

MARINES

ON POINT

EQUIPPING THE WARFIGHTER TO WIN



MARINE CORPS SYSTEMS COMMAND MAGAZINE
SPRING 2007, VOLUME I, ISSUE I

- ▶ **MRAP Vehicles Save Lives**
- ▶ **Body Armor: The Next Generation**
- ▶ **National Museum of the Marine Corps**

A message from the COMMANDER



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

There are more than 1,600 members of the workforce at Marine Corps Systems Command (MCSC), and what all of you do is important, especially during the "Long War on Terror." Whether located on Quantico's Hospital Point or one of our command's various and important workforce locations, *Marines On Point* will share and communicate information, news and command activities within MCSC and to friends of the command. Our magazine will touch and influence industry, senior Marine Corps and joint service leadership, members of Congress and the individual Marine.

This edition of *Marines On Point* marks the inaugural issue of MCSC's quarterly magazine. It is a valuable information tool for MCSC. One voice through connectivity, communication and continuity will be the hallmark of *Marines On Point*. The objectives of our magazine are simple: to keep you informed and engaged; to create interest in what has been done and what is coming; and most importantly - to spark feedback. The goal is for our message to be on point, on target and to remind us that we serve those who serve at the point of the sword.

This is my second tour with MCSC. In 2002, I served as Product Group Director for Infantry Weapons Systems. Today, I proudly serve as MCSC's seventh commander. I am committed to the following leadership guiding principles: The first is to accomplish the mission. The second is the welfare of the troops. At MCSC, these objectives are woven together because it is our job to equip the warfighter to win with the best available solutions.

To best capture and share information about these solutions, and about our command, programs and people, *Marines On Point* includes the following sections:

- ▶ **Spotlight** - this section focuses on people and leadership, and will include human interest stories on our MCSC team members.
- ▶ **Equip to Win** - this section highlights programs and products that directly impact the warfighter.
- ▶ **Front & Center** - this is the cover story for *Marines On Point*.
- ▶ **Ooh-Rah** - this section contains stories about MCSC awardees and accomplishments.
- ▶ **Mike Charlie** - this section highlights events and activities that exhibit the way MCSC completes its mission.
- ▶ **News Briefs** - this section contains condensed information, articles and brief news items.

MCSC is rich with talent, dedication and success. Thanks for all of your effort, hard work and always striving for excellence. Remember - first, do what's right; second, do your best.

Semper Fidelis!

A handwritten signature in black ink that reads "M. M. Brogan".

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

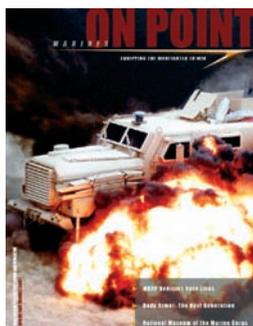
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On the Cover: A 6x6 Explosive Ordnance Disposal (EOD) variant of the Mine Resistant Ambush Protected (MRAP) Joint EOD Rapid Response Vehicle undergoes the first shot of a four-shot series of test explosions at the Aberdeen Test Center (ATC) in Maryland. All MRAP vehicles are tested at the ATC, and this vehicle met the threshold. MRAP vehicles are saving lives in Iraq. See MRAP story on page 14. (ATC photo)

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First, do what's Right



nt...

Brig. Gen. Brogan's vision emphasizes leadership

Brig. Gen. Michael Brogan, Marine Corps Systems Command's (MCSC) seventh commander, leads more than 1,600 active duty military and civilian team members at nine different locations across the nation. Soon after he assumed command at MCSC headquarters in Quantico, Va., nearly seven months ago, the commander shared his vision, expectations and priorities. One of his top priorities is leadership.

"Way back in OCS (Officers Candidate School), I was taught that there are two objectives of leadership. The first is to accomplish the mission. The second is the welfare of the troops," Brogan told the command at a Town Hall meeting in October 2006. The brigadier general said he understands how hard everyone has been working since the start of the "Long War on Terror," but he also stated that (for the most part), "we are at home every night, and in our beds. We are not in the desert or on patrol or facing a determined enemy. So while we will do what we can to take care of our people - and that will include things like school and authorizing leave and all that - my focus will be on supporting the operating forces. In my mind, those are the basics - the blocking and tackling of leadership."

Using football terms comes naturally to Brogan, a gridiron star in the mid-1970s while attending Orrville Senior High School in Wayne County, Ohio. The commander entered the Marine Corps as a second lieutenant following his 1980 graduation from the University of Notre Dame. His career in the Corps first brought him to MCSC in 2002, when he took the lead as Product Group Director for Infantry Weapon Systems, equipping Marines to accomplish infantry, anti-armor, amphibious raids and reconnaissance and integrated infantry combat missions.

"This is my second tour at Marine Corps Systems Command," Brogan said during his assumption of command. "I'm very pleased to be back, and I am looking forward to the opportunity to fulfill our mission to equip and sustain the operating forces of the Marine Corps."

Supporting operating forces is a focus for the commander, especially the "19-year-old lance corporal," said Brogan. "He is a real person ... concrete and in harm's way right now ... we protect him, provide him the wherewithal to execute his mission and wreak havoc on the bad guys."

And even though MCSC works very hard to rapidly get new gear into the young warfighters' hands, Brogan indicated that we may not fully understand the concepts within which the equipment is used. "The guys who came from the fleet recently, they know," he said. "Listen to their



Brig. Gen. Michael Brogan (left) accepts the Marine Corps colors from Col. Steven Elkins during Marine Corps Systems Command's Assumption of Command ceremony held in September 2006 on Marine Corps Base Quantico. (Photo by Kathy Reesey)

Brig. Gen. Michael Brogan (top insert) shares his vision, expectations and priorities during an October 2006 Town Hall meeting on Quantico. (Photo by Bruce Scott)

Roses are presented (bottom insert) to Brig. Gen. Michael Brogan's wife, Laurie, during Marine Corps Systems Command's Assumption of Command ceremony held in September 2006 on Marine Corps Base Quantico. (Photo by Kathy Reesey)



***“The 19-year-old lance corporal
is in harm's way right now.***

WE PROTECT HIM

***and provide him the wherewithal to execute
his mission and wreak havoc on the bad guys.”***

experience. Let them translate requirements to you because 'Marine-speak' and 'engineer-speak' are not always the same. Then make sure we give them the best options available."

In order to give operating forces the best options, good decisions need to be made. "When we go through a decision evaluation cycle, I need people to ask the tough questions. I need them to be critical as opposed to criticize. Think through things. What are the secondary and tertiary outcomes? What are the unintended consequences? If we could do a 'premortem examination' - What could kill this decision? What are those pitfalls? - then we will be in good shape," said Brogan. "I value the debate, discussion and dissent in the decision-making process up until the point the decision is made. Then I need people to salute, face about smartly and execute the decision."

Problems can be handled in a similar fashion. "I would prefer when you bring me a problem, you bring me at least a solution, preferably a couple of courses of action from which we can choose," said the commander. If time permits, "we can vet them, we can flush them out and then we can make a decision."

And if there is not enough time to conduct thorough research... "You have to determine which things you can control and which things you can't," added Brogan. "Do the best you can with the information available and move forward."

That seems to be the commander's theme. He made similar comments at both the Town Hall meeting and the Assumption of Command. "First, do what's right," stated the brigadier general. "Second, do your best. If we do those two things then we will get along famously."

— Bill Johnson-Miles, *Corporate Communications*

Cpl. Adam Anderson signals to his squad to halt during a presence patrol in Karabilah in the Al Anbar province of Iraq. (Photo By Pfc. Renato Lara)



Dillon receives second Presidential Rank Award

The motto "The Few, The Proud, The Marines" not only applies to the Marine in uniform, but also to Civilian Marines. Barry Dillon, executive director of the Marine Corps Systems Command (MCSC), personifies this description. For the second time in his career, Dillon has been honored with the Presidential Rank Award. The MCSC executive received his 2006 award in the "Distinguished" category. Only one percent of senior professionals and executives may earn this award. This distinction is the highest professional honor for career members of the Senior Executive Service, Senior-Level and Scientific and Professional communities.

With the annual Presidential Rank Award, the commander-in-chief recognizes select senior professionals and executives for their outstanding long-term accomplishments demonstrating exceptional service and a relentless commitment to the American public. There are two categories of rank awards: Distinguished and Meritorious. Mr. Dillon previously received the 1999 Presidential Rank Award in the Meritorious category. The Meritorious category honors no more than five percent of government senior executives for sustained career accomplishment. He has also received the Navy Civilian Superior Service Medal twice as well as receiving numerous performance awards throughout his distinguished 35-year career with the U.S. government.

Attaining the highest Civilian Marine position within the command, Dillon joined MCSC in 2003. As executive director, Mr. Dillon assists Brig. Gen. Michael Brogan, MCSC's commander, in the overall management of the

command with special emphasis on the programmatic and business aspects of the acquisition programs.

"Mr. Dillon embodies the guiding principles of the command to include integrity, innovation, teamwork and excellence," stated Brogan. "His efforts have had a direct and lasting positive impact with saving Marines' lives. His leadership and professionalism have been significant contributors to the success of our operating forces. His ethics and knowledge bring out the best in our organization."

Calling from Iraq, Gen. Michael Hagee, former Commandant of the Marine Corps, was the first person to share the news with the awardee. He told Mr. Dillon that he was proud to have someone from the Marine Corps family receive this award. "Gen. Hagee cares enormously for the welfare of our Marines, and he has a high place in my regard," said Dillon. "It was an honor receiving the call. Thanking me for helping our Marines has made this experience special."

One of President Ronald Reagan's famous quotes, from 1985, is displayed under the glass tabletop in Dillon's office. It reads, "Some people spend an entire lifetime wondering if they made a difference in the world. But, the Marines don't have that problem." With steadfast pride and dedication to the ones he is supporting, many can rest easier knowing that people like Barry Dillon are making a difference for our Marines.

—Dedra Jones, *Corporate Communications*

MCSC welcomes Sgt. Maj. Hayes

In January, the Marine Corps appointed Sgt. Maj. Ethbin Hayes as Marine Corps Systems Command's (MCSC) new senior enlisted advisor to Brig. Gen. Michael Brogan, MCSC's commander. Hayes replaced Sgt. Maj. Barbara Titus, who transferred to Camp Pendleton, Calif. The new sergeant major's primary responsibilities include all unit ceremonies, events and activities, numerous administrative tasks and care of the command's enlisted Marines.

Sgt. Maj. Hayes joins the MCSC team with 26 decorated years of service to the Corps. As MCSC's senior enlisted advisor, Hayes is fully committed to every Marine and will provide input, advice, guidance and direction, as needed. One of his primary objectives is to foster better communications among peers and co-workers, and to help impact MCSC's social events through fun and increased participation. The sergeant major also wants to ensure his Marines maintain standards and stay competitive for promotions and assignments.

According to Hayes, being a Marine means "public service and taking care of fellow service men and women. It means extending my hand and sharing what I know with junior Marines and service members."

Sgt. Maj. Hayes joined the Marine Corps after graduating from Chicago's Westinghouse Area Vocational High School. Throughout his career, the sergeant major has served at many different commands in the midwest, California and Hawaii. He has also deployed to Okinawa, Japan, Korea and the Philippines.

Sgt. Maj. Hayes' advice to someone striving to succeed in their career is simple, "It is the little things we accomplish that make the big things easier to do. The little things help support the bigger evolution."

His personal awards include the Meritorious Service



“As a Marine, I want to leave a mark.”

Medal with one gold star, the Navy and Marine Corps Commendation Medal with one gold star, the Navy and Marine Corps Achievement Medal with one gold star and the Humanitarian Service Medal.

"As a Marine, I want to leave a mark," said Hayes. "By doing so, I want to share what I know and what I have been through. Along the way people will remember that you were here and that you cared about the organization and the people that are here."

—Dedra Jones, Corporate Communications





Phyllis Hurlock and her husband, Jim, volunteer as emergency medical technicians for the Richardsville Volunteer Fire Department and Rescue. (Photo provided by Phyllis Hurlock)

**“ANYTHING YOU
CAN DO FOR
YOUR COMMUNITY
MAKES IT A
BETTER PLACE
TO LIVE.”**

911

**Hurlock's helping hand could
save your life**

If you live in Richardsville, a small community in Culpeper County, Va., and you have a medical emergency, it could be a Marine Corps Systems Command (MCSC) program analyst who comes to your rescue. Phyllis Hurlock, who works for the MCSC Programs Assistant Commander, volunteers as a certified Emergency Medical Technician (EMT) for the Richardsville Volunteer Fire Department and Rescue (VFD&R).

Her various community service activities keep her at the center of just about everything happening in the community. Hurlock is the VFD&R treasurer, a member of the board of directors for the organization and the coordinator for almost every VFD&R fund-raising event. She is also on the Administrative Committee of the Culpeper County VFD&R Association and a Sunday school teacher.

Responding to a desperate need for emergency first responders, in 2002, Hurlock agreed to complete the Emergency Vehicle Operations Course (EVOC) and drive an ambulance. Two years later, she took the next step to become an EMT. After four months of training, equaling about 120 hours, Hurlock achieved EMT-Basic certification.

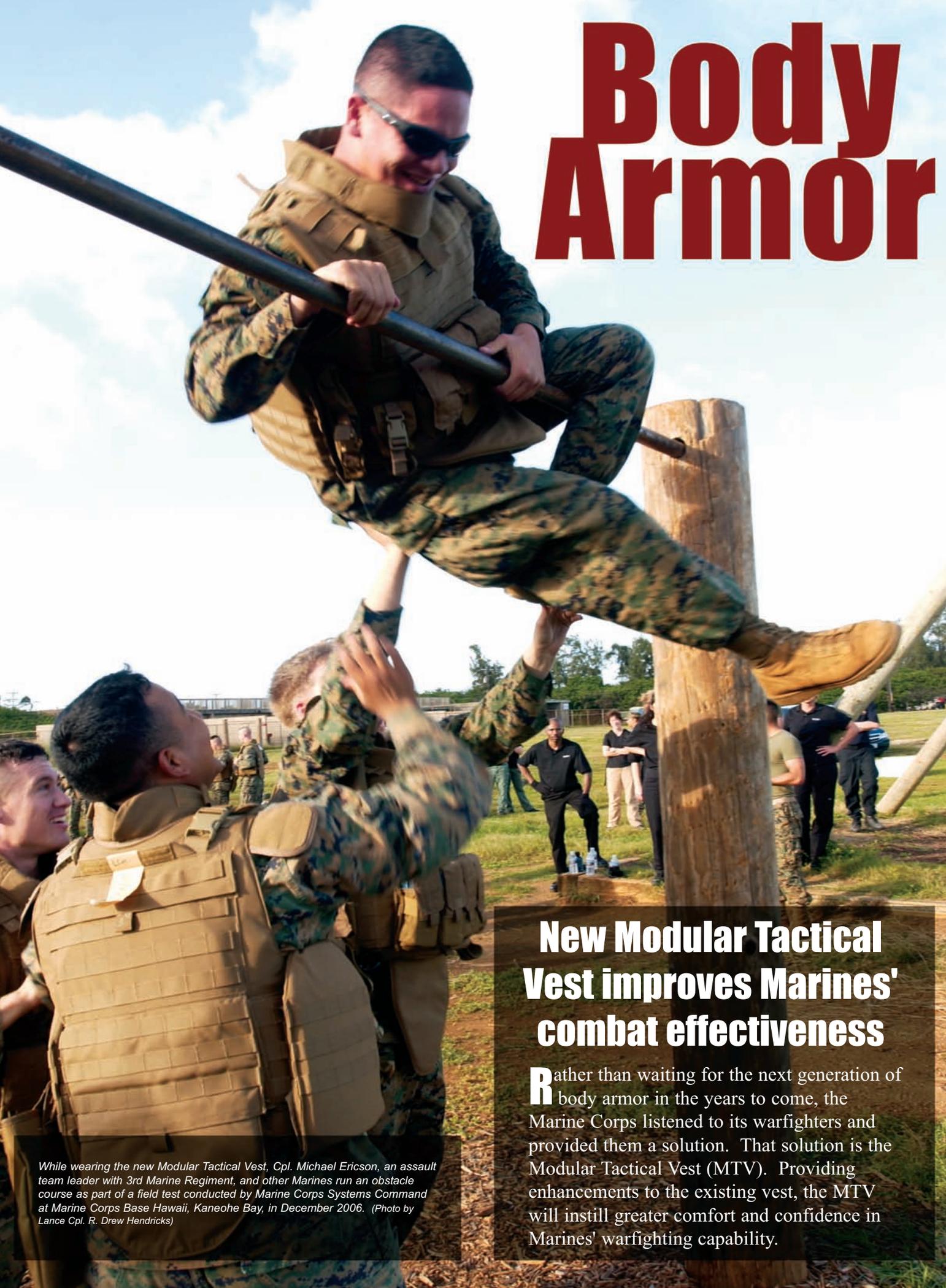
"Helping the older people in our community when they're ill, injured or frightened is one of the most rewarding parts of being an EMT," Hurlock said. "While going through the course I kept telling my instructor that I just wanted to transport little old ladies and gentlemen that were ill. Of course, I've had all manner of calls since then."

Hurlock's heavy involvement with the Richardsville VFD&R started in 1991. The VFD&R Board of Directors needed someone to fulfill the secretary position on the committee. Hurlock stepped up to the plate when the board president asked if she would be willing to serve in this capacity. Although she already had a hectic schedule - a full-time job, long commute and three children - Hurlock agreed to take this position temporarily. That was 15 years ago. After serving as secretary for eight years, Hurlock was elected president of the organization in 2000 and the subsequent three years.

"It's all about helping out wherever you have the ability," stated the MCSC team member. "You may find you have talent in an area you never imagined. But the bottom line is that anything you can do for your community makes it a better place to live."

—Provided by the Assistant Commander for Programs Office

Body Armor



New Modular Tactical Vest improves Marines' combat effectiveness

Rather than waiting for the next generation of body armor in the years to come, the Marine Corps listened to its warfighters and provided them a solution. That solution is the Modular Tactical Vest (MTV). Providing enhancements to the existing vest, the MTV will instill greater comfort and confidence in Marines' warfighting capability.

While wearing the new Modular Tactical Vest, Cpl. Michael Ericson, an assault team leader with 3rd Marine Regiment, and other Marines run an obstacle course as part of a field test conducted by Marine Corps Systems Command at Marine Corps Base Hawaii, Kaneohe Bay, in December 2006. (Photo by Lance Cpl. R. Drew Hendricks)

The Next Generation

The Marine Corps contracted with Protective Products International for 60,000 MTVs and fielded the first batch of MTVs in February to stateside Consolidated Issue Facilities. This 11-month fielding process will sustain two rotations supporting Operation Enduring Freedom and Operation Iraq Freedom (OEF/OIF). The fielding of MTVs is being complemented with a comprehensive training program conducted at each Marine Expeditionary Force.

The MTV, a load bearing vest, wears more comfortably than the existing Outer Tactical Vest (OTV). The MTV optimizes the same OTV ballistic protection and enables the Marine to easily configure components of

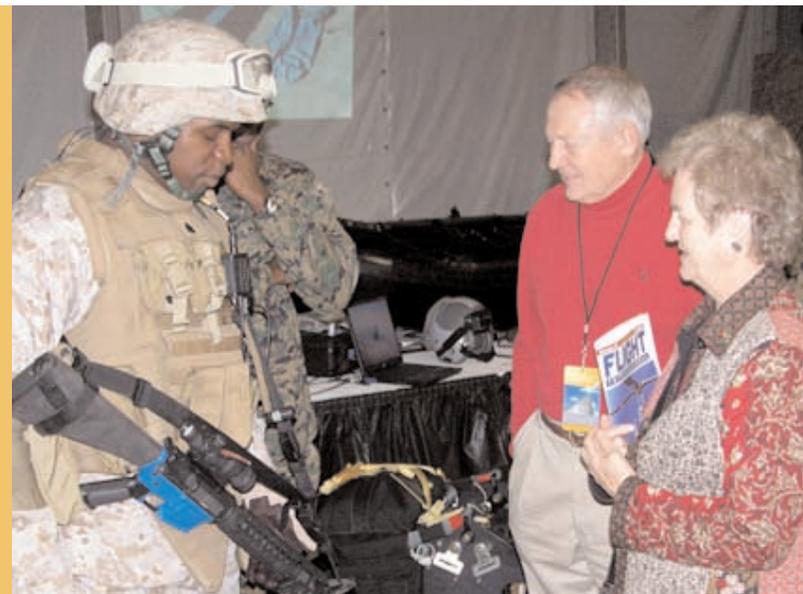
*“The **MARINE CORPS** is committed to provide the best available **PROTECTIVE EQUIPMENT** to the warfighter in combat.”*

their combat load to best meet specific mission requirements. Responding to an Urgent Universal Need Statement, submitted in 2006, Marine Corps Systems Command (MCSC) developed the MTV.

"In today's combat environment, gear requirements change quickly impacting the individual Marine's ability to successfully execute their missions," said 1st Lt. Mauro Mujica, weapons platoon commander for Lima Company, 3rd Battalion, 7th Marines. "Our mission requires us to be alert, quick on our feet and decisive. Enhancements to the current vest were needed to help us become more combat effective. I'm pleased that the Corps identified the issue with the current vest and promptly moved forward to give deployed Marines a vest that's more suitable for the situation abroad."

The OTV was not designed to carry equipment and other mission critical items during combat missions. The MTV revolutionizes body armor into a load bearing vest to better carry assault loads such as magazines, water and grenades. The Marine Corps is providing Marines with state-of-the-art technology with the combination of ceramic hard armor plates and soft armor ballistic panels. The MTV leverages the existing Enhanced Small Arms Protective Insert (E-SAPI) plates and soft armor ballistic panels.

"The MTV takes the current individual body armor design and includes additional comfort and weight distribution to a vest that cannot get much lighter until additional research from industry's Science and Technology experts can invent lighter ballistic materials," said Maj. John Gutierrez, MCSC's project officer for infantry combat equipment. "The Marine Corps did not want to wait the three-five years it will take for this new technology. We decided to create the MTV knowing that its increased capabilities will make the warfighter happier, more comfortable and thus more combat effective."



Sgt. Alexander Wesley (left), an instructor at The Basic School on Marine Corps Base Quantico, exhibits to visitors the full combat load including a prototype of the Modular Tactical Vest, in Marine Corps Systems Command's static display tent at the dedication of the National Museum of the Marine Corps in November 2006. (Photo by Bill Johnson-Miles)

Putting the MTV to the test: Marines talked. The Corps listened.

"Ensuring the safety of Marines during operational efforts is our top priority," stated Col. Ed Smith, MCSC's product group director for combat equipment and support systems. "We will always do whatever we can to rapidly get the right equipment to our Marines. We listen to their experience as they translate requirements to us, and then we ensure they are given the best options available."

Involving more than 100 Marines, MCSC conducted a rigorous three-week field evaluation of the MTV at Camp Lejeune.

"Having been deployed for eight months to conduct combat operations in Afghanistan, I can honestly say the Marine Corps really put the evaluators and the MTVs to the test during those three weeks," stated Gunnery Sgt. Charles Baker, anti-armor platoon commander for weapons company, 1st Battalion, 9th Marines. "I am happy to see that the Marine Corps took the time to get input from those who have been on the battlefield and know what the warfighter needs to be more effective in combat."

The field evaluations included realistic environmental and situational scenarios. Test events included a forced march, movement to contact, rifle range, emergency exit drills and military operations on urbanized terrain facility maneuvers. Additional testing was conducted at other government laboratories. Overall design, fit, comfort, ease of assembly and the quick release design were key characteristics favored by 89 percent of the Marines.



MCSC's Gunnery Sgt. Ilich Bello models the load bearing Modular Tactical Vest (MTV). The MTV optimizes the same Outer Tactical Vest (OTV) ballistic protection, wears more comfortably than the OTV and enables Marines to easily configure components of their combat load to best meet specific mission requirements. (Photo by Bill Johnson-Miles)

Although the MTV and OTV are approximately the same weight, the MTV will feel lighter because of improved load distribution. Increased capability, improved integration and design modifications are the three major enhancement areas contributing to the slight weight difference. Advancing a Marine's combat effectiveness and safety is the MTV's quick release system. This system is a single pull cord that instantly disassembles the vest - typically used during escape situations when someone is trapped in a vehicle rollover or weighed down in deep water.

"Getting Marines out of the vest is mission critical," said Petty Officer 3rd Class Chad Jorges, who served in combat as a hospital corpsman for 1st Battalion, 9th Marines. "In today's combat environment, most Marine injuries occur from snipers and improvised explosive devices (IEDs). When you are hit by one, every second counts." Jorges knows what he is talking about. He has been deployed twice during the "Long War on Terror," serving in Afghanistan in 2004 and Iraq in 2005.

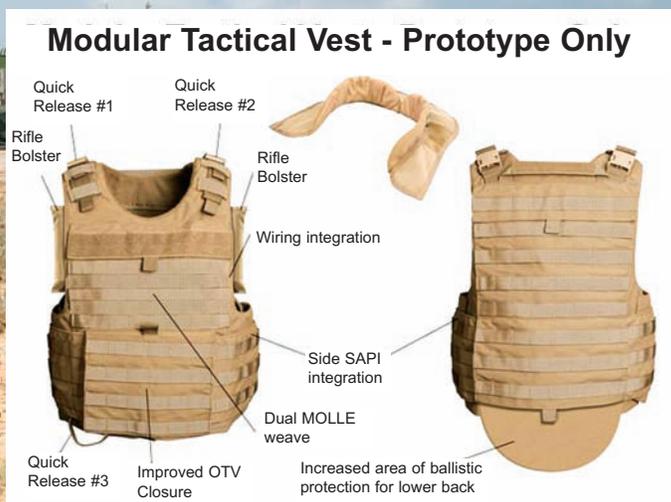
"IEDs are constant threats in OEF/OIF," said Jorges. "What you see on television pales in comparison to the actual moment when your vehicle hits an IED and rolls over. A lot of people are shaken up, disoriented or injured. The quick release system allows the wearer to rapidly get out of the vest to increase mobility." Along with added protection, mobility is an important safety factor, not only for the MTV, but for any future generation of body armor. The Marine Corps is jointly working with other services, industry and various government labs to push technology to the next stage.

"As technology continues to leapfrog, so will improvements to body armor," said Gutierrez. "The next generation of body armor will offer significant advancements to existing solutions."

The Marine Corps wants a more flexible armor solution, getting away from the hard ceramic plate. The desired next generation solution includes a 30 to 50 percent reduction in weight while covering more of the torso area.

"Technology will always continue to advance as will the Marine Corps' ongoing efforts to provide increased protection and comfort to help the Marine become more combat effective," said Gutierrez. "The Marine Corps is committed to provide the best available protective equipment to the warfighter in combat. Today, part of that equipment is the MTV."

—Dedra Jones, Corporate Communications

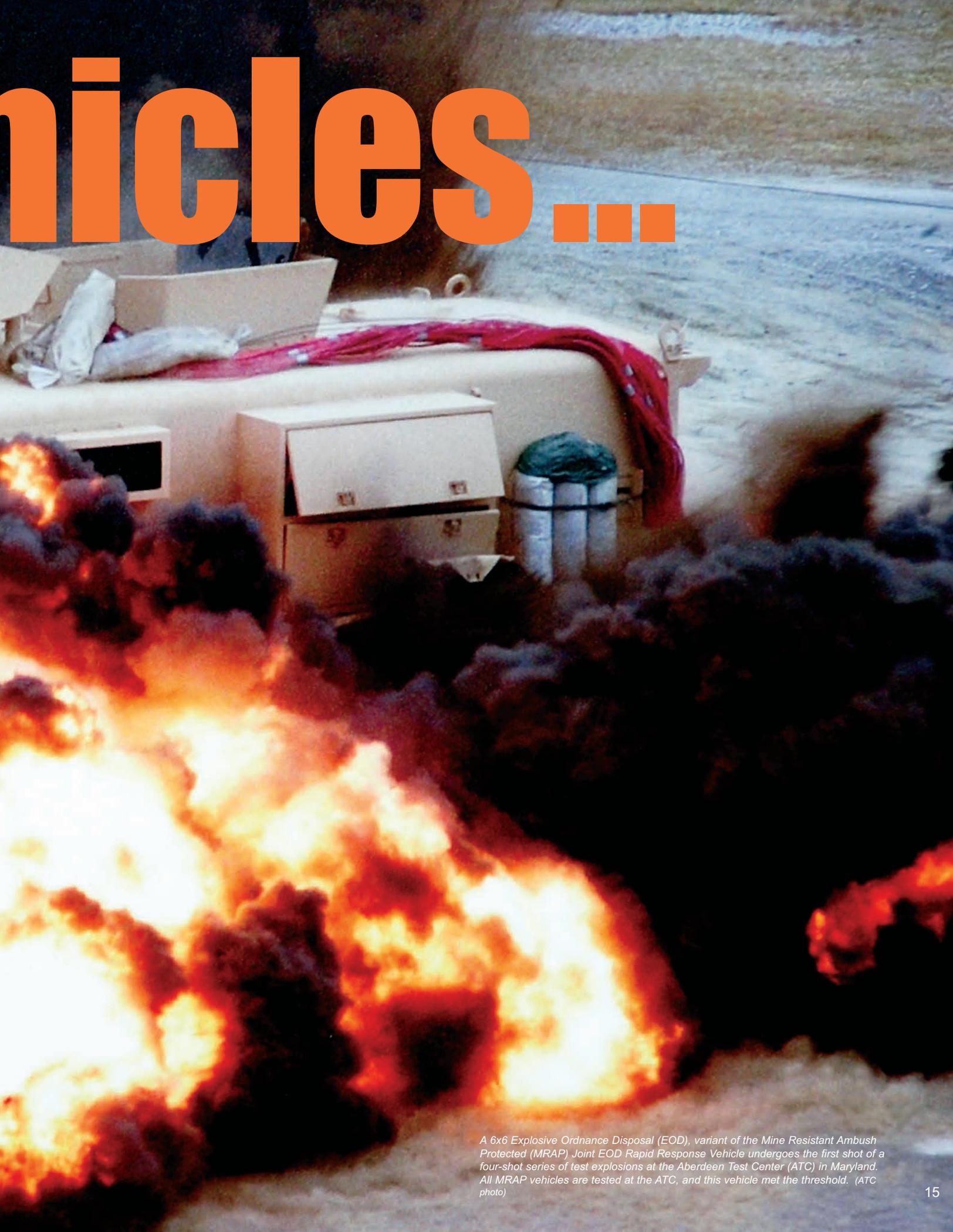


Cpl. Joseph Abasciano provides perimeter security during a vehicle-mounted Tacital Recovery of Aircraft Personnel training exercise in Djibouti, Africa. The Marine Corps began fielding the Modular Tactical Vest (MTV) in February, and MTVs should be available to Marine Expeditionary Forces soon. (Photo by Cpl. Eric Martin)

MRAP Vehicles



nicles ...



A 6x6 Explosive Ordnance Disposal (EOD), variant of the Mine Resistant Ambush Protected (MRAP) Joint EOD Rapid Response Vehicle undergoes the first shot of a four-shot series of test explosions at the Aberdeen Test Center (ATC) in Maryland. All MRAP vehicles are tested at the ATC, and this vehicle met the threshold. (ATC photo)

Save Lives.

MCSC challenges industry with aggressive MRAP vehicles

Using an innovative and unprecedented business process, Marine Corps Systems Command (MCSC) issued orders in February to produce and field life-saving armored vehicles faster than most thought possible. MCSC simultaneously awarded Low Rate Initial Production (LRIP) orders to five manufacturers for 395 Mine Resistant Ambush Protected (MRAP) vehicles. These orders, which have a total dollar amount of more than \$200 million, were issued to accelerate the production of lower risk vehicle material solutions in advance of testing and production orders.

In late January, MCSC challenged industry by awarding nine separate Indefinite Delivery, Indefinite Quantity (IDIQ) contracts for 36 initial MRAP test vehicles. The IDIQ contracts required these initial vehicles to be produced within 60 days. However, in less than three weeks, five of the vendors demonstrated their reliability to produce vehicles meeting Marine Corps survivability requirements, production numbers and delivery timelines. This resulted in LRIP orders being issued to: BAE Systems, Ground Systems Division; Force Protection Industries, Inc.; General Dynamics Land Systems - Canada Corp.; Oshkosh Truck Corporation; and Protected Vehicles, Inc.

The contracts and orders cover two categories of MRAP vehicles. Category I is the smaller, lighter Mine Resistant



Capt. Taylor Biggs (right) was a first lieutenant with an engineer company in Fallujah, Iraq, when this photo was taken in December 2005. He along with his vehicle commander (left, name not provided) and eight other Marines survived an explosion from an IED built from a triple 155mm artillery round. The IED went off one meter from the MRAP Cougar in which they were riding. The Marines only sustained minor injuries including a blown ear drum and one broken bone. (Photo provided by Capt. Taylor Biggs)

plan to protect the warfighter

Utility Vehicle (MRUV) for urban combat operations. Category II is the larger, medium-sized Joint Explosive Ordnance Disposal (EOD) Rapid Response Vehicle (JERRV) for multi-mission operations such as convoy lead, troop transport, ambulance, explosive ordnance disposal and combat engineering. The five defense contractors receiving LRIP orders are required to produce 190 MRUVs and 205 JERRVs with delivery commencing this month.

More than 60 MRAP vehicles are currently being used by Marine forces in Iraq. These armored vehicles have a proven record of saving lives by augmenting the current level of mine, rocket propelled grenades and improvised explosive devices (IED) protection with a V-shaped hull and raised chassis.

"MRAP vehicles have saved lives," said Capt. Taylor Biggs, Marine Forces Pacific and MRAP vehicle survivor. "The Marines who work in these vehicles have the greatest confidence in its abilities to defeat the bad guys. IEDs are our greatest threat. They frustrate Marines who want to engage targets, not be targets themselves."

MCSC is committed to delivering more of these MRAP vehicles faster to operating forces. The objective is to produce up to 6,738* by spring 2008... 2,500 for the Army, 538 for the Navy and 3,700 for the Marine Corps.

"MCSC's acquisition strategy is outcome-oriented. We want the maximum number of survivable vehicles, with proven performance, in the shortest time to deliver," said Paul Mann, MCSC's program manager for MRAP. "In response to our request for proposals, industry responded with quality products and production capacity. We look forward to their success when we validate performance at Aberdeen Proving Grounds; we hope everyone's product is as good as they state so we can expedite production orders. Theater Commanders have an urgent and compelling need for these vehicles. It is up to all of us to act fast."

With the active evaluation participation by the Army, the Marine Corps serves as the lead agency for procurement of the current requirement of MRAP vehicles under designated Rapid Deployment Capability authority. The Marine Corps, in concert with the Army and Navy's program managers, will work through acquisition, fielding and sustainment. MRAP vehicle requirements include the increased survivability and mobility of Marines, Sailors and Soldiers responding to a variety of missions including operating in hazardous fire areas against known threats such as small arms fire and IEDs.

"We have an urgent and compelling need for these vehicles," said Col. Dion King, the Army's project manager for MRAP. "We considered lessons learned from many other rapid acquisition programs to ensure that we can



Sgt. David Moran uses an MRAP vehicle dubbed the "Cougar" to sweep for IEDs in Iraq. Moran serves as an EOD technician with the 1st Explosive Ordnance Disposal Company in direct support of 3rd Battalion, 8th Marine Regiment. (Photo by Cpl. Joseph DiGirolamo)

deliver safe, effective, reliable and supportable MRAP vehicles to our operating forces as soon as possible."

"As an Army EOD tech in Iraq, my team saw the strength of the JERRV on our first mission," said PFC Nic Casey, Army's 764th ORD CO (EOD). "We ran over an IED, and the round sounded like nothing more than an M-80. Nobody was injured except our truck got a few holes in the tool boxes and two tires went flat - but it was out on another mission the same day."

"These mine-resistant vehicles gave us a capability to safely approach, confirm and, in some instances, neutralize IEDs," said Biggs, who served in Iraq from August 2005 to April 2006.

"These vehicles provide the best available protection for our warfighters," added Brig. Gen. Michael Brogan, MCSC commander. "Awarding multiple contracts simultaneously creates full and open competition so we can expand the production base and more rapidly put these life-saving vehicles into the hands of our warfighters."

"Success is in the hands of industry," said Barry Dillon, MCSC executive director. "The vehicles need to have adequate survivability, need to be produced at a high rate and need to be fielded as soon as possible. We are depending on industry to fulfill their contracts on time. We are encouraging them to produce vehicles faster. The faster we can field quality, safe MRAP vehicles, the more lives we can save."

**Figures current as of press time.*

—Dedra Jones, Corporate Communications

Partners in Inno

The graphics



Chief executive officers and company representatives join Brig. Gen. Michael Brogan, MCSC commander (center); Barry Dillon, MCSC executive director (left of the commander); Paul Mann, MCSC's MRAP program manager for MRAP (far left); and Col. Dion King, the Army's MRAP project manager, for a cake cutting ceremony in January. (Photo by Bill Johnson-Miles)



B



Force
Indus



Oshko

Partne

Industry...

provided by the individual companies are prototypes of the MRAP vehicle proposed by that company. Graphics are artist renderings or altered photos.



AE Systems



General Dynamics Land Systems - Canada Corp.



General Purpose Vehicles, LLC.



**Protection
tries, Inc.**



Protected Vehicles, Inc.



Textron Marine & Land Systems



sh Truck Corporation



**International Military
and Government**



Armor Holdings

ers in Success.

Virtual Warfighter

MCSC earns Florida governor's award for modeling and simulation

During the Interservice/Industry Training Simulation and Education Conference (I/ITSEC), in Orlando during December 2006, Florida's Governor Jeb Bush presented Marine Corps Systems Command (MCSC) with the Governor's Award for significant achievement in modeling and simulation. This award recognizes MCSC's development and fielding efforts of the Marine Corps' Combined Arms Command and Control Trainer Upgrade System (CACCTUS) program.

Governor Bush presented the achievement award to Col. Walter Augustin, MCSC's program manager for Training Systems (PM TRASYS). Augustin accepted the award "on behalf of 'Team Orlando,'" for work on the CACCTUS program. In its eighth year, the annual Governor's Award is sponsored by the National Training & Simulation Association to recognize outstanding achievement in the field of modeling, simulation and training.

"I am honored to present the 2006 Governor's Award to Col. Augustin and his team for their incredible work in developing CACCTUS, a revolutionary program aimed to increase levels of training and preparedness of our men and women in uniform," said Governor Bush. "The groundbreaking work in the modeling and simulation industry is truly phenomenal and supplies cutting-edge, life-saving technologies applicable in both military and commercial training settings."

The CACCTUS program allows Marines "to actually integrate themselves in a training environment with all the different training units that they have available to them," described Nancy Harmon,

project officer for CACCTUS. "Whether it is an individual, small unit, or however their echelons are organized, they will be able to combine all of that into one training event through a live, virtual and constructive architecture.

"Overall, it will bring them the ability to train the way that they fight," she added. "They will be able to fully train within the facility or in the live/virtual/constructive environment and then be able to walk out and execute that mission with more confidence, more skill and more success."

CACCTUS will be deployed to all five USMC Combined Arms Staff Trainer (CAST) facilities: Marine Air-Ground Task Force Training Center (MAGTFTC), Twentynine Palms, Calif.; Marine Corps Bases Kaneohe Bay, Hawaii; Camp Lejeune, N.C.; Camp Pendleton, Calif.; and Camp Butler, Okinawa. CAST provides fire support training for the MAGTF up to and including the Marine Expeditionary Brigade level.

—Dedra Jones,
Corporate
Communications

Military personnel conduct an exercise at the Combined Arms Staff Trainer at the Marine Corps Air Ground Combat Center in Twentynine Palms, Calif. With CACCTUS, the CAST becomes not only an tool for teaching the art of combined arms, but also a venue for teaching command and control on currently fielded systems. (Marine Corps photo)

O O H R A H



Maj. Andrew Belovarac (left), MCSC's Staff Secretary, discusses some correspondence with Lance Cpl. Gregory Walker. The Marine Corps Combat Development Command selected Walker as its 2006 Marine of the Year. (Photo by Bill Johnson-Miles)



Brig. Gen. Michael Brogan, MCSC commander, presents a 30-year service pin to John Bennett, MCSC council. (Photo by Bill Johnson-Miles)



Brig. Gen. Michael Brogan, MCSC commander, presents a 30-year service pin to Gordon Taylor, program director for MCSC Ground Transportation and Engineer Systems. (Photo by Bill Johnson-Miles)



Brig. Gen. Michael Brogan, MCSC commander; Lt. Col. Tracy Tafolla; and Tom Miller stand at attention while Capt. Brian Dixon reads the citations establishing Tafolla and Miller as program managers. (Photo by Bill Johnson-Miles)



Sandra Switzer (right), Business Manager for MCSC Information Systems and Infrastructure (ISI), visits with Rosario Rodriguez, ISI Budget Analyst. Switzer earned the 2006 Latina Style Magazine's Meritorious Service Award in September. (Photo by Bruce Scott)



Capt. Brian Dixon (right), commander's aide, receives an Iraqi flag from Staff Sgt. Jerome Oswald, during the captain's award ceremony. The commander presented Dixon with the Navy and Marine Corps Commendation Medal. (Photo by Bill Johnson-Miles)



Rear Adm. Tim Flynn (right), Program Executive Officer for Enterprise Information Systems, presents the Space and Naval Warfare Systems Command (SPAWAR) "Lightning Bolt" plaque to Mr. Randy Delarm, Global Combat Support System-Marine Corps program manager. This is the highest level of team recognition at SPAWAR. (Photo by Bill Johnson-Miles)

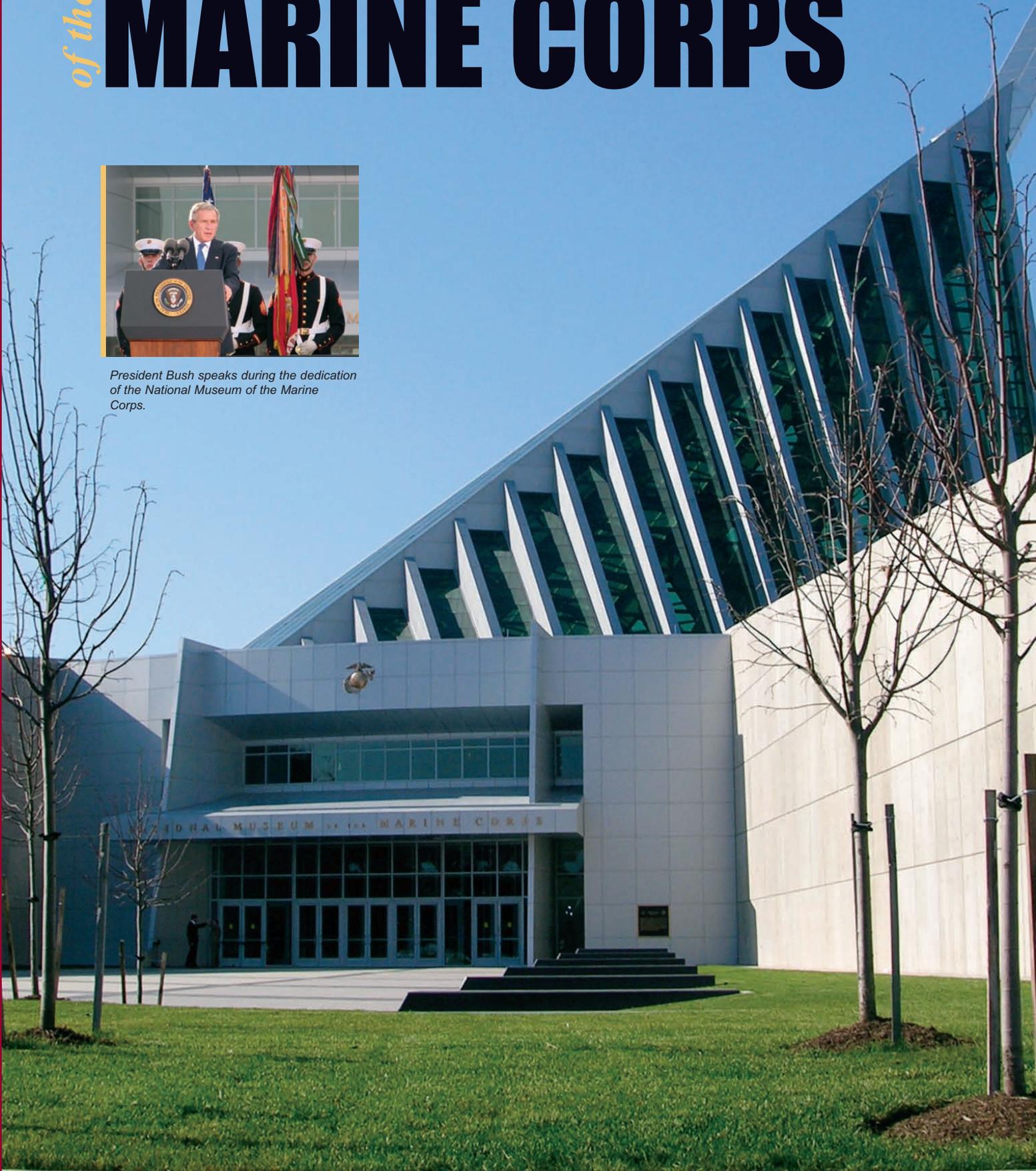


(From left) Capt. Travis Reeves, John Linnstaedt and Dave Mathews, all with MCSC's Command, Control, Communications, Computers, Intelligence Integration program, make up "3 Fat Men in Speedos," one of the winning teams in the "Biggest Loser Challenge," a Marine Corps Community Services and Semper Fit Program event at Quantico. (Photo by Bruce Scott)

NATIONAL MUSEUM *of the* MARINE CORPS



President Bush speaks during the dedication of the National Museum of the Marine Corps.



MCSC displays equipment that helps warfighters win

A Marine in full combat gear stands ready with weapon in hand. Not far away, the barrel of a Marine Corps Lightweight 155mm Howitzer aims skyward while the High Mobility Artillery Rocket System (HIMARS) sits patiently nearby. Sounds like a battlefield in some far off locale, but instead, this scene unfolded in a static display tent at the November 2006 dedication of the National Museum of the Marine Corps in Quantico, Va. For most of the dedication day, Marine Corps Systems Command (MCSC) exhibited tons of weapons, vehicles and systems, showing thousands of museum guests how the organization "equips the warfighter to win."

A banner bearing that theme hung outside of the display tent and could be seen by the estimated 10,000 attendees - mostly Marine Corps veterans. During the dedication ceremony, veterans and other guests listened to stirring patriotic words delivered by top Marine Corps leadership and their Commander-in-Chief, President Bush. Many visitors arrived early for the event and passed the time strolling by more than 25 displays manned by nearly 200 MCSC team members, filling a huge 26,000-square-foot tent.

"I feel proud to be able to show and tell the public and Marine veterans that MCSC is fielding state-of-the-art equipment to serve our Marines in harm's way," said Peter Pham of MCSC's Counter IED Technology Directorate.

"I'm just thrilled to be here," stated Sgt. Alexander Wesley, an instructor at The Basic School on Marine Corps Base Quantico. "It feels good to display this new technology. Marines are going to be safer because of it."

Wesley exhibited the full combat load, including the Modular Tactical Vest (MTV). "This is the new MTV prototype," Wesley told war veteran Richard Johnson. "It feels great. It feels much lighter than the body armor currently being worn. It's a lot more comfortable."

"All this equipment is quite unbelievable," said Johnson, a 26-year retired Marine colonel who served from 1954 to 1980. "And it's so important that we keep producing high quality items. I got hit by shrapnel in Vietnam, and my helmet saved my life. You can't provide Marines with enough good equipment. It's critical."

"Events like this are important because we want to show that the Marine Corps is actively fielding new equipment to help the warfighters win the Long War on Terror," added Pham. "We want to show that tax dollars are being used to buy better equipment, to save Marines' lives."

Seven-year-old Jacob Gonzalez of Texas doesn't pay taxes yet, and he may be a little young to understand how the equipment can save lives. But he did seem to enjoy the HIMARS. "I like the rocket launcher," said Gonzalez. "It's cool."

Kids also enjoyed the Indoor Simulated Marksmanship Trainer, one of the more popular displays with a steady line of people waiting to try their luck at virtual target practice. Paul Nichols, who provides support to MCSC's project manager for Training Systems, helped operate the simulator.

"This event served to tie all Marines together," said Nichols, "from four-star generals to four-year privates from 60 years ago."

Leroy Diamond of New York served more than six decades ago and fought on Guadalcanal, where he earned the Navy Cross. The Marine Corps hero admired the howitzer. "If we had gear like that in World War II, we wouldn't have had to use ammo," he said. "We would have scared them to death."

"The older the veteran the more shock and amazement was apparent," said Barton Soucy, a MCSC deputy project officer who enjoyed talking with visitors. "It is a pleasure to show the benefits of a tight team oriented toward success."

This sentiment was echoed by many MCSC professionals at the museum dedication who are continuing to equip warfighters to win on battlefields around the world.



A Marine tells a visitor about the Stinger Missile Launcher on display during the museum dedication.



Dan Fitzgerald, Marine Corps Systems Command's program manager for Infantry Combat Equipment, helps a visitor try on some combat gear that Marines wear on the battlefield.



Two boy scouts check out a High Mobility Multipurpose Wheeled Vehicle (HMMWV) on display during the museum dedication.

(Photos by Bill Johnson-Miles)

— Bill Johnson-Miles, Corporate Communications



Award winners and FFME Team Members include: Lt. Cmdr. David Schoo, Master Chief Michelle Jennejahn, Margaret Livesay, Charles Bolin, Tina Hairfield, Mary Horn, Ted Salas, Jack Wine, Gary Berkheimer, Barbara Bennett and James Besser. (Photo by Bruce Scott)

FFME team earns SECNAV award

The Secretary of the Navy announced in February that Marine Corps Systems Command's Family of Field Medical Equipment (FFME) team, part of the command's Combat Equipment Support Systems program (PG16), had earned a Department of the Navy Competition and Procurement Award for fiscal year 2006.

The award recognizes military and civilian personnel who have made the most outstanding contributions to competition and innovation in Navy and Marine Corps procurement.

"As a result of the hard work and dedication of these award winners and all others in the Acquisition Workforce, our Sailors and Marines benefit in terms of a higher state of readiness, improved quality and more effective mission accomplishment," said Donald Winter, Secretary of the Navy, in a message announcing all the winners.

MCSC earns Workforce Development recognition

Recruiting and retaining the highest quality of people is a top priority echoed throughout most organizations. Marine Corps Systems Command (MCSC) not only says it, but executes this initiative through its Workforce Development. MCSC's Workforce Development has been recognized by the Under Secretary of Defense (USD)

as having two best practices for other such organizations to mirror. These best practices are the Community of Practice (CoP) Approach and the Training Information Management Database (TIMS).

The USD Acquisition, Technology and Logistics (AT&L) Workforce Development Awards program made this distinction. The USD (AT&L) Workforce Development Award program recognizes organizations achieving excellence in learning and development for their employees. This award program also identifies best practices for other USD (AT&L) organizations to adopt.

Thomas becomes MCSC's comptroller



Marilyn Thomas, Comptroller

Marilyn Thomas succeeded James Polzin, who retired in January, as the Marine Corps Systems Command's Deputy Commander for Resource Management (Comptroller). Thomas is a member of the Senior Executive Service and previously served as the Director of Budget Investment for the U.S. Air Force Comptroller. Ms. Thomas has held positions in the areas of budget formulation, program integration and resource management. Her experience spans several appropriations and functional areas, including cost, budget and acquisition.

She holds a Bachelor of Science degree in economics from Oklahoma State University, a Master of Arts degree in economics from George Mason University and a masters degree in national resource strategy from the Industrial College of the Armed Forces.

Ms. Thomas is Defense Acquisition Workforce Improvement Act (DAWIA) certified in program management and financial management, she is a Certified Defense Financial Manager.

Burrow takes over as deputy commander for C4I Integration



John Burrow, Deputy Commander (C4I)

Marine Corps Systems Command recently selected John Burrow as its deputy commander for Command, Control, Communications, Computers and Intelligence (C4I) Integration. He has more than 20 years experience in the definition, design, development, integration, test, and operational employment of combat systems and C4I systems. He also has more than 15 years experience in technical line and program management.

Mr. Burrow previously served as the Force Warfare Systems Department Head, Naval Surface Warfare Center Dahlgren Division, as the Naval Sea Systems Command technical area expert for Surface Ship Combat and Weapon Control Systems, and as the technical process owner for Open Architecture. Mr. Burrow was appointed to the Senior Executive Service in 2004 and is a certified Level III Acquisition Professional in the Advanced Systems Planning, Research, Development and Engineering field and in the Program Management field.

Survey captures input for new cold weather PT gear

During the last half of January, Marine Corps System Command's (MCSC) Program Manager for Infantry Combat Equipment (PM ICE) conducted a survey soliciting input from Marines for the Commandant's Physical Training (PT) Uniform initiative. Hitting the streets in March, the results influenced MCSC's development efforts for a new jacket and trouser intended for wear in cold weather. These articles of clothing were added to the currently available Marine Corps sweat suit and sweat shirt authorized for wear.

All active duty and reserve Marines were invited to participate in the comprehensive, online survey. This questionnaire included such topics as design, comfort, color, pockets and insignias.

As a conduit for Marines, PM ICE will continue to conduct such surveys for Marine input on new initiatives related to its mission to enhance the performance, capability and sustainability for the clothing and equipment for operating forces. The request for proposal was released in March.

Speaking with one voice... MCSC's new website and branding initiative

Launching this spring, Marine Corps Systems Command (MCSC) will sport an upgraded website with a new look and brand. The new look includes a sword-like arrow representing the warfighter at the tip of the spear, the first to the fight; and how the MCSC team supports and equips this warfighter. It also represents movement, speed and quickness, important ingredients to the Marine and to MCSC. Targeting an audience ranging from the individual Marine, families of the Marine, industry, media and other interested parties, the revamped website educates external audiences with MCSC's programs and activities by enabling end-users to access information within a few clicks.

Gloria Pryor, team lead for

Strategic Communications within the Corporate Communications Directorate, spearheaded the initiative to promote and enhance MCSC's brand. Representatives from the Office of the CIO and Corporate Communications participated in a joint effort giving MCSC a new face-lift for the command through various communication tools.

In addition to the improved external website, other branding can be seen through Tiger's new homepage, allowing users to immediately access and view current news and information as well as new PowerPoint and business card templates.

Command transitions to NSPS, offers new information resources

Following months of auditorium and classroom training, all-hands emails and Tiger intranet postings provided by the Workforce Management and Development (WMD) Directorate, the Marine Corps Systems Command (MCSC) workforce converted to the National Security Personnel System (NSPS) in February. WMD also launched a revitalized NSPS website to assist command employees in their transition from the Contribution-based Compensation Appraisal System (CCAS) performance management system to the new NSPS performance-based management system.

"The command's NSPS website contains localized, relevant information derived from many other sources highlighting to employees what they need to know," said Jim Irwin, WMD director. "By providing comprehensive information through a variety of sources, these NSPS tools will also help ease employee concerns."

NSPS information is also available through the Human Resources Knowledge Center on Tiger; Marine Corps, Navy and Department of defense websites; and through periodic

command and Tiger announcements.

According to Elizabeth Patton, WMD's website developer, the command's NSPS website includes relevant website links, the classification and pay architecture, local market supplement schedule, frequently asked questions and a position description library, among other resources. "It will be updated on a regular basis as additional information is made available," said Patton.

The new website also provides NSPS guides to writing objectives and frequently asked questions about objectives.

"A primary concern (employees have) about the new performance management system is with writing objectives," stated Irwin. "Under CCAS, managers and employees were obligated to communicate objectives, but not necessarily in writing. NSPS requires a formal document describing these objectives."

In addition to providing information resources, and employee and manager training on objective writing for NSPS, Communities of Practice managers are developing common objective standards for their respective communities that managers may tailor to suit each employee in that career field.

"These standards will not be required for use," added Irwin. "They are being developed as a way to help managers get started under NSPS."

WMD will provide this information as well as other emerging issues and information, through all local NSPS resources, as it is available. Irwin said he hopes that through these resources, managers and employees will gain a thorough understanding of NSPS features.



"I don't think that we took full advantage of the AcqDemo (Acquisition Demonstration) features of compensation through contributions," he said. "NSPS offers new and better features for making performance evaluation and compensation management a more equitable process."

The command will conduct a "mock" pay pool exercise on or about June 1 to determine everyone's understanding of the NSPS design and identify where additional training or policy changes are needed. The first NSPS rating cycle will end Sep. 30 and following that date, employees will be instructed to prepare self assessments. At that time, according to WMD, the pay pool review process will begin and new job objectives for the FY08 rating cycle will be put in place for all employees. The first NSPS payout will be issued to the workforce during the first full pay period of 2008.

"With each of these major events, WMD will issue specific guidance to assist you in accomplishing all administrative requirements," said Irwin. "It is important, however, that you work to understand the NSPS design better as we move closer to each of these dates and provide any questions you may have to WMD along the way."

The NSPS website is available at: www.marcomsyscom.usmc.mil/sites/nsps/. For more information, contact the NSPS team at: (703) 432-4468, 432-4486, 432-4488, 432-4496, or 432-4489. Additional information is also available at the NSPS website and the Human Resources Knowledge Center on Tiger.

Basic contractors representative training held in May

Marine Corps Systems Command is holding training for Basic Contractors Representatives May 8-10. The class will be held in Building 2207 on Quantico in the VTC room, classroom 1, from 8 a.m. to 4:30 p.m.

This course provides comprehensive, tailored training on managing the contract award and performance situations facing contracting officer's technical representatives (COTR). The emphasis throughout is on viewing the contracting process from their unique perspectives and on providing attendees with guidance on actions that can be taken to ensure that a contract's goals are successfully met. In addition, the course greatly enhances the skills COTRs must have for anticipating, identifying and solving contract prob-

lems. The course also offers insight on how COTRs can effectively coordinate their work with other members of the procurement team.

To register, visit the Tiger website and click on "Workforce Development" and then on "Learning Center." For more information contact Training Program Administrator Jeanenne Griffin with the On-Site Training Team at (703) 432-4460.

Ground Acquisition MOS Initiative IPT established

MCSA's Brig. Gen. Michael Brogan is serving as the Marine Corps Acquisition Executive Agent (MCAEA) and has created a new Ground Acquisition Military Occupational Specialty (MOS) initiative. Through this initiative, an Integrated Product Team (IPT) has been established to serve as adjunct staff advisor to the MCAEA, Acquisition Occupational Field Sponsors, key stakeholders and customers in matters affecting the active duty Marine holding the primary MOS of an Acquisition Professional (8059) and additional specialties including Acquisition Manager (8058), Acquisition Specialist (8060) and Acquisition Candidate (8057).

The IPT reports to the Chief of Staff and is led by Rich Reager. It consists of members from across the command as follows: Lt. Col. Tracy Tafolla and Lt. Col. Scott Huelse from PG13 (Infantry Weapons Systems); Maj. Brock McDaniel of PG11 (MAGTF C2 Weapon & Sensors); Michelle McKamy, Laura Tyler, Jackson Kottmyer and Chris Bangs from Workforce Management Division; Dedra Jones from Corporate Communications; and Verna Long from the office of the Assistant Commander for Programs.

The IPT will take the lead in developing career information of interest to the active duty Acquisition MOS community and ways to communicate and interact with the community and the larger Marine Corps on a continuing basis.

AE Day scheduled for June 6

The Marine Corps Systems Command's annual Acquisition Excellence (AE) Day is scheduled for June 6 at the Hylton Events Center in Woodbridge, Va. Each year, the command assembles approximately 800 Marines, federal civilians and support contractors for this event. AE Day focuses on the professional and personal development and growth of the MCSC workforce, bringing in speakers from across government and industry to expose the command to new and innovative ideas, to motivate and teach, and to impart methodologies and practices which can aid the command in reaching its goals of being a high-performing, team-based learning organization. June 6 will be considered a stand-down day for the command, and the entire workforce will be required to attend the event. For more information, visit the command's Tiger website.



Dr. Delores Etter, Assistant Secretary of the Navy for Research, Development and Acquisition, speaks during AE Day in 2006. (Photo by Darren Hillmann)

2007 MCSC Marine Corps Ball slated for Nov. 10

SAVE THE DATE - Marine Corps Systems Command will hold its 2007 Marine Corps Ball on the Marine Corps' birthday, Saturday, Nov. 10. The command will gather to celebrate the United States Marine Corps' proud history and rich traditions, to celebrate 232 years of making Marines and winning battles for our nation and to honor those who have gone before us. The celebration will be held at the same location as last year's event, in the Grand Ballroom at the Renaissance Hotel, 999 9th St., NW, in Washington, DC. Be on the lookout for Marine Corps Ball fundraising events. More information will be provided at a later date.

Family Day Picnic held June 21

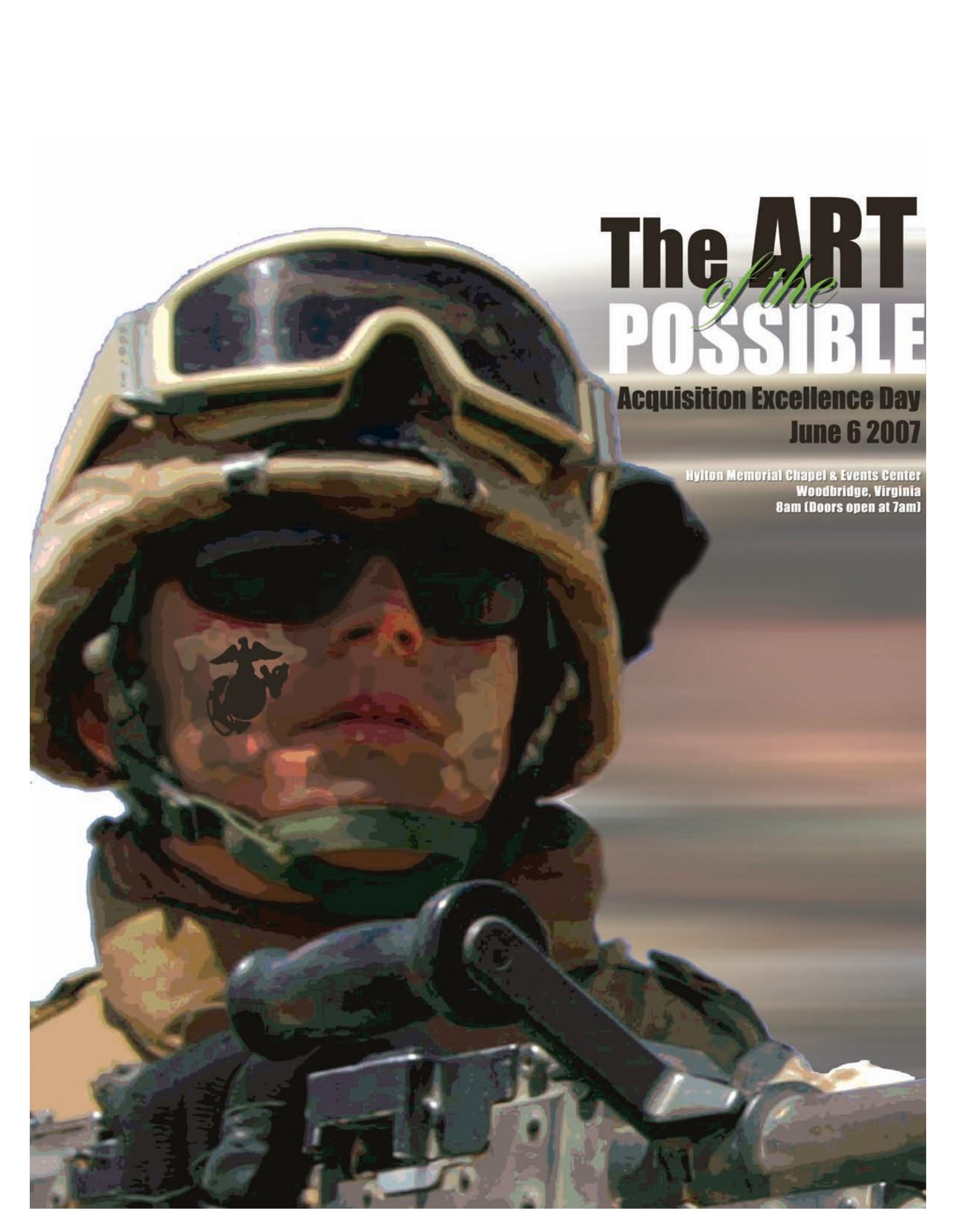
Marine Corps Systems Command is holding its annual Family Day Picnic on Thursday, June 21, from 11 a.m. to 3 p.m. All command personnel are invited along with their spouses and children. The fun will take place at Lunga Park, which is located past the FBI Academy on the western portion of Marine Corps Base Quantico. The Little and Big Oak pavilions near the Lunga Reservoir have been reserved.

A Safety Fair filled with prizes will highlight the day's events, as well as team competitions such as volleyball, horseshoes and tug of war. Activities and items for kids include boats, moon bounce, playground, cotton candy and snow cone machines. Traditional picnic fare includes hamburgers, hot dogs, baked beans, potato salad, watermelon, deserts and refreshments. Alcohol will not be allowed.

Pets are also not allowed. Children under 11 are free, and tickets for everyone else will cost \$6. Watch Tiger for more information and to find out where you can purchase your tickets.



Quantico's Marine Corps Band played at last year's birthday ball. (Photo provided by the MCSC Birthday Ball Committee)



The *of the* ART POSSIBLE

**Acquisition Excellence Day
June 6 2007**

Hylton Memorial Chapel & Events Center
Woodbridge, Virginia
8am (Doors open at 7am)