY 2022 NDAA instituted the most significant change to the Uniform Code of Military Justice in over 70 years by requiring trained, experienced prosecutors, outside of the chain of command, to make

prosecutorial decisions in cases of sexual misconduct, domestic violence, child abuse, and homicide. In accordance with these reforms, the Army is creating regional circuit Offices of the Special Trial Counsel, staffed by experienced criminal litigators, to integrate prosecution with victim services and provide legal expertise, longevity, transparency, and consistency across the force.

Climate Resilience for a changing operational environment. In addition to investing in people, the Army is taking important steps in alignment with the NDS to build enduring advantage through climate resilience. The Army's core mission of fighting and winning our Nation's wars remains unchanged. Climate change, however, makes this mission more challenging not only for the Army, but the entire Joint Force. The Army must proactively adapt to climate change impacts and respond to climate risks to maintain its strategic edge in a climate change-impacted world. The Army Climate Strategy (ACS), which was released earlier this year, and the ACS Implementation Plan, scheduled to be released this summer, will synchronize our efforts to: increase capability; enhance installation resiliency; prepare for new hazards and operating environments; and modernize processes, standards, and infrastructure while reducing operational energy demands and greenhouse gas emissions.

The Army requires resilient, efficient, and affordable installation energy and water infrastructure to support the Army's ability to deploy, fight, and win. Army installations provide secure and sustainable facilities and infrastructure that support commander priorities, enable missions, and maintain soldier and unit readiness. The Army must increase installation energy and water resilience to anticipate and withstand future threats, including climate change-driven increases in extreme weather, and man-made kinetic and cyber threats that increase the risk of extended power and water disruptions.

The ACS has set a goal to achieve a 50% reduction in Army net greenhouse gas pollution by 2030, shift to carbon pollution free electricity by 2030, and attain net-zero Army greenhouse gas emissions by 2050 in order to build a resilient and sustainable Army that can operate in all domains. The ACS drives increased resiliency and capabilities of the force. The Army is moving out to install a micro-grid on every installation by 2035 to ensure installation resiliency as we face a contested homeland

and an environment of increasingly severe weather. By 2040, we aim to achieve enough renewable energy generation and battery storage capacity to self-sustain critical missions across the Army. We are also on schedule to field an all-electric, light-duty, non-tactical vehicle fleet by 2027 and an all-electric, non-tactical vehicle fleet by 2035, reaping cost and resource efficiency, and adding to the resilience of Army transportation in spite of climate and energy challenges.

The Army takes pride in stewardship of our lands and resources for the American people. The Army is reducing its greenhouse gas emissions to mitigate its contributions to climate change and act as good environmental stewards to further protect the American people. We are including climate change threat mitigation into all land management decisions and incorporating the latest climate and environmental science into stationing, construction, and fielding decisions.

Closing

“This We’ll Defend” has been the proud motto of the U.S. Army since 1775. It captures the resolve, resilience, and readiness of generations of American soldiers and citizens who have answered the Nation’s call and picked up arms in her defense. Today is no different. When the Nation calls, we send the Army we have—and the Army we have is the world’s greatest fighting force. With timely, adequate, predictable, and sustained funding, we will remain ready to fight and win our Nation’s wars as a member of the Joint Force, reassure our Allies and partners, take care of our people, and pursue our greatest transformation in over 40 years.

Hon. Christine Wormuth
25th Secretary of the United States Army

Honorable Christine Wormuth was confirmed by the U.S. Senate and appointed as the 25th Secretary of the U.S. Army May 27, 2021. The Secretary of the Army is the senior civilian official within the Department of Defense responsible for all matters relating to the U.S. Army.

Prior to confirmation, she was the Director of the International Defense and Security Center at the RAND Corporation where she was a frequent writer and speaker on foreign policy, national security and homeland security issues.

Prior to RAND, she served in several roles during the Obama Administration. From December 2010 until August 2012 she was a special assistant to the president and senior director for Defense at the National Security Council. Wormuth then served as deputy Under Secretary of Defense for Strategy, Plans, and Forces, and led the 2014 Quadrennial Defense Review. From 2014-2016 she served in DOD as Under Secretary of Defense for Policy, where she advised the Secretary of Defense on the full range of regional and functional national security issues.

Wormuth entered the government as a Presidential Management Intern and began her public service career in the Policy Office of the Office of the Secretary of Defense from 1996 through 2002.

After leaving government, she worked in the private sector on defense issues, and then was a Senior fellow at the Center for Strategic and International Studies for five years.

Wormuth holds a Bachelor of Arts in political science and fine art from Williams College and a Masters of Public Policy from the University of Maryland.

She is married to a retired Navy officer and has two daughters.

Gen. James C. McConville
40th Chief of Staff of the Army

Gen. James C. McConville assumes duties as the 40th chief of staff of the U.S. Army, Aug. 9, 2019, after most recently serving as the 36th Vice Chief of Staff of the U.S. Army.

He is a native of Quincy, Massachusetts, and a graduate of the U.S. Military Academy at West Point, New York. He holds a Master of Science in Aerospace Engineering from Georgia Institute of Technology and was a National Security Fellow at Harvard University in 2002.

McConville's command assignments include commanding general of the 101st Airborne Division (Air Assault), where he also served as the commanding general of Combined Joint Task Force-101, Operation Enduring Freedom; deputy commanding general (Support) of the 101st Airborne Division (Air Assault), where he also served as the deputy commanding general (Support) of Combined Joint Task Force-101, Operation Enduring Freedom, commander of 4th Brigade, 1st Cavalry Division, Operation Iraqi Freedom; commander of 2nd Squadron, 17th Cavalry Regiment, 101st Airborne Division (Air Assault); and commander of C Troop, 2nd Squadron, 9th Cavalry Regiment, 7th Infantry Division (Light).

His key staff assignments include the U.S. Army deputy chief of staff, G-1; chief of Legislative Liaison; executive officer to the vice chief of staff of the Army; G-3 for 101st Airborne Division (Air Assault); J5 strategic planner for U.S. Special Operations Command; S-3 for 25th Combat Aviation Brigade; S-3 for 5th Squadron, 9th Cavalry; and S-3 for Flight Concepts Division.

McConville is a senior Army aviator qualified in the AH-64D Longbow Apache, OH-58 Kiowa Warrior, AH-6, AH-1 Cobra and other aircraft. His awards and decorations include two Distinguished Service Medals, three Legions of Merit, three Bronze Star Medals, two Defense Meritorious Service Medals, three Meritorious Service Medals, two Air Medals, the Joint Service Commendation Medal, two Army Commendation Medals, four Army Achievement Medals, the Combat Action Badge, the Expert Infantryman's Badge, the Master Army Aviator Badge, the Air Assault Badge, the Parachutist Badge, and the Army Staff Identification Badge.

McConville and his wife, Maria, have three children serving in the military.

**WITNESS RESPONSES TO QUESTIONS ASKED DURING
THE HEARING**

MAY 12, 2022

RESPONSE TO QUESTION SUBMITTED BY MR. LARSEN

Secretary WORMUTH. The Army is committed to providing a ready all-volunteer force by selecting the best qualified soldiers, regardless of gender, for each job in the Army. All soldiers, regardless of gender, complete the same training and must pass the same requirements to be awarded a military occupational specialty in any career field.

Historically, the Army has successfully recruited a diverse grouping of new soldiers. The implementation of gender-neutral requirements for all Army jobs has resulted in an increase in female enlistments, which should eventually result in noticeable increases in minority female populations as well. All jobs are open to anyone who meets the qualifications. By taking an in-depth look through the Army's research and evaluation of our current recruiting methods, we have the ability to action different markets rapidly, which will in turn allow the Army to create a force that embodies the diversity of the nation we serve. Ultimately, in the all-volunteer force, the Army's diversity is a reflection of those individuals who are willing to serve, without regard to an individual's gender or race.

Analysis shows that recruiters generally recruit in their own image, so investments to increase the number of female recruiters is one means ensure an increase in female enlistments. The U.S. Army Recruiting Command makes every attempt to have a woman assigned to every recruiting station where feasible. The Army has assigned 1,160 women as recruiters, and they make up 12.6% of the recruiting force. When we return to normal post-COVID operations, the Army plans to increase female enlistments by 1% to 2% annually, with the ultimate goal of the annual recruited population being at least 25% female within the next five years. [See page 13.]

RESPONSE TO QUESTION SUBMITTED BY MR. CARBAJAL

Secretary WORMUTH. Lawful Permanent Residents (LPRs) are informed of their naturalization options before and during initial entry training. Based on guidance from U.S. Army Recruiting Command, recruiters are required to advise LPRs during initial and subsequent contact that they may apply for accelerated naturalization via the U.S. Customs and Immigrations Services' website. These LPRs are also advised that they will be required to complete the N400 and N426 forms and they are instructed on which documents they must hand-carry with them to the training base to ensure they possess the correct documentation for naturalization.

During basic training, the training brigade's legal teams are provided with rosters of non-citizen trainees who are eligible to apply for naturalization by the reception battalions. The basic training units work in conjunction with the brigade legal teams to help initiate the naturalization process for trainees while they undergo their basic combat training. Similarly, soldiers in the National Guard and the Reserves are authorized to request certificates of honorable service for the purpose of naturalization immediately upon entering active duty or attending drill with their selected Reserve unit. This includes recruits in the training pipeline attached to the Recruit Sustainment Program. The approval authority must certify or deny a soldier's certification request and return it to the soldier within 30 days of submission.

Ultimately, naturalization is an individual Soldier decision, and Soldiers are afforded the opportunity to pursue their naturalization from the outset of their Army service. While there may have been earlier isolated confusion about the naturalization process among some units, the Army has adequately relayed that message to the field and will continue to ensure that the Legal Assistance Offices can assist when needed. Finally, the Army recently notified its non-citizen Soldier population, via email, of their opportunity for expedited naturalization through military service. [See page 27.]

RESPONSES TO QUESTIONS SUBMITTED BY MR. WALTZ

Secretary WORMUTH. After the review of an independent RAND study required by Congress (FY21 NDAA), combined with the information gathered by the Army from nearly 630,000 ACFT scores, and three years of ongoing analysis and Soldier feedback, Army leaders determined that the ACFT would be implemented as a general physical fitness test. The recent revisions to the ACFT maintain the Army's strong commitment to a culture of physical fitness, for all demographics and MOSs alike.

Key changes include:

- Moving from a gender and age neutral standard, to performance-normed standards, based on age and gender, similar to the previous Army Physical Fitness Test (APFT) with 20 groups varied by age and gender.
- The Army will use the ACFT as a general fitness assessment for the Total Army, not related to job-specific physical demands, as opposed to an occupational test.
- The removal of the Leg Tuck with the Plank as the sole core exercise.
- RAND observed that the leg tuck was not an accurate predictor of core strength for all Soldiers. The leg tuck requires a minimum pre-requisite upper body strength that made it impossible to measure core strength in all Soldiers.
- In response, the ACFT now uses the plank as the sole exercise to assess core strength, using recognized standards from sister-services as a baseline and modifying the scales based on the Army's point system.
- Moving to the plank allows the Army to verify that the ACFT properly measures all Soldiers' core strength equally, and ensures Soldiers have a similar testing experience and opportunity to succeed during every event of the ACFT.
- The leg tuck is still a great holistic core exercise and is still encouraged as part of unit training outlined in ATP 7-22.02.
- The addition of the 2.5-mile walk as an alternate ACFT aerobic event.
- A phased implementation for recording test scores to allow Soldiers a minimum of six months to train in order to increase training opportunities, minimize potential for injuries, and ensure maximum performance using the Army's H2F resources.
- The establishment of an ACFT governance body, working with RAND, to continue assessing test data, assess impacts to Soldiers, and recommend future modifications, as appropriate.

The Army has commissioned analytic support from RAND to assess data from the revised ACFT following implementation in April 2022, which will inform the Army's oversight of the ACFT in the future. With these changes, the Army expects that the ACFT will have the same impact on recruiting and retention as the previous APFT. The Army has established an ACFT governance board to continue to assess test data and monitor impacts, and this governance board will deliver an assessment to the Secretary of the Army in April 2023. [See page 59.]

General McCONVILLE. Army Directive 2022-07 (Army Modernization Roles and Responsibilities), signed by the Secretary of the Army on May 3, 2022, did not change Army Futures Command's (AFC's) role in developing warfighting concepts and requirements. Rather, it was issued to clarify current roles and responsibilities in Army modernization, which involves the contribution of many organizations. Additionally, Army Futures Command is an enduring four-star command and will continue to play a vital role in defining requirements for new systems to field to Soldiers, which in many ways is the most influential part of the acquisition process.

The delivery of new warfighting capabilities requires two complementary processes: the definition of requirements for new weapons systems, led by the military user and represented by AFC; and the development and acquisition of capabilities, led by the Army's acquisition professionals and represented by the Assistant Secretary of the Army for Acquisition, Logistics, and Technology (ASA(ALT)). Prior guidance issued in 2018 and 2020 inadvertently blended these complementary roles and created ambiguity in the statutory acquisition oversight role that Congress vested in the ASA(ALT). The new directive signed by the Secretary of the Army on May 3rd codified AFC's role in developing warfighting concepts and requirements and distinguished it from ASA(ALT)'s role in the development and acquisition of new capabilities. Ultimately, the directive does not remove authorities from AFC and ASA(ALT). Instead, it codifies the current execution of their functions. [See page 58.]

RESPONSE TO QUESTION SUBMITTED BY MR. JOHNSON

Secretary WORMUTH. As of 7 June 2022, 4 of the 14 approved religious exemption requests were not already pending separation from the Army. [See page 50.]

QUESTIONS SUBMITTED BY MEMBERS POST HEARING

MAY 12, 2022

QUESTIONS SUBMITTED BY MR. LAMBORN

Mr. LAMBORN. The administration's budget requests 85 million dollars for unemployment benefits. There has been increased concern about lack of soldiers utilizing the Army's Career Skills Program, and my office has seen some evidence of commanders restricting second term soldiers or highly focusing on first term Soldiers. How many Soldiers are currently being turned away from CSP, formally or otherwise, including those who are turned down by their installations before being able to formally apply?

Secretary WORMUTH. The Army does not track the number of Soldiers informally denied participation in the Career Skills Program (CSP), as that is determined by unit chain of command. Annually, the Army has approximately 6,500 soldiers enrolled in a CSP/Skillbridge Program. Of the number enrolled, approximately 75% are enlisted personnel attending trade-based programs, and 25% are officers mostly attending individual internships. Commanders across the Army are encouraged to allow participation in the CSP to the greatest extent possible without impacting readiness, ensuring they can maintain their unit's ability to meet operational requirements.

Mr. LAMBORN. What operational communities or missions would the 12 thousand Soldiers be coming from in the Army request to reduce manning?

General MCCONVILLE. The Army will use the Total Army Analysis (TAA) process to make that determination. TAA accounts for required capabilities to address threats across time. The Army Campaign Plan, FY23–FY30, addresses Army needs across three lines of effort: people, modernization, and readiness. This process ensures we have the quality and quantity of personnel necessary to meet operational readiness requirements as we modernize and develop the Army of 2030.

Mr. LAMBORN. What is the total number of COVID–19 exemption requests? What is the number of religious exemption requests? How many exemption requests have been approved? How many religious exemption requests have been approved? How many are still pending decision?

General MCCONVILLE. As of 8 July 2022, the Army has received 1,092 requests for permanent medical exemptions, of which 30 have been approved and a separate 54 are pending adjudication. The Army has received 7,728 requests for religious exemption, of which 19 have been approved and 5,942 are currently pending adjudication.

QUESTIONS SUBMITTED BY MR. GARAMENDI

Mr. GARAMENDI. There is discussion that the Strykers currently stationed in Alaska will be replaced with other capabilities. This comes as U.S. Army Alaska looks to reorganize to better support their INDOPACOM and NORTHCOM missions. When will the Army decide what units and capabilities best align to their assigned mission sets? Can U.S. Army Alaska effectively be the U.S.'s Arctic Force, and meet competing INDOPACOM and NORTHCOM missions sets? When will the Army identify equipment requirements to compete in the Arctic?

Secretary WORMUTH. The implementation of the Arctic strategy is a multi-year effort to improve the Army's ability to support Combatant Command campaign efforts in the Arctic and other extreme cold and mountainous environments. By re-aligning existing force structure, the Army will tailor the Alaska-based forces to improve capabilities within the Arctic environment where they serve. The conversion of 1/25 Stryker Brigade Combat Team (SBCT) to an Infantry Brigade Combat Team (IBCT) consisting of two maneuver battalions and the establishment of the 11th Airborne Division Headquarters provides the foundation for a force that is more appropriately manned, trained, and equipped for these environments, and enables the reutilization of the Stryker vehicles for more appropriate missions. These actions improve operational effectiveness and unit cohesion, while also allowing for enhanced ability to support both INDOPACOM requirements in the priority theater and meeting our number one priority of homeland defense. Our continued analysis and increased understanding of Arctic requirements, through continued war gaming events and exer-

cises with allies and partners in the region, will inform our modernization efforts and be codified in future Total Army Analysis and programming efforts.

Regarding equipment requirements, the Army's FY23 Budget requested \$102M in support of the Arctic Strategy: \$24M for Cold Weather All-Terrain Vehicle (CATV), \$25M for winterization of equipment, \$13M for exportable combat training center (CTC) support, and \$40M for organizational clothing and individual equipment (OCIE). With this funding we will be able to continue execution of our exportable CTC capability, field CATVs to units beginning in FY23, and mitigate some shortfalls in clothing and individual equipment. If not funded, the Arctic Strategy will be hindered by the lack of proper equipment and will impact overall readiness. Additionally, it will be unable to outfit all Soldiers assigned to train in or deploy to arctic environments elevating risk to Soldier safety.

Mr. GARAMENDI. The choices made during the acquisitions process when procuring new platforms affect the decades of sustainment that follows. One area that affects lifecycle sustainment is what intellectual property (IP) and technical data rights are acquired. Observers such as the GAO have said that DOD has not always been consistent in its acquisition and licensing of IP developed at private expense in the past, resulting in "reduced mission readiness and surging sustainment costs" in some instances. How is the service improving how it acquires IP and technical data? How will the service balance the cost of procuring IP or technical data during the acquisitions process with the long-term sustainment benefits?

Secretary WORMUTH. As weapon systems are increasingly reliant on rapidly evolving technologies, commercial components, and software content, acquiring and licensing the appropriate intellectual property (IP) is vital to ensuring that weapon systems and equipment remain functional, sustainable, and affordable over the system's lifecycle. Through early planning for sustainment requirements and appropriate investment in IP, the Army develops options to enable modernization through upgrades and technology insertion, which will improve readiness, reduce sustainment costs, and increase operational availability across the lifecycle of weapons systems and equipment. In recent years, to address the changing technological environment, the Army has fundamentally altered its IP approach to ensure this upfront and thoughtful planning.

QUESTIONS SUBMITTED BY MRS. HARTZLER

Mrs. HARTZLER. We understand the Army's plan is to field nine battalions, so a break in production would be bad for the program. We understand the need for M-SHORAD systems, especially watching what is going on in Ukraine today. Does the Army still plan to field nine M-SHORAD battalions? Does the Army still plan to field nine M-SHORAD battalions?

Secretary WORMUTH. The Army continues to make investments in air and missile defense to reduce capacity and capability gaps to support the recently published National Defense Strategy. While the Army's plan remains to field nine Maneuver Short Range Air Defense (M-SHORAD) battalions, as the Army conducts Total Army Analysis, we will balance air defense investments across all Army components, and as part of the joint force, to provide the most capable formations in support of the Department of Defense.

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General McCONVILLE. The Army continues to make investments in air defense to reduce capacity gaps to support the recently published National Defense Strategy. While the Army's plan remains to field nine Maneuver Short Range Air Defense (M-SHORAD) battalions, as the Army conducts the Total Army Analysis, we will balance air defense investments across all Army components to provide the most capable formations in support of the Department of Defense. Secretary Wormuth has made Integrated Air and Missile Defense (IAMD) one of the Army's top modernization priorities.

Mrs. HARTZLER. The Army submitted a request for an additional \$275M for M-SHORAD systems as part of the Unfunded Priority List for FY23. If Congress does not fulfill the Army's request, what is the risk associated with not fully funding the M-SHORAD systems for the first four battalions?

If the submitted unfunded requests are not approved, will there be a break in the M-SHORAD production line?

How will the Army mitigate a break in production so there are not impacts on future fielding of the urgently needed M-SHORAD capability?

General M^CCONVILLE. The Army received funding for three complete battalions in previous budget cycles. The \$275M for the Maneuver Short Range Air Defense (M-SHORAD) on the unfunded priorities list (UPL) addresses three efforts to reduce capacity gaps. First, the Secretary of the Army approved a materiel design change for the M-SHORAD Increment 1 system to remove the Hellfire system and replace it with a second Stinger Vehicle Universal Launcher (SVUL). The second effort is to procure the ten remaining M-SHORAD systems, along with the two remaining systems for the Institutional Training Base, to meet the directed requirement. Additionally, if the UPL for M-SHORAD is not funded, the Army will not meet the fielding of the four M-SHORAD battalions or adequately train soldiers on the system. As a result, the Army's third effort is to preclude a production gap in Fiscal Year 2025 (FY25) by funding 12 systems in FY23 (minimum production rate) that keeps the production line open. If unfunded, there will be an approximate \$32.4M of additional funds required in FY24 to restart the line.

QUESTIONS SUBMITTED BY MS. SPEIER

Ms. SPEIER. Secretary Wormuth, in May 2020, GAO published report GAO-20-61, which recommended that "The Secretary of the Army should develop a plan, with clearly defined goals, performance measures, and timeframes, to guide and monitor the Army's female active-duty service member recruitment and retention efforts. (Recommendation 2)." DOD concurred with this recommendation; however, the GAO recommendation is still open because the plan has not yet been completed.

When does the Army expect to complete the plan requested in Recommendation 2 of GAO's May 2020 report on recruitment and retention of female service members?

What progress has the Army made so far in addressing this recommendation?

What actions has the Army taken, and what actions is the Army planning to take, to improve recruitment and retention of female service members?

Secretary WORMUTH. The Army's officer and enlisted recruitment and retention programs are gender neutral. While the Army currently does not have any gender specific recruiting mission requirements, it continues to focus on "Quality over Quantity" recruiting efforts and strives to recruit all qualified individuals regardless of race or gender, mirroring the diversity and ethnicity of the United States. This concerted effort will ensure that Army retention programs recruit and retain all Soldiers at comparable rates. To address specific concerns, the Army continues its long-term studies on gender integration to address unique concerns of women throughout the Army.

Analysis shows that recruiters generally recruit in their own image, so investments to increase the number of female recruiters is one effort to actively increase female enlistments. Additionally, U.S. Army Recruiting Command makes every attempt to have a woman assigned to every recruiting station where feasible. The Army has assigned 1,160 women as recruiters, and they make up 12.6% of the recruiting force. When we return to normal post-COVID operations, the Army plans to increase female enlistments by 1% to 2% annually, with the ultimate goal of the annual recruited population being at least 25% female within the next five years.

QUESTIONS SUBMITTED BY MR. SCOTT

Mr. SCOTT. Which one of your Assistant Secretaries of the Army is responsible for the Army's explosive ordnance disposal program?

Secretary WORMUTH. While the Assistant Secretary of the Army for Installations, Energy and Environment (ASA(IE&E)) has primary responsibility for certain technical aspects of the Army's Explosive Ordnance Disposal (EOD) program, other Assistant Secretaries have equities as well. For example, the Assistant Secretary of the Army for Acquisitions, Logistics and Technology (ASA(ALT)) has responsibility for the oversight of research, development, test and evaluation, distribution, fielding, and procurement of Army-specific EOD material and equipment. The Army currently has a working group exploring options to enhance the efficacy of this important program.

Mr. SCOTT. The National Defense Authorization Acts for Fiscal Years 2019 and 2020 included provisions to transition the U.S. Army Medical Research and Materiel Command to the Defense Health Agency no later than September 30, 2022. Is the Army committed to completing the transition in accordance with the requirements and timeline set forth in the National Defense Authorization Act? Is the Army com-

mitted to providing continued leadership with the necessary subject matter expertise at the General Officer level to the Defense Health Agency Research and Engineering Directorate to complete the transition of the U.S. Army Medical Research and Materiel Command as required by law?

Secretary WORMUTH. Yes, the Army remains committed to continued partnership and collaboration during this transition. However, on 21 April 2022, the Army submitted a legislative proposal to Congress for the Army to retain elements of the U.S. Army Medical Research and Development (MRDC) that closely support the Army's Title 10 authorities. MRDC and the leadership of the Defense Health Agency are engaged in multiple transition meetings to comply with existing law and to meet the statutory timelines and will comply with any potential statutory changes. The Army is committed to the success of DHA and fulfilling Title 10 authorities.

Mr. SCOTT. The overall FY23 defense budget makes important investments into autonomous platforms including in the next generation fighting vehicles, the optionally manned fighting vehicle, and unmanned surface vehicles. What role do you see autonomous weapon systems playing in future ground combat? How do we ensure these systems are operations ready to fight a near-peer conflict and our forces fully training to execute combat operations in that scenario? What steps are being taken to develop trust in these autonomous systems with both the warfighter and the American public?

General MCCONVILLE. I believe autonomous systems will be increasingly employed to reduce risk to soldiers or to accomplish the same tasks with fewer soldiers in harm's way. For example, autonomous reconnaissance platforms, both air and ground, can be employed to scout in front of maneuvering forces to identify where the enemy is or is not, or to conduct economy of force operations where the threat of enemy action is reduced. Autonomous capabilities may also be able to conduct dangerous and complex operations such as mine clearing or the breaching of obstacles to optimize maneuver force operations and reduce risks to the force.

Experimentation and training are key to ensuring autonomous capabilities can perform assigned tasks and that soldiers and leaders know how to best employ and sustain them. Soldiers and leaders will develop confidence in autonomous capabilities with the more first-hand experience they have. If Soldiers and leaders trust the autonomous capabilities of these systems, I believe the American public will too.

Mr. SCOTT. According to the GAO, close to 4,000 warfighters died due accidents in legacy ground systems between FY10 and FY19. What are we doing to increase both the safety and combat survivability and capability of these legacy systems to include autonomous upgrades?

General MCCONVILLE. Soldier health and safety is a top priority, and the Army is committed to improving safety and enhancing force protection through multiple programs. Recognizing that the majority of these tragic incidents involve the Army's light tactical vehicle (LTV) fleet, the Army is prioritizing modernization of its High Mobility Multipurpose Wheeled Vehicles (HMMWVs), through the Joint Light Tactical Vehicle (JLTV) program. Every JLTV—unlike their predecessors—will come equipped with an anti-lock braking system and electronic vehicle control (ABS/ESC), integrated front and rear cameras to increase driver awareness, and a crew compartment that enables increased survivability in the event of an accident. The competitive contract for the JLTV is purposely intended to incentivize industry and bring additional driver enhancement technologies into the enduring solution. Concerning the legacy HMMWV, important efforts underway include retrofitting the field with ABS/ESC kits which became standard after 2018. This technology, also commercially available, directly mitigates rollover accidents and their corresponding risk of fatal or serious injury to crew members. The Army is also piloting an effort to integrate autonomous capabilities on the Palletized Load System (a different section of the Army's wheeled vehicle fleet) in order to reduce risk to personnel during logistics missions.

Mr. SCOTT. As the world has watched what was considered a superior conventional fighting force, the Russian military, struggle to execute offensive operations against a smaller and technologically inferior Ukraine military, many experts are looking to see if there are lessons the United States can learn from this war. We know Russian logistics was a complete failure and the Ukrainian people's will to fight has imposed a heavy cost on Russian forces. From a technology viewpoint, what lessons have you learned from this war—command and control, platform vs network-centric warfare, use of artificial intelligence and autonomy and modern vs legacy systems?

General MCCONVILLE. Command and Control: Events continue to confirm the importance of interoperability between joint and partner networks and systems, and the impact that a lack of interoperability can have on all warfighting functions. Observations of Russian command and control challenges reinforces the Army's need

to create a modernized, integrated network that will enable our commanders and forces to achieve a holistic picture of the modern battlefield and enable a united joint and multi-national force to cut through the fog of war and make informed decisions, quickly. The Army remains on a path to create a unified network, which will converge and secure separate networks into a modern, integrated global NIPR, SIPR, and MPE environment.

Platforms v. Network-centric: The Army has also observed the importance of operationalizing data, including the value of hybrid solutions for data and application hosting, where operational elements must have access to both local and off-site computing and data storage capabilities. The military, other elements of the federal government, and our partners will benefit from a dedicated focus on achieving an informational advantage built on resilient “zero trust” unified networks and data platforms with analytics for decision making, command and control, and reliable strategic reach-back. A combined capability set hosted locally will also provide higher analytic processing power, granting a tactical advantage through its use of faster network-centric solutions and enabling commanders to make decisions more rapidly than adversaries.

Artificial Intelligence (AI) & Autonomous: The Army and the Joint Force have observed some basic uses of AI and autonomous-enabled systems by the Russian military similar to observations made in Syria and other conflicts over the past decade. These observations include Russian use of autonomous drones to enable more accurate targeting and the use of AI-enabled internet technologies to enhance Russian dis- and mis-information campaigns. Our Army continues to dedicate efforts to observe, orient, and react to these systems, including through our counter unmanned aircraft systems (UAS) capabilities, information advantage efforts, and in cyberspace.

Modern v. Legacy Systems: We’ve watched the Ukrainians leverage commercial technology, innovate with their legacy systems, and quickly adapt to use modern technology and services. Likewise, the U.S Army and our allies are integrating legacy programs with new technology and commercial services to enhance intelligence, surveillance and reconnaissance (ISR) and situational awareness, shorten the speed and range of military effects, and enable quick reaction capabilities. The Ukrainian forces are adapting fast, and our Army is moving quickly to apply those lessons at scale.

Logistics: At the forefront of lessons observed and learned is Russia’s failed logistical performance across the spectrum of operations. Logistics is the foundation that projects and sustains warfighting capabilities. Logistics conducted at speed and at scale enables the warfighting capabilities to initiate and maintain momentum against the adversary, especially in a protracted conflict. The lessons learned from the Russian invasion of Ukraine reiterates the importance of our logisticians, sustained investments in replenishment, and the continued evolution in logistical doctrine to maintain the Army’s ability to project and sustain globally.

Mr. SCOTT. Under Secretary Heidi Shyu and the White House Science and Technology Offices have prioritized of directed energy capabilities, and specifically high power microwave technological development. How is this being carried over to the development and execution of Army’s Defense Strategy? How are Directed Energy systems being leveraged to meet the priority threats and the capabilities of the competition?

General McCONVILLE. The Army is currently executing three Directed Energy programs. First, the Directed Energy Maneuver-Short Range Air Defense (DE M-SHORAD) is on track to deliver its first combat-capable platoon of directed energy weapon systems in the 4th Quarter of FY22 and will continue delivering prototypes in FY23 and FY24. DE M-SHORAD is a 50kW-class laser prototype weapon system—integrated onto a Stryker platform—that protects divisions and brigade combat teams from Group 1–3 Unmanned Aircraft Systems (UAS), rotary-wing aircraft, and indirect fire threats. These directed energy weapons are paired with kinetic weapons to form an integrated and layered defense. Second, the Army will also deliver 300kW-class High Energy Laser (HEL) and High Power Microwave (HPM) prototype weapon systems in FY24 as part of the Indirect Fires Protection Capability (IFPC) battery to support multi-domain operations. As part of tiered and layered defense for fixed and semi-fixed sites, IFPC-HEL and -HPM are designed to counter threats by Group 1–3 UASs, rotary- and fixed-wing aircraft, indirect fire, and Group 1–2 UAS swarms.

Third, in support of the Joint Force and as part of the Army’s role as Executive Agent for Counter small-Unmanned Aircraft Systems (C-sUAS), the Army is fielding a 10kW capability in June 2022 for deployment OCONUS. This capability is focused on countering threats by Group 1–3 UASs, rotary- and fixed-wing aircraft, and

enemy indirect fire capabilities. This 10kW capability will be followed by a 20kW capability by the end of this year.

Mr. SCOTT. Our adversaries and non-state actors alike are rapidly proliferating the development and execution of Unmanned Aerial Systems (UAS) that pose a real threat to U.S. forces and infrastructure. Is the Army seeing an increase in UAS overflight over its personnel and installation in the U.S. and overseas? What actions is the Army taking to defend against UAS threats? How is the Army addressing the UAS threat from the top-down? Is the Army looking at utilizing directed energy, to include lasers and high power microwave technology, for base security and integration on Army ground vehicles?

General MCCONVILLE. A. The number of documented Unmanned Aircraft Systems (UAS) overflights has increased in both the U.S. and at our overseas installations. In turn, increased training and fielding of UAS detection systems have enhanced our awareness of the UAS threat and the Army's need for continued observation both at home and abroad. As directed by the Joint Staff's Small Unmanned Aircraft Systems Reporting Execute Order, the Army is reporting UAS incidents in a single joint database for documentation and enhanced analysis.

B. As the DOD Executive Agent for Counter-small Unmanned Aircraft Systems (C-sUAS), the Army established the Joint C-sUAS Office (JCO) to lead the development and integration of emerging Joint C-sUAS capabilities, emphasizing rapid innovation, the synchronization of material and non-materiel solutions, and fostering partnerships. As one of its first actions, the JCO conducted an operational assessment of current C-sUAS capabilities and selected ten initial Joint C-sUAS systems—which are already proving their effectiveness to detect and defeat fixed-wing and quad-copter style sUAS attacks. Additionally, the JCO published the first-ever DOD C-sUAS Strategy and its associated implementation plan and released joint C-sUAS operational requirements to address current and future C-sUAS capabilities. Further, the JCO and all military services are working closely with the Army Fires Center of Excellence to establish joint training and doctrine required to enhance C-sUAS operations.

Additionally, the JCO is also working with industry leaders to modernize current capabilities. As part of this effort, the JCO and partner agencies across all services host semi-annual industry demonstrations to evaluate emerging technologies that close gaps, inform requirements, and promote innovation. The JCO's Rapid Response Team is also supporting combatant commanders with in-depth analyses of the operational threat environment and providing these commands with materiel and non-materiel recommendations that reflect C-sUAS best practices.

The Army is also continuing development of specific programs to mitigate specific capability gaps concerning the defense of fixed/semi-fixed sites and mounted or dismounted configurations. As the efforts mature, the Army will continue to inform this committee of our progress.

C. The Army continues to validate, plan, and source counter-small unmanned aircraft systems (C-sUAS) capability requirements in support of contingency operations around the world. The Army remains focused on providing critical C-sUAS capability to divisions in the operational force, while also growing protection of vital fixed and semi-fixed sites in accordance with current requirements with a goal of accelerating the procurement and fielding of C-sUAS division sets to the operational force, the Army has programmed funds to begin this effort in FY22.

Beyond our Service-specific efforts to address the unmanned aircraft systems threat, the Army also serves as the Department of Defense's OS Executive Agent for C-sUAS. In this role, and through the Joint C-sUAS Office (JCO), the Army leads and directs the development of joint doctrine, requirements, materiel, and training efforts. The Army's efforts to identify and develop solutions within a joint architecture enhances warfighter capabilities across the DOD.

D. Yes. The Army is developing directed energy capabilities for base security, maneuver fire protection, and for integration onto Army ground vehicles. The Army is currently executing three Directed Energy programs. First, the Directed Energy Maneuver-Short Range Air Defense (DE M-SHORAD) is on track to deliver its first combat-capable platoon of four prototype directed energy weapon systems in Fiscal Year 2022. DE M-SHORAD is a 50kW-class laser prototype weapon system integrated onto a Stryker platform, that protects division and brigade combat teams from Group 1-3 Unmanned Aircraft Systems (UAS), rotary-wing aircraft, and indirect fire threats. These directed energy weapons are designed to be paired with kinetic weapons for an integrated and layered defense.

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The threat set addressed by IFPC–HEL is Group 1–3 UAS, rotary- and fixed-wing aircraft, and indirect fires. The threat set addressed by IFPC–HPM is Group 1–2 UAS swarms.

Third, in support of the Joint Force and as part of the Army’s role of the Executive Agent for Counter small-Unmanned Aircraft Systems (C-sUAS), the Army is fielding a 10kWatt capability in June 2022 for deployment OCONUS. Focused on Groups 1–3 UAS, this fielding will be followed by a 20kWatt capability by the end of this year.

QUESTIONS SUBMITTED BY MS. STEFANIK

Ms. STEFANIK. The 10th Mountain Division has been the most deployed Army division since 9/11, primarily to CENTCOM. However, having an Arctic capable force in Fort Drum does little for the CENTCOM Commander. When will the Army know the Arctic requirement for future operations? Additionally, can you assure me that as long as the Army considers the 10th Mountain Division as an Arctic-capable unit they will remain a priority for Arctic modernization efforts?

General McCONVILLE. The Army continues to refine our understanding of what we need to be able to do to support the National Defense Strategy and Combatant Command Arctic requirements. Our initial efforts focus on the formations based in Alaska, with the establishment of the 11th Airborne Division and re-designation of the supporting brigade combat teams. We have conducted a series of exercises and a war game to better understand the strategic and operational demands for ground forces in the Arctic. The outputs from these and future war games will further inform our modernization efforts. Although 10th MTN Division is regionally aligned to the CENTCOM Area of Responsibility (AOR), which drives their current modernization and equipping path based on CENTCOM-specific mission and training requirements, the unit is authorized Level 7 cold weather gear for use for cold weather training. As we conduct further Arctic analysis and exercises, we will develop greater fidelity as to the unit’s requirements to inform future programming and modernization efforts.

QUESTIONS SUBMITTED BY MR. KEATING

Mr. KEATING. 1. The Army has repositioned several Patriot and LT batteries globally, most notably in the CENTCOM and EUCOM areas of responsibility highlighting the increasing demand for the capability for each combatant commander. Can you speak to the importance of these systems, particularly in combination with the lower-tier air and missile defense sensors they are now utilizing?

a. Are they being utilized in the Ukrainian conflict? i. If so, are they proving successful?

b. In the FY23 budget request, I’ve noticed that the low tier air and missile defense capability is at \$328 million, which is similar to the fiscal year 2022 enacted amount. In your opinion is this sufficient?

Secretary WORMUTH and General McCONVILLE. The Commander of U.S. European Command has repositioned Patriot and short range air defense batteries within his area of responsibility in response to the Russian invasion of Ukraine. These batteries remain within NATO territory and are protecting U.S. forces and our allies in the region. The Army provided Ukraine with Stinger missiles and two Sentinel radars that were provided as part of presidential drawdowns (PD) 5 & 7. The Lower Tier Air & Missile Defense Sensor (LTAMDS) is not currently employed by any operational units. There are two LTAMDS prototype radars and both are currently at White Sands Missile Range for developmental testing. The \$328M submitted in the FY23 budget request for the LTAMDS is sufficient to meet our current requirements.

QUESTIONS SUBMITTED BY MR. BACON

Mr. BACON. After the fall of Kabul it has come to my attention that there has been little to no outreach to Gold Star families of those killed in the war, and they are struggling. Furthermore, I am concerned about the lack of long-term counseling services for Gold Star and Surviving families. Does the Army have a strategy to address these issues?

Secretary WORMUTH. Currently, survivors have access to multiple sources of behavioral health (BH) counseling support that includes non-medical, primary-care based, and BH specialty-care counseling. The Army’s Survivor Outreach Services

(SOS) webpage has been updated to include available virtual BH services for eligible surviving family members. The Office of the Surgeon General of the Army (OTSG) and the U.S. Army Medical Command (MEDCOM) recommended the continued advancement of BH services into the virtual space. Acknowledging the growing shortage of BH providers both in the Army and nationwide, OTSG/MEDCOM spearheaded a total Army assessment of BH professional recruitment and retention in October of 2021. The final report is currently in staffing. The Army is currently assessing whether additional authorities are needed to expand access to medical treatment, including mental health treatment, as defined by the Secretary of Defense, for surviving children of service members by increasing the age limitation to qualify as a dependent child to age 26. In addition, SOS coordinators are required to reach out and make direct contact with at least ten percent of the surviving population for the cases they are responsible for overseeing each month in addition to fielding inquiries from survivors.

Mr. BACON. It has come to my attention that Commanders from all three Army Components cannot get access to Gold Star and Surviving family's contact information because Army Survivor Outreach Services (SOS) will not share contact information due to privacy concerns. We are working on making legislative changes to this but would like to hear what the Army is doing to address this and ensure that Gold Star and Surviving families remain part of each Army unit's outreach and community. What is the Army National Guard doing to create best practices for casualty processes and outreach to Gold Star and Surviving Families? Does the Army National Guard have a list of their Gold Star and Surviving Families? Is the CSA tracking that the Army Reserves has cut funding to their Survivor Outreach Service program and that most of their coordinators have other responsibilities with SOS as an additional duty?

General McCONVILLE. A. As the Army is highly sensitive to protecting survivors' personal information, any release of Gold Star and surviving family member information outside of the Army survivor outreach services (SOS) staff is subject to Privacy Act requirements, including next of kin written consent. All Army SOS staff within the active and reserve components utilize a database called the SOS Module to maintain survivor records and case notes. There are no legal or policy barriers to commanders coordinating with SOS staff to conduct outreach to Gold Star and surviving family members on the command's behalf. The Army and the Department of Defense (DOD) recognize that the policies and systems put in place in the early 2000s to support survivors need to be modernized for the 2020s and beyond. The Army is currently collaborating with DOD on a modernized version of the Defense Casualty Information Processing System (DCIPS) which will include both a survivor (customer) portal and long-term case management functions. This modernization will enhance the operational capability for outreach to surviving family members, while meeting the requirements of the Privacy Act.

B. The National Guard Bureau (NGB) maintains 122 survivor outreach services (SOS) coordinators throughout 51 of the 54 states and territories. Currently the NGB maintains a 99.4% contact rate annually. NGB conducts sensing sessions with survivors quarterly at survivor events to ensure issues and concerns are addressed. Survivors annually receive a personal note from the Commander of the NGB each Memorial Day acknowledging their sacrifice and reminding them that our SOS coordinators are available for assistance if needed. Additionally, the NGB provides new hire training, quarterly training, and annual training informed by survivor feedback.

C. The Army National Guard's SOS coordinators are authorized to access information to include lists of Gold Star and surviving families through the Defense Casualty Information Processing System (DCIPS) and the SOS Module. Army SOS keeps a list of the National Guard's Gold Star and survivor families, which commanders and commands may utilize by working with the SOS coordinators who can communicate information to surviving family members.

D. The Chief of Staff of the Army is aware of the funding reduction for the Army Reserve's Survivor Outreach Services (SOS) program. The funding reduction results from a redesigned service delivery model. In FY2020, the Army Reserve transitioned SOS from a contractor-provided service model to a government-provided service model. This transition reduced the Army's contractual expenditures by approximately \$3.2M, while also ensuring there was no degradation or disruption to the quality of services provided to our survivors. Currently, the Army Reserve employs 22 Department of Army civilians (DAC) who serve as SOS Coordinators. These SOS Coordinators nationally provide services for over 200 county coverage areas. These coordinators manage training and outreach efforts to ensure survivors receive quality long term care.

Mr. BACON. Is the CSA aware of the FY22 NDAA casualty requirements and working group, and what is he doing to be directly involved?

General McCONVILLE. I am aware of the casualty requirements outlined in Section 626 of the FY22 NDAA, and am providing oversight of the Army Staff representation on the Casualty Assistance Reform Working Group established by the Under Secretary of Defense for Personnel and Readiness. The Working Group is collectively reviewing and providing recommendations in 11 task areas. Of these 11 tasks, the Army is the lead on two:

(1) Create standards and training for CAOs/CACOs across the military departments, (2) Explore the possibility of establishing a unique badge designation for (i) CAOs/CACOs who have performed duty more than five times; or (ii) professional CAOs/CACOs.

Army Casualty and Mortuary Affairs experts are members of multiple working groups that are examining ways to improve casualty support provided to eligible beneficiaries. Additionally, Army Cemeteries/Arlington National Cemetery and DCS G-9 Survivor Outreach Services are also providing their expertise in multiple sub-work groups, as some of the prescribed tasks fall under the scope of their programs and expertise.

Mr. BACON. As we prepare for the real possibility of a near peer conflict, what are we doing to ensure that we have a seamless, easily replicated process for casualties in the case of a mass casualty scenario?

General McCONVILLE. The Army remains postured to account for its war casualties in the event of near peer conflict. Recently, the Defense Casualty Information Processing System (DCIPS) underwent a refresh to better posture DCIPS to support casualty reporting and tracking at the level of large-scale combat operations. The DCIPS refresh will allow the Army Service Component Command and assigned forces deployed within a joint operations area to quickly and accurately report casualties under such conditions. Correspondingly, the Army's Casualty and Mortuary Affairs Operations Division, which includes the Joint Personal Effects Depot at Dover Air Force Base, have Mobilization Table of Distribution and Allowances (TDA) authorizations, along with scalable contingency contracts in the event of a near-peer conflict. The Mobilization TDA and scalable contracts will enable additional personnel and resources to be applied to casualty support operations. Additionally, the Army Human Resources Command has staff actions prepared to seek applicable exceptions to policy, either at the DOD or HQDA level, for limited exceptions to policy to maintain force readiness in the event of a large influx of casualties.

QUESTION SUBMITTED BY MS. HOULAHAN

Ms. HOULAHAN. What metrics will the Army Recruiting Command utilize to assess the effectiveness of its "Mission Modernization" policy which it recently instituted? How will this program impact the effectiveness of each individual recruiter and recruiter team?

Secretary WORMUTH. The three measures of effectiveness of Modern Missioning are:

- Recruiter Productivity Rate (the number of gross contracts a recruiter produces at any given time),
- Market Penetration (the proportion of enlistments from the total of DOD enlistments for a specific geographic region and period), and
- Market Share (the number of U.S. Army Recruiting Command enlistments per 1,000 qualified military available population of 17-24 year-olds for a specific geographic region)

This program will give each recruiter their own distinct market and schools from which to conduct recruiting operations. Recruiters will become more linked with key terrain, prospects, and influencers; and thus, be more effective in each of the 31,000 assigned zip codes. With the shrinking pool of candidates who are disposed and qualified to serve, the Army must work towards saturating all markets. By assigning each recruiter their own recruiting area, each will have a corresponding mission accomplishment plan detailing specific performance metrics such as number of contacts, appointments, tests, and contracts. As recruiter performance is monitored in each of these areas, identified strengths and weaknesses can be a point of focus for additional training or incentives to maximize effectiveness. Individual recruiter improvement will elevate the entire recruiting team.

QUESTIONS SUBMITTED BY MR. CROW

Mr. CROW. The Army has recently removed a significant hurdle service women face in obtaining abortions, adopting new guidance just as the Supreme Court appears poised to overturn the landmark ruling that legalized the procedure nationwide. The Army is moving in the right direction by removing commanders' powers to deny leave to service members seeking abortion care and only being required to tell their commanders that they are taking leave for a medical procedure. In addition to this measure, and in light of Roe likely being overturned, what else is the Army doing to ensure service members can safely and affordably access abortion care, especially for those Soldiers stationed in states that plan on completely banning abortion care?

Secretary WORMUTH. The implications of the Supreme Court's *Dobbs v. Jackson Women's Health Organization* decision are complicated and must be assessed in light of various state laws and the views of the Department of Justice. Additionally, any future actions that the Army may take must be aligned with OSD guidance when it is provided. Currently, federal law authorizes the Department of Defense to provide abortions when the life of the mother is in danger should the fetus be carried to term, or when the pregnancy is the result of rape or incest. Health care providers will continue to follow existing departmental policy, and the leadership of military medical treatment facilities will implement measures to ensure continued access to care. The Supreme Court's decision does not affect the Department's leave policies, and existing policy authorizes active duty service members to travel as necessary to receive required care, taking into account individual privacy concerns. As always, the Army seeks to take every action within our authority to ensure the safety and health of each and every member of our team.

Mr. CROW. Energy Resiliency is a vitally important factor supporting the Army's ability to fight and win our nation's wars. The Army has taken meaningful steps towards addressing climate change in a serious manner. With the Army Climate Strategy, one of the developments I find important is the effort to install micro-grids on every Army installation by 2035. Can you provide an update on the microgrid installation process and speak to any specific installations that have begun this effort?

Secretary WORMUTH. Multi-domain operations require Army installations to have secure and reliable access to energy to achieve mission objectives. Because of their role in critical defense missions and preparing and deploying forces, Mission Assurance Installations, Power Projection Platforms, and Mobilization Force Generation Installations have priority for energy resilience investments such as microgrids. The Army is also actively seeking to install microgrids where assured access reviews determine that existing microgrid components are already present, making microgrid creation more cost-effective. The table below provides a summary of current planned Army microgrid development efforts through Fiscal Year 2024: 6 microgrid projects are in construction, 10 in design, 5 pending congressional approval, and 9 in early planning stages.

Mr. CROW. As of late April, the Pentagon said it had sent Ukraine over 1,400 Stinger systems and over 5,500 Javelin systems which has significantly depleted U.S. stockpiles of these systems. The Stinger has been out of production for the U.S. military for 18 years and because the system's design is so old, some of its components are obsolete and nearly impossible to source. Last month, Raytheon CEO Greg Hayes said that the company would likely need to redesign some electronics in Stinger's seeker and missile head. How is the Department of the Army working with industry to ensure that the U.S., Ukraine and other allies will have access to additional Stinger systems in a likely protracted conflict with Russia? In addition, how is the Department of the Army assisting industry with scaling up Javelin production facilities so that critical demand can be met?

Secretary WORMUTH. For Stinger missiles, we are addressing inventory shortages on multiple fronts. The Army has awarded two contracts to Raytheon: one for new production that will replenish the 1,468 directed to the Ukraine by the presidential drawdowns, and a second contract to address the obsolescence of the driver within the missile seeker. We also initiated refurbishment of unserviceable missiles through McAlester Army Ammunition Plant to increase our serviceable inventory. In addition to this investment, the Army is working with the Office of the Secretary of Defense to identify possible areas to invest in over the next two years to increase production capacity. These combined efforts will mitigate U.S. Army Stinger inventory pressures until the next generation Soldier Portable Air Defense missile system can be introduced into the Department of Defense inventories.

For the Javelin missile, we are negotiating contract modifications with the Javelin Joint Venture (Raytheon/Lockheed Martin partnership) to increase production ca-

capacity from an optimized 850 to 2,100 missiles annually and to accelerate initial production capacity for the new G-model missile in FY24.

Mr. CROW. Cyber and Space are two domains in which the Army is heavily investing, including establishing new formations. a. To what extent is the Army working with the other services and Joint Staff to develop equipment for offensive and defensive cyber operations? b. Now that the Army has transitioned the majority of its space personnel to the Space Force, what efforts do you envision remaining Army core competencies when it comes to the Space domain?

Secretary WORMUTH. A. The U.S. Army has worked extensively with U.S. Cyber Command (CYBERCOM), the Joint Staff, and the other services to develop capabilities supporting USCYBERCOM's Joint Cyber Warfighter Architecture (JCWA). Army requirements for offensive and defensive cyberspace operations are validated in the Joint Capabilities Integration and Development System (JCIDS). Unique tools/capabilities are also validated in USCYBERCOM's requirements and registry process. The Army has developed numerous tools/capabilities that have been shared with other services. The Army coordinates and collaborates at various levels of effort depending on the tool/capability and the service equity/mission, including serving as the lead component for development on several joint programs.

The Army is also responsible for leading a geographically oriented Joint Force Headquarters Cyber for three Combatant Commands. As such, the Army provides tools and capabilities specific to those missions.

B. The Army is currently transferring its communications satellite payload planning and control, as well as planning the eventual transfer of its theater missile warning and battlespace characterization function and related formations to the Space Force. Despite these transfers, the Army is retaining core organic space capabilities designed to meet service-unique needs to deny adversary intelligence, surveillance, reconnaissance, and communications; enable navigation warfare; and effectively employ long-range precision fires. The Army will continue to retain space professionals who have developed expertise in support of ground operations and the application of space technology. These professionals will continue to advise Army leaders and they will be able to identify and define requirements for future and emerging space capabilities in support of ground operations to maintain the warfighter's information advantage contributing to the effectiveness of ground operations. The Army space team, including Space and Missile Defense Command and Army Futures Command, is also experimenting with a variety of space-based and high-altitude systems through Project Convergence and other research and development activities, in coordination with Space Force and Interagency partners, to satisfy Army-specific requirements.

Mr. CROW. I am pleased to see that the Army has taken the steps to establish the ACFT as the physical fitness test of record. I understand that it is a much more comprehensive indicator of a Soldier's physical fitness. One of the concerns that I have is the Army moving back to gender-based scoring. With more women joining the ranks of our combat units and elite organizations, has the Army considered the perception of women in these units when it comes to different scoring standards from their male counterparts and will it seek to mitigate these concerns as it rolls out the final version of the ACFT?

Secretary WORMUTH. After the review of an independent RAND study required by Congress (FY21 NDAA), combined with the information gathered by the Army from nearly 630,000 ACFT scores, and three years of ongoing analysis and Soldier feedback, Army leaders determined that the ACFT would be implemented as a general physical fitness test. The recent revisions to the ACFT maintain the Army's strong commitment to a culture of physical fitness, for all demographics and MOSs alike.

Key changes include:

- Moving from a gender and age neutral standard, to performance-normed standards, based on age and gender, similar to the previous Army Physical Fitness Test (APFT) with 20 groups varied by age and gender.
- The Army will use the ACFT as a general fitness assessment for the Total Army, not related to job-specific physical demands, as opposed to an occupational test.
- The removal of the Leg Tuck with the Plank as the sole core exercise.
- RAND observed that the leg tuck was not an accurate predictor of core strength for all Soldiers. The leg tuck requires a minimum pre-requisite upper body strength that made it impossible to measure core strength in all Soldiers.
- In response, the ACFT now uses the plank as the sole exercise to assess core strength, using recognized standards from sister-services as a baseline and modifying the scales based on the Army's point system.

- Moving to the plank allows the Army to verify that the ACFT properly measures all Soldiers' core strength equally, and ensures Soldiers have a similar testing experience and opportunity to succeed during every event of the ACFT.
- The leg tuck is still a great holistic core exercise and is still encouraged as part of unit training outlined in ATP 7-22.02.
- The addition of the 2.5-mile walk as an alternate ACFT aerobic event.
- A phased implementation for recording test scores to allow Soldiers a minimum of six months to train in order to increase training opportunities, minimize potential for injuries, and ensure maximum performance using the Army's H2F resources.
- The establishment of an ACFT governance body, working with RAND, to continue assessing test data, assess impacts to Soldiers, and recommend future modifications, as appropriate.

The Army has commissioned analytic support from RAND to assess data from the revised ACFT following implementation in April 2022, which will inform the Army's oversight of the ACFT in the future. With these changes, the Army expects that the ACFT will have the same impact on recruiting and retention as the previous APFT. The Army has established an ACFT governance board to continue to assess test data and monitor impacts, and this governance board will deliver an assessment to the Secretary of the Army in April 2023.

QUESTION SUBMITTED BY DR. GREEN

Dr. GREEN. What percentage of Army BCTs are at the highest levels of tactical readiness now?

General MCCONVILLE. As of 15 April 2022, 77% of Army Active Component BCTs are at the highest levels of tactical readiness. If the assessment includes Active Component deployed BCTs, the rate increases to 84%.

QUESTION SUBMITTED BY MR. FRANKLIN

Mr. FRANKLIN. In December 2021, the Biden administration signed an executive order stipulating that the entire Federal Government, to include the DOD, would be required to only acquire "100 percent zero-emission" vehicles by 2035. The EO also states the requirement for "net-zero emissions from Federal procurement no later than 2050." Please confirm whether this requirement will apply to military tactical vehicles.

Secretary WORMUTH. The Army is committed to reducing the energy consumption of the force. Executive Order (EO) 14057 does not exempt our tactical fleets from the requirement to acquire only zero-emission vehicles by 2035, but it does provide a process for the head of an agency to grant waivers under certain conditions, one of which is in the interest of national security. The Secretary of Defense, as the agency head, has indicated there will be no blanket waivers for tactical and combat systems, and any waivers will be narrowly tailored based on available technology and market conditions to ensure the Department's decarbonization efforts align with operational readiness needs. The Army will ensure our future vehicle acquisitions meet warfighter needs while being mindful of the EO requirement to implement its purposes and goals "to the maximum extent practicable and without compromising national security."

As outlined in the Army Climate Strategy, the Army's objective is to field purpose-built hybrid-drive tactical vehicles by 2035, and all-electric tactical vehicles by 2050. We expect the electrification of tactical and combat fleets to reduce fuel consumption by over 20%. Near-term Army developments to electrify the fleet are progressing. Multiple vehicle demonstrators with anti-idle technologies or hybrid-electric drivetrains are being tested, which informs the Army about the maturity of the technology.

QUESTIONS SUBMITTED BY MRS. MCCLAIN

Mrs. MCCLAIN. Right now, U.S. Army soldiers are deploying to Europe as part of our Armored Brigade Combat Teams, which include a Vietnam era armored personnel carriers, the M113, which was designed in the early 60's. This is a vehicle that has been criticized for its lack of maneuverability and survivability, so much so, that Army commanders in Iraq would not allow it in combat. In order to address this urgent capability gap, the Army Next Generation Combat Vehicle cross function

team identified Army's modernized personnel carrier, the Armored Multi-Purpose Vehicle or AMPV, as its top priority. The need for this vehicle was so strong that the previous administration considered producing it at 2 brigade sets per year. Yet, the recently published FY23 President's Budget Request only requested half a brigade set, despite the capacity to manufacture at a higher rate. This decision sends a clear statement to soldiers that the department has once again deferred both safety and capability while asking soldiers to bear the risk of their budget based decision.

Are you comfortable with soldiers deploying with the M113?

How do you justify the decision not to replace them as quickly as possible?

Secretary WORMUTH and General McCONVILLE. The Army is on schedule to deliver the first brigade set of Armored Multi-Purpose Vehicles AMPVs in FY23. The Army remains committed to replacing M113s within our formations as quickly as possible given fiscal constraints and competing modernization requirements.

QUESTIONS SUBMITTED BY DR. JACKSON

Dr. JACKSON. We need to ensure we have the medical personnel with the right readiness levels needed to support any future operation in which a MEDEVAC could be necessary.

Secretary Wormuth, will the cuts to the Army's end-strength effect the Army's medical readiness capabilities? Further, how important is medical manning to the Army's foundational priorities of People, Readiness and Modernization?

Secretary WORMUTH. No, the cuts to the Army's end-strength will not affect the Army's medical readiness capabilities. Medical readiness and manning is a critical requirement Army leadership frequently discuss with the Surgeon General of the Army in order to ensure that we have the right people, in the right location to meet the Army's, and in multiple locations, the joint forces' needs. Additionally, the Army Medical Department continues to actively recruit and retain America's best and brightest medical providers to ensure that the Army is medically ready and has a ready medical force able to help the Army fight and win the Nation's wars. Army leadership is extremely proud of our military providers and the unique capabilities they bring to our force and provide our service members and families all around the world.

Dr. JACKSON. General McConville, with the decision expected later this year for which FLRAA aircraft the Army will select, would additional funding over the President's Budget Request be helpful for the program to sustain momentum as it moves into the next phase of the procurement process?

General McCONVILLE. At this time, the Army's Future Long Range Assault Aircraft (FLRAA) is fully funded in the FY23 president's budget request and additional funding is not needed to sustain program momentum.

Dr. JACKSON. General McConville, because the Future Attack Reconnaissance Aircraft will be a critical part of a potential conflict in the Indo-Pacific, could you please explain the cuts to the program in the budget and what does this setback mean overall for the Army's Future Vertical Lift modernization effort and priorities?

General McCONVILLE. The Future Attack Reconnaissance Aircraft (FARA) funding requirements decreased in FY23 due to reduction in certain up-front costs associated with development as this reflects the current status of the competitive prototyping process. The FARA program has completed the design, build, and initiation of flight test demonstration as part of the Army's competitive prototyping process. The FY23 funding will support the continued use of government furnished equipment and the modular open system approach, as well as the weapons system's preliminary design efforts. The Army remains committed to the development and fielding of the FARA.

QUESTIONS SUBMITTED BY MR. FALLON

Mr. FALLON. I understand that the Army Rapid Capabilities and Critical Technologies Office (RCCTO) is leading the U.S. Army's Directed Energy Maneuverable Short-Range Air Defense, or DE M-SHORAD program. Given the recent live fire results of DE M-SHORAD demonstrating combat utility, what are we doing to make sure that we are getting these to our commanders in the field and our allies as quickly as possible?

Secretary WORMUTH and General McCONVILLE. The Army is on track to deliver its first combat-capable platoon of four prototype directed energy weapon systems—Directed Energy Maneuver Short Range Air Defense (DE M-SHORAD)—to the 4-60th Air Defense Artillery in Fort Sill, Oklahoma in the 4th Quarter of FY22 and

continue delivery of prototypes in FY23 and FY24. DE M-SHORAD is a 50kW-class laser prototype weapon system integrated onto a Stryker platform, that protects Divisions and Brigade Combat Teams from Unmanned Aircraft Systems (UAS); rotary-wing aircraft; and rocket, artillery and mortar (RAM) threats. Following the Army Rapid Capabilities and Critical Technologies Office's (RCCTO) successful combat shoot-off event at Fort Sill in June 2021, RCCTO exercised the option to buy the additional three prototypes to equip a platoon no later than the end of FY22. In March 2022, the DE M-SHORAD weapon system further demonstrated system capabilities against UAS and RAM threats during system characterization activities at White Sands Missile Range, NM. The team continues to make great strides in equipping the first platoon and looks forward to participating in Project Convergence 22 later this year.

Mr. FALLON. What are your acquisition and deployment plans for this DE M-SHORAD? When can we expect DE M-SHORAD to move to a program of record to maintain our technological edge? Are there additional resources you need to accelerate this program?

Secretary WORMUTH. The program path forward is to deliver the first platoon to 4-60th Air Defense Artillery (ADA) Battalion at Fort Sill, OK, in 4th Quarter of Fiscal Year 2022 (FY22) and continue delivery of prototypes in FY23 and FY24. DE M-SHORAD is projected to transition from the Rapid Capabilities and Critical Technologies (RCCTO) to Program Executive Office (PEO) Missiles and Space in FY25 and we are developing acquisition strategies to transition into a program of record once PEO Missiles and Space assumes responsibility. No additional resources are needed at this time.

Mr. FALLON. DE M-SHORAD high energy laser maturity should have wider applicability across the Department of Defense. For example, the U.S. Air Force and USMC will also require low-cost, logistically light protection from UAS and RAM attacks for Agile Combat Employment and Ground based Air Defense. How are the other services working with the Army to leverage the maturity on DE M-SHORAD?

Secretary WORMUTH and General MCCONVILLE. At this time, the Directed Energy Maneuver Short Range Air Defense System (DE M-SHORAD) is an Army effort; however, the Army welcomes future collaboration with the other Services on DE M-SHORAD so they could leverage our development in this area if it meets their operational needs. The Army is a participant in the Under Secretary of Defense for Research and Engineering-led Directed Energy Working Group, a collaborative effort directed by Congress in the Fiscal Year 2022 National Defense Authorization Act, designed to synchronize and share directed energy technologies across the Department of Defense. The Army Rapid Capabilities and Critical Technologies Office also partners with the Joint Counter-small Unmanned Aircraft Systems Office (JCO) to support semi-annual demonstrations of C-sUAS technologies to evaluate emerging technologies that close gaps, inform requirements, and promote innovation.

In support of the Joint Force and as part of the Army's role of Executive Agent for Counter small-Unmanned Aircraft Systems (C-sUAS), the Army is fielding a 10 kilowatt capability focused on countering groups of 1-3 UAS in June 2022 and deploying it OCONUS. This will be followed by a 20 kilowatt capability by the end of this year.

Mr. FALLON. Over the life of the HMMWV Anti-lock Brake System and Electronic Stability Control Program it has been perpetually underfunded. Last year, the Army seemed intent on continuing this trend. However, Congress stepped in to authorize and appropriate an additional \$183 million to rectify this. This year's budget request of \$10 million and UPL of \$50 million falls tragically short. Why is the Army accepting such a high level of risk by not adequately funding this program when it could have prevented deaths as recently as last month?

Secretary WORMUTH and General MCCONVILLE. The Army takes the safety of our soldiers, civilians, and their families very seriously and the loss of any soldier in training is tragic and unacceptable. The Army recognizes the need to equip the light tactical vehicle fleet with anti-lock brake system and electronic stability control (ABS/ESC) capability, while also modernizing our force for large scale ground combat operations and multi-domain operations against near-peer threats within the budget we are given.

While we use training enhancement to address most factors affecting HMMWV safety, we have also developed a three-pronged material approach to complement the training. We are procuring new Joint Light Tactical Vehicles (JLTV), manufactured with ABS/ESC capability, to replace a large portion of our HMMWV fleet. We are also procuring new HMMWVs manufactured with ABS/ESC capability to replace some of our aging HMMWVs. Finally, we are procuring ABS/ESC kits that can be retrofitted on HMMWVs currently in use by our soldiers. In FY23, we invested

heavily in the modernization prong of our approach by investing over \$700M in JLTVs, an increase of over \$100M from FY22.

Concurrently, and in accordance with the July 2021 Government Accountability Office report, these vehicle safety efforts coincide with our development and implementation of an improved driver's training program designed to prevent vehicle accidents.

Mr. FALLON. What are your acquisition and deployment plans for this DE M-SHORAD? When can we expect DE M-SHORAD to move to a program of record to maintain our technological edge? Are there additional resources you need to accelerate this program?

General MCCONVILLE. The Army is on track to deliver its first combat-capable platoon of four prototype directed energy weapon systems—Directed Energy Maneuver Short Range Air Defense (DE M-SHORAD)—to the 4-60th Air Defense Artillery in Fort Sill, Oklahoma in the 4th Quarter of FY22 and continue delivery of prototypes in FY23 and FY24. DE M-SHORAD is projected to transition from the Rapid Capabilities and Critical Technologies (RCCTO) to Program Executive Office (PEO) Missiles and Space in FY25 and we are developing acquisition strategies to transition into a program of record once PEO Missiles and Space assumes responsibility. No additional resources are needed at this time.

