

# ON POINT

MARINES

EQUIPPING THE WAR FIGHTER TO WIN



- ▶ **MCSC's Sunset Parade**
- ▶ **Industry Expectations Defined**
- ▶ **Hand Held Thunder: Grenade Launcher**



**To the Marines, Sailors and Civilian Marines of Marine Corps Systems Command,**

As we approach this holiday season, we traditionally look toward this as a time to pause, reflect and count our blessings with family and friends. This is a well-deserved reward for our hard work throughout the year. But at the same time, we must maintain our focus and remember our heroic men and women at the front lines of the war on terrorism who won't get a break and must maintain their resolve and vigilance far from home. They depend on our expertise and dedication to equip them to win. We will not let them down. They are at the tip of the spear, protecting lives and freedom. They command our utmost gratitude and support, no matter what small pleasures we permit ourselves far from the enemy's crosshairs.

In addition to our mission of equipping the warfighter to win, I commend your continued support for two of our greatest Marine traditions: the Marine Corps Marathon and Birthday Ball. I'm continually impressed with our Marines of all ages, including those of Marine Corps Systems Command, who join each year to make these annual events a success. Your support of the marathon, whether it was actually running in the event or supporting the participants from start to finish, showed how Marines unite for an exciting event and worthy cause. More than 3,500 charity runners raised in excess of \$5 million for both local and national causes. The program's 13-year total of more than \$40 million includes contributions to the fundraising efforts of long-standing partners the — Lymphoma and Leukemia Society, St. Jude's Heroes and many other programs.

Likewise, our Birthday Ball was an inspiring evening steeped in Marine tradition. The lore is embodied in General John Lejeune's initial message to Marines 86 years ago: "Generation after generation of Marines have grown gray in war in both hemispheres and in every corner of the seven seas that our country and its citizens might enjoy peace and security." We honored Marines past and present with our traditional salute to the Corps that rings out from our brethren posted at every corner of the world. MCSC's participation underlines our dedication to that heritage. As with the marathon, nearly every Marine at our command participated in the Birthday Ball ceremony. They have our gratitude for continuing these honored traditions.

As you page through this issue of *Marines On Point*, you'll find another highlight of our tradition, the Sunset Parade. MCSC hosts this event every year at the U.S. Marine Corps War Memorial in Arlington National Cemetery. I also want to draw your attention to our remote programs such as Corrosion Prevention and Control, and the Marine Corps Software Enterprise License Management System. MCSELMS makes an incredible array of computer programs available for our warfighters, keeping state-of-the-art resources at their fingertips no matter where they're deployed.

None of these achievements would be possible without our close partnership with industry. You'll read how we continually engage industry representatives in open and frank discussions about how we can jointly enhance our warfighter support.

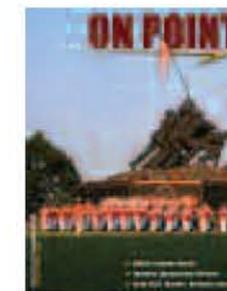
Ours is a very full plate, and we owe our frontline forces nothing less than our best effort. Your unwavering and excellent effort will continue to drive our success. Thanks for your hard work. Have a safe and happy holiday season and be ready to hit new heights throughout the New Year.

*Semper Fidelis!*

M. M. Brogan  
Brigadier General  
U. S. Marine Corps

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**On the Cover:** On behalf of the Commandant of the Marine Corps, Marine Corps Systems Command hosted a Sunset Parade at the U.S. Marine Corps War Memorial near Arlington National Cemetery. The Ceremony included a performance by the Commandant's Own U.S. Marine Drum and Bugle Corps. See story on page 16. (Photo by Bill Johnson-Miles)



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# HIMARS

## opens a new chapter in Marine Corps arsenal history

On today's ever-changing battlefield, the Marine Corps must constantly adapt by introducing new tactics, gear and equipment to the fight. One of the most recent advances in the Marine Corps' arsenal is the High Mobility Artillery Rocket System (HIMARS), a program under Product Group 14 Armor and Fire Support Systems at Marine Corps Systems Command.

The HIMARS, part of the Multiple Launch Rocket System (MLRS), is the newest addition to the artillery community. It was developed to provide Marine Air Ground Task Force commanders with access to indirect fire support that is accurate, timely and deadly. One rocket fired by the HIMARS has a destructive power that is equivalent to eight 155mm rounds fired by a battery.

The biggest difference between the

HIMARS and the currently used M198 howitzer is that the HIMARS will fire six MLRS rockets or one tactical missile, as opposed to 155mm artillery



Marines from Tango Battery, 5th Battalion, 11th Marine Regiment fire a rocket from a High Mobility Artillery Rocket System during a qualification examination at Camp Pendleton, Calif., in June. Tango Battery, 5th Battalion, 11th Marine Regiment will be the first Marine Corps unit to deploy into combat with the system. (Photo by Lance Corporal Seth Maggard)

shells. Another major difference is the size of the crews. The HIMARS only requires a three-man crew to operate, but the M198s call for a nine-man crew.

"Operating a HIMARS launcher is completely different from running a howitzer," said First Lieutenant Jeremy Colwell, Tango Battery Executive Officer for 5th Battalion, 11th Marine Regiment. "There are only three Marines in the launcher, and they pretty much operate independently. They have a lot of freedom and are making the tactical decisions as to where to place the

launcher when it is waiting for a mission."

The organization of the Fire Direction Center (FDC) is also going to undergo a significant change due to the transition to the HIMARS.

"HIMARS is different from cannons in that the battery operations center, formerly the FDC, computes data based on a grid point that we determine," Colwell said. "Realistically, the liaison element is just on the hill to ensure the rocket impacts in the right place. The forward observers do not call for fire."

By the end of its integration, the HIMARS will be fully operational in one active-duty artillery battalion and one reserve artillery battalion. The HIMARS is replacing the M198 howitzers previously used by these battalions. Currently, only Tango Battery, 5th Battalion, 11th Marine Regiment, and elements of 2nd Battalion, 14th Regiment have fully transitioned from the M198s to the HIMARS platform. Tango Battery became the first active-duty battery to field the HIMARS when they participated in the annual Regimental Desert Fire Exercise at Combat Center Training Areas Lavic Lake and Blacktop at Twentynine Palms, Calif.

"The Marines are excited about the upcoming deployment," Colwell said.

"The Marines



Staff Sergeant Robert Worthington uses a remote-control device to swivel the rocket chassis of the High Mobility Artillery Rocket System vehicle to its resting position after unloading rockets at Range 131 Observation Post Foxrot on Camp Pendleton, Calif., in May. (Photo by Lance Corporal Seth Maggard)

have been doing an outstanding job and have been working very hard during this transition time."

Tango Battery will be the first active-duty battery to field the HIMARS in an operational environment when they deploy to Iraq in support of Operation Iraqi Freedom at the end of this year.

— By Lance Corporal Nicholas Dunn, Marine Corps Air Ground Combat Center



# Handheld THUNDER



A Marine from 1st Battalion, 24th Marine Regiment cradles handfuls of 40mm grenades during a training exercise at Camp Fallujah's Eagle Range in Iraq. (Photo by Gunnery Sergeant Mark Oliva)

(Right) Marines with Quick Reaction Force, Headquarters and Support Company, Task Force 1st Battalion, 4th Marine Regiment, attached to Regimental Combat Team 2, complete a gun training, fire and movement exercise at Camp Al Qu'im in Iraq. The training included the M32 Multiple Grenade Launcher. (Photo by Corporal Eric Schwartz)



Marines are employing "handheld thunder" in Iraq. It's a six-shot M32 Multiple Grenade Launcher (MGL) manufactured by MilkorUSA in Tucson, Ariz., and capable of firing all standard low-velocity 40mm NATO rounds.

Marines sent out an urgent call for such a weapon as the second and final Battle of Fallujah was winding down in December 2004. Commanders who issued the "UUNS," or Universal Urgent Needs Statement, said Marines needed the capability to fire multiple rounds without having to take their eyes off targets to reload after every shot from M203 grenade launchers that are attached to the barrels of M16A4 service rifles.

"The weapon also had to be man-portable," said Major Bamidele Abogunrin, the weapon's project team lead at the Marine Corps Systems Command.

When MilkorUSA received the green light to produce the weapon in August 2005, after an open solicitation, it delivered the first five MGLs in less than 60 days. However, according to Abogunrin, these were bid samples delivered in order to compete in source selection.

"The rest of the order [some 203] was filled by February 2006," said MilkorUSA marketing manager Richard Solberg.

MilkorUSA named its weapon the "MGL-140" after the original rotary cylinder shotgun that became the model for the South African "Striker-12" and American-made "Streetsweeper" combat shotguns developed in the 1980s as counterinsurgency weapons.

The MGL-140 features a stainless steel frame. An optical sight provides rapid range adjustment and compensates automatically for the drift of grenades. The reflex sight with red reticle pro-



(Left) Multiple grenades explode during a training exercise in Okinawa, Japan. (Photo by Lance Corporal David Rogers)

vides full night time capabilities. The Multiple Grenade Launcher also features an MIL-STD-1913 compatible accessory mount. The modular buttstock is padded and can be adjusted to accommodate left or right-handed shooters. The MGL also has an ambidextrous safety selector as well as a firing pin lock and a cylinder alignment pendant. A trained gunner can blanket a 20x60 meter area on a battlefield with six rounds of 40mm grenade fragments in three seconds.

Abogunrin said the M32 has recently become a "program of record" in the Marine Corps. That simply means the MGL will be fielded in greater numbers and not just to units in combat. Fielding is scheduled to begin in fiscal year 2008.

— By Ross Simpson, a network radio anchorman with the Associated Press Radio Network and a freelance writer who writes extensively about military affairs (printed with the permission of the author and Tactical Weapons magazine)



Lance Corporal Evan Miller, assigned to Weapons Company, 1st Battalion, 24th Marine Regiment in Iraq, aims in with an M32 multiple grenade launcher at Camp Fallujah's Eagle Range in October. (Photo by Gunnery Sergeant Mark Oliva)

### Senator Akaka says

The corrosive effects of humidity, sea air and sea water can be devastating under the Marine Corps' unique operating environments. As a senior member of the Senate Armed Services Committee and Chairman of its Readiness and Management Support Subcommittee, Hawaii's Senator Daniel Akaka's active voice brings attention to the problem of corrosion and the development of corrosion abatement programs. Marine Corps Systems Command (MCSC) answers that call with its Corrosion Prevention and Control (CPAC) program.

"Mahalo (Thank you) for your hard work and dedication in promoting corrosion prevention and control efforts," Akaka said. "Corrosion is a costly program, and it is one of the largest costs in the life cycle of weapon systems."

Akaka extended these remarks to Marines, contractors and civilians during the August ribbon-cutting dedication at Marine Corps Base Hawaii (MCBH), Kaneohe Bay. This occasion celebrated the opening of a new Corrosion

# 'Mahalo

## to Marine Corps' Corrosion Prevention and Control efforts

Rehabilitation Facility (CRF), Vehicle Wash Rack system and Controlled Humidity Protection (CHP) storage facility.

"The Marine Corps' CPAC strategies and efforts are not only considered a frontrunner, but the model program throughout the Department of Defense," said Colonel Donald Liles, Commanding Officer of Combat Service Support Group 3 (CSSG-3). "This has been accomplished by the great support from MCSC, and specifically the CPAC Program Manager's office."

Surrounded by sea water, Kaneohe Bay is an ideal location for the newest CPAC full-service facility. MCBH Kaneohe Bay's CRF facility is similar to the ones located on Okinawa, Japan; Camp Pendleton, Calif. and Camp Lejeune, N.C. Prior to the establishment of this facility, any equipment requiring extensive rehabilitation from corrosion-



Corrosion Service Team members apply corrosion prevention solutions to a vehicle during a Marine Corps Systems Command-supported demonstration at Marine Corps Base Hawaii at Kaneohe Bay. (Photo by Dedra Jones)

induced degradation had to be shipped to the continental United States.

"A lot of the equipment must be taken care of, or we are going to lose it," said Hank Porterfield, MCSC's CPAC Program Manager at the time of the ceremony. "This is truly a joint effort as the CPAC program assumes the managerial responsibilities of corrosion control while CSSG continues to house these facilities under its command. This partnership will streamline the Marine Corps' corrosion rehabilitation efforts by mitigating oxidization damage of our equipment in a more efficient manner."

The cost benefit of corrosion prevention and control increases the life span of Marine Corps tactical assets exposed to such environmental conditions as humidity, sea water and sea air. In addition to the greater return on investment, this facility increases Marine Corps readiness by reducing maintenance time.

"Equipment availability has been dramatically increased by co-locating these CPAC facilities with the Marine Air-Ground Task Forces in Hawaii," Liles stated.

"We here at Kaneohe Bay now have the four tools necessary to completely combat corrosion," said Porterfield, who retired from federal service in late September. "This is especially important to the Marine forces, which this is all about. Once this facility is fully operational, the number of assets treated here will increase significantly. A similar facility at Camp Pendleton treats some 1,300 assets per year."

This CPAC facility has four tools to fight corrosion, and Akaka joined a walking tour taking a look at them. With its high-pressure water system, the new Vehicle Wash Rack strips the elements that produce corrosion such as salt and volcanic ashes. Next, the onsite Corrosion Service Team provides hands-on care to all the combat and combat support equipment requiring corrosion prevention treatment. The new CRF serves as

the third tool to refurbish equipment classified as Category 3 or Category 4.

An asset is rated on a five category system. Category 1 is a piece of equipment in pristine condition and needs only protection from environmental elements. Category 5 is a piece of equipment classified as damaged beyond repair. A CPAC facility like MCBH Kaneohe Bay will treat equipment ideal for larger-scale corrosion control treatment.

The new CHP storage facility houses treated equipment in an environment where the humidity level is maintained below 40 percent, 80 percent of the time, to prevent corrosion.

Porterfield's team, a workforce of 95 people from Camp Lejeune to Okinawa, has built the CPAC program from a \$650,000 to a \$22 million funded initiative.

"Porterfield has been instrumental in completely changing the direction of CPAC from a study program administered by the Naval Surface Warfare Command to a program serving the warfighter at the Marine Expeditionary Force level," stated Akaka while congratulating Porterfield on his retirement during a U.S. Senate session. "I was impressed by his dedication to duty and his service and leadership in launching the USMC CPAC program."

At the ceremony, a supportive Akaka expressed hopes that the CPAC facility at Kaneohe Bay will become a model for the U.S. Marine Corps and throughout the Department of Defense.

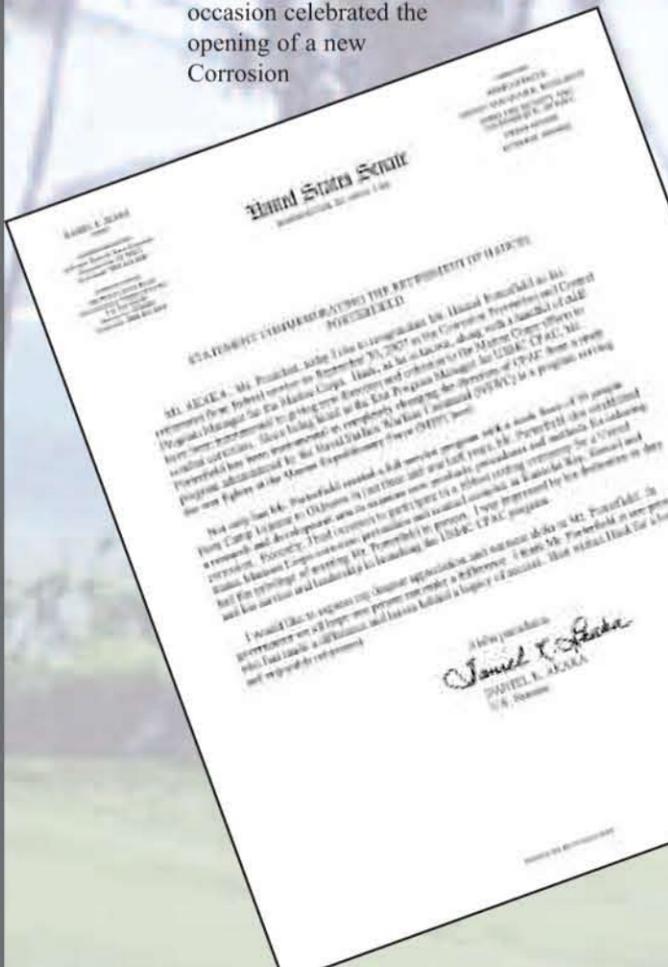
— By Dedra Jones, Corporate Communications



(From left) Hank Porterfield, Marine Corps Systems Command's Corrosion Prevention and Control Program Manager; Senator Daniel Akaka of Hawaii and Colonel Donald Liles, Commanding Officer of Combat Service Support Group 3, participate in a ribbon-cutting dedication at Marine Corps Base Hawaii at Kaneohe Bay. This occasion celebrated the opening of a new Corrosion Rehabilitation Facility, Vehicle Wash Rack system and Controlled Humidity Protection storage facility. (Photo by Dedra Jones)



A Marine demonstrates the Marine Corps Systems Command-supported new Automated Vehicle Wash Rack system at Marine Corps Base Hawaii at Kaneohe Bay. (Photo by Dedra Jones)



# Small office bytes off

# HUGE

## savings

They might be just a handful of people, yet each year their Marine Corps Systems Command (MCSC) office saves the entire Corps tens of millions of dollars. Under Product Group 10 Information Systems and Infrastructure, their enterprise-wide reach has sped computer support to the front lines to keep the latest software at warfighters' fingertips.

In place since 2001, the Marine Corps Software Enterprise License Management System, (MCSELMS) program is still a relatively new concept to the Marine Corps. Yet, it packs the clout of almost 300,000 individual computer licenses to provide and maintain cut-rate, up-to-date online service for military and civilian keyboarders alike.

Enterprise licensing is "a relatively simple approach, but it works," said Teresa Hardisty, MCSELMS Team Lead. She smiled when she compared MCSELMS' success to "buying at Costco prices instead of 7-11. People understand that when you buy in bulk you get a discount."

Quite a sizeable discount at that, dating from the program's birth in 2001. Before then, when Marines needed computer software, their work sites bought the programs in "one-sies and two-sies," as Hardisty described the acquisitions at that time. New to her office in Product Group 10 back then, and having come from a logistics background, she received a request for a software purchase and thought others in the command might have similar requests. She sent out a command-wide message, and the response was overwhelming.

By the time the order was placed, there were 283,000 identified licenses throughout the Marine Corps for just this one set of products. Buying in bulk rather than just one or two at a time, the Corps

has realized \$50 million in cost avoidance, and as new software products are added the total continues to rise. Soon after MCSELMS' inception, Hardisty was no longer a one-person office serving only MCSC customers. Today she leads a team of four contractors that acquires computer software and maintenance across the Corps.

In its current form, MCSELMS is a centralized project office providing an enterprise contract vehicle, negotiating competitive contracts and providing an information and support website. The team also ships software packages to Marine Corps units that require products, updates and support services worldwide for tactical and non-tactical use.

Early in the mass acquisition process, Hardisty said "the big hitters" (major users) of the software helped build the business case for new enterprise agreements that offer benefits across the Marine Corps. Until that time,

Marines with personal computers needed separate licenses for each program they used. The individual costs added up quickly, as did the price tag for individual maintenance contracts that had to be renewed when one specific user replaced another.

Hardisty's team works with industry experts, the Marine Corps' Chief Information Office and the Department of Navy to get the

A Marine places his Common Access Card into a modified card-reading keyboard at Marine Corps Base Camp Lejeune, N.C., accessing software procured by the Marine Corps Software Enterprise License Management System. (Photo by Lance Corporal Joel Abshier)



Staff Sergeant Alfred Hickman and Sergeant Sandro Kitzmann work on a computer outside at Camp Fallulah, Iraq. Software that Marines now use on their government computers cost much less because of successful efforts by the Marine Corps Software Enterprise License Management System. (Photo by Lance Corporal Evan Eagan)

best deals and claim new licensing agreements that state, "Unlimited within the Marine Corps."

The concept of enterprise licensing, as Hardisty explained, is based on industry best practices including the Department of Defense's Enterprise Software Initiative and focuses on reducing the total cost of ownership. Enterprise licensing offers pre-negotiated pricing for license and maintenance support, including the ability to predict out-year maintenance costs and reduce the administration management footprint.

"The Marine Corps constantly upgrades its systems, and we want to keep current," Hardisty said. "We can capture the entire community and keep them upgraded at all times with maintenance support. Securing maintenance for our software upholds the value of our initial investment."

While holding down costs and shrinking the administrative footprint, the MCSELMS program has made its own welcome mark all the way to the front lines, thanks to the team's hands-on and fast response.

"We centrally manage the software and have the ability to ship on demand," Hardisty said. "Just last

week, a Marine called us on Wednesday with a software requirement for his Saturday departure to Iraq. We were able to provide the media with keys within a day. He couldn't have gone to the front that fast without MCSELMS."

The heart of the MCSELMS operation, Hardisty said, is the program's information and support website at <https://mcselms.mcsc.usmc.mil>. It acts as a catch-all for enterprise software questions or problems.

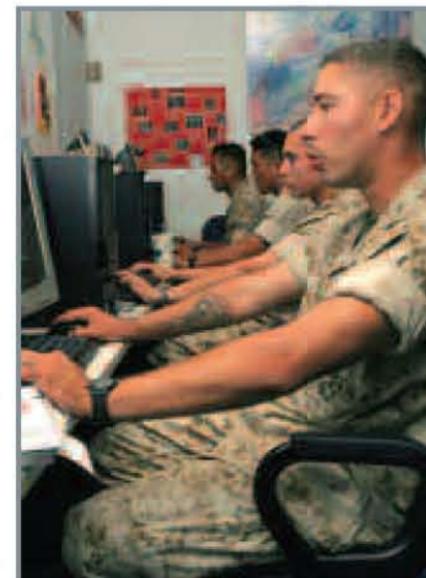
The site includes vendor-specific software descriptions, software pricing and the Marine Corps' policy concerning procurement of enterprise software offered through various contracts. Also on the website are order forms, ordering instructions, funding document templates and information technology procurement waiver links.

"With MCSELMS," Hardisty said, "we can always deliver the software faster to the Marines, and that's where we earn the warfighter's trust."

— By Jim Katzaman, Corporate Communications



Marines follow along during and Command and Control Personal Computer Course lesson taught by the Tactical Exercise Control Group on Camp Courtney in Okinawa, Japan. Computer programs purchased through the Marine Corps Software Enterprise License Management System are used worldwide. (Photo by Lance Corporal Kevin Knallay)



Marines work at their computers at Marine Corps Air Station Miramar, Calif., using software procured through the Marine Corps Software Enterprise License Management System. (Photo by Private First Class Austin Goacher)



## PROGRAM EXECUTIVE OFFICER

# LAND SYSTEMS

## MARINE CORPS

### New acquisition organization managing eight diverse weapons programs

The newest organization aboard Quantico at Hospital Point has been up and running since February and achieved Full Operational Capability on Oct. 1 with a full-complement of staff. Program Executive Officer (PEO) Land Systems (LS) Marine Corps, located in Building 2203, is the Corps' first PEO and is comprised of eight weapons systems programs.

"It made sense to stand up PEO LS at Quantico, the center of excellence for Marine Corps acquisition," said Colonel Bill Taylor, PEO and former MV-22 Osprey Program Manager.

PEO LS is a separate command reporting directly to the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN RDA).

"Yet, we very much depend on the support of Marine Corps Systems Command (MCSC)," Taylor said. "Our integral relationship with MCSC leverages infrastructure, competencies and technical authority. This is the same invaluable synergy that other Department of Navy PEOs and systems commands enjoy."

PEO LS manages a diverse program management portfolio, which includes the Marine Corps' largest ground modernization program, the Expeditionary Fighting Vehicle (EFV). The EFV is the next-generation amphibious forcible entry capability for the Marine Corps.

Additional programs under PEO LS include two command-and-control programs, Common Aviation



The Marines of Battery 1, 3rd Battalion, 11th Marines load their M777-A2 Lightweight 155mm (LW 155) howitzer, a lighter and electronically upgraded version of the M-198, at Yuma Proving Grounds, Ariz. The LW 155 program falls under the Program Executive Officer for Land Systems. (Photo by Lance Corporal Daniel Angel)

Command and Control System and Ground-Air Task Oriented Radar.

Both reflect the PEO's versatility. Also included are the programs

Logistics Vehicle

System Replacement, Medium Tactical Vehicle Replacement, Lightweight 155mm Towed Howitzer, Joint Light Tactical Vehicle and Light Armored Vehicle Marine Personnel Carrier. The monetary value of all PEO LS programs across the Future Years Defense Plan is about \$6.5 billion.

PEOs are new to the Marine Corps, but they have been operating in other services for more than 20 years. The Department of Defense currently has 36 PEOs. The Army has 13, the Navy has 12 and the Air Force has 10. The establishment of PEO LS aligns the Marine Corps with the other services.

"In August 2006, the Marine Corps Requirements Oversight Council discussed establishing a Marine Corps PEO and released a Decision Memorandum supporting the establishment of a Marine Corps PEO using the matrixed organization concept," Taylor said.

The creation of a PEO for the Marine Corps materialized in February 2007, when Dr. Delores Etter, ASN RDA, formally established PEO LS, approving the PEO LS Charter, and selecting Taylor to serve as the Corps' first PEO.

"For a long time it's been clear we needed to have a PEO for Marine Corps systems," Dr. Etter told Defense Daily in January. "We have not had one. But with the increase in activities, just the numbers of programs, the size of programs, the importance of programs, it's been clear we needed to do that."

MCSC plays a major role as the PEO's host by operating and sustaining acquisition infrastructure, establishing and overseeing standard policies, technical specifications and core processes including the following core competencies: Systems Engineering; Configuration Management; Test and Evaluation; Integrated Logistics Support; Comptroller; Contracting and Legal support.

"The superior support we received from MCSC allowed us to get up and running quickly," said Tim Ferris, PEO LS Chief of Staff. "John Young, Assistant Commander for Facilities and Services, along with his hard-working folks such as Steve West, provided the necessary brick and mortar elements in which we could operate. In addition, the speed and efficiency of Jim Irwin's Workforce Management and Support Team, particularly Laura Tyler's efforts in assisting us through staffing the PEO over the busy summer, increased our immediate capability."

"The timing of the PEO's stand-up couldn't be better," Ferris said. "When you consider the potential for volatility inherent in developing major weapons systems today, the Marine Corps needs this level of focused management and advocacy to help our program managers control cost, schedule and performance in championing the development and delivery of these vital combat capabilities for the warfighter."

In devoting full-time attention to cost, schedule and performance for its eight programs, PEO LS is committed to fulfilling its credo: "It's all about the warfighter."

"The entire acquisition workforce exists for one simple reason, to support the warfighter," said PEO LS Deputy Dan Pierson. "It's not about you or me, we exist for them."

— By David Branham, Congressional and Public Affairs, PEO Land Systems

*"It's not about you or me, we exist for them."*

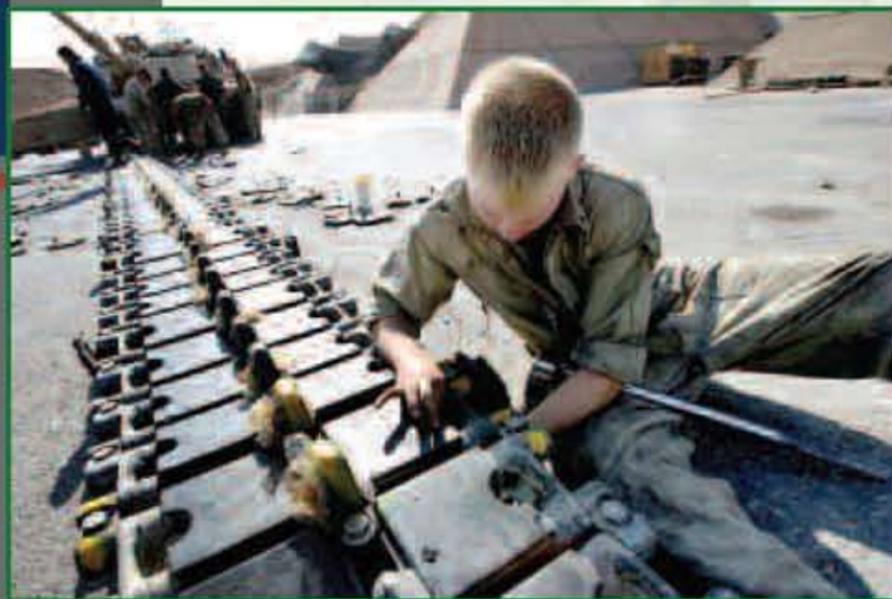
— Dan Pierson  
PEO LS Deputy



Dr. Delores Etter (center), Assistant Secretary of the Navy for Research, Development and Acquisition, stands next to Colonel Bill Taylor, Program Executive Officer for Land Systems (PEO LS), with other members of the PEO LS team near the command's new sign. Etter visited the command in October to take part in a ribbon-cutting ceremony marking the beginning of the Marine Corps' first PEO. (Photo by Bill Johnson-Miles)

Marines exit an Expeditionary Fighting Vehicle (EFV). The EFV program falls under the Program Executive Officer for Land Systems. The EFV is a high-speed, tracked, armored amphibious assault vehicle designed to move Marines from amphibious ships located over the horizon to objectives up to 200 miles inland. (EFV program photo)





(Above) Lance Corporal Robert Kriggsman replaces bolts to the tread of an M1A1 Main Battle Tank in Al Asad, Iraq. Global Combat Support System-Marine Corps' goal is to get bolts and other repair parts into theater faster and easier. (Photo by Staff Sergeant Jim Goodwin)

## GCSS-MC marks milestone in transforming battlefield logistics

Global Combat Support System-Marine Corps (GCSS-MC) marked its latest milestone in September with a successful demonstration of the pilot for end-to-end business process functionality of the GCSS-MC Logistics Chain Management (LCM) Block 1 Solution Design.

GCSS-MC is a portfolio of systems that supports the logistics elements of command and control, joint logistics interoperability and secure access to and visibility of logistics data for the Marine Corps.

The demonstration delivered tangible evidence of the ongoing modernization effort, intended to transform logistics for all forward-deployed Marines – especially those on the battlefield. The pilot follows the Corps' June announcement of meeting all required Milestone B actions and authorization for the program to enter the System Development and Demonstration phase.

GCSS-MC has a dual chain of command. The program falls under Marine Corps Systems

Command for administrative, budget and contractual support. It also falls under the operational control of Space and Naval Warfare Systems Command's Program Executive Officer for Enterprise Information Systems.

"This is the initiative to modernize and transform Marine Corps logistics information systems," said Randy Delarm, Program Manager for GCSS-MC.

Team GCSS-MC will deliver enabling software to the warfighter that will change the model for expeditionary

support. Their goal is to enable transformation of the logistics model with 21st century logistics information technology capabilities focused on the warfighter's needs.

The GCSS-MC LCM program will replace outdated legacy systems and provide Marine forces and the supporting establishment with integrated, distributed, web-based, off-the-shelf solutions that enable improved logistics chain effectiveness and efficiency, and provide timely and actionable combat support information. One GCSS-MC goal is for Marines in the field who need spare parts, to order and receive those parts directly from the closest source of supply, such as a ship just off the coast (if the ship has the parts), instead of having to send the request back to the states and waiting weeks for the part.

"GCSS-MC is being developed not in the back room but on the front end of the spear," said Major General Edward Usher, Deputy Commandant for Installations and Logistics. "Today's demonstration highlights how we are working constantly to deliver



An audience listens intently during the demonstration of the Global Combat Support System-Marine Corps Logistics Chain Management Block 1 Solution Design. (Photo by Jim Katzaman)



Major General Edward Usher, Deputy Commandant for Installations and Logistics, speaks to the audience during the demonstration of the Global Combat Support System-Marine Corps Logistics Chain Management Block 1 Solution Design. (Photo by Jim Katzaman)

right place, right time capability to our Marines on the battlefield."

The three-day functional and technical demonstration to more than 100 key Marine Corps internal and external stakeholders focused on showing select logistics scenarios including service and maintenance requests. The event was intended to help increase understanding of the ways in which the GCSS-MC pilot will synchronize and integrate logistics processes, procedures and requirements. The demonstration also served as a platform for attendees to share feedback and suggest modifica-

tions to the system based on challenges they face in their day-to-day work.

"Thanks to the efforts of the Marine Corps and Oracle team, we are making tremendous forward progress critical to the modernization of logistics IT," Delarm said. "This demonstration proves we have moved from concept to reality."

— By Denise Deon, PEO EIS Public Affairs Officer



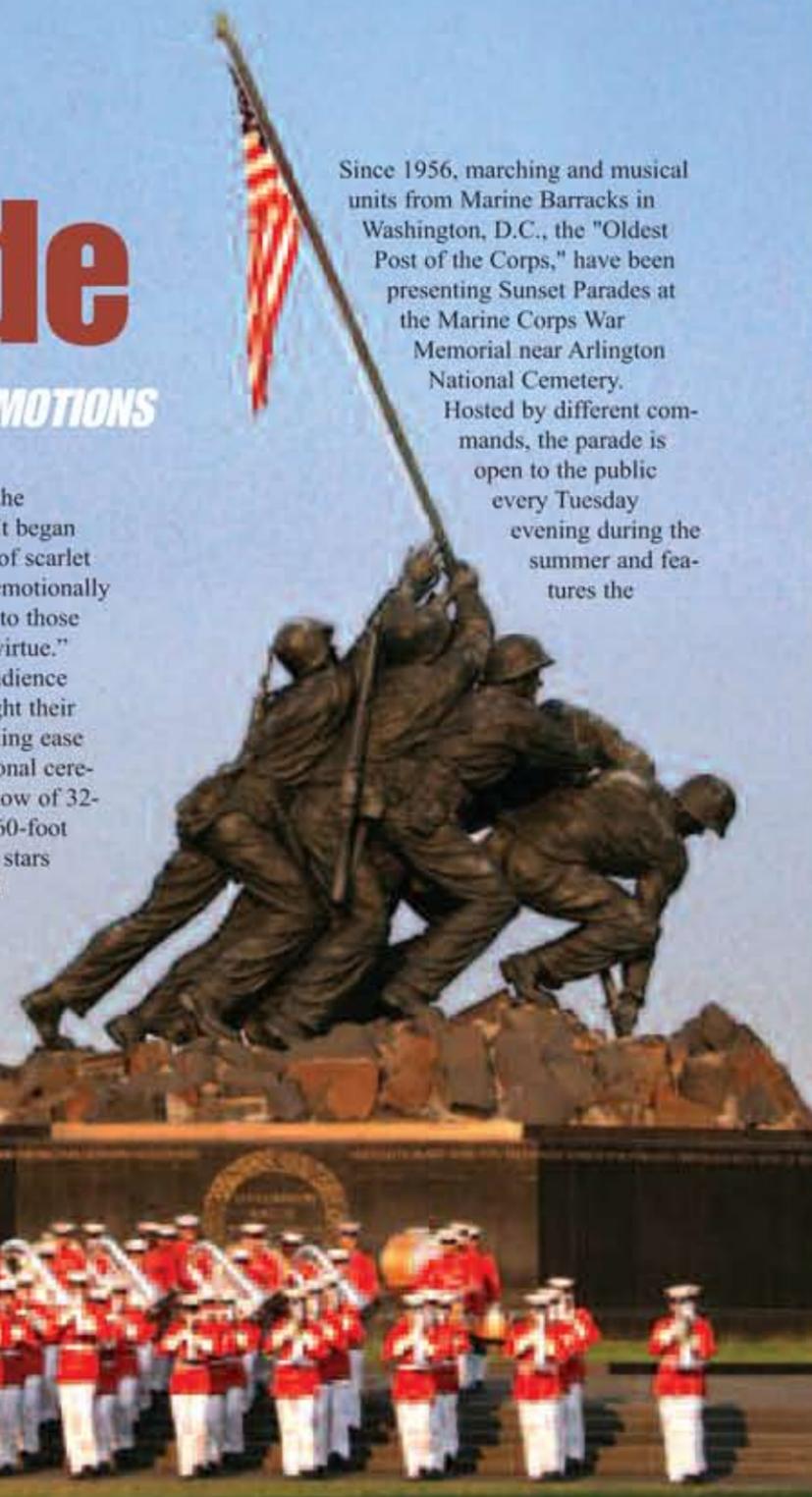
Lance Corporal Robert Kriggsman carries a road wheel – a large wheel that moves and carries a tank's treads – during repairs of an M1A1 Main Battle Tank in Al Asad, Iraq. Global Combat Support System-Marine Corps' goal is to get tank road wheels and other repair parts into theater faster and easier. (Photo by Staff Sergeant Jim Goodwin)

(Background) The Marines of Supply Company, 2nd Supply Battalion, 2nd Marine Logistics Group (Forward) receive, distribute and maintain more than \$1 million worth of gear daily at their base in Al Taqaddum, Iraq. Global Combat Support System-Marine Corps' goal is to get them that gear faster and easier. (Photo by Corporal Thomas Griffith)

# Sunset Parade

STIRS PATRIOTIC EMOTIONS

For those who equip warfighters to win, the evening was inspiring and patriotic. It began with decorated Marines, swirling torrents of scarlet and white spiked with silver, performing emotionally moving passages of music, paying tribute to those whose "uncommon valor was a common virtue." Then "oohs" and "aahs" lifted from the audience when 24 riflemen twirled, tossed and caught their weapons with gloved hands, all with seeming ease and without verbal command. The traditional ceremonial presentation took place in the shadow of 32-foot-tall bronze warfighters pushing up a 60-foot flag pole, modeled after the raising of the stars and stripes on Iwo Jima during World War II.



Since 1956, marching and musical units from Marine Barracks in Washington, D.C., the "Oldest Post of the Corps," have been presenting Sunset Parades at the Marine Corps War Memorial near Arlington National Cemetery. Hosted by different commands, the parade is open to the public every Tuesday evening during the summer and features the

The Commandant's Own U.S. Marine Drum and Bugle Corps perform during the Sunset Parade hosted by Marine Corps Systems Command in August at the Marine Corps War Memorial in Arlington, Va. (Photo by Bill Johnson-Miles)



Marines fire a 21-gun salute during the Sunset Parade hosted by Marine Corps Systems Command at the Marine Corps War Memorial in Arlington, Va. (Edited composite photo)

Commandant's Own U.S. Marine Drum and Bugle Corps with their "Music in Motion" performance and the precision rifle handling of the elite Marine Corps Silent Drill Platoon. The Aug. 14 pageantry of patriotism, hosted by Marine Corps Systems Command (MCSC) on behalf of the Commandant, honored Hasbro Vice President Karen Davis. Davis is responsible for her company's community relations and philanthropic programs, including a 2007 pledge of \$3 million in toys for the Marine Corps Reserve's Toys for Tots Foundation.

"It was a privilege to be honored on behalf of Hasbro at the Sunset Parade," Davis said. "Hasbro has been proud to support the work of Toys for Tots over the last 10 years because of their dedication to bringing the holiday spirit to so many children in need."

Davis, along with MCSC Commander Brigadier General Michael Brogan and Marine Barracks Commanding Officer Colonel Blake Crowe, reviewed the units, which included two companies of the nation's finest. Except for invited guests of the parade reviewing officials, most of the audience pulled up lawn chairs or sat on blankets covering every inch of grass around the parade field.

As the sun approached the horizon, tourists and guests witnessed what may have been the most poignant moment of the evening when, from atop the imposing sculpture, a figure appeared, a lone bugler. He lifted his instrument, and the solemn

notes of Taps began to reverberate throughout the hallowed grounds of the memorial and the cemetery. Those notes grabbed a piece of everyone, stirring patriotic emotions, inspiring one and all.

—By Bill Johnson-Miles, Corporate Communications



(From left) Hasbro Vice President Karen Davis, Marine Corps Systems Command (MCSC) Commander Brigadier General Michael Brogan and Marine Barracks Commanding Officer Colonel Blake Crowe salute as units march by during the Sunset Parade. (Photo by Bill Johnson-Miles)

# (Ex-pec-ta-tions) defined

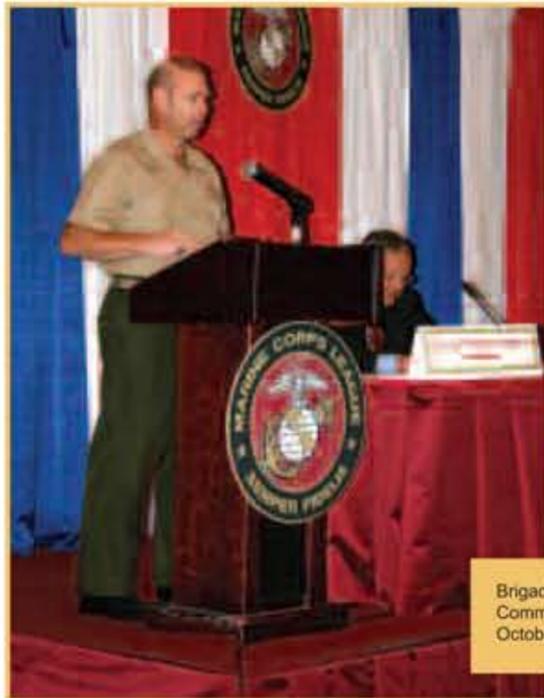
## Commander tells industry to be realistic

In a round of appearances with industry representatives on the East Coast in October, Marine Corps Systems Command (MCSC) Commander Brigadier General Michael Brogan drove home a pointed message: "We need your help," and that starts with contractors making realistic, competent proposals to support the warfighter.

The General addressed industry groups during his Report to Industry at the Modern Day Marine Expo at Marine Corps Base Quantico, Va.; MCSC's Government Industry Solutions Workshop at McLean, Va.; and Expeditionary Warfare Conference at Panama City, Fla.

At each venue the General told the representatives that realistic cost proposals are essential for their companies to build confidence with U.S. government and military leaders.

"We appreciate all of you who are helping us to equip the warfighter," Brogan said at the Modern Day Marine Expo, where he made his most passionate plea. He emphasized the needs of the warfighter: lighten the load on Marines; command-and-control centralized integrated technology; persistent intelligence, surveillance and reconnaissance; and vehicle protection.



Brigadier General Michael Brogan, Commander, Marine Corps Systems Command, delivers his Report to Industry at the Modern Day Marine Expo in October. (Photo by Bill Johnson-Miles)

"Right now, you and I have a credibility problem – on [Capitol] Hill and with the leadership of the Corps," the General said. "I met with the [Navy] secretary not long ago, and he said when you need something, go to industry and ask them these three questions:

"Can you do it? Your answer is, Yes.

"How long will it take? You reply, How long do you have?

"How much will it cost? You reply, How much do you have?"

Brogan told the representatives that government and military leaders are "tired of development that takes longer than was planned, costs more than was budgeted and doesn't deliver the performance that was promised.

"When you do proposals," the General said, "they have got to be brutally accurate. The cost numbers have to be what it's going to cost. The schedule has to be how long it's going to take. And the performance has to be what you can actually do."

He then detailed the musts of every contract bid.

"Each proposal will include robust system engineering," he said. "We need to know that you understand engineering management, that you have a systems engineering master plan and a systems engineering master schedule. These are critical tasks: that we know what the predecessor events are and the tendencies -- and then procedures to manage change reports."

The Commander said he knew industry's requirements. "I understand you are in business to make money and that you need to make a fair and reasonable profit," he said. "We need to work together to make sure we can do this."

A recurring theme the General also emphasized at the Panama City conference was hearing degradation. "We are hurting our Soldiers, Sailors, Airmen and Marines," he said, because sound-suppression systems such as foamy earplugs used underneath earmuffs give only 30 decibels (db) reduction in noise levels. "That's not good enough. I need someone who can get me 30db reduction just from earplugs. I don't care how it's done, but we need to [increase protection] so when we put an earmuff over top, we can approach 45db reduction."

These are just some of the tough challenges that face the Marines and their industry partners, the General explained, adding that any obstacles must be overcome for the sake of the warfighters.

At the McLean workshop, the emphasis was on such a cooperative effort. Its purpose was to marshal government and industry technologists, engineers and scientists to join program and product directors of MCSC in exploring inventive and creative solutions to the needs of the warfighter.

"If it was easy, we wouldn't be here," said Barry Dillon, MCSC Executive Director, after presentations of daylong group sessions between command program managers and industry representatives. "There were a lot of nuggets discussed in each group that are going to make a big difference in future years."

Dillon added, "I really want our government and industry side to work together to capture what should we do,

what can we do and how we benefit from these actions."

— By Jim Katzaman, Corporate Communications



(Above) Colonel Phil Chudoba, Marine Corps Systems Command's Intelligent Systems Program Manager, leads a work group discussion at the command's Government Industry Solutions Workshop in October. (Photo by Jim Katzaman)



(Left) Brigadier General Michael Brogan, Commander, Marine Corps Systems Command, addresses members of industry at the Expeditionary Warfare Conference in Panama City, Fla., in October. (Photo by Dave Branham)

"We need to work together to make sure we can do this."

— Brigadier General Michael Brogan

# \*ADDITIONAL EVENTS\*

# COMPLETING THE MISSION



(Front row from left) Marine Corps Systems Command (MCSC) Executive Director Barry Dillon, Assistant Secretary of the Navy for Research, Development and Acquisition Dr. Delores Etter and MCSC Commander Brigadier General Mike Brogan gather on the front steps of Building 2207 with members of the command's Contracts office. Dr. Etter visited the command in October and met with command leadership, program group directors, the Mine Resistant Ambush Protected vehicle team and the Contracts team. (Photo by Bill Johnson-Miles)



Greg Pardo of Communications, Intelligence and Networking Systems talks with a visitor at the Marine Corps Systems Command's (MCSC) Small Business Fair. More than 60 private industry representatives took advantage of the event hosted by the command's Small Business Programs Office in August at the Clubs at Quantico. "I wanted to let the small-business industry network with our Systems Command program representatives," said Jeraline Artis, MCSC's Associate Director for Small Business Programs. (Photo by Jim Katzaman)



Marine Corps Systems Command (MCSC) hosted a Marine Air Ground Task Force (MAGTF) Command and Control Executive Steering Group meeting in September. The objective was to provide executive-level guidance for Marine Corps acquisition and system engineering efforts. Participants included (from left) Rodney Montgomery of the MCSC Logistics Office; Mike Hawkins of the Command and Control Training and Education Center of Excellence; and Colonel Dave Hagopian of MCSC Systems Engineering, Interoperability, Architectures and Technology. (Photo by Jim Katzaman)



Awareness and education were stressed for command personnel at Marine Corps Systems Command's (MCSC) Safety and Security Fair held on the MCSC campus in July. (Photo by Bill Johnson-Miles)



(From right) Brian Kummer, Anne Sullivan and Brad Valdyke of Marine Corps Systems Command's (MCSC) Training Systems Program Management Office out of Orlando, Fla., visit with Marines in the MCSC tent during the Modern Day Marine Expo at Quantico in October. MCSC co-sponsored the Expo with the Marine Corps League. (Photo by Bill Johnson-Miles)

# MCSC

# GUNNERY SERGEANT SIGMAN

## Wounded Marine keeps a leg up on career

As it turned out, the invasion was easy. The follow-up occupation of Iraq proved costly for Gunnery Sergeant Jack Sigman. Struck by a rocket-propelled grenade, he lost his right leg above the knee and spent three long, hard years in rehabilitation as he learned to live — and continue his career in the Marines — with an artificial limb.

The Gunny is now assigned to Marine Corps Systems Command (MCSC) as the Saber fielding officer, responsible for overseeing the detailed fielding of systems that will serve as a one-for-one replacement of the more than 30-year-old M220 A3 Tube-launched Optically-tracked Wire-guided missile system.

With 14 years' service, Sigman was medically cleared to reenlist and hopes to continue serving at MCSC where he can continue to serve his country and the Marines, lending his expertise to developing and acquiring new weapons systems. This particular career track is a bit different from the one he envisioned before coming under rocket fire in Ar Ramadi, Iraq.

Sigman's initial arrival in Iraq was more foreboding. From February through August 2003, he was a machine gun section leader and Weapons Platoon sergeant assigned to Fox Company, 2nd Battalion, 5th Marines and then to the 2nd Tank Battalion. In Baghdad, his groups engaged in several firefights with the enemy.

As a staff sergeant, he returned to Iraq Sept. 1, 2004, and this time faced combat almost daily. On Oct. 19, as a platoon sergeant in 5th Platoon, Whiskey Company, 2nd Battalion, 5th Marines, operating in and around Ar Ramadi, he was escorting the quick-reaction force as it disposed of improvised explosive devices. While

Gunnery Sergeant Jack Sigman ties the laces of the boot on his prosthetic leg at his desk at Marine Corps Systems Command. Sigman lost his leg while serving in Iraq. (Photo by Bill Johnson-Miles)

Gunnery Sergeant Jack Sigman, then a sergeant, stands next to Oliver North in Baghdad in April 2003. (Sigman photo)



acting as a sentry for the team, Sigman recalled, "an insurgent popped up from behind a corner and fired" a rocket-propelled grenade that tore into the sergeant's leg.

"By hitting me and not my truck," Sigman said, "my corpsman could pull open the door and take me into the truck. The doc started to work on me there."

The doctor applied a tourniquet and started the Sergeant on morphine before he was medically evacuated to a secure airfield, his injuries too severe for treatment at the battalion aid station. At Camp Taqqadum, doctors had to amputate his right leg above the knee.

"The last thing I heard before they put me under was that they were going to take my leg," Sigman said. "I was on morphine. I didn't care. Morphine is good stuff. I might have said a choice word or two, and I was out. The next time I woke up, I was at Bethesda."

The Sergeant was at Bethesda National Naval Medical Center, Md., for a month and a half for additional surgery and initial physical therapy. Then he was transferred to Walter Reed Army Medical Center, D.C., for prosthetics and follow-up physical therapy. During most of the next three years, he transferred from Walter Reed to a specialist who does custom work with amputees. Throughout his ordeal, Sigman never wavered from wanting to stay in the Marines.

"When the Commandant and Assistant Commandant came to visit at Walter Reed, I told them I wanted to stay on active duty," he said.

This was far from a routine request. Until that time, there had been no above-the-knee amputees who had stayed in the Corps. "Another Marine and I were test cases," Sigman said. He was allowed to extend on active duty until January 2008 and assigned to limited duty. During his extension he was also promoted to gunnery sergeant and was assigned to the Saber system at MCSC.

"We needed to determine if I could do enough things without crippling myself in the process," Sigman said. "SYSCOM was perfect for that. I worked on fielding and training Marines in a couple of systems — the rifle combat optic and Dragon Eye

[unmanned aerial vehicle]. When I got promoted, I started in the Saber system."

Captain Stephan Karabin, the Saber Project Officer, noted Sigman's contagious inspiration. "I'm an infantry officer with three deployments in support of Operation Iraqi Freedom," Karabin said. "I'm motivated on a daily basis by interacting with Gunny Sigman because of the enthusiasm he carries with him."

The Captain also said Sigman's presence has been invaluable. "The largest benefit I see of having Gunny Sigman permanently assigned here is having a Marine overseeing the entire fielding of the Saber system," the Captain said. "Because of the duration of the fielding, there will be two or three project officers moving in and out of the fielding process. So, having Gunny Sigman there from the inception of the plan, to full operating capability provides us an enormous potential."

The arrangement has also worked well for the Gunny. "I could do a large percentage of the things I needed to do," Sigman said. "In this kind of limited field environment I can function just fine and help Marines with what I can do here. My extension documents specify that I can't be put some place where I'd be a danger to myself or the Marines around me."

He made a persuasive case, and the 14-year Marine reenlisted Oct. 15 on the grounds of the National Museum of the Marine Corps, fittingly next to the words, "Once a Marine, always a Marine."

Besides the Corps, Sigman can now spend time with his "immediate family"— three trucks, a motorcycle and a house. "I've tried to let [my leg] limit me as little as possible," he said, adding with a smile, "I still ride my motorcycle."

— By Jim Katzaman, Corporate Communications



Gunnery Sergeant Jack Sigman's platoon in Iraq displays the POW-MIA (Prisoner of War - Missing in Action) flag in September 2004. (Sigman photo)

## OOH



## RAH

### Captain 'makes a difference' far from front lines

Of all the awards and honors she has received, Captain Edna Rodriguez said those she earned from her service in Iraq "surpass any award I could get now. Just being there and knowing I had an impact on the war was an award in itself."

That said, the Captain also acknowledged it was exciting to accept the Latina Style magazine Meritorious Service Award on behalf of the Marine Corps. She was among the six armed forces recipients highlighted in September during the Department of Defense Awards Luncheon at the Capital Hilton in Washington, D.C. The award is presented to Latina women who have inspired others through their actions and accomplishments.

Rodriguez, the Budget Officer for the Computing Platforms and Services Program Management Office at Marine Corps Systems Command (MCSC), has served with MCSC since September 2005. She had earlier served as Program Executive Officer for the Comptroller Office of the Multi-National Corps-Iraq at Camp Victory, Iraq, from June 2004 to June 2005.

"In Iraq, I worked with the Army comptroller shop and pushed money out to other comptrollers in the country," she said. Originally on a six-month assignment, she extended her tour, in Baghdad, an additional six months "because the work I did was really important, and I served with a lot of really good people from all the military services. It was a real 'purple' environment. It was the best experience in my career."

Throughout her year in Iraq, the Captain had a full plate of responsibilities. She compiled and monitored the

execution of spending plans from six major subordinate commands and 130 subordinate agencies. These consisted of an average of 1,600 requirements totaling \$200 million monthly. She reduced Multi-National Corps-Iraq expenditures by an average of \$30 million monthly by vetting submitted requirements with each major subordinate command and subordinate agencies.

She monitored for legality, funds availability and policy compliance for more than 5,400 funding requirement requests from August 2004 through April 2005. She tracked 1,200 Joint Acquisition Review Board requests totaling \$10.5 billion and distributed approved requirements to the appropriate agency for execution. She also reviewed and certified more than 1,400 purchase requests totaling \$300 million.

Rodriguez also prepared and monitored non-stock funding distribution theater-wide. This included support for Multi-National Forces-Iraq, Multi-National Security Assistance Command-Iraq and Joint Area Support Group-Central totaling more than \$3.7 billion.

Now at MCSC, the Captain with eight years' experience as a Marine, said, "I'm still helping the war effort – farther removed, but in a different way. What I did in Iraq and I do here is not just my work but a team effort. It's really the people you work with who make it happen. The people at Systems Command make the difference."

— By Jim Katzaman, *Corporate Communications*



Captain Edna Rodriguez (right), the Budget Officer for the Computing Platforms and Services Program Management Office (part of the Information Systems and Infrastructure product group), goes over figures with Betty Combs. Rodriguez recently earned the Latina Style magazine Meritorious Service Award. (Photo by Jim Katzaman)

# Marine Corps Systems Command Awardees

### Legion of Merit

Colonel Terry Griffin  
MAGTF C2, Weapons and Sensors Development and Integration

Colonel Peter Reddy  
MAGTF C2, Weapons and Sensors Development and Integration

### Meritorious Service Medal

Colonel Flora Emerson  
Product Support

Major Robert Bailey  
PEO Land Systems

Major Aaron Crespin  
MAGTF C2, Weapons and Sensors Development and Integration

Major George Ehlers  
MAGTF C2, Weapons and Sensors Development and Integration

Major Allen Johnson  
Systems Engineering, Interoperability, Architectures and Technology

Captain Kenneth Vanzadt  
MAGTF C2, Weapons and Sensors Development and Integration

Chief Warrant Officer Robert Persely  
Light Armored Vehicles



Colonel Flora Emerson (right) received the Meritorious Service Medal in July from Brigadier General Michael Brogan, Marine Corps Systems Command Commander. Emerson served as the Assistant Commander for Product Support before transferring to Albany, Ga., to take over as the new Director, Supply Chain Management. (Photo by Bill Johnson-Miles)



Brigadier General Melvin Spiese, Commanding General of both MAGTF Training Command and Marine Corps Air Ground Combat Center, and his wife pin new bars on their daughter Captain D'Arcy Spiese during her promotion ceremony in October. Captain Spiese is attached to Marine Corps Systems Command and works for Ground Transportation and Engineer Systems. (Photo by Jim Katzaman)

Chief Warrant Officer Harold Unger  
Information Systems and Infrastructure

Master Sergeant Christopher Jacobs  
PEO Land Systems

Master Sergeant Jeffery Jacobs  
Communications, Intelligence and Networking Systems

Gunnery Sergeant David Brown  
Communications, Intelligence and Networking Systems

Gunnery Sergeant Samuel Hill  
Ground Transportation and Engineer Systems

### Navy/Marine Corps Commendation Medal

Lieutenant Colonel Chad Breedon  
MAGTF C2, Weapons and Sensors Development and Integration

Lieutenant Colonel Thomas Fort  
PEO Land Systems

First Lieutenant Thomas Nave  
Communications, Intelligence and Networking Systems

Gunnery Sergeant Frederic Jordan  
Communications, Intelligence and Networking Systems

Sergeant Tiffany Mansfield  
Combat Equipment and Support Systems

# SysCom News

## ASN RDA announces resignation

On Oct. 8, Dr. Delores Etter, Assistant Secretary of the Navy for Research, Development and Acquisition, announced her decision to resign her position. The following is her statement:

"I have held the position of Assistant Secretary of the Navy for Research, Development and Acquisition for almost two years," Dr. Etter said. "We have accomplished a great deal in that time, but after deliberating with my family and staff, I have decided to resign from my position. This decision allows me to return to my teaching post at the United States Naval Academy in time for the spring academic semester.

"This is a country at war. We are charged with ensuring that the brave men and women engaged in the Global War on Terror have the equipment and platforms they need in order to ensure victory. That is a challenging task. I am eternally grateful for the dedication of the men and women on my staff, uniformed and civilian, who have worked tirelessly over the past two years to meet that mission."

## Competency Alignment progressing

According to the Marine Corps Systems Command's (MCSC) Competency Alignment Team, which formed in January and closed out in September, the command's planning for a Competency Aligned Organization (CAO) has progressed well and implementation began throughout the command on Oct. 1.



The Competency Alignment Team gathers for a group photo in September. (Photo by Jim Katzaman)

The team said the CAO goals and intent were largely met by the command redesign begun in 2001/2002. However, the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN RDA) wanted more emphasis on functional management.

"We still have an opportunity to improve competency effectiveness and refine professional development in our workforce," said Brigadier General Michael Brogan, MCSC Commander.

Along with the implementation of the CAO Oct. 1, the oblong chart known as the "football" that depicted MCSC's organization went quietly into retirement. That day, a new wiring diagram reflecting the command's core competencies was born. The command's competency domains have been narrowed from eight to five: contracting, resource management, systems engineering, logistics

and program management. These domains have absorbed the other original competencies: workforce management under resource management; information technology under systems engineering; and operations research under program management.

## Expeditionary Power Systems receives Packard Award

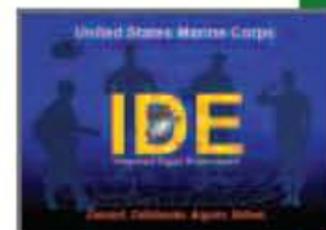
A team from Marine Corps Systems Command has received the David Packard Excellence in Acquisition Award for exemplary innovation and best acquisition, technology or logistics practices.

"We are being recognized for our innovative and rapid development, testing and fielding of the Mobile Electric Power Distribution Replacement System," said Mike Gallagher, Program Manager of Expeditionary Power Systems.

The award was presented Nov. 7 during a luncheon at Fort Belvoir, Va.

## IDE helps command evolve into knowledge-based organization

Project management within Marine Corps Systems Command took a leap forward in November when the Integrated Digital Environment (IDE) program reached initial operating capability. Command team members can now collaborate on project design and conduct engineering reviews.



Marine Corps Systems Command Executive Director Barry Dillon congratulates George Seargeant of the MAGTF C2, Weapons and Sensors Development and Integration product group on his 35-year Federal Length of Service Award. (Photo by Jim Katzaman)



### Meritorious Civilian Service

Dan Fitzgerald  
Combat Equipment and Support Systems

Helen Johnson  
MAGTF C2, Weapons and Sensors Development and Integration

Edward Lerner  
Armor and Fire Support Systems

Diane Luebke  
Resource Management

Lora Martinez  
Resource Management

Stephen Piaskowski  
MAGTF C2, Weapons and Sensors Development and Integration

Alice Pladson  
Contracts

### Certificate of Retirement

Judy Benson  
MAGTF C2, Weapons and Sensors Development and Integration

Wallace Dawson  
Armor and Fire Support Systems

Sue Hasty  
Global Combat Support System – Marine Corps

Gunnery Sergeant Samuel Hill  
Ground Transportation and Engineer Systems

Helen Johnson  
MAGTF C2, Weapons and Sensors Development and Integration

Edward Lerner  
Armor and Fire Support Systems

Lora Martinez  
Resource Management

Marvella McDill  
Information Systems and Infrastructure

Henry Oxley  
Global Combat Support System – Marine Corps

Chief Warrant Officer Robert Persely  
Light Armored Vehicles

Stephen Piaskowski  
MAGTF C2, Weapons and Sensors Development and Integration

Alice Pladson  
Contracts

Hank Porterfield  
Systems Engineering, Interoperability, Architectures and Technology

Betty Young  
Product Support

### Federal Length of Service Award

Wayne Moquin (30 Years)  
Infantry Weapons Systems

George Seargeant (35 Years)  
MAGTF C2, Weapons and Sensors Development and Integration



Colonel Peter Reddy's family joined him during his Legion of Merit award ceremony in August. Reddy served with the MAGTF C2, Weapons and Sensors Development and Integration product group before transferring to Marine Forces Pacific in San Diego. (Photo by Jim Katzaman)



During an October visit to Marine Corps Systems Command (MCSC), Dr. Delores Etter, Assistant Secretary of the Navy for Research, Development and Acquisition, received a "going away" gift from Brigadier General Michael Brogan, MCSC Commander. (Photo by Bill Johnson-Miles)

# For Your Information

Individuals and "power users" can also build workflows used to route information, process transactions and provide for review and approval.

By the time IDE is fully operational next year, it will create a seamless, collaborative, digital-based business environment for the acquisition, lifecycle and product support community and key enabling processes aligned with the command's equipping process.

"The IDE provides the primary business environment the command will use to manage our acquisition programs," said IDE Project Officer Patricia Mitchell. "It is critical to what we do here at the command because it will provide a single place to go for acquisition and lifecycle management tools and information."

The new environment is not only nice to have but also a must, according to command officials. "We must evolve into a knowledge-based organization, leveraging information in the most effective, efficient and productive method possible," said MCSC Executive Director Barry Dillon. "The IDE will help the Marine Corps along this path.... The IDE is a powerful single point of access to the tools and information necessary to accomplish our mission."

The rollout will follow a phased approach with specific product and administration groups brought on board in phases. Full operational capabilities will follow in 12 months with option introduction and rollout.

## Braden new Robotic Systems Program Manager

Colonel James Braden is Marine Corps Systems Command's new Program Manager for Robotic

Systems at Huntsville, Ala. He had been Chief of Staff for the Marine Air Ground Task Force Training Command, Marine Corps Air Ground Combat Center Twentynine Palms, Calif. His group is responsible for fielding reliable, relevant robotic systems quickly and safely.

Originally from Flint, Mich., the Colonel entered the Marines in December 1980 and received his wings in September 1983. In August 1990, as part of the 1st Air and Naval Gunfire Liaison Company, he



Colonel James Braden

deployed to Saudi Arabia to support Operations Desert Shield and Desert Storm. During Desert Storm, he led his Supporting Arms Liaison Team in combat operations on the Saudi-Kuwait border, in the Battle of Khafji, and during the ground war, including the liberation of Kuwait City. In May 2002, he assumed command of Marine Light/Attack Helicopter Squadron 169 and led the unit in combat during Operations Enduring Freedom and Iraqi Freedom.

The Colonel has a Bachelor of Arts Degree from San Diego State University. His decorations include the Legion of Merit, Distinguished Flying Cross with V, Bronze Star, Meritorious Service Medal, Air Medal with V and Strike Flight with

Numeral 7, the Navy and Marine Corps Commendation Medal with V, Battle Medal from the Kingdom of Saudi Arabia and the Combat Action Ribbon.

## Acquisition career field maps now available

In November, the Marine Corps Systems Command's Ground Acquisition Military Occupational Specialty (MOS) Management Integrated Product Team launched a series of acquisition MOS career road maps. Each career map serves as a guideline assisting Marine officers considering a lateral move to the acquisition management professional MOS (8059) within the Corps. These diagrams illustrate a representative progression of an officer's career in Program Management and Test and Evaluation acquisition career fields. Examples of information incorporated within the charts include recommended specialty schools, billets, tours and Defense Acquisition Workforce Improvement Act certificates.

Career maps are available for ground MOS 0202, 0302, 0402, 0602, 0802, 1302, 1802, 1803 and 3002; and air MOS 7202, 6002, 6602 and 75XX. These maps will be available in magazine form during the first part of 2008. Online versions will be posted at [www.marcorsyscom.usmc.mil/sites/acqworkforce/contactus.aspx](http://www.marcorsyscom.usmc.mil/sites/acqworkforce/contactus.aspx).

## End-of-year training mandatory

All Marine Corps Systems Command personnel must attend annual security, ethics and prevention of sexual harassment training by the

More than 30 Mine Resistant Ambush Protected (MRAP) vehicles sit in a lot in Al Taqaddum, Iraq, waiting for authorization from Headquarters Marine Corps to be transported to units throughout Al Anbar province. 2nd Supply Battalion, 2nd Marine Logistics Group (Forward) makes sure the MRAP vehicles are shipped to the right units and handles parts needed to sustain the gear. (Photo by Corporal Thomas Griffith)



end of the year. All supervisors must also take equal employment opportunity online training.

Security training is now being offered several times each month. Office managers are encouraged to reserve a date and time for their organizations by contacting Rochell Asbury at (703) 432-4462. There will be no make-up training dates. Attendance records will ensure continued clearance access in the command. See the Tiger all-hands message for 2007 Annual Mandatory Security Training to enroll online.

Ethics training must be completed by Dec. 31. The course uses online ethics training provided by the Department of Defense Standards of Conduct Office. The training can be found with the following link at the DOD Standards of Conduct Office website: [www.dod.mil/dodgc/defense\\_ethics/ethics\\_training/2007\\_AET/index.htm](http://www.dod.mil/dodgc/defense_ethics/ethics_training/2007_AET/index.htm).

Prevention of sexual harassment online training is at [www.tigersql.marcorsyscom.usmc.mil/tiger/learningcenter/Enrollment.aspx?class\\_id=749](http://www.tigersql.marcorsyscom.usmc.mil/tiger/learningcenter/Enrollment.aspx?class_id=749). Once complete, the training will automatically be recorded on Individual Development Plans (IDPs).

Equal Employment Opportunity online training for supervisors is at [www.tigersql.marcorsyscom.usmc.mil/tiger/learningcenter/Enrollment.aspx?class\\_id=741](http://www.tigersql.marcorsyscom.usmc.mil/tiger/learningcenter/Enrollment.aspx?class_id=741). This training will also be automatically recorded on IDPs through the Learning Center.

## Defense Department contracts for 2,400 more MRAP vehicles

In October, the Defense Department issued contracts for an additional 2,400 Mine Resistant Ambush

Protected (MRAP) vehicles, bringing the total number of the vehicles ordered to more than 8,800. Three firms – International Military and Government LLC, Force Protection Industries Inc. and BAE Systems Land and Armaments LP – will produce the 2,400 new MRAP vehicles. The contracts are for both the Category I and Category II MRAP vehicles.

Defense Secretary Robert Gates has called getting these vehicles to Iraq and Afghanistan the department's highest equipment priority.

In December, the Defense Department will need a further \$8.2 billion from Congress to continue MRAP vehicle production, the official said. The department will order roughly 6,400 MRAP vehicles in December to meet the current stated requirement of 15,374 vehicles.

## Commander's Annual Honorary Awards deadline approaches

The time has come for Marine Corps Systems Command supervisors to nominate one of their own for one of the 15 Commander's Honorary Awards. Nominations are encouraged for individuals or teams from the full spectrum of ranks or grades throughout the command. Any command employee may nominate another MCSC employee or team based on achievements during calendar year 2007.

Command civilian or military

personnel are eligible for individual and team awards. Support contractors are only eligible for team awards. A "team" is defined as a small group of persons focused on a common objective with a charter in place. An office

is not considered a "team" for purposes of these awards and will be excluded from the nomination process. To be eligible for individual honorary awards, nominees must have at least one consecutive year of service at MCSC.

For details, visit the awards website at [www.marcorsyscom.usmc.mil/sites/rewards/](http://www.marcorsyscom.usmc.mil/sites/rewards/).



Lan-Thanh Truong, Information Assurance and Joint Requirements Marketing and Simulation Project Manager, which falls under Systems Engineering, Interoperability, Architectures & Technology, was recently honored with her photo on the back cover of the October edition of the *IEEE Communications* magazine as part of an OPNET advertisement.

# Snapshots

Marines On Point encourages members of the command to submit photos for this new Snapshots section of the magazine. 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 should be emailed to MCSCPAO@usmc.mil. Please identify all people in each photo.



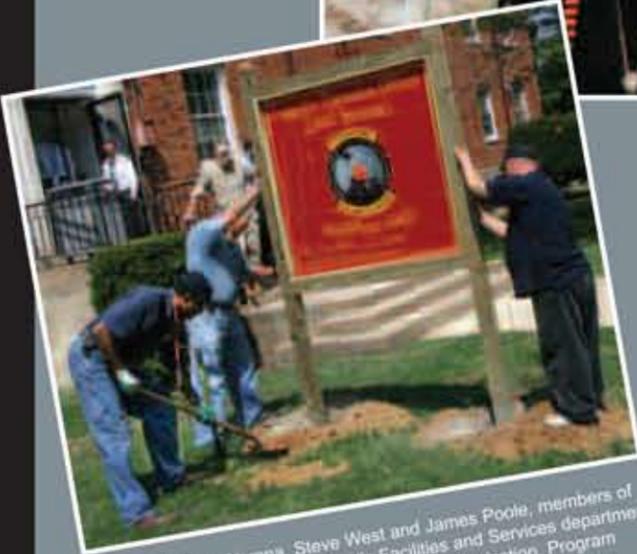
MAGTF C2, Weapons and Sensors Development and Integration product group's annual chili cookoff pulled in 14 entries. John Robert's "Jack Rabbit Chili" earned top honors. According to Roberts, his chili "keeps you jumping all day." (Photo by Bill Johnson-Miles)



Members of the command wait for burgers to finish cooking during a Marine Corps Birthday Ball fundraiser in July at the Safety and Security Fair. (Photo by Bill Johnson-Miles)



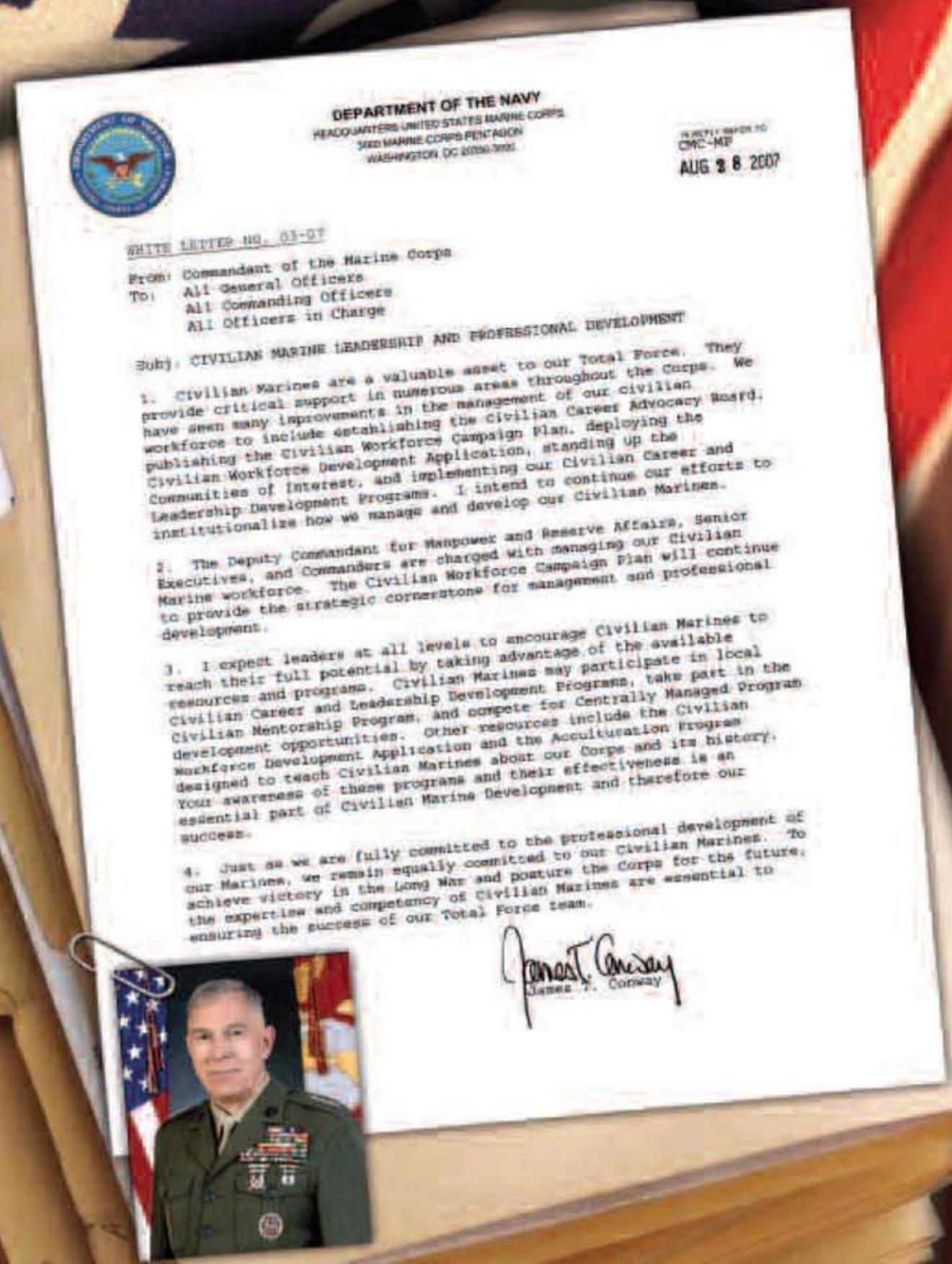
(Right) Communications, Intelligence and Networking Systems product group members (from left) Master Gunnery Sergeant Byron Constance, Terri Conte and Mark Clemmons celebrate Halloween. (Photo by Bill Johnson-Miles)



(From left) Frank Yerena, Steve West and James Poole, members of Marine Corps Systems Command's Facilities and Services department, place a building sign for Quantico's newest organization, Program Executive Officer Land Systems. (Photo by Bill Johnson-Miles)



Security Manager Susan Jones offers a Halloween treat to John Gray of Systems Engineering, Interoperability, Architecture and Technology. This is an annual event for Jones who provides a treat to every member of the command she sees wearing the proper identification. (Photo by Bill Johnson-Miles)



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
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WASHINGTON, DC 20360-3000

WHITE LETTER HQ  
CNC-MP  
AUG 8 2007

WHITE LETTER HQ 03-07

From: Commandant of the Marine Corps  
To: All General Officers  
All Commanding Officers  
All Officers in Charge

Subj: CIVILIAN MARINE LEADERSHIP AND PROFESSIONAL DEVELOPMENT

1. Civilian Marines are a valuable asset to our Total Force. They provide critical support in numerous areas throughout the Corps. We have seen many improvements in the management of our civilian workforce to include establishing the civilian Career Advocacy Board, publishing the Civilian Workforce Campaign Plan, deploying the Civilian Workforce Development Application, standing up the Communities of Interest, and implementing our Civilian Career and Leadership Development Programs. I intend to continue our efforts to institutionalize how we manage and develop our Civilian Marines.
2. The Deputy Commandant for Manpower and Reserve Affairs, Senior Executives, and Commanders are charged with managing our Civilian Marine workforce. The Civilian Workforce Campaign Plan will continue to provide the strategic cornerstone for management and professional development.
3. I expect leaders at all levels to encourage Civilian Marines to reach their full potential by taking advantage of the available resources and programs. Civilian Marines may participate in local Civilian Career and Leadership Development Programs, take part in the Civilian Mentorship Program, and compete for Centrally Managed Program Workforce Development opportunities. Other resources include the Civilian Workforce Development Application and the Acculturation Program designed to teach Civilian Marines about our Corps and its history. Your awareness of these programs and their effectiveness is an essential part of Civilian Marine Development and therefore our success.
4. Just as we are fully committed to the professional development of our Marines, we remain equally committed to our Civilian Marines. To achieve victory in the Long War and posture the Corps for the future, the expertise and competency of Civilian Marines are essential to ensuring the success of our Total Force team.

*James T. Conway*  
James T. Conway



*Happy Holidays*



*Thank You*

**TOYS FOR TOTS**

[www.toysfortots.org](http://www.toysfortots.org)