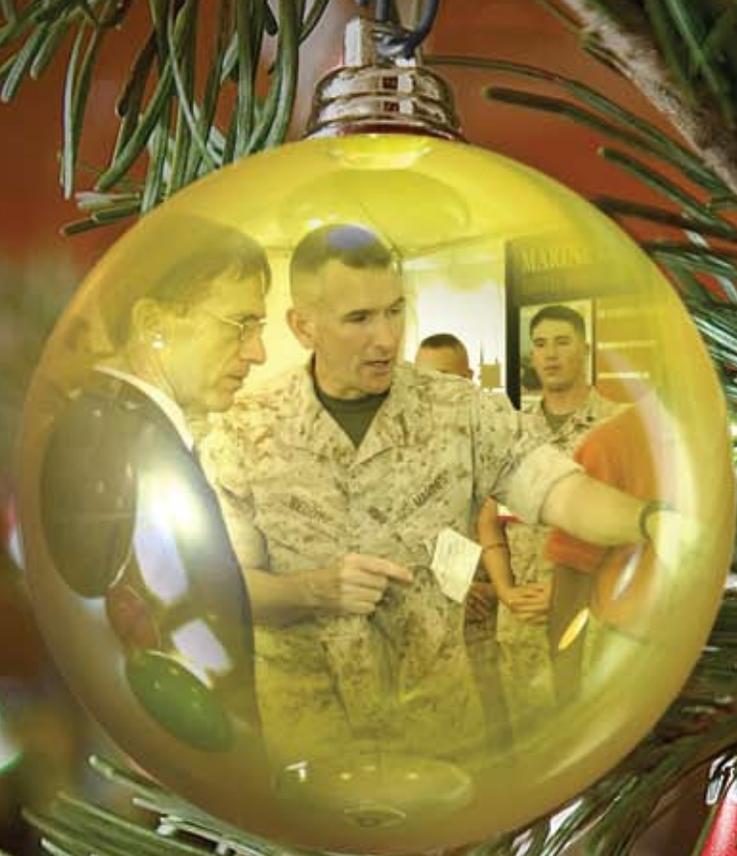


ON POINT

MARINES

EQUIPPING THE WARFIGHTER TO WIN



- ▶ Modern Day Marine Expo
- ▶ People's Marathon Runner
- ▶ Spotlight on Marine Volunteer

MARINE CORPS SYSTEMS COMMAND MAGAZINE
DECEMBER 2010, VOLUME 4, ISSUE 4

A message from the **COMMANDER**



To all team members of Marine Corps Systems Command and Program Executive Officer Land Systems:

It was really good to see everyone at the Marine Corps Birthday Ball the day after I returned from six weeks at CAPSTONE, the General and Flag Officer Joint Professional Military Education course. Traci and I had a good time.

Soon after my return I had a chance to visit with Major General Carl Jensen at Camp Lejeune. He is particularly concerned with the Navy-Marine Corps Intranet transition to Next-Generation Enterprise Network Solution. I honestly feel that he is confident that Marine Corps Systems Command has the right people working the transition. Karen Davis, Program Director, Information Systems and Infrastructure, is a tremendous leader. The transition is a “Big Deal.” We also saw the remarkable job that the base has done with their training assets. Clearly this is a testament to the tremendous cooperation that Program Manager Training Systems has with Training and Education Command and our bases and stations.

I also attended the National Defense Industrial Association (NDIA) 2010 Combat Vehicles Conference. Lieutenant General George Flynn, Deputy Commandant, Combat Development and Integration, addressed the crowd, and I, along with Colonel Keith Moore of Program Executive Officer Land Systems; Colonel Brian Buckles, Program Manager, Light Armored Vehicle; and Lieutenant Colonel Ethan Smith, Program Manager, Tank Systems, formulated a panel and fielded questions. During the panel I emphasized the importance of the Office of Secretary of Defense efficiency initiatives. I was very impressed with Colonels Moore, Buckles and Smith.

During CAPSTONE I had a chance to hear General James Amos, Commandant of the Marine Corps (CMC), address his priorities. Secretary of the Navy Ray Mabus Jr. also addressed the CAPSTONE class at the commencement dinner.

Our priorities are consistent. Number one is our support to Afghanistan operations and the sustainment and accountability of our gear. We will recapture our expeditionary ethos and become lighter and more energy efficient while being good stewards of the environment. We will become resource efficient by considering value and incorporating best practices in everything we do. We will do these things deliberately, with discipline, while providing visibility to the people we work with and for. And finally, we will seek collaboration across the entire enterprise.

Our mission will be shaped by the CMC’s guidance and the Force Structure Review Group. Our processes, procedures and priorities will be refined along the way. We must pay attention. We must engage with our senior leadership at Headquarters Marine Corps and the office of the Secretary of the Navy.

I suggest reading the *Commandant’s Planning Guidance, Marine Corps Operating Concepts* and an article in the most recent *Marine Corps Gazette* written by the Under Secretary of the Navy Robert Work. Staying informed and engaged will help us stay ahead.

Semper Fidelis!

F.L. Kelley
Brigadier General
U.S. Marine Corps

MARINES ON POINT

December 2010,
Volume 4, Issue 4

Brigadier General Frank Kelley
Commander
Marine Corps Systems Command

Sanford McLaurin
Director
Corporate Communications

Austin Johnson
Assistant Director
Corporate Communications

Second Lieutenant Jamie Larson
Public Affairs Officer

Bill Johnson-Miles
Editor, Staff Writer

Jim Katzaman
Staff Writer, Copy Editor

Jennifer Gonzalez
Graphic Artist, Photographer

Carden Hedelt
Primary Copy Editor

Kimberly Miller
Copy Editor

Editorial

Address editorial inquiries to:

Marine Corps Systems Command
Corporate Communications Directorate
Public Affairs Office
2200 Lester Street, Room 153
Marine Corps Base Quantico, VA 22134-5050

Phone: (703) 432-3958
Email: MCSCPAO@mcsc.usmc.mil
www.marcorssystem.usmc.mil

Layout and Design

Laura Bachmann
Kirk Nelson
L-3 Communications
2525 Pointe Center Court, Suite 300
Dumfries, VA 22026
Phone: (703) 445-8999
www.l-3com.com

Printing

Stafford Printing
2707 Jefferson Davis Highway
Stafford, VA 22554
Phone: (540) 659-4554
www.staffordprinting.com



Marines On Point is produced and published quarterly by Marine Corps Systems Command's Corporate Communications Directorate. It is an authorized publication for the employees and U.S. military service personnel attached to the Command. Contents of the magazine are not necessarily the official views or endorsements of the U.S. Government, the Department of Defense, the U.S. Marine Corps or Marine Corps Systems Command.

2 Commander's Message

4 Parade Deck: (Events and Activities)

Row Well: Commander emphasizes mission with eye toward efficiencies

6 Modern Day Marine: Exchanging information and stories helps strengthen the Corps

7 Report to Industry: Fiscal challenges present greater opportunities to compete

10 War Veterans: MCTSSA AE Day focuses on the extraordinary

12 Birthday Ball: Command celebrates 235 years with cake, speeches, dining, dancing

14 Additional MCSC Events

16 SysCom Sports:

Going the Distance: MCSC Tigers softball team makes playoff run

18 With help from family, friends and fans, MCSC members experience 'People's Marathon'

20 Front and Center:

Spreading Cheer: Command employees celebrate the holiday season by giving back

22 Equip to Win:

Good Look: Command Competency Leadership Board oversees deliberate change

24 Greater Vision: G/ATOR pulls together multiple systems to see complete battlefield

26 Meeting of Minds: Collaboratorium brings new capability to conference rooms

28 Ooh Rah: (Awards and Achievements)

31 Spotlight:

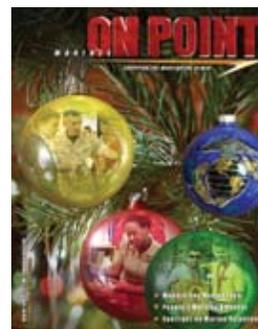
Volunteer: Sergeant enjoys making people of all ages smile

32 Summer Help: Important mission keeps student hires coming back

34 SysCom News:

Revalidation: Process clears path for military acquisition career progression

38 Snapshots



(Cover art by Kirk Nelson)



Commander emphasizes mission with eye toward efficiencies

In the wake of the Marine Corps Systems Command (MCSC) change of command and amid speculation about the Command architecture going forward, Brigadier General Frank Kelley had a concise opening message for his Town Hall audience: “Our mission is not going to change.”

The new MCSC Commander held his first Town Hall in late August, and, as part of his pledge for continuous communication with the workforce, he will host the Command’s next Town Hall Jan. 19.

In the first gathering, Kelley emphasized that MCSC will continue to serve the warfighter and build on the Command’s successes. “Our mission is to serve as the Commandant’s agent for acquisition and sustainment of systems and equipment used to accomplish the Marine Corps’ warfighting mission,” he said.

“The vehicle for how we’re going to satisfy this mission is our Strategic Plan.”

He quoted from *Marine Corps Vision and Strategy 2025* and said, “The environment has changed, but we remain an expeditionary force.”

In the coming years, Kelley explained, the Marine Corps’ greatest concerns will be the eventual draw-down in Afghanistan; reset and reconstitution; the budget crunch in Program Objective Memorandum 2012; and then, he added, “a very important point is our Force Structure Review Group. It’s primarily concerned with the Marine Corps’ end strength. You’ll hear that referred to as fissuring.”

The Brigadier General urged everyone to note where MCSC is in this process.

“Just take a look at where we’ve been for the last couple of years and where we plan to be in the out years,” he said, pointing to fluctuating budget totals on a bar graph that included future projections. “You can see where we are right now and where we’re going to be.”

In the end, he said, “Our budget is not necessarily declining but achieving those levels we had before Operation Enduring Freedom and Operation Iraqi Freedom. You can also see that



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), addresses the audience during MCSC’s Town Hall at Quantico’s Little Hall in late August. (Photo by Bill Johnson-Miles)



big spike in 2008, primarily the great work, the Herculean efforts, of the [Mine Resistant, Ambush Protected] MRAP team.”

While the rapid acquisition of MRAP and other systems driven by wartime requirements effectively served the warfighter, Kelley said, he looked ahead to steadier acquisitions such as those done before the United States began the War on Terrorism almost a decade ago.

“One of the ways for us to recapture our discipline and get back into a more deliberate requirements process is to engage in the Expeditionary Force Development System [EFDS],” he said, adding that EFDS will become one of the Command’s prime

IBM distributed these signs during a marketing campaign in the 1950s. The Commander mentioned this campaign during the Town Hall. *(IBM photo)*



reference points. “If you’re thinking about new requirements, I also want you to think about how does this plan relate to EFDS? Did I receive this request via the EFDS?”

The Commander said many of the initiatives he described arose from Secretary of Defense Robert Gates, whom Kelley quoted: “We cannot support our troops with the capabilities they need unless we achieve greater efficiency.”

The mantra, according to the Commander, is “better buying power. That’s the mandate for restoring affordability and productivity in defense spending. The good news is they’re no longer telling us to do more with less, but they are asking us to do more without getting more.”

The key to success, he added, is to think – a message handed down from his father who worked on a “Think” campaign at IBM in the 1950s. “As young kids,” he said, “we would come home and see that sign, ‘Think.’ In my office I have one of those signs hanging that says, ‘Think.’ I love it when people are thinking, and I want you to think. I encourage you to think.”

Kelley also wants the workforce to pull together for the good of the team, and used a movie clip from the 1959 MGM movie *Ben-Hur* to underscore his point. The scene depicted condemned slaves in a ship’s galley told to “row well.”

“We keep you alive to serve this ship, so row well and live,” joked the Brigadier General. “I just want to tell you we have rowed well, but we’re going to have to row some more.”

– By Jim Katzaman, MCSC Corporate Communications



Exchanging information and stories helps strengthen the Corps



Colonel Pete Reddy, Product Group Director for Marine Air-Ground Task Force Command and Control, Weapons and Sensors Development and Integration, along with members of his team, discuss a new system with Mr. Sean Stackley (left), Assistant Secretary of the Navy for Research, Development and Acquisition, inside the Marine Corps Systems Command exhibit tent at the Modern Day Marine Exposition on Quantico. (Photo by Bill Johnson-Miles)

The latest in warfare equipment brought thousands to Quantico Marine Corps Base in late September for the 30th annual Modern Day Marine Military Exposition. The Expo was sponsored by

the Marine Corps League and co-sponsored by Marine Corps Base Quantico and Marine Corps Systems Command (MCSC).

Companies came from across the country and around the world to display their products at the Expo. Defense manufacturers had representatives on hand to discuss their company's products and services, answer questions and exchange information with Marines concerning their deployments to war zones in Iraq and Afghanistan. MCSC employees received time to visit the exhibits and talk with vendors. Command leadership also escorted Pentagon leadership through the maze of gear and systems, answering questions and discussing products.

The Warfighters Corner, a new feature this year, gave Marines who deployed to Iraq and Afghanistan, and others, a chance

to describe what equipment and systems worked best in the field. It also allowed the Marines to make suggestions and recommendations for equipment improvements, modifications or replacements to better help them survive and win on the battlefield. One of those Marines was MCSC's Gunnery Sergeant Claude Pile of Systems Engineering, Interoperability, Architecture and Technology. He discussed his experiences with Mine Resistant Ambush Protected vehicles and supply convoys while in Afghanistan. Also at the Warfighters Corner, Mark Richter, MCSC's Program Manager for the Marine Expeditionary Rifle Squad, spoke about what the Command is doing to "lighten the load" for Marines in theater.

In addition to taking part in the Warfighters Corner, MCSC organized a Small Business Pavilion and sponsored an exhibit tent that allowed many product groups, programs and Program Executive Officer Land Systems (PEO LS) to display wares and provide information about their programs and products. Also, members representing PEO LS and every product group and independent program manager in the Command met with industry representatives during prearranged meetings to discuss doing business with the Marine Corps. On the final day of the Expo, Mr. William Taylor, PEO LS, and Dr. John Burrow, MCSC Executive Director, made presentations during the invitation-only "Report to Industry" event.

Modern Day Marine is one huge exchange of information, and MCSC and PEO LS helped to make sure those exchanges took place smoothly.



Verna Long (right) of Programs talks with two industry representatives in the Modern Day Marine Small Business Pavilion. (Photo by Bill Johnson-Miles)



Members of the Command disembark from the bus and head into the Modern Day Marine Exposition on Quantico. (Photo by Bill Johnson-Miles)

Modern Day MARINE



At Modern Day Marines' Warfighters Corner, Gunnery Sergeant Claude Pile of Systems Engineering, Interoperability, Architecture and Technology discusses his experiences with Mine Resistant Ambush Protected vehicles and supply convoys while in Afghanistan. (Photo by Bill Johnson-Miles)



John Powers (right) of Communications, Intelligence and Networking Systems meets with two industry representatives during a prearranged meeting on the final day of Modern Day Marine. (Photo by Bill Johnson-Miles)

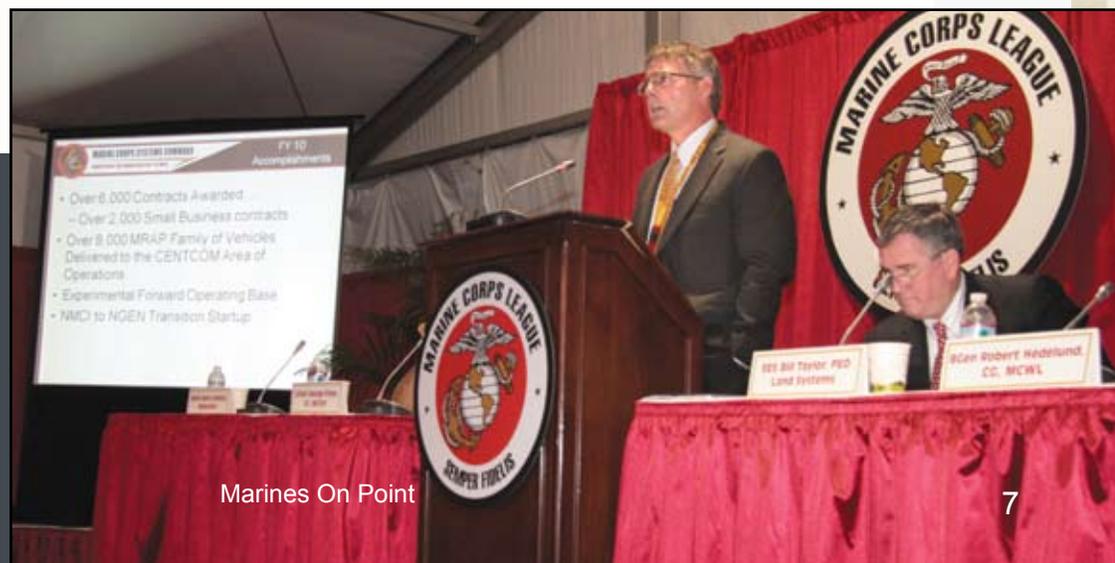
Report to Industry

Fiscal challenges present greater opportunities to compete

Addressing the top 100 industry representatives out of more than 6,000 attending Modern Day Marine in September, officials from Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS) talked about changes and what to expect in the world of Marine Corps acquisition.

The three-day exposition was sponsored by the Marine Corps League and co-sponsored by Marine Corps Base Quantico and MCSC. MCSC, PEO LS, Combat Development and Integration Command

Both Dr. John Burrow (left), Marine Corps Systems Command Executive Director, and Mr. William Taylor, Program Executive Officer Land Systems, spoke during the Report to Industry event at the Modern Day Marine exposition. (Photo by Bill Johnson-Miles)



and other commands on Quantico are responsible for setting requirements, acquiring equipment and systems, and purchasing the equipment and systems the Marine Corps will rely on in the years to come. The exposition connects those who manufacture the equipment and systems with those responsible for acquiring such items. Modern Day Marine has become the premier military equipment, systems, services and technology exposition for the Corps, and its events are heavily attended.

“There’s a lot of change in our community taking place right now,” said Dr. John Burrow, MCSC’s Executive Director. “To help the Marine Corps build the capabilities we need, we have to make sure they’re effective and affordable for us in the future.”

To put MCSC’s acquisition role in perspective, he noted that in fiscal year 2010 the Command awarded more than 6,000 contracts worth more than \$7 billion. Of those, 2,000 were small-business contracts. MCSC also fielded more than 2,700 Mine Resistant Ambush Protected (MRAP) vehicles and 6,100 MRAP All-Terrain Vehicles to the Central Command area of operations in Afghanistan.

Those and other large numbers are only part of the acquisition story, according to Burrow. Rising to the top of the list of Marine Corps and industry attention is the growing Department of Defense push for greater energy savings and efficiency.

“Energy and efficiencies will be the key drivers for us in the future, and we need your help to get to where we need to be,” the Executive Director said.

“Another big accomplishment is that we awarded a continuity of service contract to start our transition out of NMCI [Navy-Marine Corps Internet]. That was in partnership with PEO for Enterprise Information Systems. Following up, we have initiated early transition activities that will allow us, once we make the transition to the continuity of service contract, to lay a path forward for the Marine Corps and Navy as we start to transition to the Next-Generation Enterprise Network.

“We also made some significant accomplishments in our responsibility of equipping the MAGTF [Marine Air-Ground Task Force],” he said. “That includes vehicles, sensors, command and control equipment, and communications.”

For these and other programs, Dr. Burrow added, “every one of our product groups was successful in significant deliveries throughout the year.”

Transition, however, is in the works. “Last year we had a great focus on OIF [Operation Iraqi Freedom] and OEF [Operation Enduring Freedom],” the Executive Director said. “Our focus now is OEF. We were pushing a lot of equipment out; now, we have a lot of equipment inbound. We’re working with LOGCOM [Logistics Command] and others to figure out the next step as we move forward in modernization, sustainment and readiness of our fleet.

“We’re going to continue to partner with industry but with a greater emphasis in the early phases of how we develop our acquisition strategies,” he said. “But don’t just think about the early stages; think



about the total life cycle. Also, think about systems engineering. Look at how the capability you propose could possibly eliminate other systems that we have. Help us drive down the cost; help us drive down the configurations. Help us come up with solutions that feed the entire MAGTF's capability."

For his part Mr. William Taylor, PEO LS, talked about "Managing Programs During Troubled Times: The New Norm." Unachievable requirements, he said, "have led to funding instability and poor cost estimating. Poor cost estimating is one that I took to heart when I first came here, and I believe that we've made significant inroads in that regard."

He cautioned industry partners not to count on long-term commitments. "Even if you were awarded a production contract, do not assume that's for the life of the program," Taylor said. "If it doesn't have a Program Development Plan as part of your proposal, there's probably a target ahead to essentially recompile."

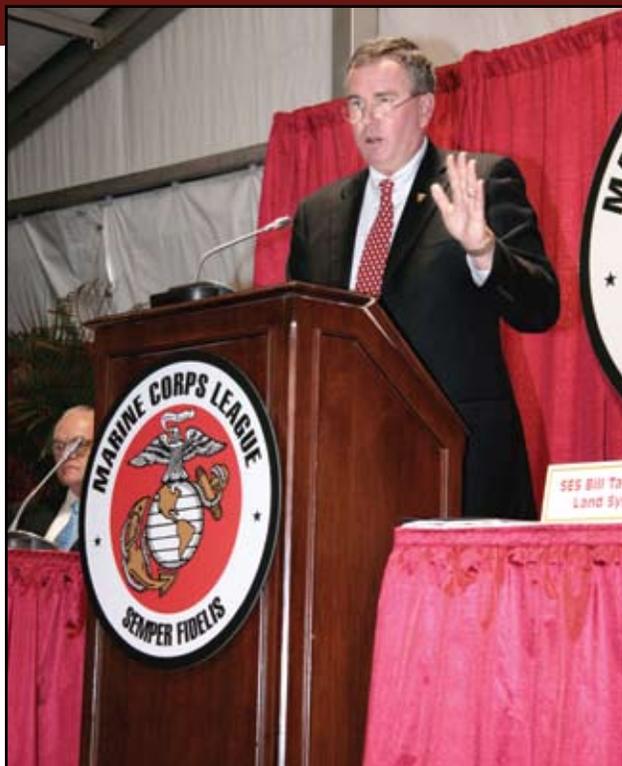
Fifty percent of defense spending is associated not with procurement of hardware but with service contracts, according to the PEO.

"Wherein there has always been a lot of discipline, process and guidance associated with procurement of hardware," Mr. Taylor said. "It's been pretty much the 'Wild West' with respect to guidance for service contracts. That will change, and that will be very important for you to understand. We need to reduce non-value-added processes and documents in the overall acquisition process."

Active and fair competition is the goal, Dr. Burrow explained.

"How can you be in a position to compete?" he asked. "Look on the horizon. Be prepared when requests for proposals go out. Be prepared with your technology maturation and anything else that allows you to compete better."

He cited the newly created brochure explaining how industry representatives can do business with MCSC and PEO LS. The brochure provides points of contact



information in every area including technology, opportunities and who to talk to.

"Be engaged," the Executive Director said. "Although the fiscal environment may be challenging, that gives you more opportunity to compete, and win and help us deliver the capabilities we need for the Marine Corps. There are a lot of opportunities for us to do some great things in the future."

— By Jim Katzaman, MCSC
Corporate Communications



MCTSSA AE Day focuses on the extraordinary

Resolute in their efforts to defeat the enemy, two Marines, serving more than six decades apart from each other, presented dramatic accounts of how innovation and change impacted their service at Iwo Jima during World War II and in Afghanistan today. These war veterans spoke at Marine Corps Tactical Systems Support Activity's (MCTSSA) annual Acquisition Excellence (AE) Day.

"At Iwo Jima and presently in Afghanistan we have innovated or transformed equipment into weaponry suited to the conflict," said Colonel Alan Pratt, MCTSSA's Commanding Officer. "Two of our four speakers – Keith Little, a Navajo Code Talker, and Lieutenant Colonel Phillip Frieze, a Marine Engineering Support Commander – have chronicled how many of the challenges warfighters face in conflict have not changed, while highlighting how technology, be it rudimentary or sophisticated, has been used in battle."

Illustrating the need for rapid, secure tactical

communications, Little, a Navajo who joined the Marine Corps during World War II at the age of 17, spoke on the unbreakable code that stymied the Japanese in World War II and at the battle for Iwo Jima.

"It was a code within a code," Little said. "It was a double language ... that could be used over the radio. It was all covered by secrecy, and we were constantly told not to talk about it."

Based on the Navajo's native language, the code took military equipment or operations and assigned cryptic, disassociated English terms to each. Committed to memory by the code talkers, the English terms were then translated into Navajo, allowing messages to be quickly transmitted from one Navajo code talker to another openly over tactical radios. "Aircraft," for example, were called "hummingbirds," which was translated into the Navajo as "dahii ti hi."

"Time is a very important element," the code talker stated. "It keeps you from being wiped out. ... even if they [the Japanese] manage to translate it, it would be of no value."

Delivering the keynote address, Frieze, 7th Engineering Support Battalion's Commanding Officer, spoke on his unit's mission to provide general engineering support to units throughout



Frank Willetto and Keith Little (right), Navajo Code Talkers, were among the Iwo Jima veterans honored in February at a ceremony commemorating the 65th anniversary of the Battle of Iwo Jima at the National Museum of the Marine Corps in Triangle, Va. Little was a guest speaker at Marine Corps Tactical Systems Support Activity's Acquisition Excellence Day. (Photo by Corporal Scott Schmidt)

Keith Little, a Navajo who served in the Marine Corps during World War II, spoke at Marine Corps Tactical Systems Support Activity's Acquisition Excellence Day on the unbreakable code that stymied the Japanese in the Pacific. (Photo by Thomas Prothro)

Lieutenant Colonel Phillip Frieze, 7th Engineer Support Battalion Commanding Officer, unfurls his battalion Colors during a transfer of authority ceremony in Afghanistan in 2009. The Lieutenant Colonel delivered the keynote address at Marine Corps Tactical Systems Support Activity's Acquisition Excellence Day. (Photo by Sergeant Aaron Rooks)



Afghanistan's Helmand province, a region not much different than the arid southwest United States. Throughout the deployment, according to Frieze, Marines built anything that was required to complete a mission.

"We constructed everything from roads to wooden structures. ... we put bridges across rivers to move forces into Marjah during combat operations ... and we produced water, millions of gallons of water, and provided bulk fuel and power," he added. "Basically we built the infrastructure life support to sustain patrol bases, combat outposts and forward operating bases."

Significantly, all of this construction was done over terrain notorious for harboring improvised explosive devices.

"Sustaining the complex tactical environment, as these speakers respectively illustrated, underscores how vital the MCTSSA's workforce is to the warfighter and the importance of having an AE day," Pratt said. "For on this day, we pause from all our efforts to recognize individual and team excellence, the super job that is paramount to the safety of the troops in the field daily."

– By Wil Williams, MCTSSA
Public Affairs Officer



Command celebrates 235 years with cake, speeches, dining, dancing

Across the country and around the world the United States Marine Corps Birthday is celebrated annually in November by just about every Marine and every Marine Corps unit with a traditional ball and cake-cutting ceremony. This custom started in 1921 when then-Commandant of the Marine Corps (CMC) General John Lejeune declared the Marine Corps holiday to be celebrated throughout the Corps, so ordered in Marine Corps Order 47.

All units, including Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS), have been doing so ever since. As in the past few years, this year's Command Birthday Ball took place at the Renaissance Hotel in Washington.

An honored ceremony kicked off the event, and it began with the Chaplain's invocation followed by the lowering of lights, except for the spotlight on one small table with one place setting and one chair.

"As you entered this banquet hall, you should have noticed that before us tonight stands an empty chair and a single lone table draped in black, signifying all of our fallen comrades," said Second Lieutenant Jamie Larson, the ceremony's narrator. "They are not with us this evening because they have given the full measure of devotion to our country and our Corps."

The narrator continued: "Only a few Americans choose the dangerous and necessary work of fighting our Nation's enemies. As a consequence of that choice, some have paid the ultimate price, joining the honor roll of heroes who built the noble legacy of our Corps. For those of us who carry on that legacy, it is our obligation to honor those fallen Marines. As Marines gather in celebration of our history, we gather in the shadows of greatness – though our fallen can no longer participate in our traditions, they will always be a part of us and who we are."

A member of the Quantico Marine Band then performed Taps near the lone table, stirring emotions around the room. Following that somber event, the Command played a 10-minute video message from the Commandant of the Marine Corps, a program that specifically acknowledged the 60th anniversary of the Korean War.

"Since 1775 Marines have forged a legacy of war-fighting excellence," said then-CMC General James Conway during the video. "Past and present, young and old, we keep faith with the traditions of our Corps and honor those who have gone before."

"As we look to the future," continued Sergeant Major Carlton Kent, Sergeant Major of the Marine Corps, "the Marine Corps will continue its role as America's expeditionary force of readiness."

"We will succeed in our vital mission in Afghanistan, we will respond to our Nation's calling throughout the globe and reposture the Corps to meet the many challenges of the future," the former CMC added. "As we celebrate the 235th birthday of our Corps, we honor the heroes of the Korean War and salute the service of all Marines, past and present."

"And we appreciate the support and sacrifice of our family and friends," Kent added. "Happy birthday, Marines."

"And Semper Fidelis!" Conway concluded.

A written version of the CMC's birthday message was read during the ceremony as well as the



Retired Lieutenant General Michael Hough meets with Marines after the ceremony has concluded during the Birthday Ball at the Renaissance Hotel in Washington. (Photo by Jennifer Gonzalez)



original 1921 birthday message by Lejeune. However, one of the most notable portions of the ceremony was the cutting of the birthday cake, which was formalized and standardized in 1952 and entered the Marine Drill Manual in 1956.

“It is customary at Marine Corps Birthday celebrations worldwide for Marines to cut a traditional cake in celebration of the birth of our illustrious Corps,” Larson said. “A sword is used to cut the cake as a reminder that we are a band of warriors, committed to carrying the sword so that our Nation may live in peace.”

The first slice of cake went to the Guest of Honor, retired Lieutenant General Michael Hough. The next piece was given to the oldest Marine present in the Command, Chief Warrant Officer Kenneth Schwartz of PEO LS, who was born in 1958. Cake was then presented to the youngest Marine in the Command, Lance Corporal Andres Medina of MCSC’s Staff Secretary Administration Section, who was born in 1991.

The presentation of cake symbolizes the old and experienced Marines passing their knowledge to the new generation of Marines, and “the experience and youthful spirit that are hallmarks of our Corps,” Larson added.

Speeches by the MCSC Commander and guest of honor followed the cutting of the birthday cake. The ceremony ended with the playing of “Anchors Away” and the



Brigadier General Frank Kelley (right), Commander, Marine Corps Systems Command, watches as Chief Warrant Officer Kenneth Schwartz, the oldest Marine at the Command, hands a slice of birthday cake to Lance Corporal Andres Medina, the Command’s youngest Marine. (Photo by Jennifer Gonzalez)

“Marines Hymn,” but the celebration continued throughout the evening with dining and dancing.

– By Bill Johnson-Miles, MCSC Corporate Communications

Thank You

Retired Lieutenant General Michael Hough sent the following note to Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), and his wife Traci after the Marine Corps Birthday Ball where the Lieutenant General was the Guest of Honor.

Dear Frank and Traci,

I want to thank you for the honor and privilege of being part of your birthday celebration. I had the greatest time and was proud with what you both are doing to bring MCSC into the “major leagues.” Your leadership was most evident witnessing the men and women at the Ball who were happy to be in your organization and under your leadership.

Thank you for a priceless evening.

Take care,
Mike

MCSC additional events

At a Pentagon ceremony in November, Dr. Ashton Carter (second from right), Under Secretary of Defense for Acquisition, Technology and Logistics, thanked Marine Corps Systems Command government employees for their contributions helping to field Mine Resistant Ambush Protected (MRAP) vehicles to U.S. Allies. Representing the MRAP team are (from left) Paul Mann, MRAP Joint Program Manager; Melinda Poling, MRAP Foreign Military Sales Case Manager; and Charlette Hudson, Assistant Program Manager, MRAP International Programs. *(Pentagon Photo)*



Major Ty Walls of Information Systems and Infrastructure meets with two small business representatives at the Small Business Opportunities Conference in Fredericksburg in November. *(Photo by Bill Johnson-Miles)*



Command interns and members of the Performance Management Office attended the 2010 Intern Conference in Fredericksburg in October. The theme for the conference was "Planning for Tomorrow's Leaders" and featured breakout sessions and speakers emphasizing how the interns can make their internship successful. *(Photo by Second Lieutenant Jamie Larson)*



The Command and Control Technologies Demonstration was presented by Marine Air-Ground Task Force Command and Control Technology Transition in August at Marine Corps Systems Command Headquarters. The system displayed beyond line-of-sight, wide-bandwidth and secure command-and-control networking. Able to connect widely varying modes of communications, the technology is expected to become part of the Combat Operations Center's command and control capability. *(Photo by Jim Katzaman)*



The Product Support Assessment Team was established in August to define courses of action to increase the efficiency and effectiveness of product support across Marine Corps Systems Command and Program Executive Officer Land Systems programs. The team consisted of representatives from across the Command and included most competencies. *(Photo by Bill Johnson-Miles)*



Colonel David Smith, Program Manager for Training Systems, receives a plate of Afghan food from a role player at the new Infantry Immersion Trainer (IIT) at Camp Pendleton, Calif. Smith took part in a ribbon-cutting ceremony in November celebrating the completion of the IIT. The trainer provides a realistic, reconfigurable, full-immersion training environment for Marine ground combat units preparing for deployment. *(Photo by Wil Williams)*



J.D. Baker (standing) of Marine Corps Systems Command's (MCSC) Mission Assurance (MA) Planning Team facilitates a tabletop exercise in September. The exercise used an active shooter in the workplace scenario to test MCSC MA coordinators. Planned emergency action routines are being developed for the MCSC Operation Plan 10-01, also known as the MA plan. *(Photo by Bill Johnson-Miles)*

GOING THE DISTANCE

MCSC Tigers softball team makes playoff run

Before the start of the opening-round game of the intramural softball championships, Brian Long knew his team needed a big game at the plate to avoid being one-and-done in the playoffs. And even though the Marine Corps Systems Command's (MCSC) team takes the name of Detroit's Major League Baseball franchise, the Tigers, he drew from a pair of St. Louis Cardinals sluggers to inspire the rest of his team.

"We better all be [Albert] Pujols and [Matt] Holliday today, guys," said Long, Communications, Intelligence and Networking Systems. "I don't want to lose this one."

The MCSC Tigers managed a first-round playoff win against Installation Personnel Administration Center and a trip to the tournament quarterfinals

where they challenged, but ultimately lost, to the top-seeded team in the tournament. After a 12-6 season, that playoff push far exceeded Long's expectations for the season.

"If you told me we would have won a playoff game at the beginning of the season, I might have laughed at you," he said. "That just shows how this team came together through the year."

An early loss in the playoffs would have been especially hard to handle for this squad. Most of the team – Long estimates it at 75 percent – were first-year players in the league. That didn't help many players' expectations before the season started.

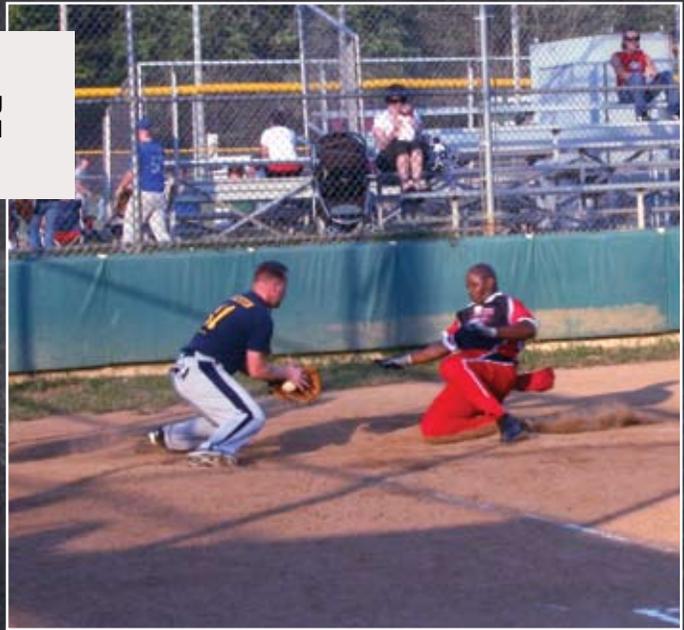
"This was a first for a lot of people on this team," Long said. "Most people played baseball in high school like I did, but it has been a while for most of us. A lot of the other teams have been playing together for years and years, and they have the kind of chemistry you just can't put together in one season. I think we did really well for just starting the team this season."

Even though some members lacked experience, the Tigers managed to come together and learn to play as a team through the course of the season. And although the Tigers were an intramural team, they suffered a Major League-like string of injuries



Jeremy Howell, Communications, Intelligence and Networking Systems (CINS), and Daniel Story, Contracts, congratulate Brian Long, CINS, and Sergeant Cliff Burgos, Expeditionary Fighting Vehicle, as they score two runs during Quantico's softball playoffs in August. (Photo by Bill Johnson-Miles)

Tiger catcher Ben Kriesten, Staff Secretary Administration, gets set to tag out an opposing player at home plate during Quantico's softball playoffs in August. (Photo by Bill Johnson-Miles)



through the regular season and into the playoffs.

Those injuries, however, would not stop the Tigers. Long, the pitcher in both playoff games, was the team's third-choice starter. Starting at shortstop was Sergeant Cliff Burgos, Expeditionary Fighting Vehicle, who had started the season at third base.

"People are stepping up and filling spots they might not have played before or aren't completely comfortable playing," Long said. "We're just out here having a good time, and our team has a good positive attitude about it. We all know those spots have to be filled, and people haven't been shy about stepping up. I think that speaks volumes about the team and who we have out here."

Injury problems would catch up with the Tigers in the second round of the playoffs. They lost a hard-fought game against a team from Officer Candidate School, the top-seeded team in the tournament.

Soon after the loss ended their season, team member Ben Kriesten, Staff Secretary Administration, addressed his team by e-mail.

"We played one hell of a game against OCS last night," he wrote. "We kept them on their toes the

whole game and really made them earn their win. I'd like to thank everyone for coming out and participating this season, and if you are still around next spring/summer, I encourage each and every one of you to come back out. Thanks for a great season, SysCom!"

– By Carden Hedelt, MCSC Corporate Communications



Lisa Zborill, Information Systems and Infrastructure, gets ready to clobber the ball during Quantico's softball playoffs in August. (Photo by Bill Johnson-Miles)





SURPASSING THEIR GOALS

With help from family, friends and fans, MCSC members experience 'People's Marathon'

Coming into this year's Marine Corps Marathon in Washington, Gunnery Sergeant John Caraway, who works in Marine Corps Systems Command's (MCSC) Communications, Intelligence and Networking Systems, had competed in four consecutive Marine Corps Marathons with several years of long-distance training under his belt. Through those years of training, he had become used to lacing up his shoes and heading out for a run, used to ratcheting up the distances of his runs as the fall event got closer, and the aches and pains that came with those longer distances. He has even become somewhat used to his ice bath, which keeps swelling down, after running 15 miles or more.

But this year, Caraway had to change his usual marathon routine ever so slightly. Before heading out for a run, he would tell his wife where and how far he was planning to run, and when he expected to return. That small change in routine reflects a major change in Caraway's life.

In April, he was diagnosed with a brain tumor at Walter Reed Army Medical Center.

"The doctor told me, 'It's a cancerous brain tumor, and you're not going to hear another word that I say,'" he said. "He was right. I can't remember anything else from that conversation."

Shortly after the shock wore off, Caraway wanted to make sure that his disease would not define him and, almost immediately, set his mind on running in this year's marathon. According to the Gunnery Sergeant, the training and anticipation of running in this special race kept him positive through seemingly endless doctor's appointments and treatments.



Gunnery Sergeant John Caraway (left), who works in Marine Corps Systems Command's Communications, Intelligence and Networking Systems, runs alongside retired Lieutenant Colonel Bill Rysanek in the Marine Corps Marathon on Oct. 31. Caraway was diagnosed with cancer in April. (Photo by Kristine Caraway)



(Opposite page) Thirty thousand runners fill the streets in Arlington for the Marine Corps Marathon. Also known as the Peoples' Marathon, it is the 4th largest U.S. Marathon and 8th largest in the world. (Marathon photo)

“Having that goal to keep my eyes on and having the training has helped me more than anything,” he said. “My family really indulged me on this one, and I had so much support from everybody around me that I was bound and determined to finish this marathon.”

Less than seven months after the diagnosis, Caraway completed his goal on Oct. 31, crossing the finish line at the Marine Corps Marathon in 4:03:55.

Caraway wasn't the only runner from MCSC with a vast support network helping him toward the finish line. Paul Mann, Joint Program Manager, Mine Resistant Ambush Protected Vehicles, had his family and two retired Marines to thank for helping him cross the finish line.

Weeks before the race, he sustained an injury that stopped him from training. He had never run more than 17 miles, including in two attempts to run in the marathon in 2001 and 2003 that both ended in injury before the race started.

Prior to this year's race, he was understandably nervous and considered dropping out when Lieutenant Colonel Thomas Carmody and Lieutenant Colonel John Swift, both retired, gave Mann the boost he needed.

“They just talked to me and there was no doubt in their mind,” Mann said. “They both knew I was getting across that line ... I felt carried by these guys.

Those guys and my family, who made huge sacrifices so I could run this race, crossed that line with me.”

This marathon is known as the “People's Marathon,” and a huge crowd along the race course offered support to lagging runners.

Some runners listened to iPods or other portable music players but Lieutenant Colonel Michael Ledbetter, and Ruth Cisneros, both with Marine Air-Ground Task Force Command and Control, Weapons and Sensors Development and Integration, could not have imagined running while listening to music.

“There were spots where there were just people four and five deep,” Ledbetter said. “Those people helped when my legs were getting weary toward the end of the race.”

“There were only two or three spots where there were no fans,” Cisneros added. “I can only remember a stretch or two where there weren't any fans watching, which is really fantastic.”

Gunnery Sergeant John Caraway (left) holds up his support team's shirt with Major Brian Rideout at the Marine Corps Marathon on Oct. 31. (Photo by Kristine Caraway)



Captain Pauleen Stevens, Life Cycle Logistics, who ran in the marathon's 10K race, appreciated being able to experience Washington in a way that she had not seen it.

“It was neat to be able to run through D.C. without cars,” she said. “I got to see a whole new side of the city.”

– By Carden Hedelt, MCSC Corporate Communications

Command employees celebrate the holiday season by giving back

The holiday season is a special time around Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS). Employees dress up in festive attire, decorate offices spaces, bring in goodies to devour, attend potlucks and parties, and participate in many activities and events.

Every year the Command sponsors a Holiday Social, and one of the main volunteers behind this event is Bobbie Cave, a Paralegal Specialist with the MCSC Office of the Counsel. She has served on family event committees since 2006.

“I wanted to work with the committee members to help improve Command morale by getting folks away from their desks for a while and give them an opportunity to relax and have fun,” Cave said. “It has been a blessing to see folks take on new responsibilities and challenges, such as children’s games, and find that they really enjoy doing it. I get satisfaction from seeing my coworkers enjoying themselves.”

Marine Corps Tactical Systems Support Activity (MCTSSA) at Camp Pendleton, Calif., also throws an annual family holiday party which they call “Christmas on the Quad.”

“We have great Marines and great civilian Marines,” said MCTSSA’s Commanding Officer Colonel Alan Pratt. “Often times, however, we forget the sacrifices of our families and the endless support they give, so our Christmas on the Quad is designed to celebrate and give back to them.”

Giving back and helping others has always been an important theme during the holidays. For years now, MCSC and PEO LS have participated in the Toys for Tots program, donating many boxes of toys and gifts for less fortunate children in the local community.

“The Command has always provided much needed support to Toys for Tots,



Santa hands gifts to children at the Marine Corps Tactical Systems Support Activity’s “Christmas on the Quad” holiday party in December 2009. (MCTSSA photo)



Bobbie Cave, a Paralegal Specialist with the Office of the Counsel, receives a gift from Santa at the 2008 Holiday Social. (Photo by Johnson-Miles)



Specialist
el,
the
y Bill

Many Command employees dress up in festive attire during the holiday season. (Photo by Bill Johnson-Miles)

helping the Marine Corps Reserve complete its mission of providing these important and much needed gifts to children,” said Corporal Jareld Jarrell of Reserve Affairs. “I personally have worked many hours supporting the Toys for Tots Foundation, and it has always been a great experience and brought much joy to help

children who are less fortunate, ensuring they have gifts to unwrap on Christmas morning.”

The Light Armored Vehicle (LAV) program in Warren, Mich., also supports Toys for Tots. As well as placing and filling donation boxes throughout their installation, they host a golf outing where the sale of mulligans and generous donations are used to purchase gifts for teenagers. These gifts are then donated to Toys for Tots.

“This year we were able to donate approximately \$750 to the Toys for Toys program just from the golf outing,” said Suzanne Miller of LAV. “Hundreds of toys for children of all ages, boxes upon boxes, are collected and donated every year. The outpouring of support from LAV and the local community has been incredible, and despite the economic conditions in Michigan, it has not impacted the generosity of the many civilians, military and contractors employed here at this installation.”

MCSC’s Security office is also getting involved. They are sponsoring a family or a child of a deployed Marine through the USO this year.

“To support the families and all they do, their sacrifices for us and our country, we are delighted to take part in the USO program,” said Laurie Holcombe of Security.

Ground Transportation and Engineering Systems (GTES) is doing its part, too. They put together care packages for Marines in Afghanistan and assist a needy family through Social Services.

“We feel that we are very fortunate, and at this time of year giving back is a way to show our appreciation,” said Wanda McLennan of GTES.

Many at MCSC and PEO LS feel it is important to give back during the holidays, and the activities mentioned are just a sampling of the volunteer spirit that thrives at the Command, especially during this festive and joyful season.

– By Bill Johnson-Miles,
MCSC Corporate
Communications



Many office doors and work areas are decorated during the holiday season. (Photo by Bill Johnson-Miles)

Corporal Jareld Jarrell (left) and Staff Sergeant Mark Cvetnich, both with Reserve Affairs, place a Toys for Tots donation box on Marine Corps Systems Command’s quarterdeck in November. (Photo by Bill Johnson-Miles)





Command Competency Leadership Board oversees deliberate change

Whether it is Product Group (PG) reorganization, education program changes or alterations to telecommuting policies, the Command Competency Leadership Board (CCLB) provides oversight for Marine Corps Systems Command (MCSC).

The CCLB serves as the Command's senior leadership team for integrating MCSC's competency leadership boards and workforce communities, implementing the Command's business processes and allocating the Command's human resources.

"We are really focused on the overall workforce and structure of the Command," said Ms. Ann-Cecile McDermott, Deputy Commander, Resource Management, and CCLB Chair. "When we have policies that cross between different competency domains and organizations, we make sure the decisions are fully vetted."

The board originated from Command Functional Integration Teams that gave way to today's CCLB in 2007. The current board was also re-chartered upon Brigadier General Frank Kelley's assumption of command of MCSC.

"We look at personnel-related policies and Command Strategic Plan objective teams to see what initiatives they're considering," the CCLB Chairperson said. "We want to make sure we work deliberately to update policies and integrate all associated activities. This is good because we have such a dynamic environment at MCSC. It's good to have a board where we have all the competency directors together to address workforce issues."

In its current composition the CCLB consists of the Contracts Competency Director, Life Cycle Logistics Competency Director, Program Management Competency Director, Research and Systems Engineering Competency Director, Resource Management Competency Director, Chief of Staff, Deputy Program Executive Officer Land Systems and Chief Management Officer.

The board often tackles tough issues, according

Good Look



Mark Neff, Program Analyst in Acquisition Programs, briefs the Command Competency Leadership Board on the Probability of Program Success Version 2. (Photo by Second Lieutenant Jamie Larson)

Ms. Ann-Cecile McDermott (seated at head of table) chairs a meeting of the Command Competency Leadership Board for Marine Corps Systems Command. (Photo by Second Lieutenant Jamie Larson)

to Clyde Bentley, Director, Strategic Change Management Center. Most notable of such issues was insourcing and the Command's first job fair in spring 2010.

"The Workforce Management Directorate had the lead and dialoged repeatedly with the CCLB," Bentley said. "We had to decide how the event process should flow along with other issues. The CCLB got involved because the competency organizations are now very much involved in hiring."

The CCLB also acts as the overarching group for competency leadership boards. That, Bentley said, is why many of the competency directors are CCLB members. For the job fair, he added, "Workforce Management needed to talk repeatedly with all competency leaders involved in the event. The CCLB proved to be the perfect vehicle."

Changing the process for the Executive Leadership Development Program (ELDP) also presented a challenge to the board. ELDP is designed for high-potential employees whose career plans include moving into upper management positions.

Previously, candidates nominated themselves for ELDP consideration. With the CCLB leading the way, the selection process now starts with competency directors and supervisors.

"We wanted to be very deliberate in making sure we identify the right training and development programs for people at the right time in their careers," Ms.

McDermott said. "We have changed the nomination process into one we can manage and run through the competency structure. Consequently, the competency directors nominate employees for specific programs or courses, taking into consideration competency lead



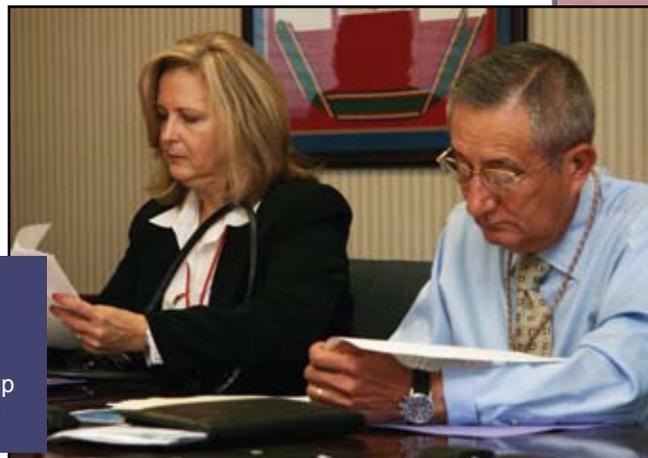
and supervisor recommendations, and determining which people are at the right spot in their careers. Selecting highly qualified people this way will help them compete well at the Command and Headquarter Boards [if applicable] to be selected to attend their particular courses."

Other CCLB undertakings include review of organizational and structure changes within the Command. In the next weeks and months, the CCLB will weigh in on Telework Program policy, mandatory Command Supervisory Development Program policy and reassignment compensation policy.

"Structure changes come to the CCLB for approval, and we forward our recommendations to the Executive Director and Commander for final approval," Ms. McDermott said. "This is very good because it really ensures that workforce leaders know what's going on and are involved in making decisions. It is critical that we keep the workforce properly engaged and developed so we can meet the mission."

— By Jim Katzaman, MCSC Corporate Communications

Ann Firth, Director, Workforce Management and Development, and Bob Williams, Chief Management Officer, review presentations given to the Command Competency Leadership Board. (Photo by Second Lieutenant Jamie Larson)



G/ATOR pulls together multiple systems to see complete battlefield

As current Marine Corps radar systems approach the middle age of an average person, the upcoming Ground/Air Task Oriented Radar (G/ATOR) promises a system of new technologies and enhanced mobility and reliability while also providing large reductions in operating and maintenance costs.

The new radar will not only stand on its own, according to Lieutenant Colonel Pete Charboneau, G/ATOR Military Deputy Program Manager, it will also replace five current radars with one multi-mission system.

This system is the first ground-based, multi-role radar to be developed for the Department of Defense. By virtue of its ability to intelligently and adaptively allocate its resources, G/ATOR will detect and track a wide variety of threats, including manned aircraft, cruise missiles and unmanned autonomous systems, as well as mortar, rocket and artillery rounds.

"G/ATOR represents a new era in critical air and ground warfighting capabilities for the Marine Corps," Charboneau said. "When deployed, G/ATOR will deliver unprecedented mission functionality and versatility the Marine Corps needs to fight in the modern battle space."



Gre

Lieutenant Colonel Pete Charboneau (left), Ground/Air Task Oriented Radar (G/ATOR) Military Deputy Program Manager, speaks with a couple of Marines during the Modern Day Marine exposition at Quantico, Va., in late September. (Photo by Bill Johnson-Miles)

Program Executive Officer Land Systems manages G/ATOR along with seven other programs. Preliminary work is being done to make G/ATOR an Acquisition Category I program, based on its priority and cost. The Marine Corps is also conducting discussions with the Air Force and Army, who are interested in a possible joint system for all the military services.

"G/ATOR will sell itself," Charboneau said. "There would be cost savings for each product. We'd have the advantage of a joint secure capability, giving us one single integrated air picture of the battle space."

He cited added manpower advantages of a joint system, including a single schoolhouse, common operators, common repairmen and shared logistical resources. He noted that there would be one distinct manager for all three military services.

"This would be the first time the warfighter came to the arena with a common ground radar solution," Charboneau said. "G/ATOR could give us a very good joint perspective of the air space."

Mechanical and electrical integration of the G/ATOR Radar Equipment Group (REG), the heart of the G/ATOR system, has already taken place. The REG includes the Active Electronically Scanned Array (AESA) antenna, all AESA control electronics, the integrated receiver/exciter and all data and signal processing. The REG has been integrated onto a mobile pallet and trailer for maximum mobility and ease of deployment.

Looking ahead as G/ATOR moves through its final stages of development, Charboneau said, "I believe we'll be tracking targets early in 2011. By the end of next year the Marine Corps will take possession of the radar and conduct two and a

half years of operational and developmental tests. Our plan is to have 10 systems ready to carry us through all elements of the test and evaluation phase of the program."

G/ATOR, he explained, represents a family of systems being designed to exchange information. The Command Aviation Command and Control System and the Composite Tracking Network would provide connectivity for G/ATOR, giving the warfighter the capability for short- to medium-range air defense, air surveillance, counter-fire target acquisition and air traffic control.

"Our focus is on getting the radar fielded," Charboneau said. "We hope to achieve initial operational capability in 2015. The Marine Corps is all in on G/ATOR; all the bumps have been cleared."

G/ATOR's activation will be timely and necessary, he added.

"Our radars today, as they continue to meet our warfighting' needs, have become unreliable due to diminishing manufacturing sources as well as obsolescence," Charboneau said. "They need constant care and feeding to keep them operating, and the logistics tail for the radars is down to a single, and in some cases, no sources. G/ATOR brings long-term reliability and sustainability to the battlefield with unprecedented performance in both range and accuracy."

— By Jim Katzaman, MCSC Corporate Communications



Water Vision

The new Ground/Air Task Oriented Radar will replace five current radars with one multi-mission system. (Northrop Grumman photo)

Collaboratorium brings new capability to conference rooms

More than just a conference room, the newly unveiled Marine Corps Systems Command (MCSC) Strategic Plan Collaboratorium is becoming a central repository of inspiration and ideas and information exchanges. It could become Collaboration Central as the Command puts its 2010-2014 Strategic Plan into action.

In operation since Sept. 21, the Collaboratorium is in the basement of Bldg. 2200 across the hall from the Riverside Cafe. Its walls are gradually filling up with a colorful assortment of posters, charts and inspirational messages from the Command's Strategic Plan Objective teams, all in the spirit of working together.

"You can look around to the postings from other objective teams and sub-teams and see what they're doing and perhaps see items of mutual interest," said Sandra Switzer, Team Leader of Strategic Plan Objective 4.2 Team, whose goal is to review and improve internal automated information systems.

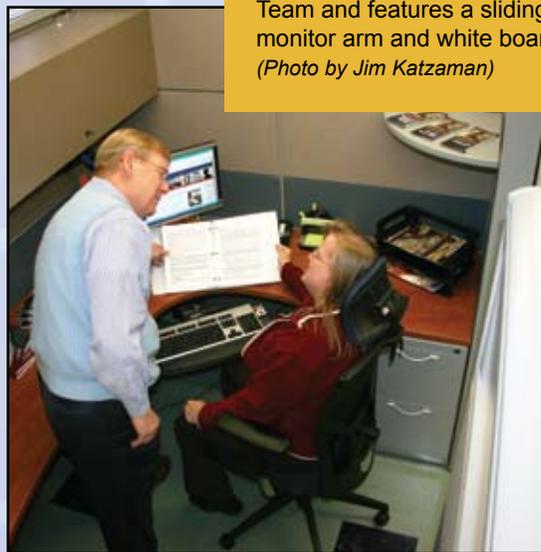
Seeing what other teams are working on, she said, keeps everyone from stepping on each other's toes while learning how different groups can work together to meet a common objective.

No surprise, many of the post-it questions and comments are focused on parking or lack thereof. The Command Facilities, Services and Supply staff have many such hard-to-crack notations to follow up on. Yet, at the Collaboratorium, Command workers can see frequent updates on where projects stand.

Other inputs have resulted in quick wins. Strategic Plan Objective 4.2 Team member Rich Sessions said, thanks to people raising the topics, a new fan has been installed in the ladies' locker room and moldy men's shower curtains have been replaced. Any such change for the better helps improve the work environment, he added.

The design of the Collaboratorium encourages input of all kinds to improve the work environment. Next to an

John Cocowitch of Programs and Lesa Manning of Security check out the new modern work station on display in the Collaboratorium. The cubicle is the project of the Strategic Plan Objective 4.1 Team and features a sliding door, monitor arm and white board. (Photo by Jim Katzaman)



Meeting of Minds



(From left) Charles Marlowe, Phil Patch, Anita Norris and Bob Forrester, all members of the Strategic Plan Objective 4.2 Team, attend a meeting in the Collaboratorium. (Photo by Jim Katzaman)

ever-available supply of post-it note pads are white boards that pose open-ended questions:

“What most interferes with your ability to perform your job functions?”

“What Command processes would you most like to see improved? In what way? Why?”

“What would make this Strategic Plan Collaboratorium more useful and interesting to you?”

The postings are sorted out and passed to the appropriate Objective Team for action and, team leaders hope, change for the better. A master board lists all topics submitted and where they stand for resolution.

One big change upcoming is already on display in the Collaboratorium: the modern work station. Fittingly, the cubicle that features a sliding door, monitor arm and white board is the project of the Strategic Plan Objective 4.1 Team, which wants to build a modern, professional work environment for the MCSC team.

The cubicle offers a glimpse into the near future, according to MCSC Chief Management Officer Bob Williams. Today, however, this and many

other improvements will be possible through the Collaboratorium, which is already open for business.

“All Command members can use this as a meeting place,” he said. “We have an electronic connection to the [Navy-Marine Corps Intranet]. It’s on campus, and you won’t have to travel off base to go to meetings.”

For those not nearby, the Total Information Gateway for Enterprise Resources (TIGER) will soon offer a virtual tour of the Collaboratorium. Williams said the TIGER feature could be especially useful for those off site who cannot get to the Collaboratorium because they can still access information posted in the meeting room.

Depending on schedule availability, the Collaboratorium could soon be the central meeting

place for most objective teams and sub-teams and beyond. “The goal is to have the Executive Steering Team and Command Competency Leadership Board [see Page 22] meet there on a regular basis,” Switzer said.

She added that the Collaboratorium can be booked for meetings using the same process for reserving other Bldg. 2200 conference rooms.

– By Jim Katzaman, MCSC Corporate Communications

Steps lead to the Collaboratorium, located in the basement across the hall from the Bldg. 2200 cafeteria.

(Photo by Bill Johnson-Miles)

(Left) The design of the Collaboratorium encourages input of all kinds to improve the work environment. Next to white boards is an ever-available supply of post-it note pads. (Photo by Bill Johnson-Miles)



MCSC and PEO LS Awardees

Defense Superior Service Medal

Brigadier General Michael Brogan
Former MCSC Commander

Legion of Merit

Colonel Michael Groen
CINS

Meritorious Service Medal

Lieutenant Colonel Wendell Leimbach
PEO LS, EFV

Lieutenant Colonel Mark Murphy
TRASYS

Chief Warrant Officer 5
Delmonte Bennie
PEO LS, EFV

Chief Warrant Officer 3 John Clark
ISI

Chief Warrant Officer 3 Larry Duke
IWS

Master Sergeant Eric Sims
GTES

Master Sergeant Ilich Bello
CESS

Master Sergeant Alexander Moreno
MCTSSA

Master Sergeant Kenneth Nero
GTES

Navy and Marine Corps Commendation Medal

Major Trent Bottin
MCTSSA

Major Jeffrey Wideman
PROG

Captain William Aurigemma
CINS

Captain Sarah Carrasco
CINS

Captain Michael Mok
CINS

Chief Warrant Officer 3
Garry Moore
JPEO-CBD

Master Sergeant Jeffrey Jones
GTES

Gunnery Sergeant Russell Murzyn
MCTSSA

Staff Sergeant Kenneth Davis
MCTSSA

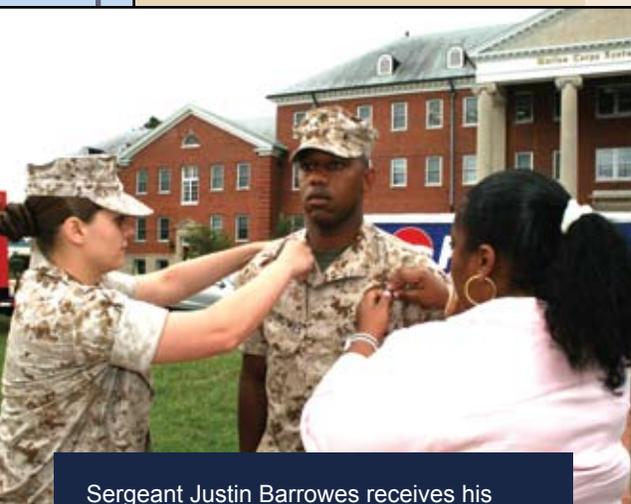
Sergeant Mauricio Ramirez
PEO LS, EFV

Navy and Marine Corps Achievement Medal

Captain Monica Perez
CT



In August members of the Chief Management Officer's Supply Red Team each received certificates of appreciation for providing "in-depth analysis, findings and recommendations regarding current policies and procedures pertaining to supply investigations, missing property and property accountability," according to the certificate. *(Photo by Bill Johnson-Miles)*



Sergeant Justin Barrowes receives his rank insignia during a promotion ceremony in August. *(Photo by Jennifer Gonzalez)*

Master Sergeant Michael Moretto
MCTSSA

Staff Sergeant Shamal Isaac
PEO LS, EFV

Sergeant Peter Charles
PEO LS, EFV

Lieutenant Colonel Marc Webster
GTES

Major Brian Newbold
MC2I

Major William O'Brien
PEO LS, EFV

Major Stephen Moun
PROG

Major Brian Rideout
CINS



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), presents Captain Monica Perez, MCSC Contract Specialist, with the Navy and Marine Corps Achievement Medal in September. *(Photo by Second Lieutenant Jamie Larson)*

MCSC and PEO LS Awardees



Dick Bates (far left), Assistant Commander for Programs, and Dr. John Burrow (center), Executive Director, Marine Corps Systems Command, congratulate members of the Marine Corps Integrated Handbook Team for receiving a Special Act Award, three Certificates of Commendation and six Certificates of Appreciation in August. *(Photo by Jim Katzaman)*

Meritorious Civilian Service Award

Karen Gillaspie
WMD

Nelson Hernandez
DFM

Bryan Prosser
AFSS

Certificate of Retirement

Frank Pratt
MC2I

Barbara Horne
GCSS-MC, Albany

Nelson Hernandez
RES MGMT

Beverly Summerson
OFS

Dr. Pippi Van Slooten
CORP COMM

Degree Completion Award

Anne Barnie
CESS

Linda Everetts
ISI

Charles Gold
FSS

Kathryn Hunt
AMMO

Barbara Johnson
AFSS

Darryl Shamble
ISI

Nicholas Sifer
CESS

Brian Smith
CESS

Jennifer Stephens
GTES



Paul Caussin (left) and Elizabeth Miller, both with Programs, receive 25-year Federal Length of Service awards from Steve Zoric, Programs Assessment Branch Lead, in September. *(Photo by Bill Johnson-Miles)*



Chief Warrant Officer 3 John Jims (left) congratulates Master Sergeant Jason Kendall on his promotion in August. Both Marines work for Communications, Intelligence and Networking Systems. *(Photo by Jim Katzaman)*

MCSC and PEO LS Awardees

Federal Length of Service Award

Carolyn Anderson (30 years)
LOG

Axel Fait (30 years)
IWS

Paul Doe (30 years)
MC2I

Crystal Harmon (30 years)
OFS

Ronald Baggett (25 years)
IP

Paul Caussin (25 years)
PROG

Douglas Johnson (25 years)
GCSS-MC

Robin Kuschel (25 years)
IWS

Zachary Loban (25 years)
CINS

Constantine Lynard (25 years)
CINS

Elizabeth Miller (25 years)
PROG

Brenda Roach (25 years)
PEO LS

Karl Solomon (25 years)
IWS

Paul Tice (25 years)
SIAT

Bryan Freeman (20 years)
AFSS

John Gralin (20 years)
TRASYS

Luis Jimenez (20 years)
TRASYS

Janis Johnson (20 years)
TRASYS

Julia Jones (20 years)
CINS

Gloria Pryor (20 years)
CORP COMM



Tatiana Pile (right), daughter of Gunnery Sergeant Claude Pile (center back) was one of 24 students awarded a Marine Corps Scholarship Foundation Scholarship at the Great Hall of the Library of Congress in September. Her father is assigned to Systems Engineering, Interoperability, Architecture and Technology. Several other MCSC Marines joined the Pile family at the ceremony. They included Sergeant Major Ethbin Hayes, Sergeant Terry Walker, Sergeant Juan Chinique, Sergeant David Castiaux, Corporal Adrian Silva, Corporal Jareld Jarrell, Corporal Angela Gregory, Corporal Erica Burruss, Private 1st Class Andres Rodolfo Estrada. *(Marine Corps Scholarship Foundation photo)*



Dr. John Burrow (third from left), Executive Director, Marine Corps Systems Command, presents members of the Command with On the Spot awards in October. *(Photo by Bill Johnson-Miles)*

James Edmondson (25 years)
AFSS

Andrew Faulkner (25 years)
GTES

David Hansen (25 years)
MRAP

Members of Information Systems and Infrastructure (ISI) receive On the Spot awards at an ISI Town Hall meeting in October. Many other ISI members also earned awards at the event. *(Photo by Bill Johnson-Miles)*



Sergeant enjoys making children and people of all ages smile

Marines volunteer for many reasons: bettering their neighborhood, providing a positive influence for children or simply experiencing the gratification that comes with doing a good deed.

For Sergeant Errolyn Lindor of Marine Corps Systems Command's Information Systems and Infrastructure, it is the sum of all three.

"I like to help others, meet new people and make them smile," Lindor said while volunteering at the United Way's Day of Caring event in Fredericksburg, Va., this September.

"Volunteering is a way you can positively influence or help others outside of your immediate job and represent the Marine Corps at the same time," Lindor said.

Troops at Marine Corps Base Quantico, Va., volunteer at a variety of events that span from The Big Brothers Big Sisters program to Adopt-A-School and Toys for Tots.

"My favorite volunteer opportunity was when I read to elementary students at Park Ridge Elementary School. I really enjoyed making the children laugh," Lindor said. "It is awesome when you can learn and have fun at the same time."

Volunteers come from different walks of life, and they all bring different experiences to each encounter with the community.

"I was stationed in Okinawa, Japan, with the 3rd Marine Expeditionary Force Command Element before I came to Quantico," Lindor said. "While I was there, I was able to volunteer as a cheerleading assistant coach for children ages 5-7."

Volunteering is important to many Marines. The Sergeant is one of many who are not only avid volunteers, but strive to provoke those around them to participate as well.

"Marines stationed at Quantico do not have to sit inside a cube all day, every day," Lindor said. "Go out and get to know your community. Build morale and enjoy the many opportunities the Marine Corps allows us to have."

— By Corporal Christopher Duncan, MCB Quantico Public Affairs



Information Systems and Infrastructure's Sergeant Errolyn Lindor reads to children during an Adopt-a-School event in April at Marine Corps Base Quantico's Park Ridge Elementary School. (Photo by Sergeant Judith Willis)



Sergeant Errolyn Lindor of Information Systems and Infrastructure listens to a question from a student during an Adopt-a-School event in April at Marine Corps Base Quantico's Park Ridge Elementary School. (Photo by Sergeant Judith Willis)

Volunteer

Spotlight

Jessica Preston (left), a summer hire who worked for Security, speaks with Kathleen Rybka, also of Security. (Photo by Bill Johnson-Miles)



A few of Marine Corps Systems Command's 45 summer hires gathered for a photo on the front steps of Building 2200. (Photo by Jennifer Gonzalez)

SUMMER
2010

Summer Help



Important mission keeps student hires coming back

Each year, government agencies around the United States employ thousands of “summer hires” to help students understand the professional workplace and to give them hands-on experience in their possible future career fields. This past summer, under the Command’s Student Temporary Employment Program, Marine Corps Systems Command filled 45 positions.

To many of these students, a government job is just an easy way to earn money over the summer. However, for the MCSC summer hires, getting a paycheck is just a bonus. Most love their experiences so much that they continue to come back year after year.

“I have worked in the Security Office for three years now – summer and winter,” Jessica Preston said. “My experience has been fun, and it’s been a great learning tool. I feel it’s prepared me for my career after college.”

According to many of the summer hires, the reason they keep returning to MCSC is attributed to the positive encounters they have with their co-workers, supervisors and other professional employees.

“I have great co-workers and a great supervisor,” said Michael Harris, a summer hire for the Acquisition Center for Support Services.

It is common knowledge that at some government agencies summer hires are used for meaningless tasks such as shredding papers, filing or running odd errands. However, according to the summer hires at MCSC, they are given meaningful tasks that give them a sense of purpose.

“I feel that what I am doing is very important because I am helping to bring on new employees who are beneficial to our Command and most importantly the Marines,” said Shatima Washington, a summer hire for Workforce Management and Development.

Equipping the warfighter to win is the most important mission at MCSC. Everyone at the Command, including the summer hires, plays a vital role making sure the warfighters have what they need to be safe and successful.

“As summer hires we may not always have the training and capabilities needed to implement major changes, but each task we complete helps to alleviate some of the burden on the Command and contributes to the overall goal of equipping the warfighter to win,” said Derek Collier, a summer hire for Information Systems and Infrastructure.

Many of the summer hires at the Command take their job and the mission very seriously. The vital mission is one reason they enjoy working at MCSC. Most hope to return next summer or to become a permanent employee once they graduate from college.

“Working at MCSC is one of the best decisions I could have ever made,” said Sierra Robinson, a summer hire for Communications, Intelligence, and Networking Systems. “This has truly been a great and rewarding experience.”

– By Danielle Bivens, MCSC Corporate Communications



Town Halls set for MCSC, spouses

Marine Corps Systems Command (MCSC) will gather for its next Town Hall meeting at a date to be announced at Quantico's Little Hall. Brigadier General Frank Kelley, MCSC Commander, plans to brief personnel on the latest developments arising from the 2010 Force Structure Review Group that assessed the active, Reserve and civilian manpower requirements of the Marine Corps.

Buses will shuttle employees between Bldg. 2200 and Little Hall at 15-minute intervals between 7:30 and 11:30 a.m. on the day of the gathering.

A Spouses Town Hall meeting is scheduled for 1 p.m. Jan. 19. For more information, contact MCSC Corporate Communications at (703) 432-3927.



Marine Corps Systems Command (MCSC) team members listen to their Commander during MCSC's Town Hall at Quantico's Little Hall in late August. Another Commander's Town Hall is scheduled for Jan. 19, 2011. (Photo by Bill Johnson-Miles)

Submitted stories and information must be approved by the leadership of the unit submitting the article.

The Point montly newsletter begins early January

To help communicate information in a more timely manner and to help reduce the number of separate unit newsletters, Corporate Communications is beginning a new monthly electronic newsletter for Marine Corps Systems Command and Program Executive Officer Land Systems. This new electronic publication will be titled *The Point*.

The Point will be emailed to all hands and posted on TIGER the first Tuesday of every month. It will be laid out in Word but sent out as a PDF. This will make it easier to be seen by most computers and mobile devices, including Blackberry and Apple.

The deadline for submissions will be the second Thursday before publication to allow a full week for layout and proofreading. The first Tuesday in January is the 4th and the deadline for submissions is Dec. 23.

All published articles will include "submitted by" attribution, and we will not change format or wording except to correct spelling, punctuation, grammar and some style to keep consistency.

Carter outlines improvement plan

The Defense Department's \$400 billion-a-year system for buying goods and services is about to undergo major changes designed to save taxpayer money without affecting mission readiness, a senior Pentagon official said in September.

"We're asking you to do more without more," Ashton Carter, Undersecretary of Defense for Acquisition, Technology and Logistics, said in a September memo to his senior acquisitions staff. Carter later outlined the plan at a news conference with Pentagon reporters. It contains 23 areas of improvement to

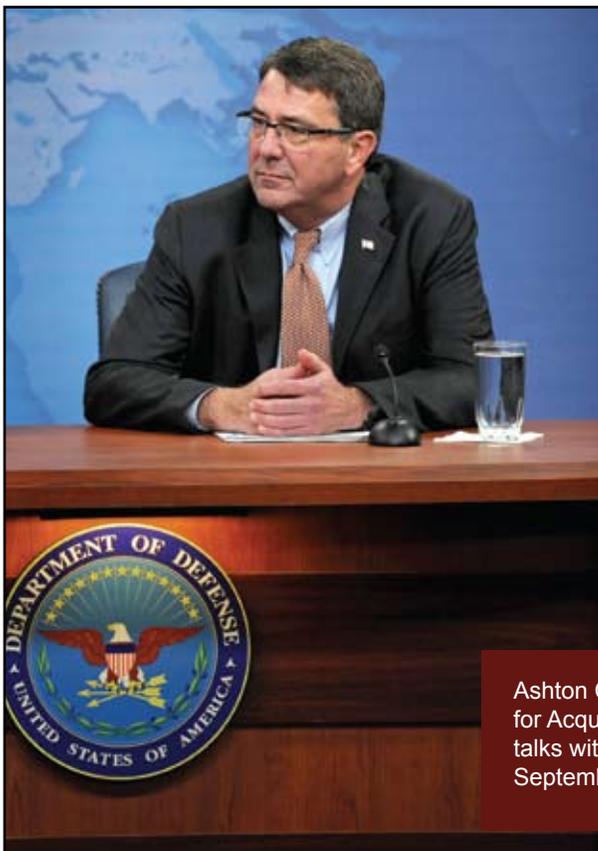


make the department's procurement offices and defense contractors more efficient.

The procurement changes are the first detailed announcement as part of Defense Secretary Robert Gates' initiative, announced in August, to save \$100 billion over the next five years without negatively affecting warfighters.

The details of the plan are outlined in an American Forces Press Service story located at <http://www.defense.gov/news/newsarticle.aspx?id=60852>. Carter also wrote a memo to acquisition professions in June with the subject "Better buying power: Mandate for restoring affordable and productivity in defense spending." That letter is available at <http://www.defense.gov/news/d20100628slidesletter.pdf>.

Carter vowed to be "relentless" in the implementation of the goals, which he said are very specific and measurable. He added that he will oversee progress daily and will provide progress reports to Gates monthly.



"To those who hesitate, to those who fear to go down this path, they need to consider the alternative: broken promises, cancelled programs, unpredictability and uncertainty that is bad for industry, erodes taxpayer confidence, and worst of all, results in lost warfighter capabilities," Dr. Carter said.

CMMI courses available

Registration continues for the Capability Maturity Model Integration (CMMI) course. The three-day course introduces systems and software engineering managers and practitioners, appraisal team members and engineering process group members to CMMI fundamental concepts. CMMI models are tools that help organizations improve their ability to develop and maintain quality products and services.

CMMI models are an integration of best practices from proven discipline-specific process improvement models, including the CMM for Software, EIA 731, and the Integrated Product Development CMM.

The course is composed of lectures and class exercises with ample opportunity for participant questions and discussions. After attending the course, participants will be able to describe the components of CMMI models and their relationships, discuss the process areas in CMMI

Ashton Carter, Undersecretary of Defense for Acquisition, Technology and Logistics, talks with the press at the Pentagon in September. (Pentagon photo)

models and can locate relevant information in the model.

There are no prerequisites for this course. This course fulfills a prerequisite requirement for any course requiring an official Software Engineering Institute Introductory CMMI course.

Remaining classes are Jan. 25-27 and May 10-12. For more information, call (703) 432-4460.

Winter weather procedures outlined

Several times each winter, Quantico receives enough snow and ice accumulation to negatively impact the normal operations of the base. At these times the base status is modified to ensure the safety of personnel and let snow clearing to be conducted to get back to normal operations as quickly as possible.

Whenever conditions warrant, a weather call will be made by Marine Corps Base Quantico's Commanding Officer based on current and projected conditions. Mission requirements, condition of the base and local roads, status of the federal government and other factors are all considered in this decision.

During duty hours, weather advisories will be provided to the commands and tenant activities, and the decision whether or not to release personnel early will be made accordingly. After duty hours, when inclement weather will impact operations for the following day, every effort will be made to make the weather call before 4 a.m.

There are four possible weather calls:

Code Green: The base is open, and employees are expected to report to work on time.

Code Yellow: The base is open on time. Reasonable delays for reporting to work are excused.

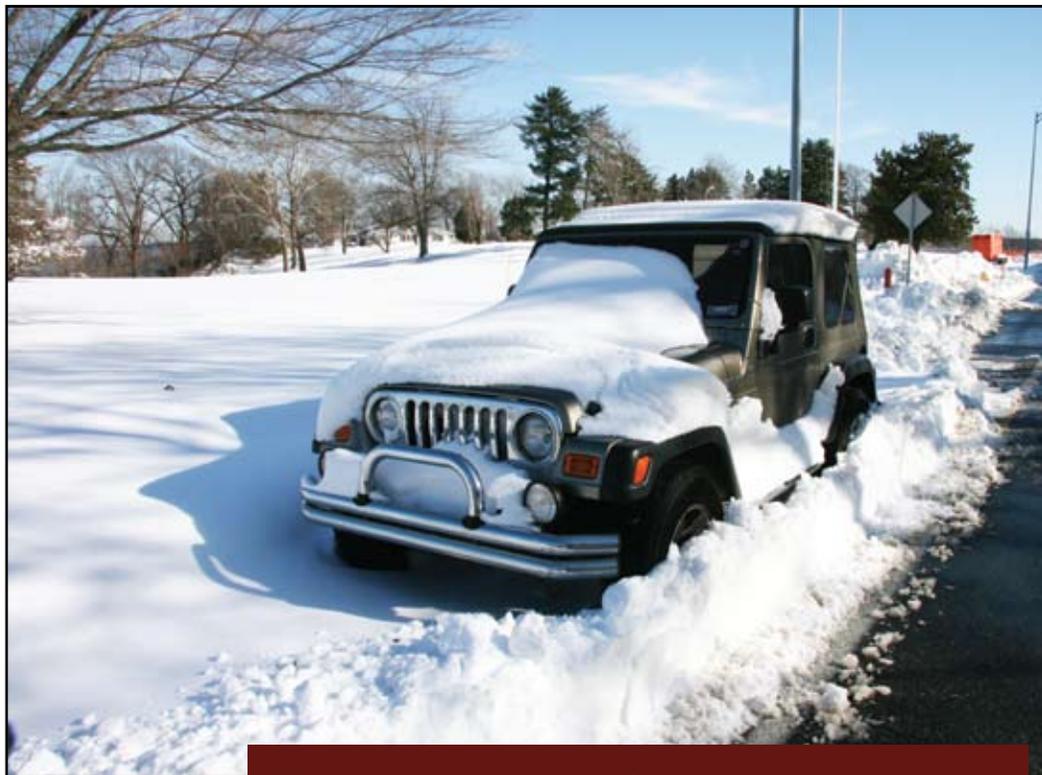
Unscheduled leave is authorized.

Code Blue: The base is open at a specific time. Unscheduled leave is authorized.

Code Red: Weather conditions are severe, and the base is closed for normal operation. Only emergency and essential personnel are expected to report to work.

The weather code will be disseminated via the Quantico Hotline at (703) 784-3638; Quantico website at www.quantico.usmc.mil; local television and radio stations; and by Mass Notification System email.

Quantico tenant commands and activities are responsible for clearing their building entrances, walkways and sidewalks. The Marine Corps Systems Command (MCSC) Facilities, Services and Supply staff clears all MCSC roads, parking and sidewalks, and wel-



Two snow blizzards covered the Command last winter, so understanding the weather codes for Marine Corps Base Quantico is good information to know. (Photo by Bill Johnson-Miles)

comes volunteers to help.

Personnel must not park on designated snow emergency routes until snow clearing operations are complete.

all users including contract support.

For more information, call Elizabeth Taylor at (703) 432-3229 or D'Metria Gordon at (703) 432-3780.



Learn more about DTS

Marine Corps Systems Command (MCSC) is offering a class on "How to create Defense Travel System documents." Classes will be held at the Bldg. 2207 Computer Lab. Class dates are Jan. 5, April 7, July 6 and Oct. 5. There are two duplicate sessions each scheduled day from 8-11:30 a.m. and 1-4 p.m. Classes are designed for new users and anyone who needs a refresher on creating documents. Class is open to

MCSC Rewards website moves to new location

Marine Corps Systems Command's (MCSC) Rewards website has been moved to a new location. The new address, which is located on Office of the Command Information Officer intranet and requires a Common Access Card, is <https://www.ocio.marcorsyscom.usmc.mil/rewards/>. The TIGER link on the left side of the home page has been updated to direct users to this new location.

The enhanced rewards page has an

assortment of topics to help people with varying levels of expertise get started in the awards process. Tips include helping users decide who to recognize, who can originate awards, the Rewards Interactive Guidebook, Command Vision and Guiding Principles, and points of contact.

There is also a list of Command awards and honorary awards, along with requirements for eligibility, nomination process, nomination format and criteria, selection process and recognition.

For more information, contact Awards Team members at (703) 432-4474/5/6/9.

Join Command's Mentor Program

The Command Mentor Program, which began in April 2005, has more than 75 mentors who have been approved to act as mentors by their respective career field functional manager. These mentors provide guidance and constructive input on how to move forward in a career.

The program runs for one year, but there are two cycles every year when employees can join the mentor program as participants. One is in February and

the other in August. Participants are encouraged to meet with their mentor at least one or two hours each month.

Each participant must complete the initial mentee training. During the past year the Workforce Development Office has provided additional training to mentees on Effective Team Building and Effective Communication Skills.

Mentor/mentee training is scheduled for Feb. 16 and Aug. 4 in Building 2207. Additional information is available on TIGER under Workforce Management, or contact the program coordinator Jeffrey "J" Erickson at (703) 432-4460.



“
The KEY TO
SUCCESS is to
THINK.”

-Brigadier General Frank Kelley
Commander, Marine Corps Systems Command



Snapshots

Neville Ferguson watches Solomon Blevins flip burgers during Information Systems and Infrastructure's Marine Corps Birthday Ball fundraiser in October. (Photo by Bill Johnson-Miles)



Organized by Infantry Weapon Systems, many Command employees compete in Ultimate Frisbee nearly every Friday morning before work begins. (Photo by Bill Johnson-Miles)



(From left) Randy Griggs, Bill Barnebee and Matthew Conklin clean a vehicle in September during Infantry Weapon Systems' car wash fundraiser for the Marine Corps Birthday Ball. (Photo by Bill Johnson-Miles)



Sue Jones, the Command's Security Manager, dresses up every year for Halloween. (Photo by Jennifer Gonzalez)



Sergeant Justin Barrowes and Lance Corporal Rodolfo Estrada, both with Staff Secretary Administration, practice hand-to-hand combat during the Command's Marine Corps Martial Arts Program training. (Photo by Bill Johnson-Miles)



The team representing the Expeditionary Fighting Vehicle program won the Command Birthday Ball Fundraising Softball Tournament in October. The tournament was sponsored by Marine Air-Ground Task Force Command and Control, Weapons and Sensors Development and Integration. (EFV photo)

Colonel Michael Micucci (left), Product Group Director for Ground Transportation and Engineering Systems (GTES), congratulates the Operational Forces Systems team on winning the GTES-sponsored Command Birthday Ball fundraising golf tournament in August. The team included (from right) Jeffrey Holden, Paul Ortiz, Lindo Bradley (Product Group Director) and Louis Dixon. (Photo by Jennifer Gonzalez)



Heather Morgan of Security hands Chief Warrant Officer 3 Carlos Tomkin, Liaison Officer for Marine Corps Tactical Systems Support Activity, an ice cream sundae during Security's Birthday Ball ice cream fundraiser in September. (Photo by Bill Johnson-Miles)



Sue Moore of the Command's Mail Room watches Sally Hall of Communications, Intelligence and Networking Systems (CINS) dish up a bowl of chili during the CINS Birthday Ball fundraising chili cook-off in September. (Photo by Kimberly Miller)



Captain Erik Halverson of Infantry Weapons Systems receives a hot dog during Armor and Fire Support Systems' Birthday Ball fundraising event in October. (Photo by Jim Katzaman)

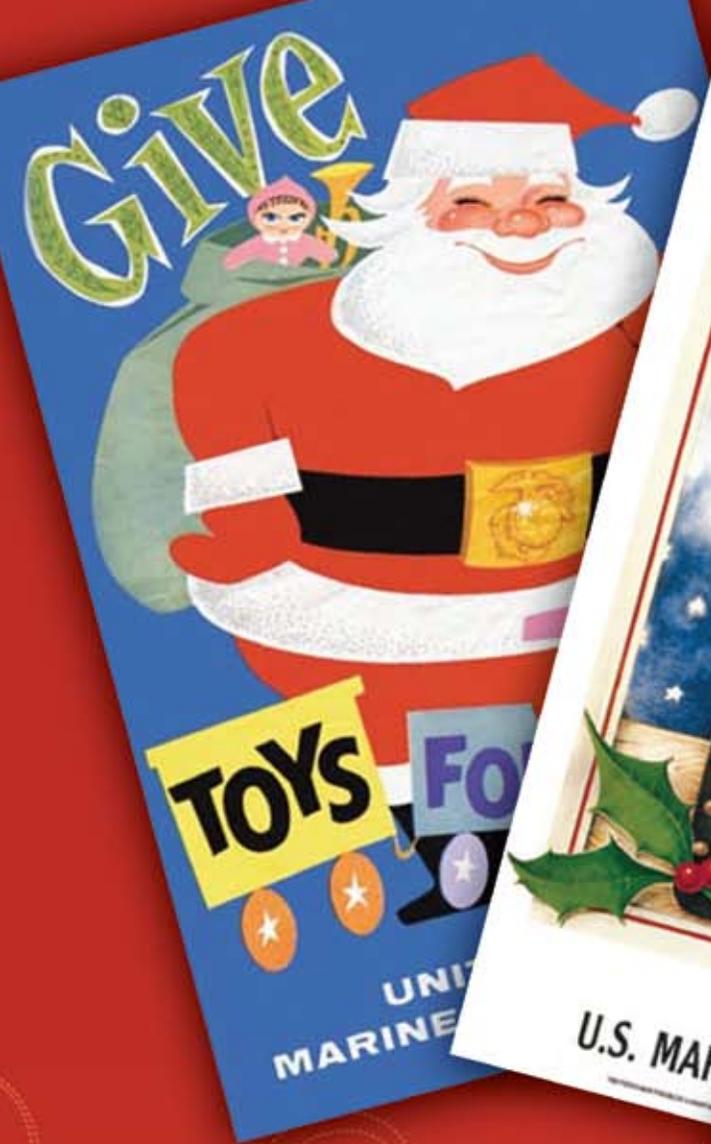


Craig Pritzker of Marine Air-Ground Task Force Command and Control, Weapons and Sensors Development and Integration was one of 20 former players and coaches making up the inaugural class inducted into the Georgia Tech Lacrosse Hall of Fame and Crease Club in October. Craig, shown here on Georgia Tech's field, played lacrosse for the Yellow Jackets from 1976-79 and has been officiating at all levels in the Washington metropolitan area since 1985. (Pritzker photo)



Captain Tony King, Marine Corps Systems Command's Staff Secretary, carved this special pumpkin in honor of the Marine Corps' 235th birthday. (Photo by Bill Johnson-Miles)

Marines On Point encourages members of the command to submit snapshots of co-workers. Printed photos may be delivered to magazine staff members in Building 2200, Room 153, or mailed to *Marines On Point* magazine, Corporate Communications, 2200 Lester St., Quantico, VA 22134. High-resolution digital photos may also be emailed to MCSCPAO@usmc.mil. Please identify all people in each submitted photo and the person who took each photo as well.



Thank
you