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## FRAGO 1 TO HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT

**Originator:** DA WASHINGTON DC

**TOR:** 03/15/2024 19:13:01

**DTG:** 151912Z Mar 24

**Prec:** Priority

**DAC:** General

ARLINGTON NATIONAL CEMETERY ARLINGTON VA, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB J3 JOC WASHINGTON DC, ARNGRC ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX, CDR ARMY FUTURES COMMAND AUSTIN TX, CDR ATEC ABERDEEN PROVING GROUND MD, CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT LIBERTY NC, CDR FORSCOM DCS G3 CURRENT OPS FT LIBERTY NC, CDR FORSCOM DCS G3 WATCH OFFICER FT LIBERTY NC, CDR MDW J3 FT MCNAIR DC, CDR MDW JFHQ-NCR FT MCNAIR DC, CDR NETCOM 9THSC FT HUACHUCA AZ, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA, CDR USAR NORTH FT SAM HOUSTON TX, CDR USARCENT SHAW AFB SC, CDR USAREUR-AF WIESBADEN GE, CDR USASOC COMMAND CENTER FT LIBERTY NC, CDR USASOC FT LIBERTY NC, CDR USASOC FT LIBERTY NC, CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC, CDRAMC REDSTONE ARSENAL AL, CDRFORSCOM FT LIBERTY NC, CDRHRC G3 DCSOPS FT KNOX KY, CDRINSCOM FT BELVOIR VA, CDRINSCOM FT BELVOIR VA, CDRINCOMIIOC FT BELVOIR VA, CDRINCOMIIOC FT BELVOIR VA, CDRMDW WASHINGTON DC, CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSAEIGHT G3 CUOPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT LIBERTY NC, CDRUSARCYBER WATCH OFFICER FT EISENHOWER GA, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, COMDT USAWC CARLISLE BARRACKS PA, HQ IMCOM FT SAM HOUSTON TX, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ USARSO FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQDA ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC, HQDA EXEC OFFICE WASHINGTON DC, HQDA IMCOM OPS DIV WASHINGTON DC, HQDA SEC ARMY WASHINGTON DC, HQDA SECRETARIAT WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, MEDCOM HQ EOC FT SAM HOUSTON TX, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NGB WASHINGTON DC, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT G3 ARLINGTON VA, SUPERINTENDENT USMA WEST POINT NY, SURGEON GEN FALLS CHURCH VA, USAR AROC FT LIBERTY NC, USAR CMD GRP FT LIBERTY NC, USAR DCS G33 OPERATIONS FT LIBERTY NC, USARCENT G3 FWD, USARPAC COMMAND CENTER FT SHAFTER HI

**To:** HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

**CC:** HQDA EXORD 358-23 (FRAGO 1) Encl 1 - SARC and VA Hiring Thresholds (Final).pdf, HQDA EXORD 358-23 (FRAGO 1) Encl 2A -

**Attachments:** Weekly SHARP Restructure SITREP\_Summary (Final).pptx, HQDA EXORD 358-23 (FRAGO 1) Encl 2B - Weekly SHARP Restructure SITREP\_Details (Final).xlsx, HQDA EXORD 358-23 (FRAGO 1) Encl 3 - Remote Locations (Final).pdf

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P 151912Z MAR 24

FM DA WASHINGTON DC

TO RUIAAAA/ARLINGTON NATIONAL CEMETERY ARLINGTON VA

RUIAAAA/ARNG NGB COMOPS ARLINGTON VA

RUIAAAA/ARNG NGB J3 JOC WASHINGTON DC

RUIAAAA/ARNGRC ARLINGTON VA

RUIAAAA/ARNGRC WATCH ARLINGTON VA

RUIAAAA/CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX

RUIAAAA/CDR ARMY FUTURES COMMAND AUSTIN TX

RUIAAAA/CDR ATEC ABERDEEN PROVING GROUND MD

RUIAAAA/CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT LIBERTY NC

RUIAAAA/CDR FORSCOM DCS G3 CURRENT OPS FT LIBERTY NC

RUIAAAA/CDR FORSCOM DCS G3 WATCH OFFICER FT LIBERTY NC

RUIAAAA/CDR MDW J3 FT MCNAIR DC

RUIAAAA/CDR MDW JFHQ-NCR FT MCNAIR DC

RUIAAAA/CDR NETCOM 9THSC FT HUACHUCA AZ

RUIAAAA/CDR TRADOC CG FT EUSTIS VA

RUIAAAA/CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA

RUIAAAA/CDR USAR NORTH FT SAM HOUSTON TX

RUIAAAA/CDR USARCENT SHAW AFB SC

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RUIAAAA/CDR USAREUR-AF WIESBADEN GE  
RUIAAAA/CDR USASOC COMMAND CENTER FT LIBERTY NC  
RUIAAAA/CDR USASOC FT LIBERTY NC  
RUIAAAA/CDR USASOC FT LIBERTY NC  
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC  
RUIAAAA/CDRAMC REDSTONE ARSENAL AL  
RUIAAAA/CDRFORSCOM FT LIBERTY NC  
RUIAAAA/CDRHRC G3 DCSOPS FT KNOX KY  
RUIAAAA/CDRINSCOM FT BELVOIR VA  
RUEPINM/CDRINSCOM FT BELVOIR VA  
RUIAAAA/CDRINSCOMIOC FT BELVOIR VA  
RUEPINF/CDRINSCOMIOC FT BELVOIR VA  
RUIAAAA/CDRMDW WASHINGTON DC  
RUIAAAA/CDRUSACE WASHINGTON DC  
RUIAAAA/CDRUSACIDC FT BELVOIR VA  
RUIAAAA/CDRUSAEIGHT G3 CUROPS SEOUL KOR  
RUIAAAA/CDRUSAEIGHT SEOUL KOR  
RUIAAAA/CDRUSAMEDCOM FT SAM HOUSTON TX  
RUJAAAA/CDRUSARC G33 READ FT LIBERTY NC  
RUIAAAA/CDRUSARCYBER WATCH OFFICER FT EISENHOWER GA  
RUIAAAA/CDRUSARPAC CG FT SHAFTER HI  
RUIAAAA/CDRUSARPAC FT SHAFTER HI  
RUIAAAA/COMDT USAWC CARLISLE BARRACKS PA  
RUIAAAA/HQ IMCOM FT SAM HOUSTON TX  
RUIAAAA/HQ SDDC CMD GROUP SCOTT AFB IL  
RUIAAAA/HQ SDDC OPS MSG CNTR SCOTT AFB IL  
RUIAAAA/HQ USARSO FT SAM HOUSTON TX  
RUIAAAA/HQ USARSO G3 FT SAM HOUSTON TX  
RUEADWD/HQDA ARMY STAFF WASHINGTON DC  
RUEADWD/HQDA CSA WASHINGTON DC  
RUEADWD/HQDA EXEC OFFICE WASHINGTON DC  
RUEADWD/HQDA IMCOM OPS DIV WASHINGTON DC  
RUEADWD/HQDA SEC ARMY WASHINGTON DC  
RUEADWD/HQDA SECRETARIAT WASHINGTON DC  
RUEADWD/HQDA SURG GEN WASHINGTON DC  
RUIAAAA/MEDCOM HQ EOC FT SAM HOUSTON TX  
RUIAAAA/NETCOM G3 CURRENT OPS FT HUACHUCA AZ  
RUIAAAA/NGB WASHINGTON DC  
RUIAAAA/SMDC ARSTRAT CG ARLINGTON VA  
RUIAAAA/SMDC ARSTRAT G3 ARLINGTON VA  
RUIAAAA/SUPERINTENDENT USMA WEST POINT NY  
RUIAAAA/SURGEON GEN FALLS CHURCH VA  
RUIAAAA/USAR AROC FT LIBERTY NC  
RUIAAAA/USAR CMD GRP FT LIBERTY NC  
RUIAAAA/USAR DCS G33 OPERATIONS FT LIBERTY NC  
RUIAAAA/USARCENT G3 FWD  
RUIAAAA/USARPAC COMMAND CENTER FT SHAFTER HI  
ZEN/HQ INSCOM IOC FT BELVOIR VA  
INFO RUIAAAA/HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC  
RUIAAAA/HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC  
RUIAAAA/HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC  
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SUBJ/FRAGO 1 TO HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT  
REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE  
MILITARY

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SUBJECT: (U) FRAGO 1 TO HQDA EXORD 358-23 IMPLEMENTATION OF FY23  
INDEPENDENT REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL  
ASSAULT IN THE MILITARY//

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(U) REFERENCES:

REF//A/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6495.02, VOLUME 1, SEXUAL ASSAULT PREVENTION AND RESPONSE: PROGRAM PROCEDURES, MARCH 28,

2013, INCORPORATING CHANGE 6, 10 NOVEMBER 2021//

REF//B/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6495.03, DOD SEXUAL ASSAULT ADVOCATE CERTIFICATION PROGRAM (D-SAAP), FEBRUARY 28, 2020//

REF//C/ (U) DEPARTMENT OF DEFENSE INSTRUCTION 6310.09, HEALTH CARE MANAGEMENT FOR PATIENTS ASSOCIATED WITH A SEXUAL ASSAULT, MAY 7, 2019//

REF//D/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "UPDATES TO DOD POLICY AND PROCEDURES FOR THE SEXUAL ASSAULT PREVENTION AND RESPONSE PROGRAM

AND ADULT SEXUAL ASSAULT INVESTIGATIONS, PREVENTION AND TRAINING", DATED 10 NOVEMBER 2021//

REF//E/ (U) AR 600-20, ARMY COMMAND POLICY, 24 JULY 2020//

REF//F/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "IMMEDIATE ACTIONS TO COUNTER SEXUAL ASSAULT AND HARASSMENT AND THE ESTABLISHMENT OF A 90-DAY INDEPENDENT REVIEW COMMISSION (IRC) ON SEXUAL ASSAULT IN THE MILITARY", DATED 26 FEBRUARY 2021//

REF//G/ (U) DEPARTMENT OF DEFENSE (DOD) MEMO, "COMMENCING DOD ACTIONS

AND IMPLEMENTATION TO ADDRESS SEXUAL ASSAULT AND SEXUAL HARASSMENT IN

THE MILITARY", DATED 22 SEPTEMBER 2021//

REF//H/ (U) DEPARTMENT OF THE ARMY (DA) MEMO, "IMPLEMENTATION OF FISCAL YEAR 2022 (FY22) NATIONAL DEFENSE AUTHORIZATION ACT (NDAA) SEXUAL ASSAULT PREVENTION AND RESPONSE AND RELATED MILITARY JUSTICE REFORMS", DATED 28 FEBRUARY 2022//

REF//I/ (U) DEPARTMENT OF DEFENSE PRIMARY PREVENTION PLAN OF ACTION (PPOA) 2.0 THE DEPARTMENT OF DEFENSE'S RENEWED STRATEGIC APPROACH TO PREVENT SELF-DIRECTED HARM AND PROHIBITED ABUSE OR HARM, 09 JUNE 2022//

REF//J/ (U) HQDA EXORD 269-22 IMPLEMENTATION OF FY22 INDEPENDENT REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE MILITARY, 25 JULY 2022//

REF//K/ (U) [ADD] HQDA EXORD 358-23 IMPLEMENTATION OF FY23 INDEPENDENT REVIEW COMMISSION HIRING ACTIONS ON COUNTERING SEXUAL ASSAULT IN THE MILITARY, 28 AUGUST 2023//

REF//L/ (U) [ADD] DEFENSE SEXUAL ASSAULT INCIDENT DATABASE USER MANUAL, VERSION 5.7.0, JUNE 2023//

1. (U) SITUATION.

1.A. NO CHANGE.

1.A.1. (U) [CHANGE TO READ] THROUGH IMPLEMENTATION OF THE SECRETARY OF DEFENSE'S IRC, OSD HAS DIRECTED SHARP SERVICES BE CONSOLIDATED AT THE INSTALLATION AND GREATER EMPHASIS BE PLACED ON PREVENTION. SHARP

PERSONNEL WILL BE CONSOLIDATED AND WORK UNDER THE SUPERVISION OF THE INSTALLATION LEAD SEXUAL ASSAULT RESPONSE COORDINATOR (SARC) WHO WORKS

FOR AN ACOM OR ASCC SHARP PROGRAM MANAGER. THE LEAD SARC REPORTS DIRECTLY TO THE INSTALLATION SENIOR COMMANDER, NOT TO BE DELEGATED BELOW DEPUTY COMMANDER, AS A MEMBER OF THE SPECIAL STAFF (IRC RECOMMENDATIONS 4.1A: MOVE SEXUAL ASSAULT RESPONSE COORDINATORS (SARC)

AND VICTIM ADVOCATES (VA) FROM THE COMMAND REPORTING STRUCTURE).

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1.A.2. NO CHANGE.

1.A.3. NO CHANGE.

1.A.4. (U) [CHANGE TO READ] DURING PHASE 3, ALL SARCS AND VAS WILL BE REALIGNED FROM THEIR CURRENT COMMAND TDA TO A DESIGNATED INSTALLATION/SENIOR COMMANDER TDA (ENCLOSURE 1). ONCE REALIGNED, SARCS AND VAS WILL BE UNDER THE SUPERVISION AND OVERSIGHT OF A SUPERVISORY SARC AND/OR LEAD SARC. THE LEAD SARC WILL BE SUPERVISED AND RATED BY THE ACOM OR ASCC SHARP PROGRAM MANAGER WITH SENIOR COMMANDER SERVING AS THE HIGHER-LEVEL REVIEWER. THE ACOM OR ASCC PROGRAM MANAGER WILL BE SUPERVISED AND RATED BY THE ACOM OR ASCC DEPUTY COMMANDING GENERAL WITH ACOM OR ASCC COMMANDING GENERAL SERVING AS THE HIGHER-LEVEL REVIEWER. THE LEAD SARC WILL IMPLEMENT AN INSTALLATION SHARP PROGRAM COVERAGE PLAN FOR ALL TENANT UNITS AND ORGANIZATIONS, DISTRIBUTING AVAILABLE SARCS/VAS TO SUPPORT COMMANDS AND PROVIDE CARE TO VICTIMS, WHICH MAY REQUIRE SUPPORT TO SERVICE MEMBERS AND CIVILIANS WITHIN THE AREA SURROUNDING THEIR GEOGRAPHICAL LOCATION.

1.A.5. NO CHANGE.

1.A.6. (U) [CHANGE TO READ] IAW DODI 6495.03, ALL SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP) PROFESSIONALS ARE REQUIRED TO HAVE A MINIMUM OF A TIER 3 BACKGROUND INVESTIGATION, OR EQUIVALENT (ANACI/NACLC), WITH FAVORABLE ADJUDICATION. A STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECK IS ALSO REQUIRED AND MUST MATCH THE SCOPE OF THE TIER 3 INVESTIGATION WHICH IS 10 YEARS OF RESIDENTIAL HISTORY. IF THE PERSON SELECTED FOR A SHARP POSITION HAS

A TIER 3 OR HIGHER BACKGROUND INVESTIGATION, OR EQUIVALENT, WITH FAVORABLE ADJUDICATION, THEY ARE NOT REQUIRED TO RESUBMIT. THEY ARE,

HOWEVER, REQUIRED TO MEET ALL PRE-SCREENING REQUIREMENTS AND COMPLETE

A STANDALONE SCHR CHECK, WHICH WILL BE PERFORMED BY THE INSTALLATION SENIOR COMMANDER'S DESIGNEE. THE STATE DOCUMENT REQUIREMENTS FOR STANDALONE SCHR CHECKS ARE DETERMINED BY THE RESIDENTIAL HISTORY FOR THE INDIVIDUAL FOR THE LAST FIVE (5) YEARS. AS A REMINDER, IAW ARMY DIRECTIVE 2014-23, COMMANDERS WILL NOT DESIGNATE SECURITY SPECIALISTS

FOR CHILDCARE FUNCTIONS SUCH AS THE SCHR CHECKS.

1.A.7. NO CHANGE.

1.B. (U) IMMEDIATE ACTIONS.

1.B.1. NO CHANGE.

1.B.2. NO CHANGE.

1.B.3. (U) [CHANGE TO READ] INSTALLATIONS WILL ENSURE THEIR SHARP PERSONNEL ATTAIN AND MAINTAIN REQUIRED BACKGROUND INVESTIGATIONS/TIER

3 BACKGROUND SCREENING AND ARE ENROLLED IN CONTINUOUS VETTING (CV). IF THE INDIVIDUAL HAS A MINIMUM OF TIER 3 BACKGROUND SCREENING, THEY ARE NOT REQUIRED TO RESUBMIT; HOWEVER, THE LEAD SARC WILL CONFIRM PRE-SCREENING REQUIREMENTS ARE MET AND THE INSTALLATION SENIOR COMMANDER'S

DESIGNEE WILL REQUEST THE STATE CRIMINAL HISTORY REPOSITORY (SCHR) CHECK AS A STANDALONE REQUEST. THE STATE DOCUMENT REQUIREMENTS FOR THE SCHR CHECK ARE DETERMINED BY THE RESIDENTIAL HISTORY FOR THE INDIVIDUAL AND MUST COVER A SCOPE OF 10 YEARS OF RESIDENTIAL HISTORY OR FIVE (5) YEARS FOR A STANDALONE SCHR CHECK.

2. (U) MISSION. [RESTATED] EFFECTIVE IMMEDIATELY, SENIOR COMMANDERS WILL ESTABLISH RECRUITMENT PLANS AND INITIATE HIRING ACTIONS TO RECRUIT SHARP PROFESSIONALS FOR PHASE 2 AUTHORIZATIONS IN ORDER TO ACHIEVE REQUIREMENTS OF THE DOD IRC.

3. (U) EXECUTION.

3.A. (U) INTENT.

3.A.1. (U) [CHANGE TO READ] THE INTENT OF THIS EXORD IS TO OUTLINE REQUIREMENTS AND PROCEDURES FOR HQDA, ACOM OR ASCC, AND SENIOR COMMANDERS TO EXECUTE PHASE 2 HIRING OF NEW CIVILIAN POSITIONS IN SUPPORT OF THE INDEPENDENT REVIEW COMMISSION IMPLEMENTATION PLAN. THIS ORDER REFLECTS HIRING ACTIONS FOR PHASE 2 ONLY. THESE ARE ADDITIONAL RESOURCES AS PROVIDED BY IRC.

3.A.2. THROUGH 3.A.4. NO CHANGE.

3.B. (U) CONCEPT OF OPERATION.

3.B.1. (U) TIER 3 INVESTIGATIONS.

3.B.1.A. (U) [CHANGE TO READ] IN ACCORDANCE WITH DODI 6495.03, ALL APPLICABLE PERSONNEL MUST BE PRE-SCREENED FOR DISQUALIFYING CONDITIONS THROUGH A FEDERAL BUREAU OF INVESTIGATIONS (FBI) FINGERPRINT CHECK AND DEFENSE CENTRAL INDEX OF INVESTIGATIONS (DCII) CHECK (OR EQUIVALENT MILITARY RECORDS, OR STATE RECORDS CHECK). THESE PRE-SCREENING REQUIREMENTS MUST BE MET PRIOR TO REQUESTING A MINIMUM OF A TIER 3 BACKGROUND INVESTIGATION AS DEFINED IN THE FEDERAL INVESTIGATIVE STANDARDS IMPLEMENTATION PLAN.

3.B.1.B. THROUGH 3.B.1.D. NO CHANGE.

3.B.1.E. (U) [CHANGE TO READ] PERSONNEL WITH A CURRENT MINIMUM TIER 3 BACKGROUND INVESTIGATION ARE NOT REQUIRED TO RE-SUBMIT A TIER 3 INVESTIGATION, BUT THEY MUST HAVE THE SCHR CHECK AND COMPLY WITH PRE-SCREENING REQUIREMENTS. IN SUCH CASES, THE INSTALLATION SENIOR COMMANDER'S DESIGNEE WILL REQUEST THE STANDALONE SCHR CHECK AND ENROLL THE INDIVIDUAL IN CONTINUOUS VETTING, IF THE INDIVIDUAL IS NOT ALREADY ENROLLED.

3.B.1.F. NO CHANGE.

3.B.1.G. NO CHANGE.

3.B.2. NO CHANGE.

3.B.3. (U) SELF-CARE. NO CHANGE.

3.C. (U) TASKS TO ARMY STAFF, SUBORDINATE ORGANIZATIONS AND REQUESTS

FOR SUPPORT.

3.C.1. (U) HQDA DCS, G-1. NO CHANGE.

3.C.2. (U) DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY (CHRA). NO CHANGE.

3.C.3. (U) HQDA, DCS, G-9. NO CHANGE.

3.C.4. (U) COMMANDER, U.S. ARMY FORCES COMMAND (FORSCOM).

3.C.4.A. NO CHANGE.

3.C.4.B. (U) [CHANGE TO READ] FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, FORT CAVAZOS (HOOD), TX, RECRUIT AND HIRE FOUR (4) SUPERVISORY SARCS GS-301-12, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.4.C. THROUGH 3.C.4.M. NO CHANGE.

3.C.4.N. (U) [ADD] FOR ASSIGNMENT TO SENIOR COMMANDER, FORT CAVAZOS, TX, WITH DUTY AT AUSTIN, TX, RECRUIT AND HIRE ONE (1) SARC GS-301-11,

AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A. BEFORE ANY HIRING ACTION IS INITIATED, COMMAND MUST CONFIRM ANY EXISTING RECRUITMENT ACTIONS BY ARMY FUTURES COMMAND FOR THESE AUTHORIZATIONS. IF ARMY FUTURES COMMAND INITIATED A RECRUITMENT ACTION, COMMANDS MUST COORDINATE TO EITHER CEASE THE FORMER ACTION AND REINITIATE UNDER FORSCOM, OR TO REALIGN ANY RECENTLY HIRED PERSONNEL UNDER THE SENIOR COMMANDER OF FORT CAVAZOS, TX.

3.C.5. (U) COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND (TRADOC). NO CHANGE.

3.C.6. (U) COMMANDER, U.S. ARMY PACIFIC COMMAND (USARPAC). NO CHANGE.

3.C.7. (U) COMMANDER, UNITED STATES ARMY EUROPE-AFRICA (USAREUR-AF). NO CHANGE.

3.C.8. (U) COMMANDER, UNITED STATES ARMY RESERVE COMMAND (USARC). NO CHANGE.

3.C.9. (U) COMMANDER, UNITED STATES ARMY MILITARY DISTRICT OF WASHINGTON (MDW).

3.C.9.A. NO CHANGE.

3.C.9.B. (U) [ADD] FOR ASSIGNMENT TO SENIOR COMMANDER, MDW, WITH DUTY AT FORT DETRICK, MD, RECRUIT AND HIRE ONE (1) SARC GS-301-11 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A. BEFORE ANY HIRING ACTION IS INITIATED, COMMAND MUST CONFIRM

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ANY EXISTING RECRUITMENT ACTIONS BY ARMY FUTURES COMMAND FOR THIS AUTHORIZATION. IF ARMY FUTURES COMMAND INITIATED A RECRUITMENT ACTION, COMMANDS MUST COORDINATE TO EITHER CEASE THE FORMER ACTION AND REINITIATE UNDER MDW, OR TO REALIGN ANY RECENTLY HIRED PERSONNEL UNDER THE SENIOR COMMANDER OF MDW.

3.C.10. (U) SUPERINTENDENT, UNITED STATES MILITARY ACADEMY (USMA). NO CHANGE.

3.C.11. (U) COMMANDER, U.S. ARMY CENTRAL COMMAND (ARCENT). NO CHANGE.

3.C.12. (U) COMMANDER, U.S. ARMY NORTHERN COMMAND (ARNORTH). NO CHANGE.

3.C.13. (U) COMMANDER, U.S. ARMY FUTURES COMMAND (AFC).

3.C.13.A. (U) [CHANGE TO READ] CEASE ALL HIRING ACTIONS NOT TIED TO THE HIRING OF SARC AND VA PERSONNEL OUTLINED IN HQDA EXORD 358-23 PARAGRAPH 3.C.13. WORK WITH FORSCOM, AMC, AND MDW TO DISCUSS THE STATUS OF ANY OPEN RECRUITMENT ACTIONS FOR SARC AND VA POSITIONS IN ORDER TO ENABLE THE CONSOLIDATION OF ALL SHARP PERSONNEL UNDER LEAD SARCS RESPONSIBLE FOR FORT CAVAZOS, ABERDEEN PROVING GROUND, AND THE MILITARY DISTRICT OF WASHINGTON.

3.C.13.B. [RESCINDED].

3.C.13.C. [RESCINDED].

3.C.14. (U) COMMANDER, ARMY MATERIEL COMMAND (AMC).

3.C.14.A. NO CHANGE.

3.C.14.B. (U) [CHANGE TO READ] FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, REDSTONE ARSENAL, AL, RECRUIT AND HIRE ONE (1) LEAD SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE

(1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, TWO (2) SUPERVISORY SARC GS-301-12, ONE (1) SARC GS-301-11, AND TWO (2) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.C. THROUGH 3.C.14.H. NO CHANGE.

3.C.14.I. (U) [CHANGE TO READ] FOR ASSIGNMENT AND DUTY UNDER SENIOR COMMANDER, ABERDEEN PROVING GROUND, MD, RECRUIT AND HIRE ONE (1) LEAD

SARC GS-301-13, ONE (1) SHARP PROGRAM PREVENTION SPECIALIST GS-301-12, ONE (1) SHARP PROGRAM SUPPORT SPECIALIST GS-301-12, ONE (1) SUPERVISORY SARC GS-301-12, AND ONE (1) VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION DESCRIPTIONS LISTED IN PARAGRAPH 3.D.5.A.

3.C.14.J. NO CHANGE.

3.C.14.K. (U) [ADD] FOR ASSIGNMENT TO SENIOR COMMANDER, ABERDEEN PROVING GROUND, MD, WITH DUTY AT NATICK, MA, RECRUIT AND HIRE ONE (1)

VICTIM ADVOCATE GS-101-09 USING HQDA APPROVED STANDARDIZED POSITION

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DESCRIPTION LISTED IN PARAGRAPH 3.D.5.A. BEFORE ANY HIRING ACTION IS INITIATED, COMMAND MUST CONFIRM ANY EXISTING RECRUITMENT ACTIONS BY ARMY FUTURES COMMAND FOR THIS AUTHORIZATION. IF ARMY FUTURES COMMAND

INITIATED A RECRUITMENT ACTION, COMMANDS MUST COORDINATE TO EITHER CEASE THE FORMER ACTION AND REINITIATE UNDER AMC, OR TO REALIGN ANY RECENTLY HIRED PERSONNEL UNDER SENIOR COMMANDER OF ABERDEEN PROVING GROUND, MD.

3.C.14.L. (U) [ADD] SENIOR COMMANDER, ABERDEEN PROVING GROUND, MD,

WILL PROVIDE SENIOR COMMAND RESPONSIBILITIES AND OVERSIGHT OF THE SHARP PROGRAM AT PICATINNY ARSENAL, NJ AND NATICK SOLDIER SYSTEMS CENTER, MA. THESE AUTHORITIES DO NOT EXTEND BEYOND REGULATORY REQUIREMENTS FOR THE SHARP PROGRAM AND SPECIFIC AUTHORITIES WILL BE OUTLINED IN A SUBSEQUENT POLICY MEMORANDUM FROM HQDA DCS, G-9. THE ABERDEEN PROVING GROUND LEAD SARC WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO THESE LOCATIONS.

3.C.15. (U) COMMANDANT, U.S. ARMY WAR COLLEGE. NO CHANGE.

3.C.16. (U) COMMANDER, UNITED STATES ARMY CORPS OF ENGINEERS (USACE). NO CHANGE.

3.C.17. (U) [ADD] SENIOR COMMANDER, FORT DETRICK.

3.C.17.A. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROFESSIONALS WITH DUTY AT FORT DETRICK, MD WILL BEGIN SHARP PROGRAM REALIGNMENT ACTIVITIES SPECIFIED IN THIS ORDER UNDER THE MILITARY DISTRICT OF WASHINGTON. THE MDW LEAD SARC WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO FT. DETRICK.

A SUBSEQUENT POLICY MEMORANDUM WILL BE ISSUED BY HQDA DCS, G-9 TO AFFECTED COMMANDS REGARDING TRANSFER OF RESPONSIBILITIES OUTLINED IN AR 600-20 PARAGRAPH 7-5.

3.C.18. (U) [ADD] SENIOR COMMANDER, PICATINNY ARSENAL.

3.C.18.A. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROFESSIONALS WITH DUTY AT PICATINNY ARSENAL, NJ WILL BEGIN SHARP PROGRAM REALIGNMENT ACTIVITIES SPECIFIED IN THIS ORDER UNDER ABERDEEN PROVING GROUND, MD.

THE APG LEAD SARC WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO PICATINNY ARSENAL. A SUBSEQUENT POLICY MEMORANDUM WILL BE ISSUED BY HQDA DCS, G-9 TO AFFECTED COMMANDS REGARDING TRANSFER OF RESPONSIBILITIES OUTLINED IN AR 600-20 PARAGRAPH 7-5.

3.C.19. (U) [ADD] SENIOR COMMANDER, U.S. ARMY NATICK SOLDIER SYSTEMS CENTER.

3.C.19.A. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROFESSIONALS WITH DUTY AT NATICK SOLDIER SYSTEMS CENTER, MA WILL BEGIN SHARP PROGRAM REALIGNMENT ACTIVITIES SPECIFIED IN THIS ORDER UNDER ABERDEEN PROVING



GROUND, MD. THE APG LEAD SARC WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO NSSC. A SUBSEQUENT POLICY MEMORANDUM WILL BE ISSUED BY HQDA DCS, G-9 TO AFFECTED COMMANDS REGARDING TRANSFER OF RESPONSIBILITIES OUTLINED IN AR 600-20 PARAGRAPH 7-5.

3.C.20. (U) [ADD] COMMANDER, U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND (SMDC).

3.C.20.A. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROFESSIONALS WITH DUTY AT KWAJALEIN ATOLL, MH AND FT. GREELY, AK WILL BEGIN SHARP PROGRAM REALIGNMENT ACTIVITIES SPECIFIED IN THIS ORDER UNDER U.S. ARMY HAWAII AND U.S. ARMY ALASKA, RESPECTIVELY. THE RESPECTIVE LEAD SARCS

WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO THESE LOCATIONS. A SUBSEQUENT POLICY MEMORANDUM WILL BE ISSUED BY HQDA DCS, G-9 TO AFFECTED COMMANDS REGARDING TRANSFER OF RESPONSIBILITIES OUTLINED IN AR 600-20 PARAGRAPH 7-5.

3.C.21. (U) [ADD] SENIOR COMMANDER, WHITE SANDS MISSILE RANGE.

3.C.21.A. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROFESSIONALS WITH DUTY AT WHITE SANDS MISSILE RANGE, NM WILL BEGIN SHARP PROGRAM REALIGNMENT ACTIVITIES SPECIFIED IN THIS ORDER UNDER FORT BLISS, TX.

THE FBTX LEAD SARC WILL PROVIDE FOR TECHNICAL AND SUPERVISORY OVERSIGHT OF ALL SHARP PERSONNEL ASSIGNED TO WSMR. A SUBSEQUENT POLICY MEMORANDUM WILL BE ISSUED BY HQDA DCS, G-9 TO AFFECTED COMMANDS REGARDING TRANSFER OF RESPONSIBILITIES OUTLINED IN AR 600-20 PARAGRAPH 7-5.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) NO CHANGE.

3.D.2. (U) [CHANGE TO READ] INSTALLATION SENIOR COMMANDS AND LEAD SARCS MUST ACCOUNT FOR ALL FULL-TIME SHARP PROFESSIONALS (MILITARY AND CIVILIAN) OF ALL TENET UNITS AND ORGANIZATIONS WITH DUTY AT THEIR INSTALLATIONS. THIS INCLUDES ANY OVERHIRES OR SHARP POSITIONS FUNDED

OUTSIDE THE VSHP/QSHP MANAGEMENT DECISION PACKAGE (MDEP) AND BORROWED MILITARY MANPOWER. SENIOR COMMANDERS WILL WORK WITH SUPPORTING HR OFFICES TO MOVE OVERHIRE SHARP PERSONNEL THAT RESIDE ON THEIR INSTALLATION, IF ANY, INTO TDA AUTHORIZED POSITIONS IF VACANCIES EXIST. THE TOTAL NUMBER OF VSHP/QSHP FUNDED AND/OR AUTHORIZED SARC AND VA POSITIONS FOR EACH INSTALLATION SENIOR COMMAND IS OUTLINED IN ENCLOSURE 1.

3.D.2.A. (U) [CHANGE TO READ] THE SHARP PROGRAM RESTRUCTURE REQUIRES

THE REALIGNMENT OF POSITIONS UNDER LEAD SARC TO ENSURE PROFESSIONAL OVERSIGHT OF THE PROGRAM AND SUPPORTING THE INSTALLATION SENIOR COMMANDER'S RESPONSIBILITIES TO ENSURE ALL VICTIMS OF SEXUAL HARASSMENT AND SEXUAL ASSAULT RECEIVE TIMELY ACCESS TO REPORTING AND ADVOCACY SERVICES. BECAUSE OF THIS CHANGE, THE ELIMINATION OF SOME POSITIONS THAT ARE OUTSIDE OF THE NEW MODEL REQUIREMENTS WILL OCCUR.

AFFECTED COMMANDS WILL ASSESS THE IMPACT OF THE REALIGNMENT AND WORK WITH THE CIVILIAN HUMAN RESOURCES AGENCY (CHRA) ON RULES, PROCESSES, PROCEDURES, AND RISK MITIGATION STRATEGIES. THE NEW STRUCTURE WILL NOT SUPPORT ALL CURRENT ASSIGNED POSITIONS AND MAY EFFECT APPROXIMATELY 50 CURRENT EMPLOYEES THROUGHOUT THE ARMY. ENCUMBERED POSITIONS THAT ARE NOT PART OF THE FUTURE STRUCTURE WILL BE ADDRESSED

BY THE INSTALLATION SENIOR COMMANDER IN CONSULTATION WITH THEIR LOCAL HR OFFICES AND HQDA SHARP.

3.D.2.B. (U) [CHANGE TO READ] COMMANDS WILL ADMINISTRATIVELY MOVE/ATTACH ALL SHARP PROFESSIONALS ON THE INSTALLATION TO THEIR RESPECTIVE INSTALLATION SENIOR COMMANDER'S ORGANIZATION NLT 90 DAYS FOLLOWING THE ONBOARDING OF SUPERVISORY PERSONNEL. IF ALL SUPERVISORY POSITIONS ARE NOT ON-BOARD, COMMANDS SHOULD MOVE/ATTACH AS MANY PERSONNEL AS POSSIBLE WITHIN ACCEPTABLE SUPERVISOR RATIOS. ALL NECESSARY HR ACTIONS WILL BE COMPLETED AS A PART OF THIS REORGANIZATION. ALL SHARP PROFESSIONALS ON THE INSTALLATION WILL REPORT TO THE SENIOR COMMANDER'S LEAD SARC NO LATER THAN 30 JUNE 2024. AS POSITIONS ARE TRANSFERRED TO EACH SENIOR COMMANDER'S ORGANIZATION,

ANY LOSING COMMAND(S) WILL ENSURE FUNDING IS TRANSFERRED TO GAINING COMMAND(S) IN ORDER TO ENSURE THE POSITIONS ARE RESOURCED THROUGH THE END OF FY24.

3.D.2.C. (U) [CHANGE TO READ] CONGRESSIONAL NOTIFICATION COORDINATION THROUGH HQDA, DCS, G-9 IS REQUIRED WHEN REALIGNING POSITIONS OUTSIDE OF THE COMMUTING AREA. CONGRESSIONAL NOTIFICATION IS ALSO REQUIRED BY INSTALLATION COMMANDS IF AND WHEN A CURRENTLY ASSIGNED EMPLOYEE WILL NOT ALIGN INTO ANY POSITION OF THE FUTURE STRUCTURE AND THE LOCAL CPAC IS UNABLE TO FIND ANOTHER ACCEPTABLE CIVILIAN POSITION ON THE INSTALLATION.

3.D.2.D. THROUGH 3.D.2.G. NO CHANGE.

3.D.3. NO CHANGE.

3.D.3.A. NO CHANGE.

3.D.3.B. (U) [CHANGE TO READ] STANDALONE SCHR CHECKS WILL BE INITIATED BY THE SENIOR COMMANDER'S DESIGNEE AND RESULTS WILL BE SENT TO THAT DESIGNEE OR ACCESSED THROUGH THE DEFENSE INFORMATION SYSTEM FOR SECURITY (IF SENT TO A DCSA SECURITY OFFICE IDENTIFIER).

3.D.3.C. THROUGH 3.D.3.E. NO CHANGE.

3.D.4. (U) SELF-CARE. NO CHANGE.

3.D.5. (U) STANDARDIZED POSITION DESCRIPTIONS. NO CHANGE.

3.D.6. (U) [CHANGE TO READ] PER OSD IRC IMPLEMENTATION GUIDANCE FOR IRC 4.1B, THE ELIMINATION OF COLLATERAL DUTY SHARP PROFESSIONALS IS SUBJECT TO EXCEPTION FOR REMOTE INSTALLATIONS ONLY. REMOTE

INSTALLATIONS ARE DESIGNATED BY CONGRESS. A LIST OF EXCEPTED REMOTE INSTALLATIONS IS SHOWN IN ENCLOSURE 3.

3.D.6.A. (U) [ADD] IN ORDER TO FACILITATE THE TRAINING A CREDENTIALING OF THE NEW SHARP WORKFORCE, THE ARMY SHARP ACADEMY WILL PRIORITIZE FULL-TIME SHARP PROFESSIONALS. COLLATERAL DUTY TRAINING REQUESTS NOT ALIGNED TO LOCATIONS SPECIFIED IN ENCLOSURE 3 WILL BE DENIED.

3.D.6.B. (U) [ADD] THOSE INDIVIDUALS CURRENTLY SERVING AS COLLATERAL DUTY VICTIM ADVOCATES MAY CONTINUE TO SERVE UNTIL THEIR D-SAACP CERTIFICATIONS EXPIRE. D-SAACP RENEWALS WILL ONLY BE APPROVED FOR THOSE LOCATIONS GRANTED AN EXCEPTION TO RETAIN COLLATERAL DUTY SHARP PERSONNEL.

3.D.7. THROUGH 3.D.10. NO CHANGE.

3.D.11. (U) [ADD] OPERATIONAL LEVEL SHARP PROGRAM MANAGERS ARE REQUIRED TO USE DATA COLLECTED FROM THE MILITARY DEPARTMENT TO GUIDE PROGRAM PRIORITIES, DETERMINE RESOURCE NEEDS ACROSS THE ORGANIZATION,

AND MANAGE SHARP WORKFORCE ISSUES AND REQUIREMENTS. ENSURING WORKLOAD IS PROPERLY TRACKED IN THE DEPARTMENT OF DEFENSE SEXUAL ASSAULT INCIDENT DATABASE (DSAID) BEGINS WITH PROFILE CREATION FOR ALL SHARP PROFESSIONALS.

3.D.11.A. (U) [ADD] LEAD SARCS ARE RESPONSIBLE FOR THE MANAGEMENT OF

DSAID ON THE INSTALLATION. IN ORDER TO FACILITATE THE WORKFORCE TRANSITION WITHIN DSAID, LEAD SARCS MUST VALIDATE THAT A PROFILE IS ESTABLISHED IN DSAID FOR EACH SHARP PROFESSIONAL ON THE INSTALLATION.

SHARP PROFESSIONALS SEEKING RENEWAL OF THEIR D-SAACP CERTIFICATION WILL HAVE THEIR PACKETS RETURNED IF THEIR PROFILES ARE NOT ESTABLISHED IN DSAID. LEAD SARCS WILL UTILIZE THE CURRENT DSAID MANUAL, REFERENCE L, TO CREATE PROFILES.

3.D.11.B. (U) [ADD] ALL D-SAACP CERTIFIED INDIVIDUALS WILL HAVE A DSAID PROFILE BUILT AS EITHER A SARC OR VICTIM ADVOCATE AND ALL PROFILES ARE REQUIRED TO INCLUDE DOD ID#. ALL PROFILES WILL USE THE LEAD SARC UIC IN THE ASSIGNED UIC FIELD. SEE ENCLOSURE 1 FOR LIST OF

LEAD SARC UICS. THIS WILL ALLOW FOR PROPER ALIGNMENT AND IDENTIFICATION OF ALL SHARP PROFESSIONALS ON EACH INSTALLATION.

3.D.11.C. (U) [ADD] ALL COLLATERAL DUTY SARCS AND VAS WILL HAVE A PROFILE BUILT AS A VICTIM ADVOCATE. FULL-TIME SARCS WHO ARE ASSIGNED

AS A VICTIM ADVOCATE TO A SEXUAL ASSAULT CASE WILL BUILD A SECOND PROFILE AS A VICTIM ADVOCATE. IN THE CERTIFICATION NUMBER FIELD, FULL TIME SARCS CREATING A VICTIM ADVOCATE PROFILE WILL ENTER 'SARC' FOLLOWED BY A SPACE AND THEIR D-SAACP CERTIFICATION NUMBER (EX. SARC AB-1234-5678).

3.D.11.D. (U) [ADD] THE HQDA DSAID HELPDESK WILL ASSIST LEAD SARCS IN

CREATING AND MAINTAINING PROFILES IN DSAID. SHARP COMPLIANCE SPECIALISTS WITHIN ACOM OR ASCC PROGRAM MANAGEMENT OFFICES WILL INCORPORATE DSAID PROFILE MANAGEMENT INTO OVERSIGHT FUNCTIONS, LIKE STAFF ASSISTANCE VISITS AND INSPECTIONS.

3.D.12. (U) [ADD] EFFECTIVE IMMEDIATELY, SHARP PROGRAM MANAGERS WILL

SUBMIT A STATUS REPORT OF HIRING ACTIONS BY CLOSE OF BUSINESS EACH WEEK. REPORT INCLUDES A BY NAME LIST OF SHARP PERSONNEL ON EACH INSTALLATION, MANNING LEVELS FOR EACH POSITION, AND CURRENT YEAR BUDGET EXECUTION. SEE ENCLOSURES 2A AND 2B. COMMAND REPORTING SUPPORTS HQDA SHARP'S MANDATORY UPDATES ON IRC HIRING ACTIONS TO ARMY

AND DOD LEADERS.

4. (U) SUSTAINMENT. NOT USED.

5. (U) COMMAND AND SIGNAL. THE POINTS OF CONTACT FOR THIS ORDER ARE

THE FOLLOWING:

5.A. (U) FOR SHARP OPERATIONS: USARMY.PENTAGON.HQDA-DCS-G-9.MESG.DAPE-HR-SHARP-PROGRAM-OFFICE@ARMY.MIL.

5.B. (U) [CHANGE TO READ] FOR SHARP HIRING ACTIONS CONTACT MS. SHERMONA HART, SHERMONA.M.HART.CIV@ARMY.MIL.

6. (U) THE EXPIRATION DATE OF THIS FRAGO COINCIDES WITH THE EXPIRATION DATE OF HQDA EXORD 358-23 ON 30 SEPTEMBER 2024.

ATTACHMENTS:

ENCL 1 - SARC/VA HIRING THRESHOLDS  
ENCL 2A/B - WEEKLY SHARP RESTRUCTURE SITREP  
ENCL 3 - REMOTE INSTALLATIONS

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COMMANDANT, U.S. ARMY WAR COLLEGE  
DIRECTOR, U.S. ARMY CIVILIAN HUMAN RESOURCES AGENCY

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