



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
PROGRAM EXECUTIVE OFFICE, MISSILES AND SPACE  
5250 MARTIN ROAD  
REDSTONE ARSENAL AL 35898-8000

SFAE-MSL

110 JUN 20

MEMORANDUM FOR U.S. Army Acquisition Support Center, ATTN: Vicky Deguzman,  
9900 Belvoir Road, Building 201, Suite 101, Fort Belvoir, VA 22060-5567

SUBJECT: Nomination of COL David A. Warnick for the 2019 Defense Acquisition  
Workforce Individual Achievement Award for Program Management

1. It is with great pleasure that I nominate COL David A. Warnick for the 2019 Defense Acquisition Workforce Individual Achievement Award for Program Management.
2. COL Warnick demonstrated exceptional competencies and leadership while serving as the Project Manager, Joint Attack Munition Systems Project Office, Program Executive Office, Missiles and Space. His actions exemplify the highest standards of service, professionalism and a commitment to duty that ensured the Joint Air-to-Ground Missile program successfully completed the Engineering and Manufacturing Development phase and moved into Low-Rate Initial Production, that HELLFIRE missiles were available to all U.S. and Foreign Military customers in a timely manner to support ongoing combat operations, and that a robust workforce mentoring and development program continued under his watch. This enclosed nomination package speaks to COL Warnick's expertise, knowledge, leadership and passion for mission accomplishment which warrants recognition of this prestigious award.
3. My point of contact for this action is Mrs. Terry Bradford, 256-313-2052 or [terry.l.bradford18.civ@mail.mil](mailto:terry.l.bradford18.civ@mail.mil).

ROBERT A. RASCH, Jr.  
Brigadier General, USA  
Program Executive Officer,  
Missiles and Space



**2019 Defense Acquisition Workforce Individual Achievement Award  
Contact Information**

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**Category: Program Management**

**Nominee Information**

Name: COL David A. Warnick

Title: Project Manager, Joint Attack Munition System (JAMS)

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Civilian or Military: Military

DOD Component or Agency Name: Department of Army

Organization/Command: Program Executive Office, Missiles and Space  
Joint Attack Munition Systems

(Note: The selected nominee's organization will be printed on all materials and trophies as listed above.)

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**Acknowledgement of Monetary Award:**

By submitting this nomination, you acknowledge that, should the nominee be the selected winner, the monetary award will be applied toward the applicable award cap.

**Submitting Official's Signature**

A handwritten signature in black ink, appearing to read "Victoria DeGuzman", written over a horizontal line.

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**Director, Acquisition Career Management Staff Point of Contact**

Name: Victoria DeGuzman

Title: Chief, Communications & Engagement Branch

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## **NOMINATION NARRATIVE:**

Specific Achievements:

### **Joint Air-to-Ground Missile (JAGM) Milestone C, Initial Operational Capability (IOC) and Initial Operational Testing & Evaluation (IOT&E)**

The JAGM program, a joint Army/Navy Acquisition Category (ACAT) 1C program intended for use across the Department of Defense (DoD) to replace the Aviation TOW and HELLFIRE family of missiles, completed the Engineering and Manufacturing Development (EMD) phase of the acquisition process in the summer of 2018, achieved a successful Milestone (MS) C decision in June 2018, achieved IOC with the delivery of the first 96 missiles to inventory in March 2019, and completed the joint JAGM IOT&E/AH-64E Apache V6 Follow-On Test & Evaluation (FOT&E) II in May 2019. After navigating previous budget cuts, program cancelations and baseline realignments, COL Warnick persisted and piloted the JAGM program to success, knowing an Air-to-Ground Missile modernization program was paramount, especially with the only other Millimeter Wave (MMW) missile expiring from inventory in 2024. JAGM is the only Army program to have achieved a successful MS C in the last four (4) years.

Since MS C approval in June 2018, JAGM completed an additional 17 flight tests, including eight successful IOT&E flight tests against maritime and land-based targets using the fully integrated AH-64E Apache V6 Pilot Vehicle Interface software in April and May 2019. JAGM's test successes and increased capability over the legacy HELLFIRE family of missiles has test pilots referring to JAGM as the "Magic Missile". Under COL Warnick's watch, the JAGM Product Office was able to award three (3) Low-Rate Initial Production (LRIP) contracts in August, September, and December 2018 respectively, with the first LRIP missiles completed and delivered to the Government in December 2018. A total of 128 LRIP missiles have been delivered to date, with additional missiles deliveries occurring on a monthly basis. Work is ongoing towards the goal of expanding JAGM target sets to include Counter Unmanned Aerial Systems (UAS), Fast Attack Craft (FAC), and Fast Inshore Attack Craft (FAIC) systems. COL Warnick has also ensured the integration of JAGM on other current HELLFIRE platforms, Littoral Combat Ships (LCS), and the Initial Maneuver – Short-Range Air Defense (IM-SHORAD) platforms.

### **HELLFIRE Ramp-up to 11,000**

During COL Warnick's time as the JAMS Project Manager, the combat-proven HELLFIRE missile saw an increase in demand as it solidified its place as the weapon of choice for the rotary wing and UAS communities within all U.S. Services and 27 Foreign Military Sales (FMS) partner countries. Between higher expenditures by all the Services and direction from senior military leaders to increase stockpile levels, it quickly was clear to COL Warnick that the demand for HELLFIRE was going to exceed production capacity. COL Warnick was proactive in addressing the emerging requirement, minimizing the response time by reducing the production lead-time to 24-months. Working closely with industry partners and the user community, COL Warnick focused on ensuring every Warfighter, in every Service and partner nation, had the missiles needed to execute their combat role. In doing so, he oversaw missile

production increase from 2,000 to 11,000 per year, going from 7,800 to 11,000 missiles in the fall of 2018. In FY18, JAMS, as the executive procurement agent, provided 9,546 HELLFIRE missiles to all customers, of which they delivered 1,349 missiles to FMS partners in response to urgent combat requirements. The current contract will procure up to 11,000 HELLFIRE and JAGM missiles per year in FY19-21, at a unit cost 9.5% less than the previous contract. These will be the largest and most affordable one-year procurements in the long history of HELLFIRE.

During the past year under COL Warnick's leadership, the HELLFIRE team fielded modified versions of the HELLFIRE Longbow missile to address urgent requirements against FAC/FIAC and Counter UAS targets. LCS successfully completed Developmental Testing and IOT&E test events. In less than 3 months, the HELLFIRE Product Office modified ~300 missiles to support an urgent operational need identified by a Combatant Commander based on the success of these test events.

### **Aviation Rockets and Small Guided Munitions (ARSGM) Cost Reductions, Increased Interoperability, and Enhancements**

With COL Warnick's guidance, the ARSGM Product Office aggressively worked to drive down costs, increase platform and inter-service operability, and enhance the reliability and capability of the Hydra-70 Rocket System product line and state-of-the-art Small Guided Munition while ensuring maximum benefits for both the taxpayer and the Warfighter. In FY18, COL Warnick continued efforts to add a laser guided capability to the legacy Hydra-70 Rocket System through the procurement of the U.S. Navy managed Advanced Precision Kill Weapon System (APKWS) guidance kits. The Hydra-70 Rocket System provides the Combatant Commanders with a critical capability designed to enhance the lethality and survivability of U.S. and Coalition Warfighters.

Despite having to overcome a multitude of production issues, the ARSGM Product Office successfully delivered 367,351 Hydra-70 units in FY18. In order to meet increasing Warfighter needs, COL Warnick pushed for the continuance of the Hydra-70 Safety, Reliability, and Producibility (SRAP) initiatives throughout FY18 with the objective to improve SRAP across the entire Hydra-70 Rocket System product line. Efforts included enhancements for Insensitive Munition characteristics, fuze dual safing, safety, environmental, reliability, and production costs. Current initiatives are ongoing for several rocket variants, warheads, rocket motors, fuzes, and containers.

### **M299 Urgent Need Launchers**

Under COL Warnick's leadership, the Launchers and Test Sets Product Office (L/TS) completed the expedited award of the FY18 contract action modification to the M299 missile launcher production contract in order to support the production and delivery of 289 urgently required M299 launchers for the Apache Helicopter fleet in FY18. This effort was in support of a critical field shortage tracked by the U.S. Army Materiel Command Commanding General and Aviation Enterprise senior leaders.

COL Warnick played a pivotal role in initiating the planning and funding requests for a new Improved Munitions Launcher (IML) that will eventually replace the M299 and have the capability to shoot future smart weapons, while being backwards compatible to current HELLFIRE and JAGM munitions on legacy platforms. This strategic move is anticipated to result in significant cost savings, in part by allowing rapid integration of munitions onto platforms without having to modify existing platform software. The new launcher software handles standard U.S. Government interfaces, both electrical and mechanical.

### **Mentorship and Workforce Development Programs**

A huge proponent of workforce development at JAMS, COL Warnick instituted a number of programs benefitting the entire JAMS and PEO Missiles and Space workforces. The JAMS Mentorship program, a program that has been implemented at Project Offices across PEO Missiles and Space, focuses on professional and leadership development and growth. The three key parts of the program are assessments of personality and behavior, life skills, and mentoring through professional reading discussion groups. All JAMS employees are invited to participate in the mentoring sessions. In FY18, over sixty JAMS employees participated in the weekly leadership development mentoring sessions that focused on group discussions on material from the books “Integrity – The Courage to meet the Demands of Reality” by Dr. Henry Cloud and “Crucial Conversations – Tools for Talking When Stakes Are High” by Kerry Patterson, Joseph Grenny, Ron McMillian and Al Switzler.

Perhaps the highlight of COL Warnick’s work with the JAMS’ workforce development programs, the High 5! program is a comprehensive, five level training program designed to improve supervisor-employee relationships, teams, and ultimately the Army Acquisition workplace culture, by fostering the development of effective communication skills with a focus on career development. Developed by JAMS in conjunction with PZI Consulting, the High 5! program began as a FY16 Defense Acquisition Workforce Development Fund (DAWDF)-funded pilot program that has been continued every year since with additional DAWDF and Project Office funding. The local offerings and affordability of the training allows for a higher number of employees of all ranks to be trained. Across JAMS and PEO Missiles and Space, 150 individuals completed the training in FY16-FY17, with an additional 232 individuals completing the training in FY18-FY19. The High 5! Program is intentionally designed so that it can be replicated in other Army Acquisition organizations. The Combat Capabilities Development Command Aviation and Missile Center, the Army Materiel Command, and U.S. Army Security Assistance Command have taken the training materials and have conducted their own High 5! training. The U.S. Air Force at Pope Air Force Base in Raleigh-Durham, NC has also picked up the program.

### **Value of the Nominee’s Contributions**

Given the breadth and complexity of COL Warnick’s assigned portfolio and the successful execution of those programs as noted above, it is clear that COL Warnick’s knowledge and tenacity had a tremendous positive impact for the Warfighter within the Joint Service Aviation community. COL Warnick’s programs are designed to achieve the desired results as prescribed by DoD leadership as they change to worldly events and changing threats. COL Warnick has

also shown true dedication to continued workforce development that will not only benefit JAMS, but will impact organizations DoD wide.

### **Demonstration of Leadership**

COL Warnick effectively managed three ACAT 1 programs with on-going efforts across every stage of the life cycle. Most significant was guiding the JAGM program through EMD into production by ensuring subordinate leaders, managers and all employees had the right tools to ensure success. He accomplished this through perseverance despite obstacles, leading by example and a robust mentorship and workforce development program to enhance productivity and efficiency.

**AWARD CITATION:**

COL David A. Warnick is recognized for his exceptional accomplishments while serving as the Joint Attack Munition Systems (JAMS) Project Manager, Program Executive Office (PEO), Missiles and Space during the award period of July 1, 2018 to June 30, 2019. COL Warnick persevered and guided JAMS programs through multiple challenges, all while increasing HELLFIRE production capacity, achieving cost savings in HELLFIRE, the Joint Air-to-Ground Missile (JAGM), and Hydra-70, and ensuring critical capabilities got to the Warfighter as expeditiously as possible. COL Warnick showed tremendous dedication and commitment to the JAMS and PEO, Missiles and Space workforces with the development and administration of the JAMS Mentorship and the High 5! Programs. His leadership, professionalism, and devotion to duty reflect greatly upon himself, the JAMS Project Office, and the Program Executive Office, Missiles and Space.