

# ON POINT

MARINES

EQUIPPING THE WARFIGHTER TO WIN



# SERGEANT MAJOR

- ▶ Relief and Appointment
- ▶ Competency Alignment
- ▶ Mr. G - 60 Years of Service

MARINE CORPS SYSTEMS COMMAND MAGAZINE  
SEPTEMBER 2011, VOLUME 5, ISSUE 2

# A message from the **COMMANDER**



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

Earlier in the year, Lieutenant General John Kelly, Senior Military Assistant to the Secretary of Defense, challenged all Americans concerning the support we owe our troops when he said, “Their struggle is your struggle.” We at Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS) can identify. While most of us are at a distance from the battles, we equip and sustain Marines to fight – by our work, we own “their struggle.” This is one of the things about our culture that fills me with pride and tremendous encouragement. Professional excellence in support of our Marines is personal with us. This is who we are. I know this devotion will endure, fortify and give us wisdom in the challenges ahead.

It has been a little over a year since I assumed command last July and began working with our leadership at all levels to promote the importance of our part in the strategic cadence of our Corps. Since then, General James Amos took the helm last fall as our new Commandant. He has reinforced “Marine Corps Vision and Strategy 2025” while adding a renewed focus on the role and relevance of the Marine Corps in our Nation’s future.

My observations over the past year have validated a few other strategic signposts. I view these as our common cause – we Marines are entrusted with our Corps’ promise. The proven resolve to support all Marines will remain our strength as we continue the great MCSC and PEO LS tradition of owning “their struggle.” With this in mind I offer three fundamental observations for your consideration:

First, it is increasingly important to think through the role of our Marine Corps as our operating, fiscal and business environments undergo dramatic change.

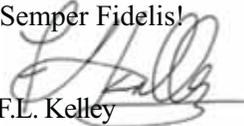
Secondly, all indications tell us programs are not enduring. With our Command soon to be a fully competency-aligned organization (CAO), we will increase and enhance our capacity to support current and future PEOs and program managers. As a CAO we will develop and house the resources needed to staff our integrated product teams. For more details, see “Command continues journey as a competency-aligned organization” on Pages 4-5.

Third, just as the non-linear battlefield has become the reality for our warfighters, we who equip and sustain them now operate in more complex business and fiscal environments. Urgent delivery of a weapon or other system is not the presumptive or overriding measure of our success. Closely tied to this is the fact that spending more money is not the measuring stick it once was considered in practice.

It’s very clear. Our work is cut out for us. Equally clear – our strength flexibly applied in the service of our Corps can be unbeatable. We have what it takes to succeed. We can recognize, think through, talk about and adapt to the many and diverse, big and little, easy and hard signs of change. Enduring, steadfast, flexible, penny-pinching, informed, relevant, expert U.S. Marine guardians of value. I’m particularly excited for our team’s engagement in this dialogue of rediscovery and common cause.

For a more in-depth analysis on our way ahead, see “Commander’s First Year Observations” now posted under “Headlines” on TIGER.

Semper Fidelis!

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

# ON POINT

MARINES

September 2011,  
Volume 5, Issue 2

**Brigadier General Frank Kelley**  
Commander  
Marine Corps Systems Command

**Sanford McLaurin**  
Director  
Corporate Communications

**Austin Johnson**  
Deputy Director  
Corporate Communications

**1st Lieutenant Jamie Larson**  
Public Affairs Officer

**Bill Johnson-Miles**  
Editor, Staff Writer

**Jim Katzaman**  
Staff Writer, Copy Editor

**Carden Hedelt**  
Primary Copy Editor, Staff Writer

**Jennifer Gonzalez**  
Graphic Artist, Photographer

**Barb Hamby**  
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  
Quantico, VA 22134-5050

Phone: (703) 432-3958  
Email: MCSCPAO@mcsc.usmc.mil  
www.marcorssyscom.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* magazine is produced and published quarterly by Marine Corps Systems Command's (MCSC) Corporate Communications Directorate. It is an authorized publication for the employees and U.S. military service personnel attached to MCSC and Program Executive Officer Land Systems (PEO LS). Contents of the magazine are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the U.S. Marine Corps, PEO LS or MCSC.

## 2 **Commander's Message**

### 4 **CAO:**

Team Focus: Command continues journey as a competency-aligned organization

### 6 **Parade Deck: (Events and Activities)**

Consistent and Steady: In a changing environment, MCSC's mission remains the same

8 Marine Week St. Louis: MCSC exhibits equipment in the "Show Me" State

10 Additional MCSC and PEO LS Events

13 Earth Day

### 14 **AE Day:**

Gathering features awards, speakers, warfighter messages

16 Acquisition Excellence: Officer, NCO, civilian receive Marine Corps awards

### 18 **Ooh Rah: (Awards and Achievements)**

Among the Ruins: Command contract specialist excels amid Haiti disaster

19 MCSC and PEO LS Awardees

### 22 **Front and Center:**

Relief and Appointment: Dalgarn assumes top enlisted spot as Hayes retires

24 Last Hurrah: Sergeant Major closes book on 30-year career

25 SgtMaj Switch: Morgan retires as Fascetti takes top enlisted post at MCTSSA

### 26 **Equip to Win:**

Life Support: With MCSC's help, 8th ESB keeps II MEF (FWD) alive and well

28 Warfighter Training: ICE Training Teams, Field Service Representatives ready to help

30 Total Immersion: Training facilities prepare Marines for austere environment

32 Lifesaver: More than once, MRAP did its job

### 34 **Spotlight:**

Dedicated to the Corps: After 60 years' service, Govoni still shows deep care

36 Young Scientists: Engineers mentor middle school students during week-long camp

### 38 **SysCom News**

### 41 **Snapshots**

Spouses Team-Building Luncheon

42 Family Fun Day



**On the Cover:** During a Relief and Appointment ceremony in the spring, Sergeant Major James Dalgarn (left) relieved Sergeant Major Ethbin Hayes as the top enlisted Marine at Marine Corps Systems Command. (Graphic art by Kirk Nelson)

Competency  
Aligned  
Organization

CAO

# TEAM FOCUS

Competency

Aligned

Organization

## Command continues journey as a competency-aligned organization

As the next fiscal year approaches, Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS) are moving closer to becoming a team-based, competency-aligned organization (CAO). While preparations have been underway for several years, the next phase of implementation begins Oct. 1. Training has started, including a three-hour orientation for uniformed and civilian Marines alike.

“We’ve developed a CAO orientation program for the entire workforce,” said Dick Bates, MCSC’s Assistant Commander for Programs. “This includes curriculums, courseware and instructor materials.”

The initial effort to implement the CAO began in 2007 with additional guidance provided in 2008 by the Assistant Secretary of the Navy. The CAO also is an important part of the Command’s Strategic Plan. Within Strategic Goal Three, Objective 3.2 calls for “completing our transition to a competency-aligned, team-based work environment.”

Bates, the 3.2 Objective team leader, said a CAO is comprised of communities of practice known as

competencies that acquire, develop and sustain both the acquisition management and corporate operations expertise needed by PEOs, product groups, program managers and integrated product teams (IPT).

As competencies consist of people and their behaviors, the policies and work processes – including the training, tools and mission facilities needed to deliver products and services to the warfighter – competency domains are key focus areas of professional expertise. Within MCSC and PEO LS, the competency domains are identified as program management (1.0), contracts (2.0), engineering (4.0), life cycle logistics (6.0) and resource management (7.0). Every MCSC and PEO LS billet has been placed in a competency domain.

A CAO Concept of Operations document, approved in August by Brigadier General Frank Kelley, MCSC Commander, will serve as a guide designed to help all members of the Command understand “how we are organized, how we manage our workforce and how we do work so as to accomplish our important mission.”



Strategic Plan Objective Team 3.2, led by Dick Bates (far right), Marine Corps Systems Command’s Assistant Commander for Programs, has been working hard on the Command’s transition to a team-based competency-aligned organization. Photo does not include all team members. (Photo by Bill Johnson-Miles)

Delivery of systems and equipment used by Marines helps accomplish their warfighting mission.

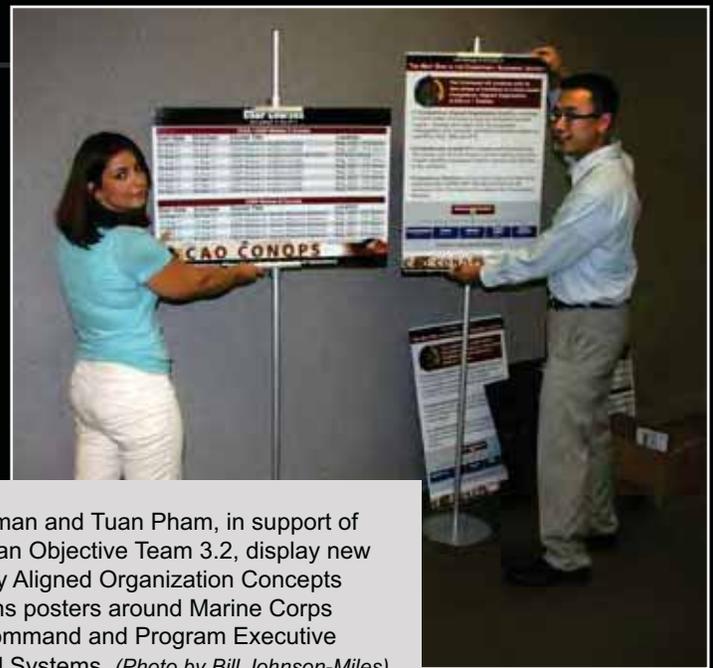
“The CAO concept of operations is built upon a foundation of collaboration and effective horizontal communication across organizational boundaries,” Bates said. “We are an open organization wherein all of us are in some way responsible for delivery of our products to the warfighter. At the same time, we also respect traditional chains of command, fiscal accountability, as well as technical, competency and programmatic authority.”

He said everyone should read the CAO Concept of Operations carefully. “Help us improve our implementing concepts by sharing your ideas with your competency and supervisory chain.”

Within the CAO, technical and competency authority flows down from the MCSC Commander through the Competency Directors, senior program assistants (known as Assistant PEOs or Assistant Product group Directors), Assistant Program Managers and individual competency members within the IPTs. This will involve a blend of supervisory relationships or those based on coordination, depending on the organization. Competency Directors ensure competency alignment with the Commander’s vision and objectives. The Competency Directors are responsible for providing the PEOs, Product Group Directors (PGDs), PMs and IPTs with a skilled workforce, effective processes and tools necessary for mission accomplishment. Overall, Bates said, the CAO reinforces “shared responsibility, mutual respect and commitment to program success.”

At the MCSC Town Hall in June, John Garner, PGD, Armor and Fire Support Systems, said, “The CAO will bring us flexibility to bring resources to bear on the programs and projects where they are needed most in order to meet the warfighter’s priorities in the most effective and efficient means possible.”

With the changes in place, Bates said the workforce should not see any major differences or impacts to day-to-day program and business operations. There will be some senior competency personnel who will assume a supervisory role, and the direct reporting supervisor for some competency members will change. All employees can expect to see a greater emphasis on workforce development. Moreover, the



Sylvia Newman and Tuan Pham, in support of Strategic Plan Objective Team 3.2, display new Competency Aligned Organization Concepts of Operations posters around Marine Corps Systems Command and Program Executive Officer Land Systems. (Photo by Bill Johnson-Miles)

CAO construct will provide the Command the ability to build, develop and manage resources at the enterprise level, matching the allocation of resources to the Marine Corps’ prioritized capabilities. As competency alignment moves forward, Bates urged everyone to “keep an open mind. Examine the benefits the CAO-IPT construct offers to the Marine Corps. Ask questions, get the facts from an authoritative source, and by all means, ignore the rumor mill. Attendance at one of the upcoming Orientation Program sessions in August and September is the best way to get the facts.”

With competency alignment, Bates explained, MCSC and PEO LS will create a more agile acquisition organization, able to respond to the rapidly changing needs of the warfighter. This will help build a highly skilled workforce able to accomplish the mission in an environment of diminishing resources. It will streamline the organization and work processes, and continue the march toward organizational high performance.

“This will also aid our program managers by harmonizing the interactions between programmatic, technical and competency authorities,” Bates said.

At the Command Town Hall, Garner added, “The competency alignment strategy will work only if we make it work. This is going to be an exciting time. I look forward to it and hope we all do.”

— By Jim Katzaman and Barb Hamby,  
MCSC Corporate Communications





## In a changing environment, MCSC's mission remains the same

During Marine Corps Systems Command's (MCSC) Town Hall III briefing, held at Little Hall in May, Brigadier General Frank Kelley, MCSC Commander, reflected on a recent visit from the Assistant Commandant of the Marine Corps and a question the four-star General had him answer.

Kelley asked the audience, "Did you ever think you'd hear this question from our Assistant Commandant: 'Hey, Frank, what's the sticker price on a MEU [Marine Expeditionary Unit]?' Did anyone ever think we'd be asked that question? The questions have changed."

Then a woman's voice came over the speakers.

"Excuse me, Frank," the mystery voice said. "Yes, Frank, I'm talking to you. You should probably mention that, although the questions have changed, they actually have not changed since they've changed."

"That's a good point," Kelley said. "The questions have not really changed since they've changed. Since we've been getting these questions, they've been pretty consistent: At what cost and then how fast can you do it?"

The mystery woman's statement, although a little convoluted, pointed out a long-term shift for the Command – an increased focus on fiscal responsibility.

But according to Kelley, even though MCSC's environment might not be the same on a day-to-day basis, the Command's goal of equipping the war-fighter to win will not change.

"We present a picture here where we as a Command have been consistent and steady in our focus," Kelley said. "Our mission statement hasn't changed; the expectations from our leadership haven't changed; and the environment continues to evolve. We're just not going to be the same either."

Part of the change for the Command will be the transition to a Competency Aligned Organization (CAO; see story on Page 4), which was the focus of Executive Director Dr. John Burrow's presentation following the Commander. The transition also reflects increased attention to watching the bottom line while providing the same products and services to the Marine Corps.

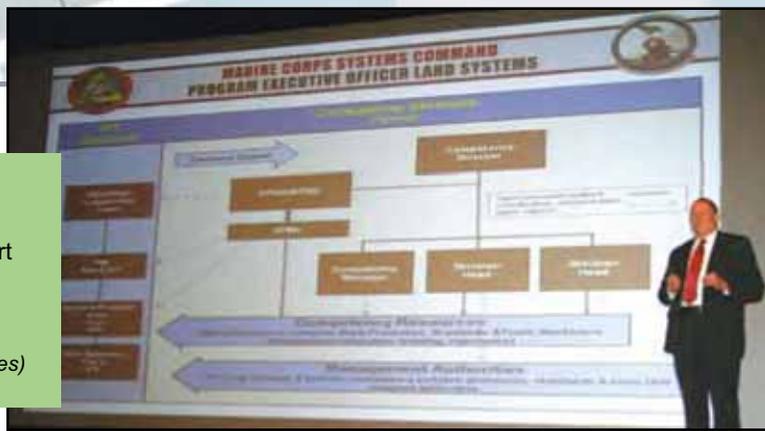
"The question I get all the time is, 'Why are we doing this?'" Burrow said. "I'll quote Mr. [Sean]



At Marine Corps Systems Command's (MCSC) Town Hall IV in June, Brigadier General Frank Kelley, MCSC Commander, challenges employees to think. (Photo by Bill Johnson-Miles)

# CONSISTENT and STEADY

John Garner, Product Group Director for Armor and Fires Support Systems, discusses competency alignment at Town Hall IV in June. (Photo by Bill Johnson-Miles)



the proverbial 19-year-old Lance Corporal.

“We support that individual infantry Marine when he or she needs something

bigger, heavier, more lethal to reach out and touch the enemy or perhaps needs to reach further,” Garner said. “If you’re that 19-year-old Lance Corporal and you’re ambushed and guys are firing on you from heavy weapons that either outrange you or they’re under cover, you call back to the systems we provide and we’ll put a 200-pound warhead on the corner of the stage from 45 miles away. If you want to run over something and bring some real shock and awe to the fight, we’ll give you a tank... Shock, awe, firepower, destroy the enemy.”

Colonel Andy Bianca, Product Group Director for Infantry Weapons Systems, underlined what he viewed as the most important part of the transition into a CAO: teamwork.

“The most important thing is that last one: Build trust. This thing [CAO] is not going to work if you see yourself as apart from the program teams and the IPTs [Integrated Product Teams]. If we don’t take anything else out of today, you have to take this: We’re all in this thing together, and we’re all on the same team. We’ve got to be focused on the war-fighter that everybody talks about all the time. He or she just wants the gear, and we have to be sure that we get it to them right.”

– By Carden Hedelt, MCSC Corporate Communications

Stackley [Assistant Secretary of the Navy for Research, Development and Acquisition], and the answer is ‘to do what we do better.’ We believe that these will help drive it. What do we do best, and how are we going to improve? I submit to you: Lead and manage acquisition and sustainment of Marine Corps systems and programs and deliverable programs, and make sure they’re out there and supported. It’s also to help the Marine Corps figure out how to do this more affordably.

“Are there requirements in there today that if I traded out tomorrow, I could buy more, I could reduce risk, I could take that money and go do something else with it? Instead of responding to questions, what if you do this, and what if you do that? I want to pose the questions.”

The Commander's fourth Town Hall briefing, held at Little Hall in June, provided several messages from Kelley, including the importance of taking pride in the work that MCSC does in support of the Marine Corps.

“You folks should be going home and telling your kids, wives, husbands and mothers and fathers what you’re doing because it’s important,” Kelley said. “And there’s nobody in the Marine Corps who is doing the work we’re doing for the Commandant’s priorities other than this Command.”

Kelley then opened the floor to each of the Product Group Directors to take the stage and provide information on the structure and events within each product group as a way to familiarize the entire Command with their organizations and what they need from the rest of the Command as each product group makes the transition into a CAO.

John Garner, Product Group Director for Armor and Fire Support Systems (AFSS), made it clear to the Command what AFSS does for



Marine Corps Systems Command (MCSC) employees filled up Little Hall at MCSC’s Town Hall III in May. (Photo by Bill Johnson-Miles)

## MCSC exhibits equipment and systems in the 'Show Me' state

The spirit of St. Louis was alive and well in June as tens of thousands of spectators came out to various locations throughout the city to meet America's Marine Corps. They tested the latest Marine Corps technology; climbed aboard state-of-the-art Marine vehicles and aircraft; and experienced the full strength of the Corps' capabilities during combat demonstrations on the Mississippi riverfront by air, land and sea.

Missouri is the "Show Me" state, and that's exactly what Marine Corps Systems Command (MCSC) did for its part during Marine Week St. Louis. Set up in tents under the famous Gateway Arch, more than 100 members of the Command showed local citizens the equipment, vehicles and systems they are fielding to the warfighters. These included weapons, ammunition, optics, a Command Operations Center, a Mine Resistant Ambush Protected (MRAP) All-Terrain Vehicle, computer technology, training systems, robots, infantry combat equipment, medical gear and so much more.

"We were able to show mothers and fathers of currently deployed service members the type of life-saving equipment their sons and daughters have with them overseas," said Kevin Joyner, Family of Field Medical Equipment. "I feel it truly provided them with some relief just knowing that someone was constantly working to ensure that the medical equipment

is always being reviewed and updated as needed."

"About 20 percent of the visitors that came by were mothers, fathers, relatives or friends of Marines that are currently serving," said Chief Warrant Officer 2 Peter Garibaldi, MRAP Joint Program Office. "They appreciated

# Marine Week

and were amazed seeing what their son or daughter is using, and not just hearing about it in a letter or over the phone."

The public really wanted to see the Infantry Weapons display as the line snaked around inside the tent and extended outside.

"I was simply astounded by the enthusiasm of the public to see the weapons and optics that we had displayed," said Captain Robert Tavzel, Infantry Weapon Systems. "It was wonderful to behold the excitement of young people able to get a photo with their favorite sniper rifle or gaze about the room with a thermal imager. It was a great opportunity to connect with the next generation of future Marines."

"The equipment was more advanced than I thought it would be," said Zack Brown, an 18-year-old student from St. Louis who is considering becoming a Marine. "It was awesome. I can see how this stuff can help keep Marines safer."

Many of the visitors noticed the progress the Marine Corps has made through the years.

"It was very interesting seeing the advancements since I was in the Corps," said Ken Francisco, a Vietnam veteran from Foley, Mo. "I wish we'd had some of this gear in Vietnam. After seeing all this, if I was able, I'd like to serve again today."

"This is pretty incredible," said Darrin Bruno, a Marine Corps veteran from Wentzville, Mo., who has a son in the Corps. "Comparing today's



Gloria Pryor of Corporate Communications gives a child a Marine Corps lanyard during Marine Week St. Louis. (Photo by Bill Johnson-Miles)

# e St. Louis

technology to 1984 when I was in the service, there is no comparison.”

For most of the MCSC team working the event, it’s the positive comments from the public that makes their work exciting.

“I am honored to attend events such as these,” said Master Sergeant Trenton Widdis, Combat Equipment and Support Systems. “I was privileged enough to be at Marine Week in Chicago in 2009 and now St. Louis, and each time I am surprised by the turnout as well as the interest level from the public.”

“It was an awesome experience,” said Master Gunnery Sergeant Larry Freetage, Ammunition. “I would do it again in a heartbeat. The people of St. Louis were great.”

– By Bill Johnson-Miles, MCSC Corporate Communications



Sergeant Geraud Ford, 1st Battalion, 11th Marines, 1st Marine Division, talks about the Global Technical Assistance Center with a young visitor. The Sergeant assisted Marine Corps Systems Command’s Marine Air-Ground Task Force Command and Control Weapons and Sensors Development and Integration product group inside the Combat Operations Center during Marine Week St. Louis. (Photo by Bill Johnson-Miles)



Scott Gatto of the Robotic Systems Joint Program Office shows a young visitor how to operate one of their many robots during Marine Week St. Louis. (Photo by Bill Johnson-Miles)

(National Park Service photo)

# MCSC and PEO LS Events



“The Commandant’s Own” U.S. Marines Drum and Bugle Corps perform during the Sunset Parade hosted by Marine Corps Systems Command in June at the Marine Corps War Memorial. (Photo by Bill Johnson-Miles)



Dan Corbin, the former Program Manager (PM) for Global Combat Support System-Marine Corps (GCSS-MC), and his wife depart following the GCSS-MC Change of Charter Ceremony at the National Museum of the Marine Corps in July. Following Corbin is the new PM GCSS-MC, Andrew Dwyer. (Photo by Bill Johnson-Miles)



(From Left) Bob Forrester of Infantry Weapons Systems, Kelly Gibson, Assistant Commander for Life Cycle Logistics, and Lance Tracey of Program Executive Officer Land Systems are interviewed by Dr. John Pickering, President of Commonwealth Centers for High Performance Organizations. Dr. Pickering conducted four days of confidential interviews with over 45 people within the Command to compare it against the High Performance Organization model he currently teaches. (Photo by Bill Johnson-Miles)



While entering Building 2200 during a visit to Marine Corps Systems Command (MCSC) in July, Sergeant Major of the Marine Corps Michael Barrett (right) speaks with MCSC Sergeant Major James Dalgarn. (Photo by Bill Johnson-Miles)

Dan Dixon (left) of Infantry Weapons Systems discusses optics with congressional staffers and Sergeant Major James Dalgarn, Marine Corps Systems Command Sergeant Major, during Marine Day on Quantico’s Range 15. (Photo by Bill Johnson-Miles)





(From Left) Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, holds the ribbon as Lieutenant Colonel Mark Brinkman of Infantry Weapons Systems and Lieutenant Commander Erik Breitenbach of Quantico's Public Works completes the ceremonious cutting signifying the opening of newly refurbished Building 2203, the new home for Product Group 13. (Photo by Bill Johnson-Miles)



(From left) Mr. James Smerchansky, Marine Corps Systems Command (MCSC) Deputy Commander for Systems Engineering, Interoperability, Architectures and Technology, and Dr. John Burrow, MCSC Executive Director, listen to, Ted Schindler, Navy Surface Warfare Center Dam Neck, discuss Rapid Response Hardware Engineering during a show-and-tell event at MCSC in July. (Photo by Bill Johnson-Miles)

Senior Chief Hospital Corpsman Eugenio Bacordo of Infantry Weapons Systems discusses new field medical equipment with a visitor at the Sea Air Space Exposition at National Harbor in Maryland. (Photo by Bill Johnson-Miles)



Colonel Joe Shrader, Product Group Director for Combat Equipment and Support Systems, shakes hands with Mr. Sean Stackley, Assistant Secretary of the Navy (ASN) for Research, Development and Acquisition (RDA), during a visit to Marine Corps Systems Command by the ASN (RDA). (Photo by Bill Johnson-Miles)



Rod Montgomery of Life Cycle Logistics speaks with Corine Anderson (right) of Global Combat Support System-Marine Corp and Linda Wallace of Information Systems and Infrastructure at the Readiness of Enterprise Acquisition Data Symposium. Nearly 200 people representing 16 organizations, including four industry partners, attended this unique event organized by Montgomery. (Photo by Bill Johnson-Miles)



Brigadier General Michael Brogan, Commanding General, Training Command, talks about the photo of himself he just hung on the quarterdeck wall in Marine Corps Systems Command's (MCSC) headquarters building. The photo represents Brogan's tenure as MCSC's Commander. (Photo by Bill Johnson-Miles)

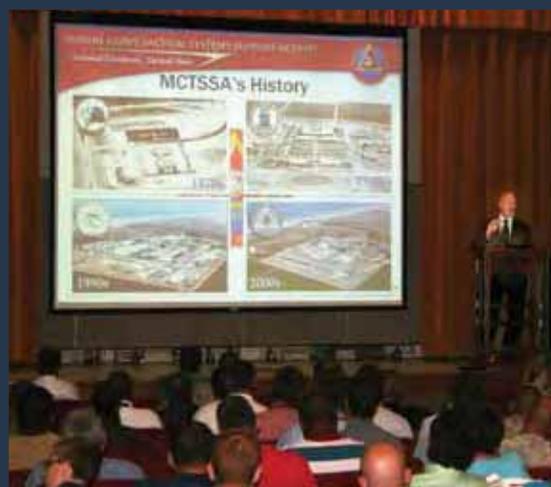


Julie Mattocks (left), Deputy Operations Manager, and Mrs. Anne McDermott, Deputy Commander for Resource Management, answer questions during the Operations and Administration Community of Practice Town Hall. (Photo by Bill Johnson-Miles)

Mr. Charles Campbell, Chairman of the Secretary of Defense's Information Technology Acquisition Reform Working Group, speaks during the Information Technology and Information Management Town Hall in June at the Gray Research Center. (Photo by Bill Johnson-Miles)



Marine Corps Tactical Systems Support Activity's (MCTSSA) Technical Director Michael Canterbury addresses the audience during MCTSSA's Town Hall at Quantico in June. The Town Hall included presentations and review of the vast array of services and capabilities the Activity offers to Marine Corps Systems Command and operating forces around the world. (Photo by Bill Johnson-Miles)



Gunnery Sergeant Greg Massey, Marine Corps Plans, Policy and Operations, and Jammer, a black Labrador retriever, demonstrate the Improvised Explosive Device Detector Dog program for members of Marine Corps Systems Command. (Photo by Bill Johnson-Miles)



1



2



3

# Earth Day

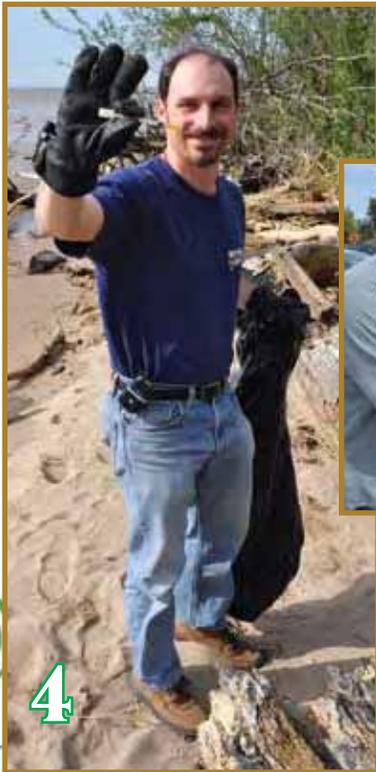
Marine Corps Systems Command's Safety Office organized a clean-up of Hospital Point for Earth Day and nearly 100 people volunteered.

1) Wilma Tuttle (left) of Resource Management and Verna Long of Programs plant flowers while others pick up trash. 2) Sarah McClutchy of Armor and Fire Support Systems holds a trash bag while another volunteer deposits debris. 3) Lance Corporal Rodolfo Estrada and Corporal Jasmine Castaneda, both of the Staff Secretary Administration Office, clean up bottles and more.

4) John Philpott of Ground Transportation and Engineering Systems displays a hypodermic needle he found while cleaning up trash along the Potomac River beach.

5) Poppy Harover of the Safety Office serves chili to volunteers following the Earth Day clean-up. The Safety Office sponsored a chili luncheon to say thanks to the volunteers. 6) This pile of trash, collected from the Earth Day efforts, was created after every single trash bin on Hospital Point was filled.

*(Photos by Bill Johnson-Miles)*



4



5



6

# Gathering features awards, speakers, warfighter messages

After a day of award presentations and speakers capped by a panel of warfighters fresh from Afghanistan, Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), said, "There's not one person here who can afford what we were just given."

The invaluable information was dispensed through Acquisition Excellence (AE) Day in June at the Hylton Event Center in Woodbridge, Va. More than 1,500 Marines, Civilian Marines, contractors and others from throughout MCSC, Program Executive Officer Land Systems (PEO LS) and partner acquisition organizations gathered to celebrate "Our Team, Our Mission – Our Marines."

From shortly after 8 a.m. until early afternoon, 34 individuals and teams received Marine Corps Acquisition Awards and Commander's Honorary Awards (see Pages 16-17). In addition to the presentation of awards, the day included motivational speakers and Marines who shared their experiences at the warfront and their reliance on MCSC and PEO LS support for mission success.

"AE Day is not only for MCSC but for everyone involved in our entire enterprise," Kelley told the audience. "We're here to recap many of our teammates' accomplishments. We also want to do this for us to realize what our potential is. We've been in periods of challenge like this throughout the history of the Marine Corps, and we've always come out well. Our theme is appropriate in many forms, and I love the fact that it finishes off with our Marines because that's who we're here for."

"Get to know your fellow teammates and share thoughts and ideas and embrace our theme," the Brigadier General said as he introduced Major General (Select) Charles Hudson, most recently the Commanding General, 1st Marine Logistics Group (MLG), Camp Leatherneck, Afghanistan. From March 2010 until March 2011 his unit helped battle Taliban insurgents in Helmand Province.



Major General (Select) Charles Hudson, most recently the Commanding General, 1st Marine Logistics Group, Camp Leatherneck, Afghanistan, addressed the audience as the keynote speaker at Acquisition Excellence Day in June. (Photo by Bill Johnson-Miles)

He recalled Marines who displayed "courage day in and day out as they conduct the Nation's business." He noted how many Marines were wounded, some multiple times, only to return to the fight until they suffered permanent injury, sometimes losing arms and legs or even their lives, all in support of the mission.

"Our mission was to sustain the MAGTF [Marine Air-Ground Task Force], and it was a successful and challenging deployment," Hudson said.

At 38,000 square miles, Helmand province is roughly the size of Indiana or Kentucky. The non-linear battlefield had many pockets of enemy fighters. "We didn't have the luxury of secure lines of communication," Hudson said.

Supporting 19,000 Marines spread out across the province made the mission difficult. However, as the Major General noted, "By definition, Marines don't go where it's easy to support them logistically."

He then addressed his audience and said, "While Marines and Sailors on the ground bore their share of the burden, you at MCSC, some 7,000 miles away, focused on them as well. The caliber of our Marines is the best this Nation has to give, and your efforts save uncountable lives every day."

Following Hudson, Marty Anderson, Senior Lecturer in Management at Babson College, Mass., talked about how it is impossible to manage the future.

Master Gunnery Sergeant Christopher Martinez (center), 1st Marine Logistics Group (Forward), answers a question during the Warfighters Panel at Acquisition Excellence Day. (Photo by Bill Johnson-Miles)



# AE DAY

“Organizations are large and complex and try to do the right thing,” Anderson said. Relating the corporate world to the unknowns and dangers of the battlefield, he said, “The Marine Corps always figures out how to do stuff that’s totally impossible. Its mission is to ensure Marines are postured for hybrid threats in the complex environments of the 21st century.”

The Warfighters Panel that wrapped up the event was new to AE Day. Lieutenant Colonel Michael Rohlfs, Combat Logistics Battalion 17; Major Sean Collins, I Marine Expeditionary Force (Forward); Major James Towney, 1st MLG (Forward); Captain David Sierleja, 1st Combat Engineer Battalion; Chief Warrant Officer 2 Matthew Anderson, 2nd Battalion, 1st Marines; and Master Gunnery Sergeant Christopher Martinez, 1st MLG (Forward) relayed their recent Afghanistan experiences, tying them to how MCSC and PEO LS directly impact the warfighter.

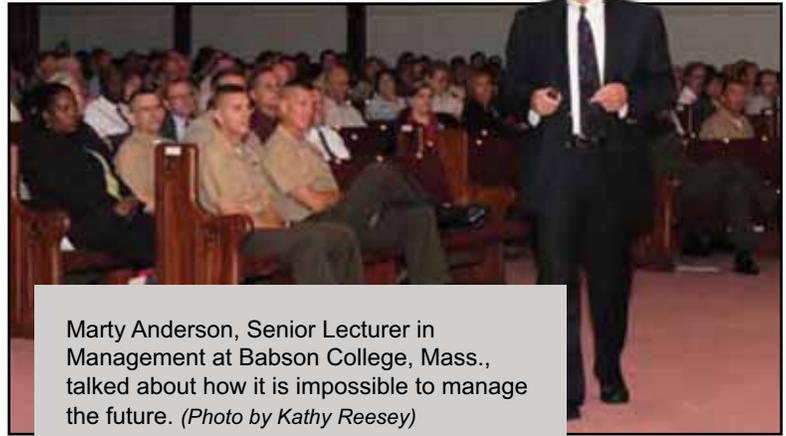
“The distribution part is slow,” Towney said. “We can fix items only as fast as you can get parts to us.”

Having seen how tough the Afghanistan mountainous terrain can be on equipment, Martinez said it can be hard to explain to someone thousands of miles away how always-reliable parts can fail. “If someone in theater calls you and you don’t understand how a part could break, remember that the Afghanistan terrain is very rough. Every little nut and washer is important.”

Any logistics stumbles, the panel agreed, were few and vastly outweighed by MCSC’s support and dedication.

“MCSC always finds a way to say yes,” Collins said. “You guys are doing such a bang-up job. We always knew we could reach back to MCSC for support.”

At the conclusion of AE Day, Brigadier General Kelley listed points to take away: discipline; following the chain of command; drive-by fielding never works.

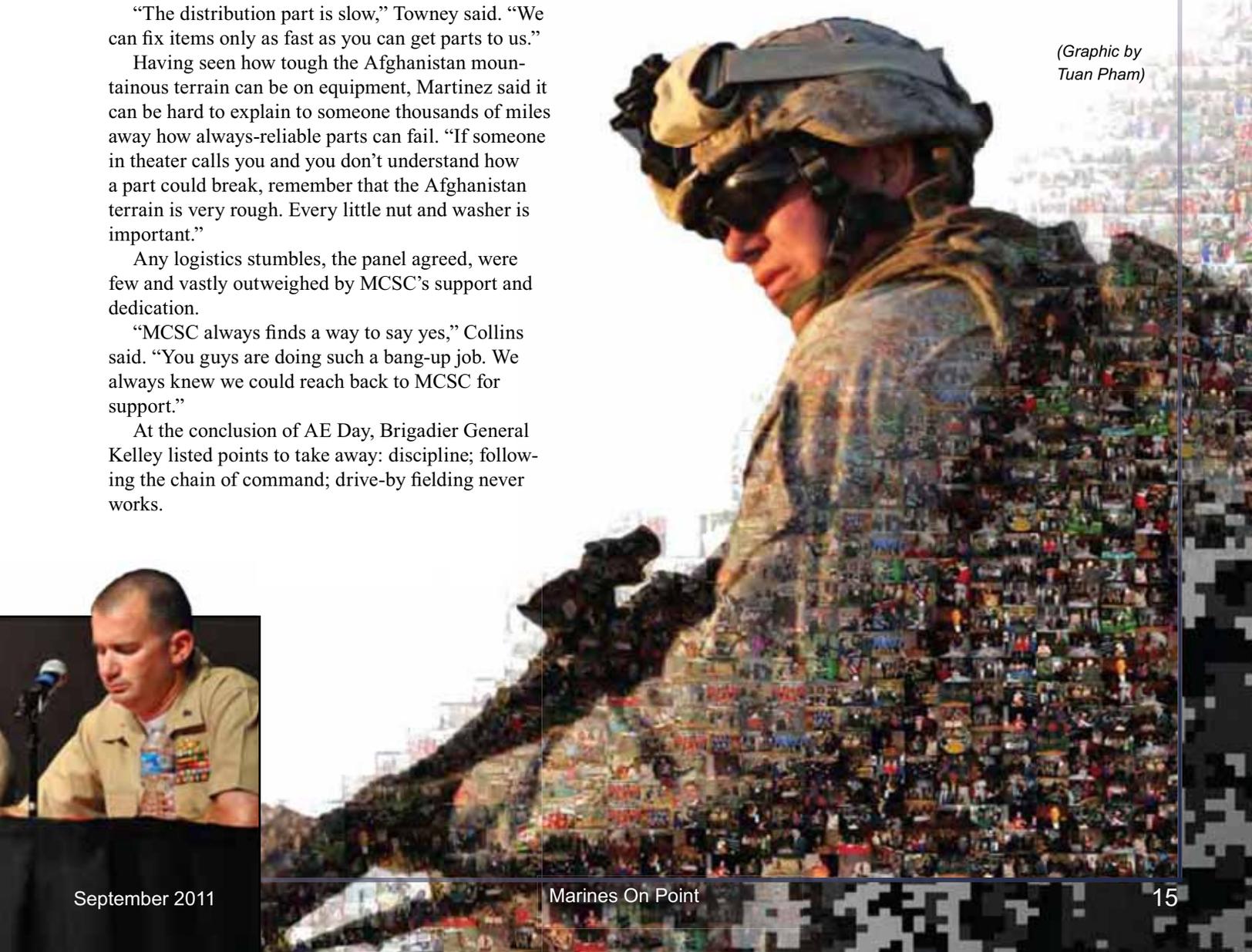


Marty Anderson, Senior Lecturer in Management at Babson College, Mass., talked about how it is impossible to manage the future. (Photo by Kathy Reese)

“The secret to our success is our closeness to the warfighter, and we got a whole lot closer today,” he said. “It’s great to celebrate awards like this, but there’s a lot of work to be done. I want you to pause and be proud and think. Remember our theme: Our Team, Our Mission – Our Marines.”

– By Jim Katzaman, MCSC Corporate Communications

(Graphic by Tuan Pham)



# Officer, NCO, civilian receive Marine Corps awards at AE Day

Among the 34 individual and team awards presented at Acquisition Excellence (AE) Day in June were the Marine Corps Awards for Acquisition Innovation and Excellence for achievements in 2010. These are known as the Andrew J. Higgins, Eugene M. Stoner and Donald Roebbling Awards.

The awards' namesakes were responsible for the design, development, production and sustainment of three critical items of warfighting equipment, which have had a major and enduring impact on the Marine Corps.

The Higgins Boat carried the allies to victory in World War II; all Marine infantrymen from Vietnam to the present-day conflicts have carried the M16 Rifle, derived from a design by Stoner; and for more than 50 years the Amphibious Tractor, Roebbling's creation, paved the way for modern amphibious force operations.

The Higgins Award is presented to a Marine Corps officer, the Stoner Award is presented to a Marine staff noncommissioned officer, and the Roebbling Award is presented to a Marine Corps civilian acquisition professional. These awards recognize superior professional excellence or innovation in pursuit of the acquisition, fielding and support of systems and equipment to the operating forces.

Major John Smith accepted the Higgins Award for his "acquisition acumen and dynamic leadership that helped Marine Corps

Systems Command's Product Group Director (PGD) for Infantry Weapons Systems and the PGD for Army Fire and Support Systems provide the very best weapons systems and heavy armor to the Marine Corps."

The Major managed complex, high-dollar and high-visibility projects instrumental to the development, procurement and limited fielding of the Infantry Automatic Rifle, introduction of M1A1 Tanks in support of Operation Enduring Freedom and fielding of the 120mm Multi-Purpose High-Explosive Tank Round.

Master Gunnery Sergeant Darren Piper received the Stoner Award for being "intimately involved in fielding more than 1,000 Advanced Field Artillery Tactical Data Systems and 343 handheld back-up computer systems to the fleet. He ensured appropriate training of these systems occurred prior to deployment and did not interrupt ongoing operations."

He also closely coordinated with units deploying to Iraq and Afghanistan and was instrumental in the rapid delivery of software and hardware upgrades before they were deployed. After the units arrived in theater, he also made sure patches and upgrades reached their destinations so operating forces stayed current and combat ready.

Terry Murphy received the



Major John Smith, Army Fire and Support Systems, accepts the Andrew J. Higgins Award from Major General (Select) Charles Hudson (left), most recently the Commanding General, 1st Marine Logistics Group, Camp Leatherneck, Afghanistan, and Brigadier General Frank Kelley, Commander, Marine Corps Systems Command. (Photo by Kathy Reese)



Major General (Select) Charles Hudson (left), most recently the Commanding General, 1st Marine Logistics Group, Camp Leatherneck, Afghanistan, presents the Eugene M. Stoner Award to Master Gunnery Sergeant Darren Piper, Marine Air-Ground Task Force Weapons and Sensors Development and Integration. (Photo by Kathy Reese)

Background photo: More than 1,500 people attended the Command's Acquisition Excellence Day at the Hylton Events Center in June. (Photo by Bill Johnson-Miles)



Brigadier General Frank Kelley (left), Commander, Marine Corps Systems Command, and Sergeant Major James Dalgarn, the Command's Sergeant Major, congratulate Terry Murphy, Combat Equipment and Support Systems, for winning the Donald Roebbling Award. (Photo by Bill Johnson-Miles)

Roebing Award, according to his citation, for “working relentlessly to improve the quality of Program Manager, Combat Support Equipment tests. He was instrumental in establishing a series of training events, a test-and-evaluation Web site and instituting a mentoring and growth program to improve individual and collective capabilities of all Combat Equipment Support System personnel.”

In 2010 he also planned and executed 12 test and evaluations ahead of schedule, which saved more than \$150,000. Murphy also helped capture, document and disseminate test and evaluation knowledge across the Command.

– By Jim Katzaman, MCSC Corporate Communications



Robert Lee Bond (center) of Program Executive Officer Land Systems accepts the Lawrence P. Kreitzer Leadership Award from Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), and Dr. John Burrow, MCSC Executive Director. (Photo by Kathy Reese)

# Acquisition Excellence



## Marine Corps Awards for Acquisition Innovation and Excellence for Achievements in 2010

### Andrew J. Higgins Award

Major John Ethan Smith  
AFSS, PG14

### Eugene M. Stoner Award

Master Gunnery Sergeant Darren Piper  
MC2I, PG11

### Donald Roebing Award

Terry Murphy  
CESS, PG16

## Commander's Honorary Awards for Achievements in 2010

### Acquisition Support

#### Individual:

Eric Shields

NSWC Carderock, Md.

### Contract Management

#### Individual:

Sakeena Siddiqi

GTES, PG15

#### Team:

EFSS Ammunition Contracting Team  
AMMO

### Engineering

#### Individual:

Captain John Frushour

MCTSSA

#### Team:

Tactical Edge Data Solutions Team  
MCTSSA

### Financial Management

#### Individual:

Bill Harris

PEO LS

#### Team:

Business and Financial Management Team  
MRAP

### Information Technology

#### Individual:

Rodrick Adams

GCSS-MC

#### Team:

Family of Field Medical Equipment Team  
CESS, PG16

### Logistics

#### Individual:

Katherine McCauley

IWS, PG13

#### Team:

Optics Systems Logisticians Team  
IWS, PG13

### Operations Research/Systems Analysis

#### Individual:

Jim Myers

PEO LS

#### Team:

Logistics Requirements and Funding Summary Cost Estimating Tool Integrated Product Team LCL

## Program Management

### Individual:

Dennis Boucher

AFSS, PG14

### Team:

MAGTF Command and Control Systems Team  
MC2I, PG11

## Provisioning

### Individual:

Jay O'Neil

CESS, PG16

### Team:

Test Measurement and Diagnostic Equipment Provisioning Team  
CESS, PG16

## Test and Evaluation

### Individual:

Peter Manternach

CESS, PG16

## Staff Support

### Individual:

Greggory Boatright

SCMC

### Team:

Common Aviation Command and Control System Support Team  
PEO LS

## Customer Focus

### Individual:

Sarah Longava

CINS, PG12

### Team:

Counter Radio-Controlled IED Electronic Warfare Thor III Team  
CINS, PG12

## Innovation

### Individual:

Michael Halloran

PEO LS

### Team:

Polymer Case Ammunition Team  
AMMO

## Knowledge Management

### Individual:

Captain Eric Cross

MCTSSA

### Team:

Strategic Plan Objective Team 3.1

## Teamwork

### Individual:

Ricky Williams

MCTSSA

### Team:

Marine Expeditionary Rifle Squad Team  
IWS, PG13

## Command Vision

### Individual:

Susie Alderson

MCTSSA

### Team:

MAGTF Command and Control Systems Team  
MC2I, PG11

## Lawrence P. Kreitzer Leadership Award

Robert Lee Bond

PEO LS



## Command Contract Specialist excels amid Haiti disaster

Just days after the catastrophic 7.0 magnitude earthquake devastated Haiti in January 2010, Marine Corps Systems Command Contract Specialist Barbara Hickman was on her way to the island nation to provide contingency contracting support. Her original 30-day detail extended into a three-month mission that eventually also included contracting support for a subsequent earthquake in Chile.

More than a year later, Hickman was in the Pentagon where she received the Expeditionary Contracting Award. During the presentations, Secretary of the Navy Ray Mabus recognized more than 50 individuals and commands for improving Department of Defense acquisition processes with a combined cost savings to the government of more than \$5.5 billion.

Hickman's service in what was designated Operation Unified Response came at her own initiative. "I knew I had the requisite experience in emergency contingency and humanitarian assistance," she said. Within four days of volunteering she was deployed to Haiti with U.S. Southern Command (SOUTHCOM).

The country was in ruins. The earthquake killed more than 230,000 people, left more than 2 million homeless, 3 million in need of critical medical care and hundreds of thousands of people trapped and in desperate need of a massive search-and-rescue operation. Unlike other contingency efforts, there was little time for planning and training.

Hickman quickly integrated with and coordinated support from the multiple contracting and logistic agencies involved in the operation. Because of her experience and wealth of knowledge regarding



(From left) Secretary of the Navy Ray Mabus presents Marine Corps Systems Command (MCSC) Contract Specialist Barbara Hickman the Department of the Navy Expeditionary Contracting Award. Dr. John Burrow, MCSC Executive Director, and Mr. Sean Stackley, Assistant Secretary of the Navy for Research, Development and Acquisition, attended the June award ceremony. (Pentagon photo)

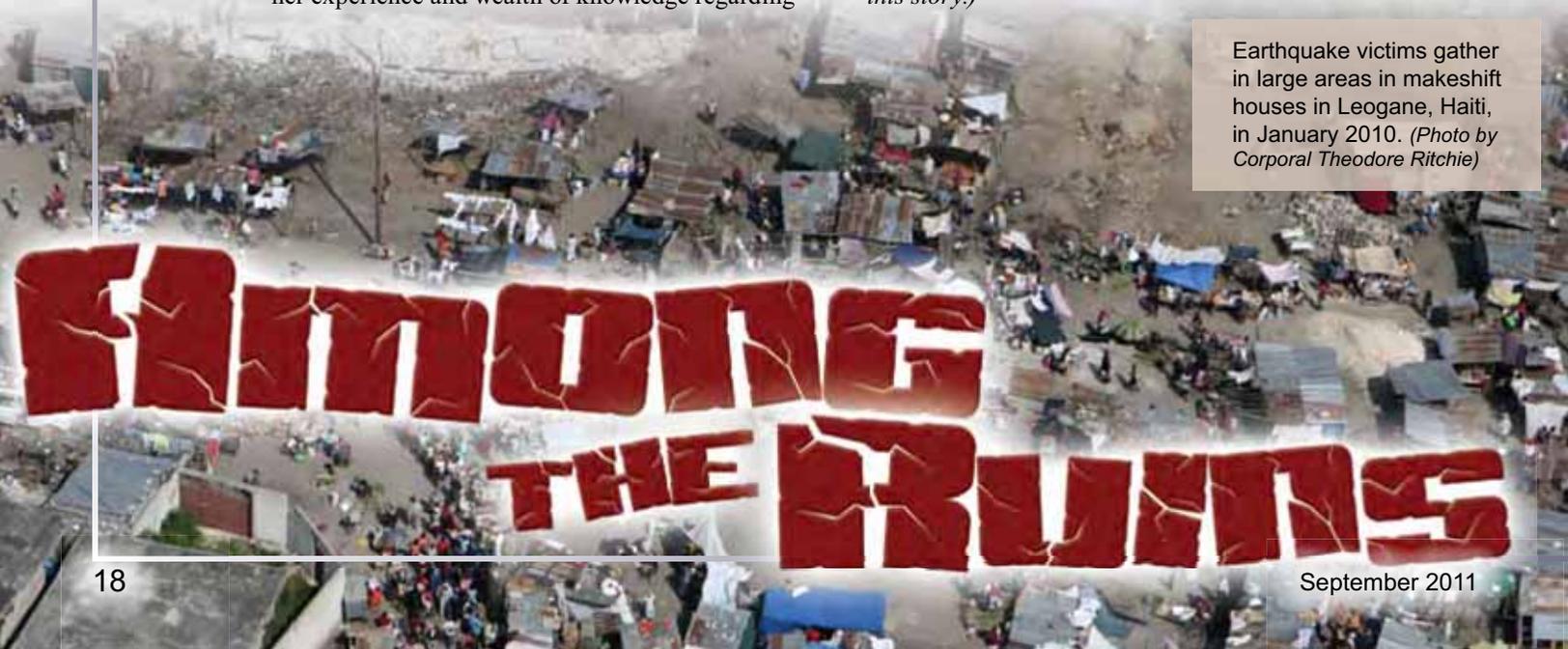
contracting, acquisition and, specifically, contingency contracting operations, she was quickly recognized and sought out by SOUTHCOM leaders. She also worked with little to no assistance.

She helped plan, administer and manage contingency contracts, providing contract support and reach-back capability to more than 22,000 forward-deployed troops and all contracting agencies in support of the recovery operation. To accomplish this, Hickman helped evaluate, revise and implement contingency contracting policies and procedures. Hickman also participated in the long-range planning of the contractual procurement program for Operation Unified Response. She prepared, participated in and occasionally led teleconferences between SOUTHCOM and supporting civilian, military and contract personnel.

Hickman's contracting award noted that she "contributed immensely to international relief efforts in the largest disaster response mission in modern U.S. military history."

— By Jim Katzaman, MCSC Corporate Communications (Navy News Service contributed to this story.)

Earthquake victims gather in large areas in makeshift houses in Leogane, Haiti, in January 2010. (Photo by Corporal Theodore Ritchie)



## MCSC and PEO LS Awardees

### Legion of Merit

Lieutenant Colonel Peter Charboneau  
PEO LS

Sergeant Major Ethbin Hayes  
Former MCSC Sergeant Major

### Meritorious Service Medal

Lieutenant Colonel William Randall  
MCTSSA

Major Norris Alexander  
MC2I

Major Robert Bledsoe  
MC2I

Major Richard Cushing  
CESS

Major Shaun Dohoney  
MCTSSA

Major Douglas Dudgeon  
AFSS

Major Rodney Jordan  
CINS

Major Kyle Murray  
Counsel

Major Bryan Paton  
GTES

Major Shelton Richards  
PEO LS

Major Kenneth Vanzandt  
MC2I



Major Jody White  
IWS

Chief Warrant Officer 5 Pamela Good  
GTES

Chief Warrant Officer 4 Kurt Garrett  
AMMO

Chief Warrant Officer 4 Arnold Walls  
CINS

Chief Warrant Officer 3 Amy Gardner  
PEO LS

Sergeant Major Barry Morgan  
MCTSSA

Master Gunnery Sergeant  
Christopher Blackler  
IWS

Marine Corps Tactical Systems Support Activity's Captain Jonathan Disbro, who lost his leg during a deployment to Iraq in 2004, wins the Warrior Games' 30-Kilometer Cycling Competition with a time of 1:00.52 during the 2011 national games held at the Olympic Training Center in Colorado Springs, Colo. The cycling event was only one of five rigorous events Disbro successfully tackled in order to win the coveted, overall "Ultimate Champion" crown. *(Photo by Kayla Hermann)*

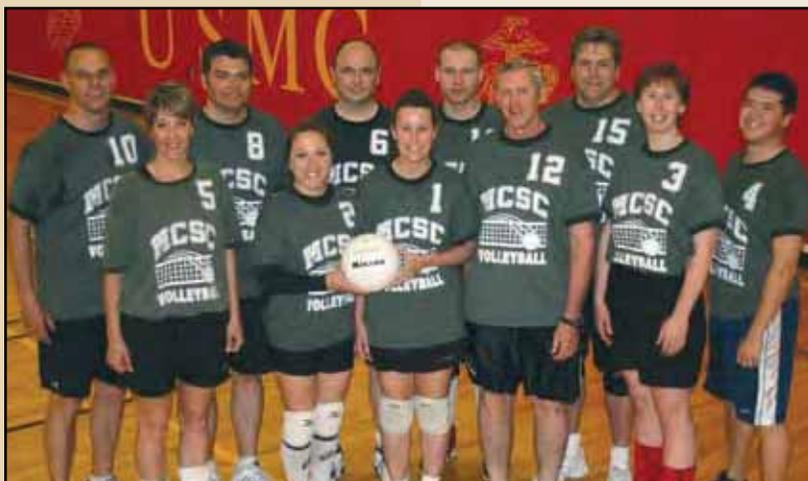
Master Gunnery Sergeant Charles Gunn  
MCTSSA

Master Gunnery Sergeant Shawn Stevens  
PEO LS

Gunnery Sergeant Kevin Conrad  
AMMO



Corporal Seth Kellogg's family attended his promotion ceremony in the spring. Kellogg works in the Staff Secretary's Administration Office. *(Photo by Jim Katzaman)*



Marine Corps Systems Command's co-ed volleyball team won Marine Corps Base Quantico's intramural volleyball league and playoff championship for the second year in a row. *(Photo by Bill Johnson-Miles)*

### Navy and Marine Corps Commendation Medal

Lieutenant Colonel Chad Burke  
LCL

Major Douglas Cook  
ISI

## MCSC and PEO LS Awardees



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents the Captain's Cup trophy to the Ammunition team after they captured the volleyball competition during Family Fun Day in June. (Photo by Bill Johnson-Miles)

Captain Shawn Daley  
GCSS-MC Albany

Captain David Heilig  
CINS

Captain Charles Jenkins  
IWS

Captain Brent Kershaw  
GTES

Captain Metin Yaman  
CINS

Chief Warrant Officer 4 Jeffrey Gardner  
CINS

Master Gunnery Sergeant Robert Conkins  
GTES

Master Sergeant John Arnold  
MCTSSA

Master Sergeant Jason Kendall  
CINS

Gunnery Sergeant Luis  
Capistran  
AMMO

Gunnery Sergeant Jason  
Cramer  
MC2I

Gunnery Sergeant Rick  
Gardner  
GTES

Gunnery Sergeant  
Kevin Norwood  
IWS

Gunnery Sergeant  
Jason Parrish  
GTES

Staff Sergeant Frank Drake  
PEO-LS

### Military Outstanding Volunteer Service Medal

Sergeant Ryan Lewis  
Reserve Affairs

### Meritorious Civilian Service Award

Scott Allen  
CRC

Mark Billow  
MRAP JPO

Michelle Cresswell  
RES MGMT

Scott Crosson  
MRAP JPO

Thomas Miller  
PEO LS

Patricia Mitchell  
PROG

Graham Parks  
RES MGMT

### Federal Length of Service Award

Richard Govoni (60 Years)  
LCL



Mr. James Smerchansky (back center), Marine Corps Systems Command Deputy Commander for Systems Engineering, Interoperability, Architectures and Technology (SIAT), presents SIAT interns with their acquisition intern program graduation certificates. (Photo by Jim Katzaman)

Michael Doheney (35 Years)  
PEO LS

Sharon Mazza (35 Years)  
RES MGMT

Susanne Breeden (30 Years)  
PS

Charles Greer (30 Years)  
CINS

Crystal Bowser (30 years)  
Security

Carolyn Reynolds (30 years)  
CESS

Ann Sullivan (30 years)  
TRAYSYS

Yukuang Tang (30 Years)  
SIAT

Staff Sergeant Coral Guilbe celebrated her reenlistment with her daughter in June. Guilbe supports the Chief of Staff. (Photo by Jim Katzaman)



Dr. John Burrow (near center), Marine Corps Systems Command Executive Director, congratulates Command members in July for graduating from the Naval Postgraduate School's Advanced Acquisition Program. (Photo by Bill Johnson-Miles)

## MCSC and PEO LS Awardees

Kill Yoon (30 Years)  
ISI

Ranson Youngblood (30 Years)  
IWS

Robert Clapp (25 Years)  
IWS

Alfredo Cruz (25 Years)  
ISI

Ba Duong (25 Years)  
TRASYS

Chantal Golden (25 Years)  
RES MGMT

Holley Goodson (25 Years)  
ISI

Jeanne Keller (25 Years)  
MC2I

Zena Smith (25 Years)  
IWS

Sandra Blount (20 Years)  
RES MGMT

Evangelia Hall (20 Years)  
CINS

Christine Hebden (20 Years)  
CMO

William Journigan (20 Years)  
CMO

James Mayers (20 Years)  
CINS

Michelle McKamy (20 Years)  
IP

Rosemarie Mendoza (20 Years)  
MCTSSA

Kristelle Muterspaw (20 Years)  
MC2I

John Powers (20 Years)  
CINS

Mark Sanderson (20 Years)  
CESS

Michael Schumm (20 Years)  
CINS



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents Dave Hansen, Program Manager, Mine Resistant Ambush Protected (MRAP) Vehicle Joint Program Office, with a citation for the Joint Meritorious Unit Award the MRAP team earned. (Photo by Barb Hamby)



Captain Robert Tavzele of Infantry Weapons Systems celebrates his promotion with his family. (Photo by Jim Katzaman)

Robert Clapp  
IWS

Janice Garvin  
RES MGMT

Danny Hundley  
ISI

Graham Parks  
RES MGMT

Melissa Stanford (20 Years)  
RES MGMT

Jaymie Thomas (20 Years)  
ISI

Vanessa Waiters (20 Years)  
SIAT

### Certificate of Retirement

Captain Mentin Yaman  
CINS

Chief Warrant Officer 4  
Arnold Walls  
CINS

Chief Warrant Officer 3 John Jims  
CINS

Dr. Gregory Chambers  
CINS



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents members and former members of the Mine Resistant Ambush Protected Vehicle Joint Program Office with the Secretary of Defense Meritorious Civilian Service Award in June. (Photo by Bill Johnson-Miles)

# RELIEF APPOINTMENT

## Dalgarn assumes top enlisted spot as Hayes retires

Since 1875, noncommissioned and staff noncommissioned officers (NCO) have carried the NCO sword as a symbol of their ability and prestige as enlisted leaders of the Marine Corps. During Marine Corps Systems Command's (MCSC) Sergeant Major Relief and Appointment ceremony in the

spring, the emblematic passing of this sword of office from Sergeant Major Ethbin Hayes to Sergeant Major James Dalgarn signified the transfer of a sacred trust, responsibility, knowledge and leadership from one Sergeant major to another.

Brigadier General Frank Kelley, MCSC Commander, vouched for Hayes in the department of responsibility, knowledge and leadership. Knowing the departing Sergeant Major grew up in Chicago, the Commander said that people from Chicago are "good, hardworking people," and that he saw the same spirit in Hayes "every single day."

"Every night, when it was time to go, Sergeant Major Hayes would come in and say, 'Sir, is there anything I can do for you?' And I could never come up with anything," Kelley said. "I realized the reason I couldn't come up with anything was because he had already done it all, and I want to thank you very much for that."

Hayes thanked the Commander, additional MCSC leadership, his family and friends, and many others.

"This has been an awesome ride," the Sergeant Major said, "an awesome ride that wouldn't have happened without certain people." Hayes mentioned many of these people by name and shook the hands of those in attendance.

"It's bittersweet to leave and turn it over but I have learned more in these last few years being in this acquisition command than I believe I've learned in the



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, speaks to the audience during the Command's Sergeant Major Relief and Appointment Ceremony. (Photo by Bill Johnson-Miles)

# POINT



Sergeant Major Ethbin Hayes, former Marine Corps Systems Command's (MCSC) Sergeant Major, presents the noncommissioned officers sword to Brigadier General Frank Kelley (left), MCSC Commander, while Sergeant Major James Dalgarn, MCSC's new Sergeant Major, witnesses the event during the Command's Sergeant Major Relief and Appointment Ceremony. (Photo by Bill Johnson-Miles)



Sergeant Major James Dalgarn, Marine Corps Systems Command's (MCSC) new Sergeant Major, salutes Brigadier General Frank Kelley (left), MCSC Commander, after receiving the noncommissioned officers sword during the Command's Sergeant Major Relief and Appointment Ceremony. (Photo by Bill Johnson-Miles)

last 26 years," Hayes said. "It's mind-blowing."

The new Sergeant Major also indicated that he had a lot to learn.

"I know what you do, but I don't know how you do it," Dalgarn said. "I know it's a lot of things, all these programs in which you work to equip and arm Marines. ... I want you to know that I have a lot of strength, and I think this Command is pretty well set, and sir [turning to the Commander], I hope that I can continue to advise you on enlisted matters."

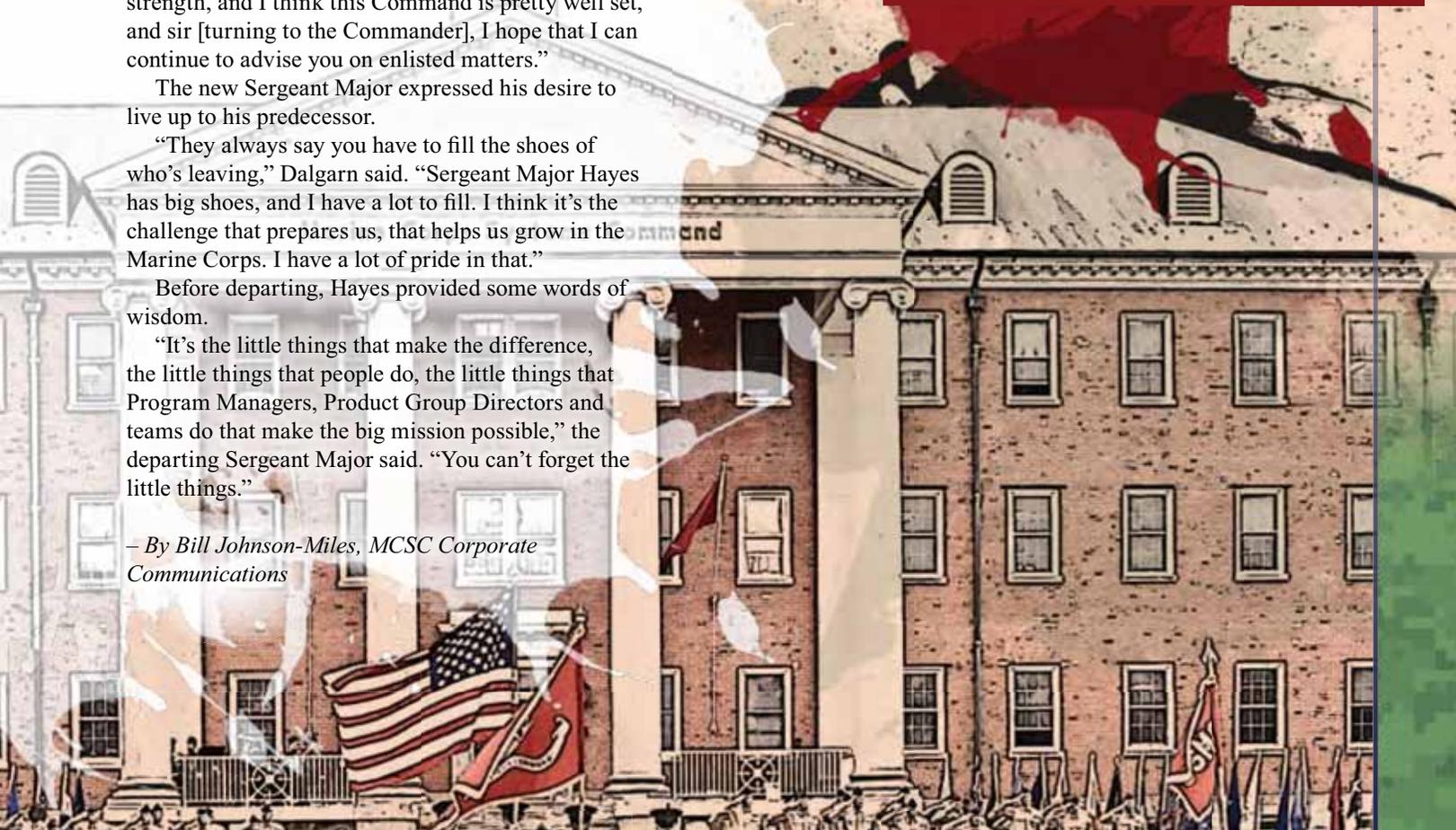
The new Sergeant Major expressed his desire to live up to his predecessor.

"They always say you have to fill the shoes of who's leaving," Dalgarn said. "Sergeant Major Hayes has big shoes, and I have a lot to fill. I think it's the challenge that prepares us, that helps us grow in the Marine Corps. I have a lot of pride in that."

Before departing, Hayes provided some words of wisdom.

"It's the little things that make the difference, the little things that people do, the little things that Program Managers, Product Group Directors and teams do that make the big mission possible," the departing Sergeant Major said. "You can't forget the little things."

— By Bill Johnson-Miles, MCSC Corporate Communications





Sergeant Major Ethbin Hayes helps his son and wife off the stage after each received certificates from Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, during the Sergeant Major's retirement ceremony. (Photo by Bill Johnson-Miles)

## Sergeant Major closes book on 30-year career

Even in the final moments of his last hurrah, Marine Corps Systems Command (MCSC) Sergeant Major Ethbin Hayes had a lesson to impart: Maintain standards and share leadership with others.

After a 30-year career the Sergeant Major thanked MCSC leaders, friends and family mem-

bers as they gathered at his retirement ceremony in April. Brigadier General Frank Kelley, MCSC Commander, led the way by awarding Hayes the Legion of Merit for his service at the Command and his three decades in the Corps. The Sergeant Major served at MCSC from January 2007 through March 2011.

He also received a certificate of retirement from the Commandant of the Marine Corps, certificate from the President, a flag that had been raised and lowered at the Marine Corps War Memorial, a letter from the Commandant thanking Hayes for his service as a Sergeant Major and a shadow box holding the U.S. flag and his awards and decorations.

"Thank you for teaching me about this Command and mentoring me," Kelley said. "You'll always have a place here."

Hayes recognized and thanked leaders of MCSC. "I wouldn't be here without the help of everyone in this room," he said. "Others have helped me, and they didn't even know it."

After individual thanks to family members, some who traveled great distances to be at his retirement, he said he needed to say two things before he left.

"Maintain standards," Hayes said. "That's who we are when we wear this uniform. Don't let standards go by the wayside.

"The second thing is leadership," he added. "That's what all of us have that makes us good. Share it, and bring someone else along. It doesn't matter what your rank is and whether you're a Marine or Civilian Marine. Always think of ways to do things better."

His final advice: "Smile. I've smiled and had more fun than most people. Love to work and smile."

— By Jim Katzaman, MCSC Corporate Communications



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents Sergeant Major Ethbin Hayes with a framed photo of his Marines in formation in front of the MCSC Headquarters Building during the Sergeant Major's retirement ceremony. (Photo by Bill Johnson-Miles)

# THE LAST HURRAH

# SGT MAJ SWITCH

## Morgan retires as Fascetti takes top enlisted post at MCTSSA



Sergeant Major Phillip Fascetti (left) relieves retiring Sergeant Major Barry Morgan as Marine Corps Tactical Systems Support Activity's Sergeant Major during a ceremony in June. (MCTSSA Photo)

The Marine Corps Tactical Systems Support Activity (MCTSSA) welcomed its new top enlisted Marine in June following a ceremony where Sergeant Major Phillip Fascetti relieved retiring Sergeant Major Barry Morgan who had served as MCTSSA's Sergeant Major for the previous two years.

"We're most pleased to have Sergeant Major Fascetti join the Activity," said MCTSSA's then-Command Officer, Colonel Alan Pratt. "Sergeant Major Morgan has done a terrific job for us and the Corps, and it's reassuring that someone of Sergeant Major Fascetti's distinguished service is succeeding him as we tackle the many challenges ahead of us."

Prior to being posted at MCTSSA, Fascetti was Sergeant Major of the 1st Marine Division Forward during its last one-year deployment to Afghanistan. Preceding that assignment, he was the Director of the Senior Noncommissioned Officer Academy at School of Infantry West.

"It's an honor and privilege to be assigned to MCTSSA," Fascetti said. "Everything our Marine and civilian Marines accomplish here significantly impacts the warfighters defending our great Nation. I look forward to the challenges that lie ahead."

Capping his career in the Marine Corps, Morgan received his fourth Meritorious Service Medal for his service to MCTSSA before a crowd of over 300 attendees. Following his official retirement, MCTSSA's enlisted personnel also presented Morgan with several mementos of his service, including an elaborate handmade display case shadow box containing his uniform blouse, medals and a flag flown over the Marine Corps War Memorial in Arlington, Va.

— By Wil Williams, MCTSSA Public Affairs

# Life SUPPORT

## With MCSC's help, 8th ESB keeps II MEF (FWD) alive and well



It's hard to put into plain terms exactly what the 8th Engineer Support Battalion (ESB) accomplished on its most recent deployment for II Marine Expeditionary Force (MEF) (Forward (FWD)) for a simple reason: The 8th ESB completed a staggering amount of work in several different fields in support of II MEF (FWD).

Using equipment and systems supplied by Marine Corps Systems Command (MCSC) during their November 2010 to May deployment, the 8th ESB performed all the items on their mission-essential task list. The organization provided

general engineering support to the MEF; conducted survivability, mobility and counter-mobility operations; employed standard and non-standard bridging systems; received, stored and dispensed bulk Class III (fuel); produced, stored and

dispensed bulk Class I (water); produced and distributed mobile electric power; conducted explosive ordnance disposal (EOD) operations; and performed tactical logistics with emphasis on ground distribution operations.

"II MEF (FWD) wouldn't function without the 8th ESB," said Chief Warrant Officer 5 Ken Schwartz, Utilities Officer, MCSC Ground Transportation Engineer Systems' (GTES) Expeditionary Power Systems. "The engineering is really the glue that holds everything together when you think about it. You have a division which has their function, which happens to be taking and holding specific ground or area. Well, they aren't doing that without route recon, they aren't doing it without life support and life sustainment. On the wing side, same thing: You have tactical air operations modules with the radars that support them, that are working with power and utilities. The engineers, they're always the ones in the background who pull everything together. ... It's a whole array of support that they give."

Perhaps two of the most vital functions of the 8th ESB are storing and dispensing fuel and water as, without either of these fluids, any modern fighting force would be stopped dead in its tracks. In recent years, there has been a switch to bottled water for personal consumption, which in itself poses a logistical problem: Transport across sovereign borders, safety of the convoy and the fuel cost of delivering

Lance Corporal Andrew Grencer, a water purification technician with Utilities Platoon, Service Company, 8th Engineer Support Battalion (ESB), 1st Marine Logistics Group (Forward), turns on a water pump at Forward Operating Base (FOB) Nolay in Helmand Province, Afghanistan, in December 2010. Water purification technicians with 8th ESB provide laundry and shower services for Marines with 3rd Battalion, 5th Marine Regiment, 1st Marine Division (Forward), who operate from the FOB. (Photo by Lance Corporal Kenneth Jasik)

*Background photo: Sgt. Joseph M. Shurin, site foreman, Heavy Equipment Platoon, Service Company, 8th Engineer Support Battalion, 1st Marine Logistics Group (Forward), guides a 7-ton truck while conducting route improvements in Sangin, Afghanistan. (Photo by Lance Corporal Kenneth Jasik)*

large quantities of bottled water all become critical issues for delivering water regularly. In this recent deployment, 8th ESB took a big step to reverse that trend.

“We’re getting back to our doctrine and drilling wells or taking it from rivers, lakes and streams to make drinking water,” Schwartz said. “That’s a big step that 8th ESB took this time in getting the commanders to drink the water, so to say.”

That water would not be potable without an energy source for the purification system that, like so many other systems, relies on fuel.

“If you don’t have the Class III supply of fuel, you’re in a stalemate,” said Chief Warrant Officer 3 Wayne Atherholt, GTES. “You’re not going to be able to fly to your missions, you can’t drive to your convoys, you can’t maintain your command and operations center. ... It’s a highly critical asset.”

The 8th ESB’s actions during this deployment were chronicled in a recently released Battle Book. Most of the projects that the 8th undertook were route improvement projects and bridge emplacements using bulldozers, backhoes and other heavy equipment procured by GTES.

Improving the existing road networks in the Helmand Province came as a mission to help Marines, but II MEF (FWD) was not the sole beneficiary of these route improvements.

“Of course, the primary focus is for us to open up our lines of communication and our supply lines...but locals do use them too,” said Chief Warrant Officer 5 Pam Good, Utilities and Projects Officer, GTES’ Expeditionary Power Systems. “The locals come to us sometimes and request that support. They lose those bridges and roads in a flood, and they request us to make a bridge, improve a road or things like that. It’s a step forward in relations with the nationals so that was kind of a double win for us on that front.”

It’s all in a day’s work for the 8th ESB.

– By Carden Hedelt, MCSC  
Corporate Communications

## 8th ENGINEER SERVICES BATTALION ACCOMPLISHMENTS AS OF MAY

### UMCC:

- CLPs executed: 755
- Personnel transported: 25,485
- ASRs submitted to higher ISO of Battalion operations: 450
- Personnel processed for air: 908
- Pounds of essential classes of supply delivered: 40,846,195 lbs
- Total pounds/tonnage of cargo delivered via HST: 271,632 lbs
- Total distance traveled: 145,128 miles

### Maintenance:

- Equipment Repair Orders opened: 1,021
- Equipment Repair Orders closed: 879
- Weapons Systems and/or Optics repaired: 229
- Weapons Systems and/or Optics wired: 43

### Utilities:

- Total amount of water purified: 5,616,991 gal
- Total amount of potable water distributed: 3,020,555 gal
- Total number of showers provided: 177,483
- Total weight of laundry cleaned: 177,483 lbs

### Bulk Fuel:

- Received: 2,659,699 gal
- Issued: 2,581,679 gal
- Total individual issues: 33,996

### Construction:

- Road improved: 46,000 m
- SWA huts constructed: 4

### Bridging:

- Medium Girder Bridges emplaced: 8
- Non-Standard Bridges emplaced: 7

Marines with 8th Engineer Support Battalion, 1st Marine Logistics Group (Forward), convoy through a busy bazaar in Marjeh, Helmand Province, Afghanistan, in January. (Photo by Sergeant Brandon Owen)



## ICE Training Teams, Field Service Representatives ready to help

At some point in their careers, most Marines have likely gone to the Individual Issue Facility or Unit Issue Facility and didn't know how to use the equipment they picked up. This is where Program Manager (PM) Infantry Combat Equipment (ICE) Training Teams (ITT) steps in to assist.

The teams work on an individual basis with warfighters and more broadly with the operating forces. Together, the subject matter experts and teams from Marine Corps Systems Command's Combat Equipment and Support Systems are on call for training anywhere around the world.

There are unexpected benefits, according

to analyst John Hernandez of PM ICE ITT. "During many training events, the ITT staff has found instances where Marines had improperly assembled their body armor resulting in the quick-release function not performing as designed," he said. "Improperly assembled body armor can have catastrophic consequences should a Marine have to egress out of the armor quickly."

The ITT, Hernandez explained, can detect and correct issues like this one through direct assistance in the field.

As the total life cycle manager of all Marine Infantry Combat Equipment, PM ICE is responsible

# WARFIGHTER Training

Danny Rivera, a Program Manager Infantry Combat Equipment (PM ICE) Training Team East member who works out of Camp Lejeune, N.C., discusses body armor with Reserve Infantry Marines of 1st Battalion, 24th Marines, in Grand Rapids, Mich. (PM ICE photo)



Brett Pitt (right), a Program Manager (PM) Infantry Combat Equipment (ICE) Training Team (ITT) Japan member, demonstrates the Combat Rescue Sling with the help of two spouses during a "Jane Wayne" spouse day held by the Marine Logistics Group on Camp Hansen in Okinawa, Japan, in May. ITT members often take part in expositions and events like this to demonstrate PM ICE gear. (Photo by David Laymon)

for developing, fielding and sustaining of ICE to enhance the performance, capability, survivability and mobility of Marines. Some of the items they field include the Modular Tactical Vest Scalable Plate Carrier, Lightweight Helmet, Flame Resistant Organizational Gear, sleeping bags, boots, cold-weather clothing, ballistic eyewear, Marine Assault Climber's Kits and nearly everything else a Marine would wear in combat.

PM ICE has full-time ITT members and field service representatives (FSRs) actively supporting each Marine Expeditionary Force (MEF) and the Navy Expeditionary Combat Command, along with Marine Forces Reserve. An FSR coordinates Total Life Cycle Management activities of PM ICE products with the operating forces, both active and Reserve, while the ITT member informs Marines about the latest products being fielded that will be used during training and on the battlefield. The end result is to ensure the availability, serviceability, education and training of all PM ICE's portfolio of products to all units from the MEF, major subordinate commands, regiments, battalions and squadrons right on down to the individual Marine or Sailor.

"The ITT members and FSRs conduct visits with command staff and supply points of contact at all levels to ascertain if there are any issues they are working that require assistance," said Armen Kullukian, who manages FSRs for PM ICE. "Additionally, they pass on information that would help these points of contact perform their duties."

Kullukian said FSRs are responsible for logistical support functions such as the surveillance of all PM ICE products across the enterprise to ensure their availability and serviceability. These responsibilities include identifying low-stocked and incomplete items, rechecking on prolonged backorders and ensuring product quality. They check the equipment for manufacturer defects and make sure disposal plans are executed and coordinated with appropriate organizations to resolve issues.

"FSRs also help field new equipment by tracking the items to ensure the designated units receive the product and that those items are accounted and receipted for in a timely manner," Kullukian said.

The ITT, according to Hernandez, provides the training and education piece for all newly fielded and existing PM ICE products. ITT members coordinate

training and provide educational command briefs to units and individuals at all levels ensuring that all Marines and Sailors they train know the proper fit, form and function of PM ICE items. Additionally, ITT members provide educational briefs at Staff Noncommissioned Officer Academies.

During the last year, ITT members have trained thousands of Marines on the proper procedure to assemble body armor, adjusted Individual Load Bearing Equipment that makes carrying the back pack much more comfortable and demonstrated the proper use of the new Three-Season Sleep System (3S), as well as the Cold Weather Clothing System used with the 3S.

Besides educating and training Marines, the ITT runs and maintains the Non-Destructive Test Equipment-Automated Inspection System (NDTE-AIS), a digital X-ray machine. PM ICE uses the NDTE-AIS to inspect Enhanced Small Arms Protective Inserts (SAPI), to detect faults that otherwise might not be visible to the naked eye.

Colonel Michael Hudson, Commanding Officer, 11th Marine Expeditionary Unit (MEU), attested to PM ICE support. "As we put the MEU together and get the Marines and Sailors ready to deploy into an uncertain environment, my MEU can be certain of their gear thanks to the outstanding support of our PM ICE reps, Mike Ward and Robert Madrid. They have helped with gear fitting, SAPI plate X-ray and instruction on the care and maintenance of the gear."

Hernandez said ITT members "are available to train Marines wherever they want: at the unit location, in a classroom at the battalion operations section, a parking lot behind the barracks, a warehouse or during pre-deployment training."

To receive training from the ITT staff assigned to your location, call (540) 628-7310. For the FSR assigned to your location, call (703) 200-7816. For a full list of all the gear PM ICE fields, visit their website: [www.marcorsyscom.usmc.mil/sites/pmice/](http://www.marcorsyscom.usmc.mil/sites/pmice/).

— By Jim Katzaman, MCSC Corporate Communications



# FIRE

## SUPPORT

### Pendleton Marines complete EFSS Training

Armor and Fires Support Systems' Fielding and Operations Support Team (FOST), a Marine Corps Systems Command unit, fielded the Expeditionary Fire Support System (EFSS) – the newest weapon to be added to the Marine Corps' artillery arsenal – to the 11th Marine Regiment, 1st Marine Division aboard Camp Pendleton, Calif., in the spring.

“What is most interesting about the EFSS,” said Major Philip Stauffacher, FOST Team Lead, “is the capability and tactical agility it offers to the MAGTF [Marine Air-Ground Task Force] Commander.”

The EFSS can be towed easily by its own ground vehicles or vertically transported by MV-22 Osprey aircraft, CH-53D/E Super Stallion helicopters and U.S. Army CH-47 Chinook helicopters. This enhances the capability of the Marine artillery battery with a MAGTF by providing direct support fires in a variety of situations. More to the point, this means that Marine artillery can get behind enemy lines and is more capable of leveraging its

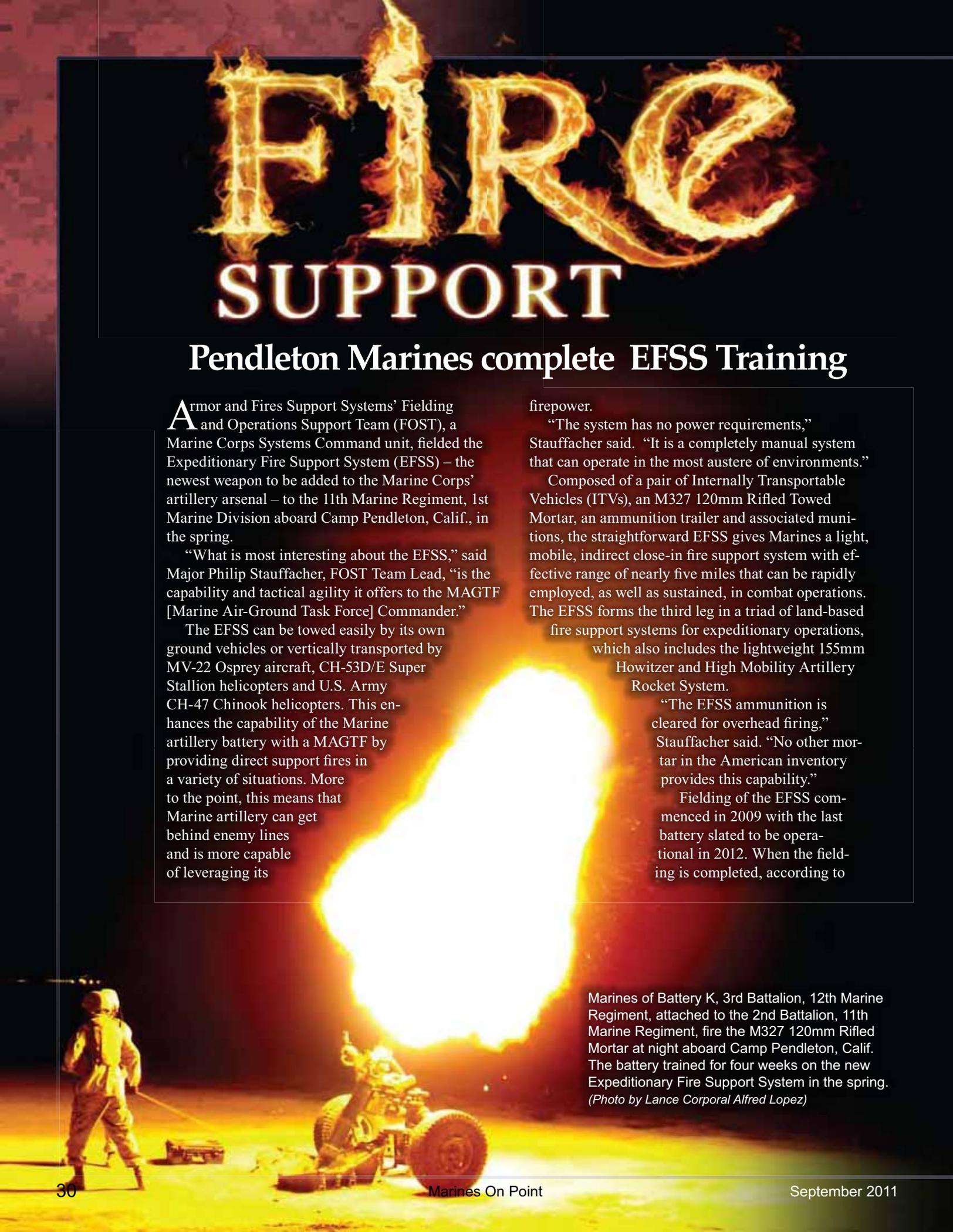
firepower.

“The system has no power requirements,” Stauffacher said. “It is a completely manual system that can operate in the most austere of environments.”

Composed of a pair of Internally Transportable Vehicles (ITVs), an M327 120mm Rifled Towed Mortar, an ammunition trailer and associated munitions, the straightforward EFSS gives Marines a light, mobile, indirect close-in fire support system with effective range of nearly five miles that can be rapidly employed, as well as sustained, in combat operations. The EFSS forms the third leg in a triad of land-based fire support systems for expeditionary operations, which also includes the lightweight 155mm Howitzer and High Mobility Artillery Rocket System.

“The EFSS ammunition is cleared for overhead firing,” Stauffacher said. “No other mortar in the American inventory provides this capability.”

Fielding of the EFSS commenced in 2009 with the last battery slated to be operational in 2012. When the fielding is completed, according to



Marines of Battery K, 3rd Battalion, 12th Marine Regiment, attached to the 2nd Battalion, 11th Marine Regiment, fire the M327 120mm Rifled Mortar at night aboard Camp Pendleton, Calif. The battery trained for four weeks on the new Expeditionary Fire Support System in the spring. (Photo by Lance Corporal Alfred Lopez)



Major Philip Stauffacher, Marine Corps Systems Command's Project Officer for the Expeditionary Fire Support System (EFSS), discusses EFSS with Marines from Battery K, 3rd Battalion, 12th Marine Regiment, attached to the 2nd Battalion, 11th Marine Regiment, aboard Camp Pendleton, Calif. (Photo by Lance Corporal Alfred Lopez)



Marines of Battery K, 3rd Battalion, 12th Marine Regiment, attached to the 2nd Battalion, 11th Marine Regiment, load an M327 120mm Rifled Towed Mortar aboard Camp Pendleton, Calif. (Photo by Lance Corporal Alfred Lopez)

Stauffacher, four batteries each will be employed on the East and West Coasts, and two additional batteries will be employed in Okinawa and Hawaii. That's a total of 10 operational batteries or 66 mortars.

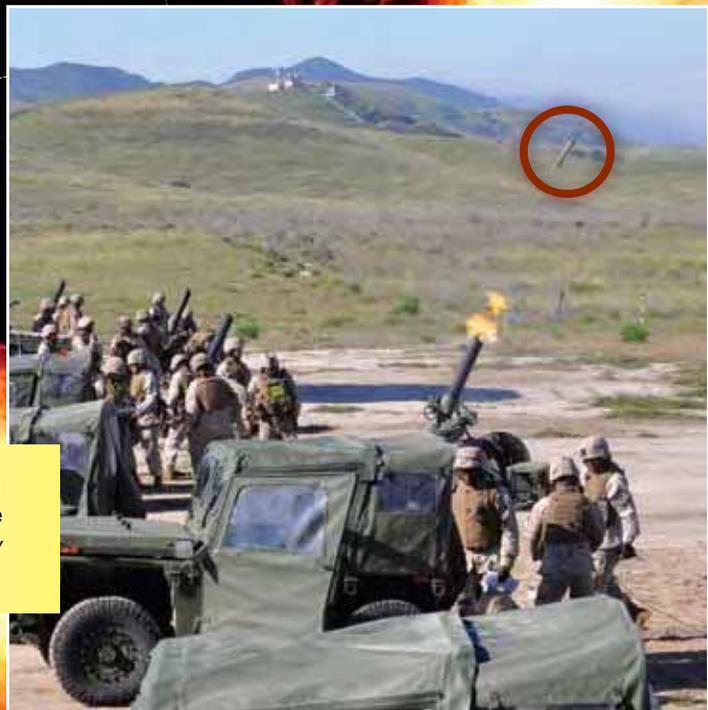
Having almost the same effective casualty radius as a howitzer, the EFSS has already been demonstrated and proven in combat operations. U.S. Marines first fired the new EFSS M327 120mm Rifled Towed Mortar system from Combat Outpost Ouellette, Helmand province, Afghanistan on Jan. 29.

Back at Camp Pendleton, Marines of Battery K, 3rd Battalion, 12th Marine Regiment, attached to the 2nd Battalion, 11th Marine Regiment successfully concluded their EFSS training, encompassing classroom, field and live-fire exercises. Battery K is the first 1st Marine Division unit to receive the EFSS.

When asked what the Marines think of this new and agile weapon system, Stauffacher's answer came quickly: "Marines love it!"

– By Wil Williams, MCTSSA Public Affairs Officer

This photo captured an M1107 round in the air fired by an M327 120mm Rifled Mortar, part of the Expeditionary Fire Support System, aboard Camp Pendleton, Calif. (Photo by Lance Corporal Alfred Lopez)



## More than once, MRAP did its job

The blast came without warning. Lance Corporal Christopher Rice and the rest of his Marine Corps crew were aboard a heavily armored Mine Resistant Ambush Protected (MRAP) All Terrain Vehicle (M-ATV) when another truck in their group was hit by an improvised explosive device (IED) in a dry riverbed. Rice's logistics group drove in to recover the damaged vehicle when a second explosion struck.

"It killed our MRAP," Rice said of the detonation that threw his 16-ton vehicle into the air. "Our driver got a concussion. I was just shaken up. I only twisted my ankle when I came back down."

That was in April 2010 as Rice's group supported a variety of Marine units during their assault in Afghanistan's Helmand province. The Lance Corporal could count himself fortunate with the M-ATV saving his life once. Yet, two months later he had another close call when a mine roller set off another IED at the crest of a hill.

"Our M-ATV got hit by a little shrapnel, but we were fine," Rice said.

Two incidents like that would get anyone's attention, especially the Marine's mother who awaited word from the battlefield half a world away in Lorton, Va. Patricia McMahon Rice was happy to hear her middle son, the second of three Marines in the family, was safe, thanks to the M-ATV.

To reduce the loss of warfighters due to IEDs on battlefields in Iraq and Afghanistan, former Defense Secretary Robert Gates made MRAP vehicles the No. 1 Department of Defense acquisition priority in May 2007. MRAP vehicles have a V-shaped hull and raised chassis that deflects bomb blasts outward, away from the interior where troops sit, thus drastically reducing casualties. Marine Corps Systems Command, with headquarters at Quantico, Va., is the joint program executive office for the program.

"The rapid acquisition of the M-ATV [and MRAP] vehicles has been an enterprise-wide effort, resulting in the delivery of thousands



Patricia McMahon Rice shows the paintings of her sons she completed in her studio at the Workhouse Arts Center in Lorton, Va. (Photo by Jim Katzaman)

of lifesaving vehicles to our warfighters," said David Hansen, Joint Program Manager for MRAP.

With the enemy's weapon of choice being IEDs, those lifesaving vehicles are very important.

"There were plenty of IED strikes," Lance Corporal Rice said, having returned to Camp Lejeune, N.C. "In one 12-hour period, in a 2-kilometer radius, vehicles hit four IEDs. For each incident we had to stop for four hours, put the vehicle on a 7-ton flat rack and keep on moving."

His matter-of-fact recollection belied the fact that mother and son alike knew he was fortunate to survive his tour, fortunate to be a Marine, just fortunate to be alive.

When he was young, Christopher was diagnosed with inoperable brainstem glioma, a cancerous tumor in the brainstem. Around 75 percent of these cases are diagnosed in children and young adults under age 20. Brainstem gliomas are often primary brain tumors and rarely metastasize, or spread, to affect another part of the body. The cancer is difficult to treat with neurosurgery due to complications in vital parts of the brain. More often, it is treated with

# Lifesaver

chemotherapy or radiation therapy, but very few survive Christopher's type of diagnosis.

As he grew older and treatment sent his cancer into remission, Christopher watched with envy as his older brother, Patrick, enlisted in the Marines where he is now a Sergeant. His younger brother, Philip, is now a Marine Corporal. In his teens, Christopher read on the Internet that the Marines would consider enlistment waivers for persons who were cancer-free for seven years or more.

"We submitted more than one package before he was accepted," Patricia Rice said.

With three sons serving in the Marine Corps, two daughters serving in the Army, and one daughter serving in the Air Force, the Rice clan is truly a picture of a patriotic family.

"I'm proud of all of them for serving their country," their mother said. "They've learned a lot of discipline, patience and how to work hard and keep going even when things get tough."

In fact, while Christopher was deployed in Helmand province, one of his sisters was based at Camp Dwyer as an Army nurse who uneasily awaited incoming casualties.

"Our daughter was very relieved when Christopher came back home because she said she saw the face of her brother on every Marine treated in her hospital," Patricia Rice said.

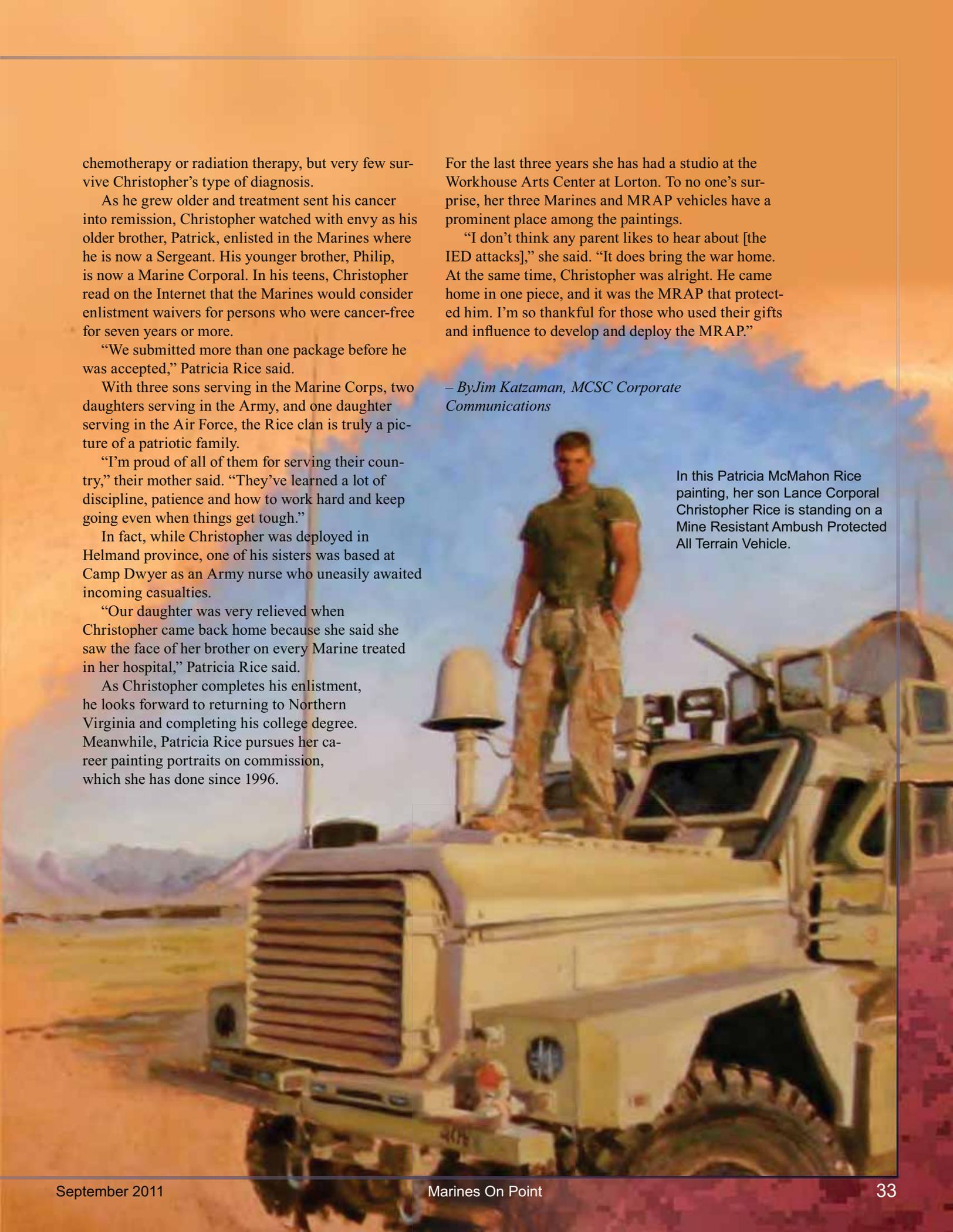
As Christopher completes his enlistment, he looks forward to returning to Northern Virginia and completing his college degree. Meanwhile, Patricia Rice pursues her career painting portraits on commission, which she has done since 1996.

For the last three years she has had a studio at the Workhouse Arts Center at Lorton. To no one's surprise, her three Marines and MRAP vehicles have a prominent place among the paintings.

"I don't think any parent likes to hear about [the IED attacks]," she said. "It does bring the war home. At the same time, Christopher was alright. He came home in one piece, and it was the MRAP that protected him. I'm so thankful for those who used their gifts and influence to develop and deploy the MRAP."

— *By Jim Katzaman, MCSC Corporate Communications*

In this Patricia McMahon Rice painting, her son Lance Corporal Christopher Rice is standing on a Mine Resistant Ambush Protected All Terrain Vehicle.



## After 60 years' service, Govoni still shows deep care

At the age of 82, Dick Govoni continues his work at Marine Corps Systems Command (MCSC) because he still cares.

It's not his deep care for his co-workers that keeps him going, nor is it his care for money, but for a long-instilled care for doing things the right way.

"One of the things I get frustrated with is teaching new people how to care," Govoni said. "That is, how to be passionate about the work that you're doing and go about doing it the right way ... you have to work within the book. There's plenty of stuff you can do inside the book.

"Sometimes, when I'm working, I get a little too far down into the weeds. But I have a problem with people who don't get down into the weeds."

Govoni's care for doing things the right way came from a lesson his father taught him while a young Govoni worked in the back room of his father's hardware store in Plymouth, Mass.

"The best part about working at the hardware store is being out front where you meet

the customers," Govoni said. "He put me in the back room putting egg cartons together. I wanted to get back out front, so I did a halfway job of doing it so I could get back out front. He took me back in the back room and said, 'Do it again,' and that was the best training I could ever do."

That lesson has stuck with Govoni through years of service – from his enlistment in the Marine Corps in 1948, through electronics school, through various flight schools for various planes and helicopters, through several tours, and back into civilian life.

During his visit to MCSC to celebrate Govoni's 60 years of service to the Marine Corps, both as an active-duty Marine and as a Civilian Marine, General James Amos, Commandant of the Marine Corps, gave Govoni a coin and said, "What you are in MCSC is the lifeblood of what's going on in Afghanistan, Libya and Japan. You're a stickler for accountability, and that's what we need right now as we bring equipment out of Afghanistan."

It is for that reason that Govoni keeps coming to work.

If his wife, Marguerite, had it her way, Govoni would be staying home.

"I want him to be able to enjoy his life," Marguerite said. "I want him to retire. I think he should stop it, but he says he enjoys life and what he's doing."

The two met when Govoni was in electronics school in 1956. He was taking classes and she was in the Navy and working in the office. The



General James Amos, Commandant of the Marine Corps, presents Dick and Marguerite Govoni with a certificate representing Dick's 60 years of service to the Marine Corps, both as an active-duty Marine and a Civilian Marine. (Photo by Bill Johnson-Miles)

DEDICATED

to the

CORPS



In 1955, Dick Govoni, an active-duty Marine Corps pilot at the time, crashed an F2H-4 Banshee jet. According to his wife, Govoni had a broken back but climbed out of this wrecked cockpit before it burned. (Govoni photo)

two always joke that she would have flunked him if he didn't marry her – which he did in 1957.

At the time, Marguerite didn't know much about cooking and even less about running a household. Govoni stepped in and taught her what he knew, and before long, Marguerite comfortably took the helm of her own household.

"When he's away, someone has to take care of the day-to-day business that goes on," Marguerite said. "The ship needs a captain."

"I knew I was in good hands when I was gone," Govoni added. "If there was some major purchase that she was going to make while I was gone, we would discuss it, but for the most part I knew everything would be taken care of and that's a lot I didn't have to worry about."

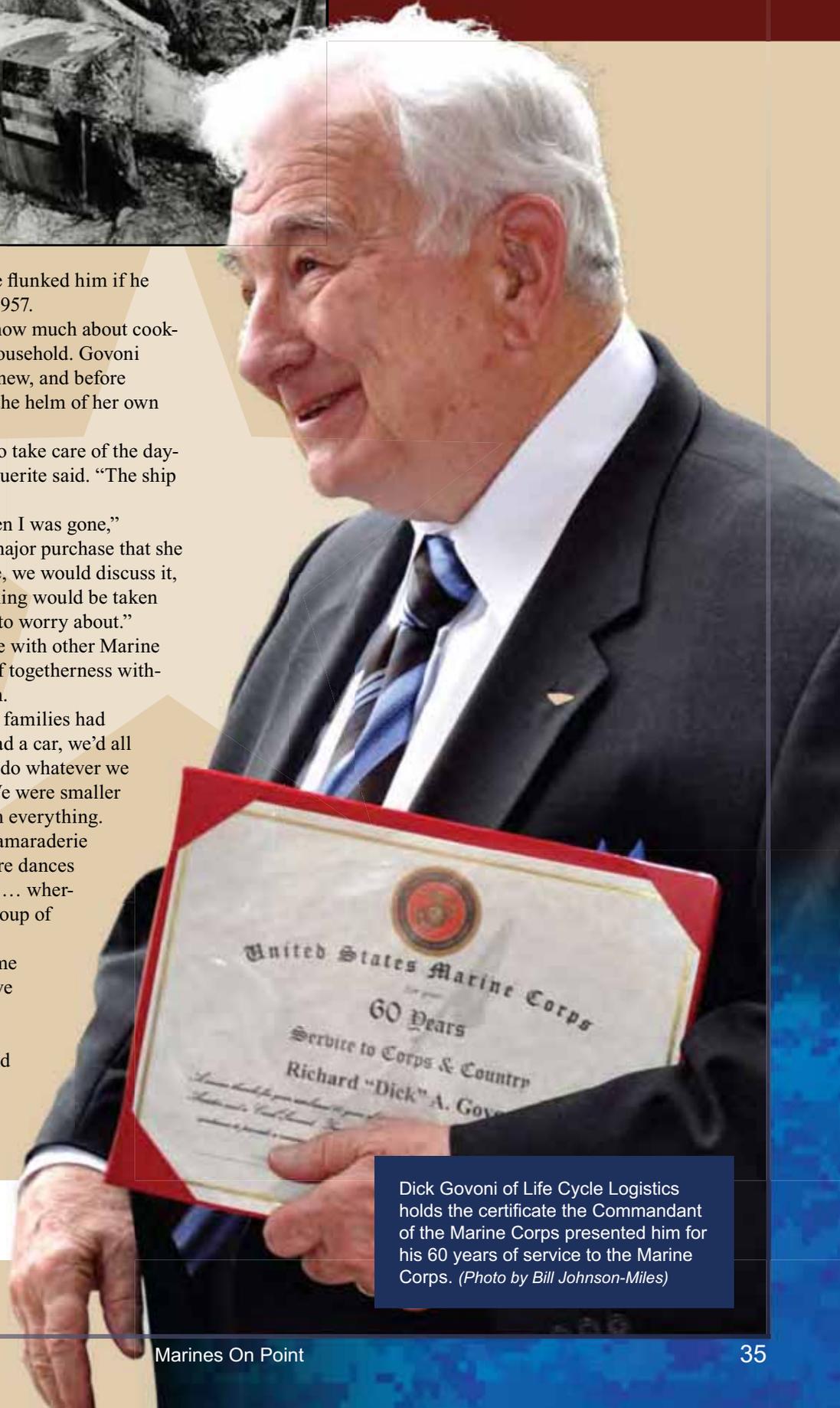
Marguerite also spent lots of time with other Marine wives as there was always a sense of togetherness within the squadrons her husband was in.

"These were the days when most families had only one car, so if one of the girls had a car, we'd all pile in and go to the commissary or do whatever we needed to do together," she said. "We were smaller units and the wives were included in everything. In civilian life, you don't have the camaraderie you have in the squadron. There were dances and birthday parties and kid parties ... wherever we were, we had a tight-knit group of women."

The Govonis now make their home in Spotsylvania, Va., where they have been since 1991. Marguerite hopes that, one day, in the not too distant future, her husband will wake up and not feel the urge to get up and go to work.

But that has not happened.  
Not yet.

– By Carden Hedelt, MCSC  
Corporate Communications



Dick Govoni of Life Cycle Logistics holds the certificate the Commandant of the Marine Corps presented him for his 60 years of service to the Marine Corps. (Photo by Bill Johnson-Miles)

# Engineers mentor middle school students during week-long camp

While most teenagers spent much of their valuable summer break at the beach or the mall, 42 Quantico Middle School students went back to school for part of the summer. They attended a week-long camp in June learning about science, technology, engineering and mathematics (STEM). They did so with the help of 11 engineers and scientists from Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems (PEO LS). The MCSC and PEO LS volunteers joined other engineers and scientists from the Marine Corps Operational Test and Evaluation Activity and the Naval Surface Warfare Center Dahlgren Division (NSWCDD) during the National Defense Education Program's STEM Academy.

The program challenged sixth-, seventh- and eighth-grade students with robotics, science and engineering problems. The students were broken up into teams with each team designing, building, testing and operating a SeaPerch submersible remotely operated vehicle (ROV), a lightweight load-bearing tower, a small electric motor and a SeaFoil boat made out of aluminum foil.

"The volunteer scientists and engineers did an excellent job of mentoring the students through the challenges while allowing the students to learn on their own," said Joseph Plaia, STEM Academy Director and NSWCDD Lead Engineer. "The interaction between the mentors and students was very good. At every group you could see the students and mentors in great discussions how electric motors work, the best way to strengthen a tower or how to solder their control box. Without the MCSC volunteers, the academy could not have succeeded."

The school's teachers thought highly of the volunteer scientists and engineers, too.

"They explained how systems and patterns are tied in together," said Richard Tom, a Quantico Middle School teacher and Math Department Chair. "They explained how engineering impacts everything. The students were able to ask real engineers questions so they heard the answers right from the

Two Quantico Middle School teachers discuss a student's lightweight load-bearing tower undergoing an experiment in which sand is added as weight to test the tower's strength during the Science, Technology, Engineering and Mathematics Academy in June. (Photo by Bill Johnson-Miles)



Karrin Jones, a Systems Engineer with Systems Engineering, Interoperability, Architectures and Technology, assists students with their SeaPerch submersible remotely operated vehicle during the Science, Technology, Engineering and Mathematics Academy at Quantico Middle School in June. (Photo by Bill Johnson-Miles)



working professional.”

“The real engineers helped a lot,” said Mercedes Barnes, a 13-year-old student. “They taught us new skills that we can use in the future. They explained to us what they really do, gave us a better feel for what real engineers do. I thought it was pretty cool that they volunteered to help us.”

“The engineers talked about what they had worked on, and it was pretty cool to hear about what they really designed and built, and what kind of technology they used,” said Shane Osborne, a 12-year-old student. “I was fascinated by the engineer who worked in chemistry. I didn’t know they did that. It was great having actual real engineers there to help us with all their knowledge and experience.”

“I really liked the hands-on training and the attention they spent on each of us,” added Meghan Jones, a 14-year-old student. “They explained things in a way that was easy for us to understand. I really liked the electric motor, and Mike from Team ‘L’ was especially helpful teaching me how to solder while making the controller. In fact, he helped a lot of kids, not only in our team, but in all the teams.”

Brad Kelley, a Systems Engineer with MCSC’s Armor and Fire Support Systems, remembers being about the same age as the students he mentored.

“When I was in the fifth grade, I attended a similar camp for electronics at the Math Science Innovation Center in Richmond [Va.],” Kelley said. “It was a good experience for me and I appreciated that opportunity. I was happy to volunteer for the STEM Academy as a mentor so that other kids would be able to enjoy the same types of experiences I had. And it was great to represent the Command in a positive program within the local community.”

Another Command volunteer mentor, Nicholas Sifer, an Engineer with Combat Equipment and

Support Systems, was impressed by the students.

“The creative skills of kids at this level are remarkable,” Sifer said. “It was refreshing to realize that their ideas and thoughts are not bounded by rules, social norms and other forces that often inhibit creativity and innovation. They truly operate in the realm of the ‘art of the possible’ rather than lament over those things that cannot be achieved.”

Al Cline of PEO LS’ Assault Amphibious Vehicle Systems helped the students achieve in various ways.

“I listened, encouraged, smiled, praised, drew pictures, helped solder, recommended ideas, pitched in, high-fived and laughed,” Cline said. “An exploding power fist also seemed appropriate a couple of times. I planted ‘seeds.’ It was a busy week.”

Karrin Jones, a Systems Engineer with Systems Engineering, Interoperability, Architectures and Technology (SIAT), also used the “seed” analogy.

“A crop is only as good as the seed that is sown and the soil that it falls on,” Jones said. “Programs like this must till the soil and ensure that the seed of possibilities is planted. Today’s technology is advanced, and our youth are in the forefront of understanding it. Why not gear them toward a field that will allow them to apply that to a larger scale that has the potential to change and enhance lives?”

“I absolutely loved it and would do it again in a heartbeat,” Jones added.

“What a great event,” said Michael Shanahan, another Engineer with SIAT. “Keep it up.”

– By Bill Johnson-Miles, MCSC  
Corporate Communications



Nicholas Sifer, an Engineer with Combat Equipment and Support Systems, mentors students during the Science, Technology, Engineering and Mathematics Academy at Quantico Middle School in June. (Photo by Bill Johnson-Miles)



## Commander states first year observations

The first year observations of Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, have been posted on the Total Information Gateway for Enterprise Resources (TIGER) under "Headlines." The Commander kicks off his observations by quoting Lieutenant General John Kelly, Senior Military Assistant to the Secretary of Defense, who said, "Their struggle is your struggle."

According to the Brigadier General, everyone at the Command should be able to identify with that statement.

"While most of us are at a distance from the battles, we equip and sustain Marines to fight," Kelley said. "By our work, we own 'their struggle.' This is one of the things about our culture that fills me with pride and tremendous encouragement. Professional excellence in support of our Marines is personal with us. This is who we are. I know this devotion will endure, fortify and give us wisdom in the challenges ahead.

The rest of the observations posted on TIGER distill some of the ideas and imperatives Kelley has been talking about in various discussions and town halls, and writing about in the Command Corner.

## Snyder assumes command of MCTSSA

In July, Colonel Christopher Snyder relieved Colonel Alan Pratt to become Marine Corps Tactical Systems



Colonel Christopher Snyder (left) relieves Colonel Alan Pratt to become Marine Corps Tactical Systems Support Activity's 20th Commanding Officer since the Activity was formed in 1970. (Photo by Thomas Prothro)

Support Activity's (MCTSSA) 20th Commanding Officer since the Activity was formed in 1970. MCTSSA is part of Marine Corps Systems Command (MCSC) under Systems, Engineering, Interoperability, Architectures and Technology.

"This is a very exciting opportunity to take over such a fine organization," Snyder said at the change of command ceremony held aboard Camp Pendleton, Calif. "I'm looking forward to taking this organization to new levels and continuing the great things that Colonel Pratt started here and keeping our focus on supporting those Marine warfighters deployed around the world."

"For MCTSSA, to the folks sitting before me and the Marines assembled behind, Al Pratt has served you well," said Brigadier General Frank Kelley, MCSC Commander. Then turning to Snyder, the Commander continued: "Chris, I didn't pick you; the Marine Corps picked you, and our system works. I couldn't be more pleased at the selection they made for MCTSSA and for Systems Command. ... Your distinguished career filled with Joint, part staff work and combat is impressive."



Prior to taking the reins of MCTSSA, Snyder served as a Deployable Training Team Chief and Deputy Chief, Joint Training Division for the U.S. Joint Forces Command. He is also an MCSC veteran having served as a Test and Evaluation specialist within the Command earlier in his career.

In October, Pratt will become the first Marine ever to lead a Naval Surface Warfare Center (NSWC) when he assumes the command billet of NSWC Crane Division located in Crane, Ind.

## NGEN facility opens at MCTSSA

The Marine Corps Tactical Systems Support Activity (MCTSSA) dedicated its new 6,400-square-foot Next-Generation Enterprise Network (NGEN) facility in late July.

"This is a significant event," said Steve Lerner, NGEN's program lead. "Two and a half years ago it was determined that, in order to carry out our new mission and support personnel growth within NGEN, a new facility would be required to house those engineering team members and their efforts. This facility was funded by Marine Corps Systems Command's Product Group 10 [Information Systems and Infrastructure]. It's completed, and it now will facilitate our team working together in one common place."

The new NGEN facility includes six trailers combined to form an engineering lab and another six trailers combined to form a second building containing 24 open cubicle workspaces and other administrative support areas. These two buildings will also be the new home to the Enterprise Information Technology Service Management engineering lab charged with

developing service management processes and tools necessary to the operation of the Marine Corps' enterprise network.

The NGEN project is slated to replace the Navy-Marine Corps Intranet, the largest intranet in the world.

## CAO CONOPS: important reading material for all

The Competency Aligned Organization Concept of Operations (CAO CONOPS) booklet has been distributed to everyone in Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems. It has also been sent out in an All Hands email to the entire Command.

"The Commander's intent is for every member of the Command to have received a copy of the CAO CONOPS and that each member reads it," said Colonel Michael Bergerud, MCSC Chief of Staff, in the All Hands email.

If Command employees did not receive a copy of this publication, they should contact Dominic Foster or Verna Long in Programs.

## MCSC exceeds OMMC funds obligation goal

Marine Corps Systems Command (MCSC) exceeded its goal to obligate 80 percent of the Command's Operations and Maintenance Marine Corps (OMMC) funds by July 31.

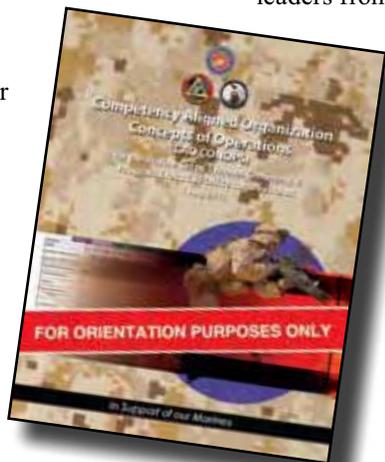
"We did it! After long hours that

took many of us into the nights and weekends, we met and exceeded our goal," said Brigadier General Frank Kelley, MCSC Commander. "By Aug. 1, our actual obligations stood at 84.1 percent, which is a tribute to everyone's efforts, which I saw myself as I walked the halls. I knew our Command had great people, and watching everyone pull together proved to me we have a remarkably talented workforce."

The Commander also mentioned that many at MCSC have good ideas regarding how to proceed.

"I heard great suggestions at ground level from people who take the long-term view of resource management," Kelley said. "That's a lesson many

leaders from the top down – too often fixated on short-term problems and solutions – can take to heart. We need to tap into your valuable expertise so we can all manage our resources better in years to come."



## Earthquake, hurricane hit Quantico

During one week in late August, Marine Corps Base Quantico, the home of the headquarters for both Marine Corps Systems Command and Program Executive Officer Land Systems, withstood both an earthquake and a hurricane.

The epicenter of the 5.8 earthquake on Aug. 22 was located about 50 miles southwest of the base and produced only minor damage at Quantico, although all the buildings at Hospital

Dean Kleveno, Deputy Director for Marine Corps Systems Command's Facilities, Services and Supply, inspects earthquake damage in one of the Command's trailers. (Photo by Bill Johnson-Miles)

Point were evacuated. The worst damage for MCSC was a few dislodged ceiling tiles in one of the trailers.

Jason Canfield, Quantico's Structural Engineer, conducted a site visit of various structures at Hospital Point. Cracks were found at Bldgs. 2203 and 2200, but he said they may predate the seismic event. No structural damage was noted.

Less than a week later, the eye of Irene, a Category 1 hurricane, passed about 120 miles east of Quantico on Aug. 27. The storm only caused minor damage on base, including downed trees and power outages.

Employees who have questions or notice other significant damage should contact MCSC's Facilities, Services and Supply.

## Birthday Ball tickets on sale through Oct. 28

Tickets for the Command's 2011 Marine Corps Birthday Ball are on sale now and available to government employees, active-duty military, retirees and defense contractors on a first-come, first-served basis. Ball Committee unit ticket sales representatives are selling tickets through noon Oct. 28 unless tickets sell out prior to that date. The number of tickets is limited, and it is recommended that Ball goers purchase their tickets early.

The Ball will be held Nov. 12 in the same location as last year, in the Grand Ballroom at the Renaissance Hotel, 999 9th St. NW, in Washington, D.C. There will be a block of hotel rooms set



Members of the Command disembark from the bus and head into the Modern Day Marine Exposition on Quantico in 2010. (Photo by Bill Johnson-Miles)

aside for Ball attendees, but they are expected to sell out early this year. Those wishing to spend the night should make their reservations as soon as the block becomes available.

Watch TIGER for more information concerning the Ball, or call (703) 432-3277 or 3958.

## IWS holds Ball fundraising car wash

**I**nfantry Weapons Systems will hold a Marine Corps Birthday Ball fundraising car wash Sept. 29 from 7:30 a.m. to 2 p.m. It will be held in the parking lot by Bldg. 2203 and across from Bldg. 2207. You can stand by and wait for your vehicle to be cleaned or drop it off in the morning and pick it up clean in the afternoon.

Birthday Ball fundraising events enable all Command junior enlisted Marines to attend the Ball for free. They also help to defray the costs of tickets for all attendees.

## Modern Day Marine takes place Sept. 27-29

**M**odern Day Marine will be held Sept. 27-29 on Marine Corps Base (MCB) Quantico in front of Lejeune Hall. It serves as the premier equipment, systems, services and technology exposition for the Marine Corps. The event is sponsored by the Marine Corps League, MCB Quantico and Marine Corps Systems Command (MCSC).

Many MCSC product groups and Program

Executive Officer Land Systems programs will be conducting displays and kiosks at the event, and Command leadership will be taking part in the "Report to Leadership" portion Sept. 29. Family members are also invited to attend the expo on the final day of the event.

For more information, visit [www.marinemilitaryexpos.com](http://www.marinemilitaryexpos.com).

## ICP completes team-building workshop

**T**he International Cooperative Programs (ICP) branch of Marine Corps Systems Command's International Programs office completed a successful team-building workshop in June.

"During the workshop, the team participated in various team-building exercises to increase communication and collaboration, foster optimal team performance and promote ICP team unity," said Lynda Fullem, the facilitator for the event who at the time was with the Strategic Change Management Center (SCMC).

For information on team building and other Command workshops, contact SCMC.



The International Cooperative Programs branch of Marine Corps Systems Command's International Programs office completed a successful team-building workshop in June. (Photo by Lynda Fullem)



## Annual Block Training required

**A**ll Marine Corps Systems Command and Program Executive Officer Land Systems personnel (military and civilian) must complete the following Annual Block Training requirements no later than Dec. 30. All Annual Block Training will be conducted online with the exception of Security Training.

Subjects and course requirements are listed on TIGER, but they include "Combating Trafficking In Persons," "Ethics," "Prevention of Sexual Harassment" and "Safety." All supervisors are also required to take the online training courses "Equal Employment Opportunity" and "Supervisory Safety Training" unless you have completed Command Supervisor Development Program Module III.

The required Security Training is an on-site three-hour course and will take place at the Gray Research Center Auditorium. Classes will be held Sept. 29, Oct. 4, Nov. 9 and 17, and Dec. 1 and 14. All attendees

should report 30 minutes prior to the scheduled start for sign-in procedures. You must enroll for one of these Security Training classes through TIGER.

Once you have completed your Annual Block Training and testing, the results will automatically be recorded on your Individual Development Plan through the Learning Center and completions reported to leadership in January 2012. If you have any questions, comments or concerns, contact Nancy Stevens at (703) 432-4462 or [nancy.stevens@usmc.mil](mailto:nancy.stevens@usmc.mil).



# Snapshots



# Spouses Team Building Luncheon

The "Families On Point" Command Team sponsored a Spouses Team-Building Luncheon at the Clubs at Quantico in the spring. 1) Marine Corps Systems Command (MCSC) Sergeant Major James Dalgarn talks with a spouse attending the event. 2) Lynda Fullem of Corporate Communications leads the group in a team-building exercise. 3) Mother and daughter partake in some sticker fun. 4) Mrs. Traci Kelley (at table, center), MCSC Commander's wife, assists spouses at the sign-up table. 5) During another team-building exercise, Mrs. Kelley (back center) and others direct blindfolded participants where to put the pieces of a skeleton puzzle. 6) Spouses listen to speakers who provided family information. (Photos by Bill Johnson-Miles)

# Families Fun Days



1.



3.



2.



4.

More than 1,000 people attended Marine Corps Systems Command's Family Fun Day in June. 1) The Commander's Cup volleyball tournament provided some great competition. 2) Ken Jordan (left) and Tony Mack, both with Marine Corps Systems Command's Mail Room, grill the burgers and other meats for the hungry attendees. 3) Two family members check out the machine gun at the open house portion of the event. 4) This was the second year for pony rides, a very popular attraction. 5) Picnic chow included hot dogs, hamburgers, chicken, ribs and much more. 6) Many young family member took part in the sack race. 7) New to this year's event was the dunk tank. MCSC's leadership took part in this Marine Corps Birthday Ball fundraiser. (Photos by Bill Johnson-Miles)



5.



7.



6.

# SNAPSHOTS

Joan Woodcock of the Strategic Change Management Center (SCMC) serves home-baked goods to Louis Bastidas of the Mail Room at the Patriotic Pizza and Dessert Sale, a Marine Corps Birthday Ball fundraising event. Sponsored by Programs, Resource Management, Contracts and SCMC, the event took place on Flag Day in June. (Photo by Bill Johnson-Miles)



Nicois Harris of the Chief Management Office earned third place in Marine Corps Base Quantico's Got Talent contest. (Photo by Bill Johnson-Miles)



Jim Bruck (right), the owner and manager of the Riverside Café in Building 2200, presents Matthew Conklin of Infantry Weapons Systems with a barbecue grill package after winning the café's drawing. (Photo by Bill Johnson-Miles)



Sergeant Timothy Nunez, the Commander's Driver, lowers the four-star flag of the Commandant of the Marine Corps (CMC) following a visit by the CMC to Marine Corps Systems Command. (Photo by Bill Johnson-Miles)

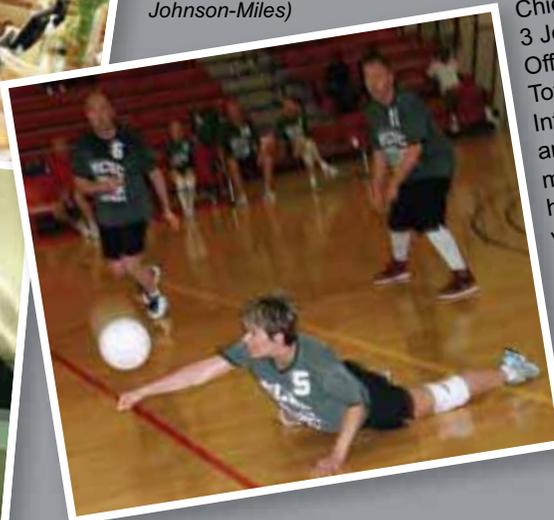


Candice Hall, the wife of PG11's Major Bryan Hall, shows off her new twins born in March and her 2-year-old son Liam. (Hall photo)



Sergeant Justin Barrowes of Facilities, Services and Supply attempts to inhale a cupcake during Security's Birthday Ball Fundraising Bake Sale. (Photo by Bill Johnson-Miles)

Mike Mimms, a Logistician with Ground Transportation and Engineering Systems, keeps his eye on the clock while the Command pushed to obligate at least 80 percent of its fiscal year 2011 Operations and Maintenance Marine Corps funds by the end of July. (Photo by Bill Johnson-Miles)



Chief Warrant Officer 3 Jonell Kosa, Project Officer for Marine Corps Total Force System under Information Systems and Infrastructure, makes a great dig to help the Command volleyball team win Marine Corps Base Quantico's intramural co-ed volleyball championship. (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](mailto:MCSCPAO@usmc.mil). Please identify all people in each submitted photo and the person who took each photo as well.

MARINE CORPS SYSTEMS COMMAND & PROGRAM EXECUTIVE OFFICER LAND SYSTEMS

*United States Marine Corps*



# Birthday Ball



Tickets on sale Sept. 19 - Nov. 1

See your Birthday Ball unit ticket representative to purchase tickets. People who purchased tickets early are eligible for prizes.

**November 12, 2011**  
Renaissance Hotel, Washington DC

Fundraisers help defray the cost of tickets and enable all Command junior enlisted Marines to attend the Ball for free. For more information: [mcscao@usmc.mil](mailto:mcscao@usmc.mil) or 703-432-3277/3253

