

# ON POINT

MARINES

EQUIPPING THE WARFIGHTER TO WIN



MARINE CORPS SYSTEMS COMMAND MAGAZINE  
SPRING 2008, VOLUME 2, ISSUE 2

- ▶ Team Albany Carries Big Load
- ▶ Gruntworks a One-of-a-Kind Facility
- ▶ Adams Earns GWOT Medal

# A message from the **COMMANDER**



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

In the world of acquisition sustainment, our dedicated team at Marine Corps Systems Command (MCSC) Albany, Ga., leads the way. They perform a vital function for the command, which is why it's a pleasure to feature them in this issue of *Marines On Point*. In addition, we highlight many other organizations and activities throughout the command.

Gruntworks is our state-of-the-art Squad Integration Facility in Stafford, Va. Even though its pieces are still coming together, you'll see how the Marine Expeditionary Rifle Squad Program is already providing valuable assistance by giving us a systems approach to warfighter support.

When it comes to preparedness, chemical, biological, radiological and nuclear (CBRN) training tops the list. The Program Management Office for CBRN is part of the MCSC's Combat Equipment and Support Systems Product Group. You can read about their intense regimen at Marine Corps Air Station Futenma on Okinawa, Japan.

I also want to draw your attention to a seemingly small, but huge item in the SysCom News section. It highlights a training video addressing unauthorized commitments within the Marine Corps acquisition and procurement community. The video emphasizes the correct way to procure goods and services for the Marine Corps. Running only six minutes, I encourage you to watch this short program. We need everyone's help to make sure we do it right the first time, every time.

Finally, to do all our work, we need to be fit and safe. Our daily CrossFit strength and conditioning program at Quantico, Va., delivers fitness that is broad, general and inclusive. You can read all about it in our Equip to Win section. Even more important than fitness is safety, and this should be uppermost in everyone's mind with summer's warmth and vacations right around the corner. This is a time of increased risk, particularly on the nation's highways. Please evaluate the risks involved with all of your activities. Consider your loved ones and your Marine family with every decision you make. The nation is grateful for your service and sacrifice, so be sure to stay safe wherever you are.

*Semper Fidelis!*

A handwritten signature in black ink that reads "M.M. Brogan". The signature is written in a cursive, flowing style.

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

# MARINES ON POINT

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## 2 Commander's Message

## 4 Equip to Win:

CrossFit workout program takes shape on Hospital Point

6 Gruntworks: Squad Integration Facility sets sights on full combat support

8 JLTV edges closer to entering technology development

11 Humvee Egress Assistance Training a requirement before heading to theater

14 Marines put fresh twist on CBRN training

## 16 Front and Center:

Team Albany: Sustainment pros guide systems, equipment from cradle to grave

## 20 Parade Deck: (Events)

Acquisition leaders directly address industry at expos

## 22 Spotlight:

Scott Adams awarded civilian Global War on Terrorism medal

## 24 Ooh Rah: (Awards and Achievements)

Nominees announced for command's annual awards, presented at AE Day

26 Command website earns International Mercury Excellence Award

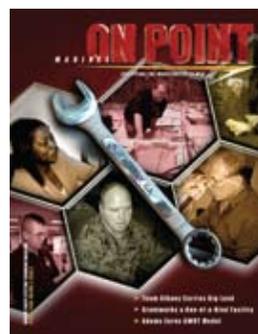
## 27 Looking Back:

Civil War heroics results in first Marine Medal of Honor

## 29 SysCom News

## 34 Snapshots

**On the Cover:** The many faces of Marine Corps Systems Command Albany, Ga., represent the sustainment professionals who guide systems and equipment from cradle to grave. See story on Page 16. (Photos by Jim Katzaman)





**M**ilitary and civilians, employees and family members alike – an increasingly large group of people hoping to get and stay fit gather every day at Hospital Point on Marine Corps Base Quantico, Va., for CrossFit – an intense mid-day outdoor workout rain or shine.

The results can be startling, but beware; beginners experience the inevitable shock to the system. “When I started, the pain was miserable for the first two weeks,” said Chuck Johnson, a retired Marine, now a civilian employee with the Marine Corps Warfighting Laboratory. After less than two months there was a shock to his bathroom scale. “I’ve lost 18 pounds since February,” he said. “I’m sold.”

Johnson is a typical example of the voluntary

# CrossFit takes shape at Hospital Point



CrossFit strength and conditioning program where the emphasis is on variation rather than specialization. The program delivers a fitness that is, by design, broad, general and inclusive. The specialty is not specializing. The program is scaled to fit each participant’s abilities while still allowing everyone to join in all the exercises. The less experienced participate at their own comfort level. CrossFit is also for the more experienced, as it is used by many police academies, tactical operations teams, military special operations units, champion martial artists and hundreds of other elite and professional athletes worldwide.

Major Andrew Thompson of Marine Corps Systems Command (MCSC) brought CrossFit’s principles with him the first time he arrived at Quantico in January 2006. Before that, he got



Captain Joe Shusko continues his set of thruster lifts. (Photo by Jim Katzaman)

acquainted with the program while he attended Naval Postgraduate School in Monterey, Calif. During his studies he drove 50 miles each way two to three times per week to CrossFit headquarters at Santa Cruz. Thompson logged 100 sessions in 15 months, and trained with Olympians, police officers and many others.

At Quantico, he said, "I immediately started the program out of the back of my pick-up truck using any equipment I picked up along the way. At first, I stretched and exercised by myself. Then one became two, and two became four ... and then I deployed."

The Major served in Iraq from May 2006 until December 2006. He took CrossFit with him to the Middle East, leading groups who exercised with objects found in trash piles. Meanwhile, the modest program he started at Quantico continued in his absence.

"When I returned," he said, "it really ramped up. It's not unusual to have 20 people in our daily group at 11:30, the time that works best for everyone."

Thompson has moved his base of operations out of his pick-up truck and into a storage container that rests next to the Hospital Point tennis courts. Demand is such that the program has expanded, not only using equipment originally provided by the Major, but additional fitness items bought through supplemental command funds. Finally in February, the once-improvised operation became an



Quantico CrossFit participants gather after completing another mid-day workout. (Photo by Jim Katzaman)

accredited non-profit affiliate of CrossFit's national organization.

"We're tied into CrossFit's email chain so people can look up events and facilities in the local area," Thompson said.

"It gives people awareness of what's going on."

Above all, he wants everyone to know anyone is welcome to join the CrossFit group at 11:30 a.m. weekdays by the tennis courts. "We're open to anybody who wants to get better," Thompson said.

Johnson, who counts himself among "the better," agreed. "CrossFit goes against what you've learned through the years," he said with a smile. "I really like it because everyone has a positive attitude and encourages you during the exercises."

More information can be found on the local program's website at [www.crossfitquantico.com](http://www.crossfitquantico.com), which includes a daily blog. The national website is [www.crossfit.com](http://www.crossfit.com).

— By Jim Katzaman, MCSC Corporate Communications



Captain Mark Burns (right) works hard on the rowing machine while fellow Quantico CrossFit participants complete high pull (left) and thruster lifting exercises. (Photo by Jim Katzaman)

# GRUNTWORKS

## Squad Integration Facility sets sights on full combat support

Slowly but surely the pieces are falling into place. Completed and in-use construction and demonstration rooms stand in contrast to large open spaces bordered by the building's bare inner walls – broken only by columns holding up the structure, waiting for rooms to surround them.

Grunt work remains for Gruntworks, the Marine Corps Systems Command's (MCSC) state-of-the-art Squad Integration Facility in Stafford, Va. In its fully completed 10,000 square feet, the facility will integrate current and future

Marine Expeditionary Rifle Squad Program Manager Mark Richter displays Individual Load-Bearing Equipment at Marine Corps Systems Command's new Gruntworks facility in Stafford, Va. (Photo by Jim Katzaman)



infantry equipment into an optimal combat fighting squad equipment suite. To do that, Gruntworks managers consult with Marines fresh from combat and travel to the front lines to do their own equipment evaluations.

"We spend a lot of time to get good information out of Marines so we can improve our products," said Mark Richter, Marine Expeditionary Rifle Squad (MERS) Program Manager.

Since its Nov. 1, 2007, ribbon cutting, Gruntworks has been analyzing equipment Marine riflemen carry in terms of human factors, combat effectiveness, logistics and load with a view toward making changes that increase efficiency and survivability. One goal is to lighten the load that combat Marines carry while under fire and to carry that lighter load in a more functional arrangement.

"For far too long, we've treated the infantryman as a Christmas tree on which we hang ornaments," said Brigadier General Michael Brogan, MCSC's Commander. "Admittedly, many of the things we've adorned him with have improved his combat capability and made him more effective. But at the

same time we've had an increase in weight, and it hasn't been well integrated."

The General said the answer lies in taking a systems approach to warfighter support.

"From a combat vehicle background," he said, "we look at the combat vehicle as a system – made up of subsystems [including] mobility, firepower, communications and survivability. But we've never taken that holistic look at the Marine infantryman and the Marine infantry rifle squad. As a result, we haven't used a systems engineering approach to equipping our squads."

Gruntworks is taking that holistic look and providing critical integration expertise to the

reliable in future versions.

In assorted completed training rooms, Marines can put equipment through trials and testing, all in support of MERS.

"The 13-man squad system benefits from the capabilities of each member of the squad," Richter, the Program Manager, said. "When combined as a trained, cohesive team, it provides the Marine Corps with the basic unit that every higher infantry unit is built upon."

Richter looks forward to the near future when Gruntworks' cavernous facility completes its construction, which will include the Infantry

Marines conduct Infantry Immersive Trainer (IIT) drills at the I Marine Expeditionary Force Battle Simulation Center at Camp Pendleton, Calif. The Gruntwork's IIT will simulate Mideast Asian alley ways and rooms where Marines can practice tactics and put equipment through realistic tests. (I MEF photos)



Immersive Trainer. An architect's drawing of the trainer portrays the promise of a fully simulated Mideast Asian structure complete with doors, windows and rooms where Marines can practice tactics and put equipment through realistic tests.

"Our goal for fiscal year 2010 and beyond is to reduce the warfighters' footprint while increasing their capability," Richter said. "To do this, we have a one-of-a-kind facility. We can do a quality turnaround on equipment and inspection. We're an asset for MCSC, MCCDC (Marine Corps Combat Development Command) and industry."

– By Jim Katzaman, MCSC Corporate Communications

continuing modernization of the Marine rifle squad, taking excess weight off warriors' backs in the process. At the new facility, the Marine Corps is evaluating the best of industry, government, academia and foreign solutions offered. Its experts will determine – through simulation and human systems integration and modeling – if new technology can be integrated into the squad equipment set to make it more effective and more

# The Road Ahead

## JLTV edges closer to entering technology development

The Army and Marine Corps co-hosted a three-day pre-proposal conference Feb. 19-21 at Selfridge Air National Guard Base, Mich., to inform industry of the U.S. government's acquisition strategy for the Joint Light Tactical Vehicle (JLTV) program. JLTV is a joint Army-Marine Corps program with the Army designated as the lead service.

The conference came two weeks after the Army's Feb. 5 release of a request for proposal (RFP), which invited suppliers, through a full and open competition process, to submit proposals for the development of a JLTV family of vehicles (FoV). The JLTV FoV and companion trailers must perform multiple mission roles. They will be designed to provide protected, sustained and networked mobility for people and payloads across the full range of military operations.

JLTV provides a vehicle platform that will use, to the greatest degree possible, solutions and technology being developed in the Army's Future Combat

Systems program, Tank Automotive Research Development and Engineering Center, Army Research Lab, the Office of Naval Research, as well as commercial industry advances. The JLTV FoV will be used by all U.S. military services. Several foreign governments have already expressed a strong interest in joining the development of the JLTV vehicles.

Selfridge conference presentations included the earned value management process that the JLTV program will use to control cost, stay on schedule and achieve performance objectives. The conference included many presenters from all program areas of expertise who gave industry-detailed guidance on how to craft their proposal to address the four important evaluation factors: technical, logistics commonality, cost, and past performance and small business participation. The government also shared lessons learned from various research efforts and displayed vehicles developed under the Army's Future Tactical Truck System Advanced Concept Technology Demonstration and Combat Tactical Vehicle Technology Demonstrator (CTV).

Earlier during the month, Marines received a chance to view the CTV at the Nevada Automotive Testing Center (NATC) during the Marine Corps Motor Transport Conference held in Reno, Nev. The CTV was designed jointly by NATC, the Office of Naval Research and supporting contractors, solely for experimentation and military input.

"We were the lead integrator," said Doug Broughton, an NATC test engineer

A testing engineer with the Nevada Automotive Testing Center drives the Combat Tactical Vehicle Technology Demonstrator along a trail at the center. The vehicle can raise and lower its suspension by 22 inches allowing for ship and air transfers while keeping a ground clearance high enough for military specifications. *(Photo by Corporal Eric Schwartz)*



for the CTV. "Because we're small, we invoked the help of other companies to build a vehicle with new concepts."

The CTV is the only combat-designed vehicle with a Hydro-Pneumatic Suspension System, allowing it to have a 9-foot overhaul clearance for ship-to-shore movement with the capability to raise 24 inches off the ground for improvised explosive devices and other strikes.

"The higher you can be, the better off you are," Broughton said.

More than 200 industry representatives, along with international attendees, checked out the CTV at the Selfridge conference, despite a Midwest snowstorm and frigid temperatures in the teens.

"Today was a great meeting at Selfridge, and we are excited to be part of this program," said Kenneth Juergens, JLTV Program Director for the Northrop Grumman-Oshkosh Truck Corporation Team, who traveled to the conference from Oshkosh, Wis.

Like Northrop Grumman and Oshkosh Truck, several industry teaming efforts have been formed to compete or to look at the possibility of competing for JLTV contracts. They include:

- Northrop Grumman and Oshkosh Corporation
- General Tactical Vehicle, a Joint Venture between AM General & General Dynamics Land

Systems (GDLS)

- Lockheed Martin and BAE (formerly Armor Holdings)
- BAE Systems and Navistar Defense, a wholly owned affiliate of Navistar International Corporation
- Boeing, Textron and SAIC
- DRS Sustainment Systems Inc. and Force Protection Inc.

"I got a lot out of this," said Michael Franklin, a member of the BAE Systems Team, who traveled from just outside Los Angeles to attend the conference. "You can only get so much information

from a [Army's JLTV] website. This forum allowed time for networking and just talking with others, which I found very helpful."

"This was an important investment of time for key industry representatives to come to Selfridge," said Army Colonel Steve Myers, Project Manager, Joint Combat Support Systems. "They could fully understand the entire scope and direction of the JLTV effort and hear the government's 'lessons learned'

during more than three years of precursor research and development efforts." Asked what's next in the JLTV way ahead, Myers said the government would convene an evaluation board in April to review industry proposals to the JLTV RFP.



Marines with Combined Anti-Armor Team Platoon, Weapons Company, 1st Battalion, 3rd Marine Regiment, conduct a three-point turn with High Mobility Multipurpose Wheeled Vehicles, also known as humvees, during a training exercise at Marine Corps Training Area Bello, Hawaii. The Joint Light Tactical Vehicle program will probably provide new vehicles to replace humvees. (Photo by Corporal Megan Stiner)

“The board, comprised of subject matter experts from across the Department of Defense, will evaluate submitted proposals, and we expect to make three contract awards based on ‘best value’ to the government in July,” Myers said. “This will then launch the planned contract performance of the Technology Development Phase wherein the JLTV prototypes will be developed and tested.”

A system development demonstration phase is planned to get underway in 2011 for the JLTV. Two contractors will complete the design and development of the JLTV FoV and companion trailers and ultimately compete to produce and field multiple JLTV variants.

“Pre-proposal conferences like this one are essential in ensuring we are as open and transparent

as we possibly can be,” said Lieutenant Colonel Wolfgang Petermann, JLTV Army Product Manager. “Every large, medium and small business represented here goes away with the same amount of information and knowing it is a level playing field.”

“It is exciting to see how far we have already come in this program,” said Lieutenant Colonel Ben Garza, Marine Corps JLTV Program Manager. “We have an achievable schedule, and the overwhelming turnout by industry shows how successful this program is going to be.”

– By David Branham, PEO Land Systems Public Affairs Officer. Corporal Eric Schwartz of the 2nd Marine Division contributed to this article.

The Combat Tactical Vehicle Technology Demonstrator (CTV) rests on its hydraulic system at the shipping clearance height of 9 feet at the Nevada Automotive Testing Center (NATC). NATC and military contractors displayed possible vehicle replacements for the Marine Corps to the motor transportation community Feb. 7. Industry representatives also received a chance to look at the CTV during a three-day Joint Light Tactical Vehicle pre-proposal conference Feb. 19-21 at Selfridge Air National Guard Base, Mich. (Photo by Corporal Eric Schwartz)



# READY TO ROLL

## Humvee Egress Assistance Training a requirement before heading into theater

A Marine strains against the weight of the passenger side door. Finally, he kicks the door open and jumps out. “Pull!” he yells, as he and another Marine evacuate a casualty from a flipped High Mobility Multipurpose Wheeled Vehicle (HMMWV), also known as a humvee. They drag their comrade to safety and post security.

Ten Marines from II Marine Expeditionary Force (II MEF) Headquarters Group (MHG) received HMMWV Egress Assistance Training (HEAT) in March at Marine Corps Base Camp Lejeune, N.C., instructed

by three Marines from 2nd Intelligence Battalion (Intel. Bn.), II MEF.

Also, a squadron of Marines from Marine Corps Air Station (MCAS) Miramar, Calif., went through

HEAT training in February at Marine Corps Base Camp Pendleton, Calif. Marines and Sailors of Marine Wing Support Squadron 373 (MWSS 373), Marine Wing Support Group 37, 3rd Marine Aircraft Wing (MAW) became the first MAW squadron to test the training simulator.

Marine Corps Systems Command’s Program Manager for Training Systems introduced the new simulator to help Marines practice what to do in the event of a humvee rollover.

“Unfortunately, rollover incidents do occur,” said Sergeant Samuel Rutledge, a HEAT instructor with Ground Sensory Platoon, Headquarters Company, 2nd Intel. Bn. “Marines must become familiar with tactical vehicles’ attributes so they know what to do in case of an incident.”

According to the Navy Safety Center operation ground tables, 26 Marines were killed in tactical vehicle incidents during 2007.

UP  
END  
SIHL



HEAT training “will help Marines and Sailors get familiar with the feeling of being rolled over or upside down in a humvee and learn the fast and safe techniques involved with escaping the vehicle,” said Gunnery Sergeant Michael Bohacek, 3rd MAW training chief. The training also helps Marines become aware of what happens during a humvee rollover from an improvised explosive device (IED) or other threats, Bohacek explained.

Because of the imminent danger of IEDs and vehicle mishaps such as rollovers, Marines, Sailors and civilians attached to MEFs must complete HEAT training, according to message USCENTCOM/141646ZSEP 07, before they can deploy to Iraq and Afghanistan.

“In a rollover situation, everyone must react quickly and work together,” said Sergeant Courtney Neal, an administration noncommissioned officer for II MHG. “The training teaches us to do so in a controlled environment.”

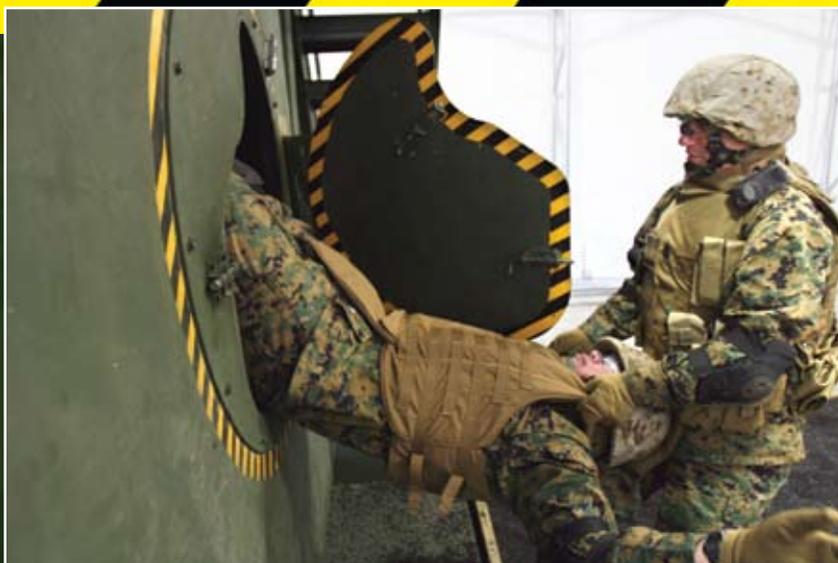
The instructors briefed the Marines on how to get in and out of the simulator. Then,

they introduced the participants to the proper safety precautions and equipment. Instructors required the participants to wear Kevlar helmets, flak jackets, knee and elbow pads and eye protection to ensure everyone’s safety.

The training facility at Pendleton houses two olive drab colored machines in a large tent, each simulator about the size of a 7-ton truck. The machine features a humvee cabin that can accommodate four to five people. The simulator has the main components of an actual humvee. Each Marine climbed up into the simulator with a rubber rifle. The instructors then helped them fasten their three-point safety belts.

When all of the participants were secured in their seats, the instructors

Staff Sergeant Gerardo Ramos, counterintelligence human intelligence specialist with 2nd Intelligence Battalion, II Marine Expeditionary Force, secures his helmet March 5 before entering the High Mobility Multipurpose Wheeled Vehicle Egress Assistance Training (HEAT) simulator at Marine Corps Base Camp Lejeune, N.C. Marines must complete HEAT to fulfill predeployment training requirements. *(Photo by Lance Corporal Meg Varvil)*



One Marine drags another out of the High Mobility Multipurpose Wheeled Vehicle Egress Assistance Training simulator at Marine Corps Base Camp Lejeune, N.C. *(Photo by Lance Corporal Scott Schmidt)*



closed and locked the doors, preventing the doors from flying open while the simulator is in motion. The instructors stepped back and powered up the machine.

In Lejeune, Rutledge controlled the motion of the HEAT simulator machine electronically. He slowly turned it sideways and asked the Marines inside if they were OK. He proceeded to turn the simulator upside down and in a complete circle. He did this to ensure the Marines didn't get motion sickness and to test the safety belts and equipment before providing the Marines with combat scenarios.

During the first scenario, Rutledge turned the simulator in several complete circles and stopped it upside down. The participants' Kevlars slammed against the roof of the simulator with each flip as they gripped their rifles.

"If the Marines let go of their gear, it will fly all over the cab, and someone will get hurt," Rutledge said. "They must remain aware of their surroundings and keep the mission in mind."

When the simulator came to a stop upside down, the instructors pretended to unlock all doors, but actually only unsecured one. The Marines inside had to fight through their disorientation to find the unlocked door and swing it open.

"A lot of times, people don't understand how

heavy the doors are," Rutledge said. "HEAT gives them an opportunity to get hands-on experience with the vehicle."

The first Marine out held the door open and helped other participants with their rifles. As each of the following Marines exited the simulator, they set up a 360-degree security perimeter, just as they would if a real incident occurred in a combat zone.

In the other scenarios, Rutledge flipped the simulator sideways, and the Marines had to exit from both a normal door and the gunner's hatch to post security. They also had to pull an unconscious casualty from the simulator while it was upside down.

"I was kind of nervous at first, but it was good training," said Staff Sergeant Rupert Palmer, a road master with MWSS 373.

"I wouldn't miss HEAT for the world. It's part of the Marine Corps," Neal said. "It's part of the training Marines need to be a force in readiness and complete missions all around the world."

— By Lance Corporal Meg Varvil, II MEF,  
and Lance Corporal Christopher O'Quin, MCAS  
Miramar

Corpsmen and others tend to an injured Marine after a 7-ton truck overturned during a supply convoy in western Iraq. Accidents like this are the reason why Marines must complete High Mobility Multipurpose Wheeled Vehicle Egress Assistance Training. (Photo by Lance Corporal T.J. Kaemmerer)





# Trail of

## Marines put fresh twist on CBRN training

**A** lot can happen in nine seconds. If Marines don't practice quickly donning their gas masks, getting good seals, and clearing the masks within those few moments, they could die. That's exactly why Marines are required to complete annual training that keeps them prepared and ready to react to chemical, biological, radiological and nuclear (CBRN) attacks.

More than 40 Marines with Combat Logistics Regiment 35 (CLR-35), 3rd Marine Logistics Group, completed the annual requirement in February during a day of extensive CBRN defense training on Marine Corps Air Station Futenma on Okinawa, Japan.

They began the morning by walking Futenma's Habu Trail and receiving various classes and practical application sessions along the two-mile path that ended at the station's gas chamber.

Captain Blaise McFadden, Commanding Officer of Headquarters Company at Futenma, said putting the Marines through the training will greatly help in the event of

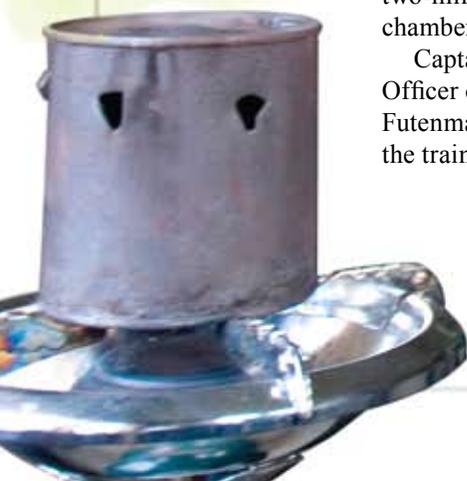
an actual CBRN situation.

"We wanted to get everyone we could through their annual gas chamber qualification because these are things Marines need to know," McFadden said.

Around 6 a.m., the Marines stepped off on the Habu Trail in full Mission Orientated Protective Posture (MOPP) suits – camouflaged clothing designed to protect them during a CBRN attack. These suits, the gas masks and other CBRN gear are acquired for the Marine Corps by the Program Management Office for CBRN, part of Marine Corps Systems Command's Combat Equipment and Support Systems Product Group.

Instructors stationed along the path taught the Marines a variety of CBRN defense skills. Topics included properly marking contaminated sites with NATO flags, decontaminating the face and extremities using charcoal pads, and handling chemical and radiation detection equipment. Many of the Marines found the information helpful and believed it was given in a fresh format that helped them better understand the material covered.

"This has been the best CBRN training I've ever



A platoon of Marines from Combat Logistics Regiment 35 hike along the Habu Trail during sunrise Feb. 1 at Marine Corps Air Station Futenma on Okinawa, Japan, during annual chemical, biological, radiological and nuclear training. Instructors put a fresh twist on the training with extensive drills along the trail. (Photo by Lance Corporal Kevin Knallay)

# Tears

had,” said Sergeant Milton Turner, a platoon sergeant with Headquarters Company. “Walking the trail and stopping at the stations – it was different and very informative.”

Marines completed their annual gas chamber qualification once they reached the end of the

trail near the gas chamber.

Marines learned how to do a MOPP gear exchange after qualifying, a process more Marines need to know, said Gunnery Sergeant Gabriel Reese, the CBRN chief with CLR-35. Reese said the exchange is necessary when a Marine

needs to change MOPP suits after being contaminated or has been in a suit for an extended amount of time.

During the process, Marines helped each other remove articles of the MOPP suit, one piece at a time, while being careful not to get contaminated.

“This was the eighth time I’ve been through the gas chamber,” Turner said. “It is good training every time, but this format was by far the best.”

– By Lance Corporal Kevin Knallay, Marine Corps Base Camp Butler, Japan



Private First Class Oscar Kozlowski instructs Gunnery Sergeant Matisia Cato on decontaminating procedures Feb. 1 at Marine Corps Air Station Futenma on Okinawa, Japan. Kozlowski is a chemical, biological, radiological and nuclear defense specialist with Combat Logistics Regiment 37, and Cato is the safety environmental chief with Combat Logistics Regiment 35. (Photo by Lance Corporal Kevin Knallay)



## Sustainment pros guide systems, equipment from cradle to grave

**W**ith just a little more than 250 people, Marine Corps Systems Command (MCSC) Albany, Ga., carries a big load for the command. In terms of funds specifically designated for acquisition, Albany manages the sustainment portion, using these funds to guide newly acquired Marine Corps systems and equipment from cradle to grave. Marines and Civilian Marines at Albany agree that workers there — with decades of government service — offer unparalleled continuity and corporate memory for MCSC.

“You could spend three to four years here and not know 20 percent of what you could know,” said Staff Sergeant Mark Masters, an Equipment Specialist in Albany’s Product Group 11. “It takes about two years to get well versed.”

Most of the civilians predate Marine Corps Logistics Base Albany’s Program Manager and Weapon System Manager integration in 2001. The integration included the transfer of more than 300 sustainment people from Marine Corps logistics bases to MCSC. This undertaking married the system acquisition and sustainment experts under the purview of the program manager.

At that time the newly formed MCSC team at Albany became independent from the Marine Corps Materiel Command, but not their acquaintances. Together, the 118

Civilian Marines, 35 Marines and 101 contractors assigned to MCSC Albany stay in constant touch with counterparts elsewhere at the logistics base to make sure systems and equipment funneling through the base stay on track for the warfighters.

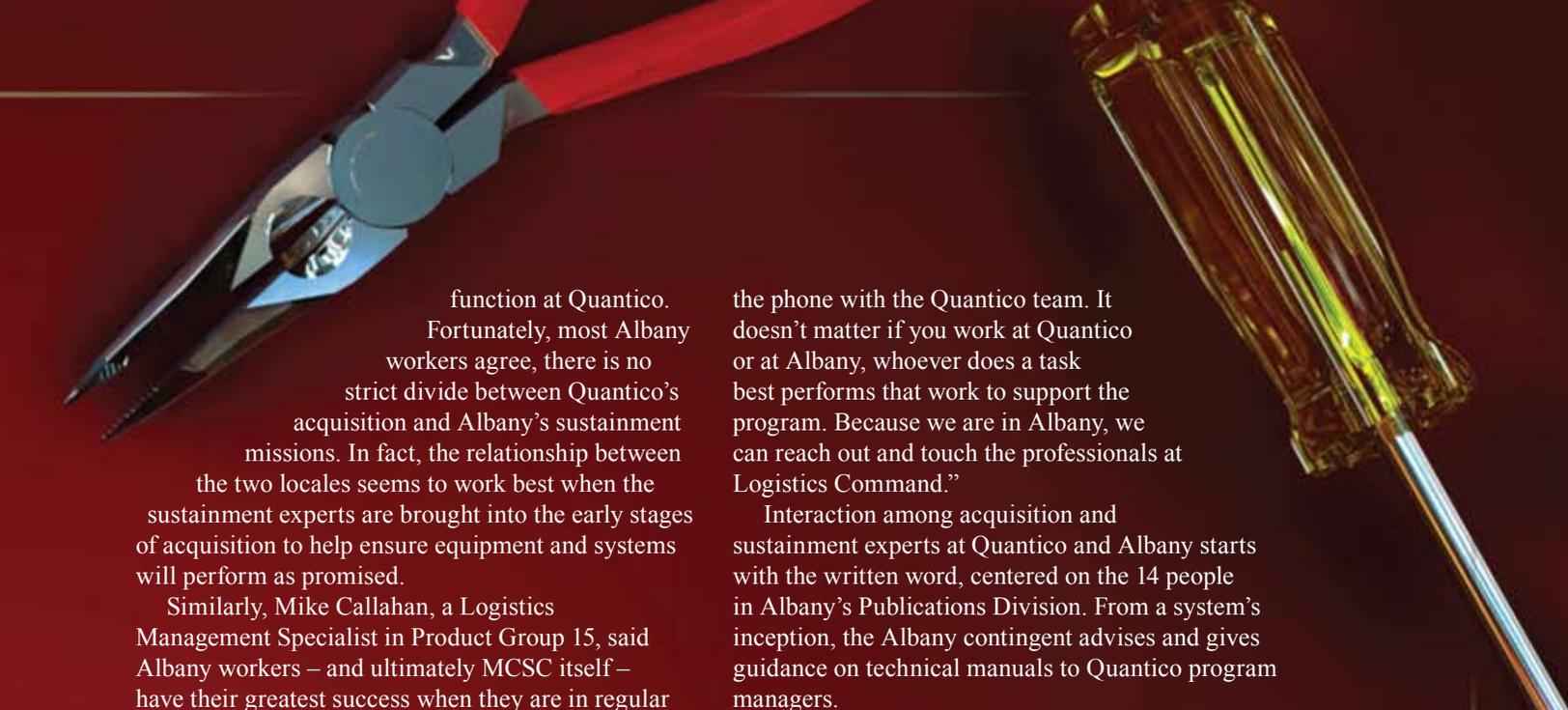
“We offer continuity,” said William Ponder, a Logistics Management Specialist in Product Group 12 and one of Albany’s many home-grown workers. “People come here and stay here from the beginning of a system until it’s phased out.”

Doug Elmy, a Product Group 12 Senior Equipment Specialist, said it is essential for MCSC people at Albany to stay engaged with those at Logistics Command to be helpful.

“When you build a relationship with a young project officer, we can all meet our goals,” Elmy said. “Once everyone has confidence in each other, our mission is a piece of cake.”

Albany’s sustainment workforce is structured to mirror every MCSC acquisition





function at Quantico. Fortunately, most Albany workers agree, there is no strict divide between Quantico's acquisition and Albany's sustainment missions. In fact, the relationship between the two locales seems to work best when the sustainment experts are brought into the early stages of acquisition to help ensure equipment and systems will perform as promised.

Similarly, Mike Callahan, a Logistics Management Specialist in Product Group 15, said Albany workers – and ultimately MCSC itself – have their greatest success when they are in regular contact with Quantico, cementing their interaction as a single unit.

"In our PM shop, it's one team," Callahan said. "I go to Quantico once a month and talk daily on

the phone with the Quantico team. It doesn't matter if you work at Quantico or at Albany, whoever does a task best performs that work to support the program. Because we are in Albany, we can reach out and touch the professionals at Logistics Command."

Interaction among acquisition and sustainment experts at Quantico and Albany starts with the written word, centered on the 14 people in Albany's Publications Division. From a system's inception, the Albany contingent advises and gives guidance on technical manuals to Quantico program managers.

"Quantico gives us the authorization to represent the Marine Corps and other military services," said Sherry Meierdierks, the Albany Publications Team Lead. "They give us the viewpoints and inputs, and we work the solution. We manage any compromises at Quantico so everyone can come to an amenable solution. To do that, we have a very good relationship between here and there.

"We need to get in at the start of the acquisition process to make sure it's done right from the beginning," she said. "That saves everyone time and money."

At the start of the acquisition process, the publications team makes itself available for provisioning counseling, which is part of the technical manual contract requirement. "We serve as experts on publications for any format they might need," said Phecifnese Swain, one of the Albany Publications Specialists. "As subject matter experts in the field, we do what the old publications section at Quantico used to do, and with added responsibility."

Swain, Meierdierks and the rest of the Albany team also keep busy taking 40-year-old legacy manuals – written in varied formats and styles – and converting them to standard generalized mark-up language. The



(Above) Staff Sergeant Robert Tieman reviews files in the Product Group 16 office, Marine Corps Systems Command Albany, Ga. (Left) Ron Baggett of Foreign Military Sales at Marine Corps Systems Command Albany, Ga., inspects a storage yard filled with trucks destined for overseas. (Photos by Jim Katzaman)



Bob Hoffman of Marine Corps Systems Command Albany, Ga., Product Group 14, checks on the progress of repairs on an Assault Amphibious Vehicle. (Photo by Jim Katzaman)

resulting interactive electronic technical manuals can be viewed in the Marine Corps Logistics Electronic Data Repository on the Internet – signaling the end of traditional paper libraries.

Publications are important in the fielding of weapon systems and equipment. Once fielding is completed, MCSC's Capability Assessment Support Center (CASC) comes into play with Patricia Shaw and her team. "Our team serves as the focal point for readiness reporting and Systems Operational Effectiveness (SOE) in support of Total Life Cycle Systems Management (TLCSM) Assessments by measuring all aspects of progress and performance of fielded Marine Corps ground equipment throughout the life cycle."

For the last three years CASC has worked to support lifecycle logistics SOE metrics such as those used in the MCSC Command Scorecard.

"We provide program management teams with trends associated with readiness and SOE to highlight leading readiness indicators and give them insights on problems associated with

the reliability, availability and maintainability of their respective equipment," Shaw said. "The information and analysis provided to program management teams help make lifecycle management decisions."

She added that her team "has excellent communication with program managers – and we have to. We have to work hand in glove with program management teams. We get taskers from Headquarters Marine Corps, the Department of Defense and other entities. We need their inputs and seal of approval on products and services that we provide to answer the mail on the status of ground equipment within the Marine Corps."

Communications is also important in the ongoing engineering support for the Defense Logistics Agency (DLA), a crucial cog in Albany's sustainment operation. Critical application items such as combat gear from control points in Richmond, Va.; Columbus, Ohio; and Philadelphia pass through Albany on their way to and from the warfighters.

To do that, Jackie Cape, a Mechanical Engineer Technician at Albany, has direct contact with the bulk of equipment specialists and engineers within MCSC. "I run down requests and feed them out to subject matter experts," he said. "We're supporting the warfighter via DLA. That's because, even though DLA is a customer, the ultimate customer is the warfighter battling the war on terrorism. It's extremely important to provide this support in a timely, executable manner."

Customer support is also vital in the area of Automated Information Systems. Brenda Hines and Major Randall Mauldin of Global Combat Support System-Marine Corps (GCSS-MC), Logistics

Information Systems (LIS) Office in Albany, emphasized the role LIS plays in providing logistics support to the warfighter. Their group maintains critical enterprise logistics systems related to the implementation of GCSS-MC, such as the Supported Activities Supply System, Marine Corps Integrated Maintenance Management System and Asset Tracking and Logistics Automated Support System, as well as bridge technologies that are gap fillers to future iterations of GCSS-MC.

“We maintain the current logistics systems used by the Marine Corps to perform daily logistics functions,” Mauldin said.

Olivia Williams echoed the importance of customer support. In Product Group 9, her team executes total lifecycle systems management of additional logistics systems. The list includes systems such as the Materiel Returns Program and Automated Tool Inventory Control and Tracking System.

Albany also reaches out internationally through management of foreign military sales. Together, Ron Baggett and Susan Spradley work all foreign military sales logistics functions at Albany for MCSC.

“A lot of work is done here,” Baggett said. “We interface with Logistics Command. If equipment is already in foreign hands and needs repair, we arrange for its return and repair and then send it back. The key to foreign military sales is to support the infrastructure within a country. For instance, we have people in Afghanistan and Iraq to monitor the process.”

Baggett and Spradley do everything from technical research to transportation – even billing issues – to keep the depot current on charges. “For foreign military sales,” Baggett said, “we sometimes put together the

entire sales package ourselves.”

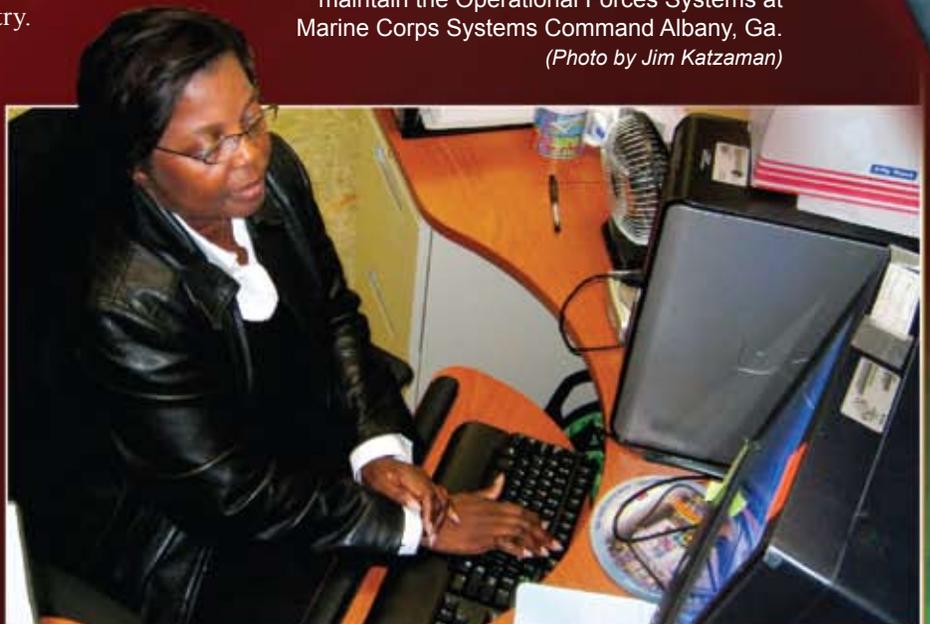
Working closely with Quantico, Marine Corps Materiel Command, other military services, DLA and foreign entities, MCSC’s Albany contingent has grown into an indispensable organization. That also leads to some unease among the workforce whose average age is in the mid-50s with retirements looming.

“From a corporate perspective, you’re going to see a lot of us retire in the next three years,” said Chris DuPonte, a Logistics Management Specialist in Product Group 14. He looks to the future along with many of his co-workers and wonders how the Albany of tomorrow will look and function compared to the Albany of today. The answer depends on an infusion of fresh blood and how soon it might arrive.

Meanwhile, work goes on. Mike Brown, a Logistics Management Specialist for Crew Served Weapons that includes mortars and machine guns, said, “Our team has done well over the years. We make things happen together with Quantico.”

– By Jim Katzaman, MCSC Corporate Communications

Gemma Broadnax of Product Group 9 helps maintain the Operational Forces Systems at Marine Corps Systems Command Albany, Ga.  
*(Photo by Jim Katzaman)*





## Acquisition leaders directly address industry at expos

Two major expositions took place in the last few months where Marine Corps acquisition leaders received the chance to directly address members of industry. The first event was the 2008 National Defense Industrial Association's Tactical Wheeled Vehicles Conference held in February in Monterey, Calif. The most recent in March was the Navy League's 2008 Sea-Air-Space (SAS) Exposition in Washington.

At SAS, Brigadier General Michael Brogan, Marine Corps Systems Command (MCSC) Commander, took part in a sea service acquisition panel with other flag officers. Speaking directly to defense contractors, the MCSC Commander described what will be required of industry in the future.

"As we embark on new efforts we must have an accurate picture of what it's really going to cost, how long it's going to take and what performance you

A mine Resistant Ambush Protected (MRAP) vehicle sits at Al Taqaddum in the Al Anbar Province of Iraq, ready for action. The rapid successes of the MRAP program were acknowledged at the 2008 National Defense Industrial Association's Tactical Wheeled Vehicles Conference held in February in Monterey, Calif. (Photo by Corporal Thomas Griffith)



# COMMAND MESSAGES



are actually going to deliver," Brogan said. "We need to know if that last knot of speed, that last meter of range, that last mil of accuracy drives you to do some unnatural engineering acts that raise the cost and blows the schedule."

According to the Brigadier General, the Corps has to nail down what the requirements community is really requesting, whether it's a significant combat capability or just something they would like to have. He said this will help the Corps and industry together develop a system that delivers the capability in the time promised.

"We need to have no-kidding, solid integrated master plans, integrated master schedules – and at the next level of indenture – systems engineering plans, systems engineering master schedules and systems engineering detailed schedules," Brogan stated. "You've got to be able to tell us what's on the critical path, where are the dependencies, what are the predecessor events, where there is float, how much float exists and when we eat it up. There has to be measures of effectiveness, and there has to be metrics to go along with all that."

At Monterey, Brogan wore a different hat. As the Joint Program Executive Officer (JPEO) for Mine Resistant Ambush Protected (MRAP) Vehicles, he brought everyone up to speed on the history-making

execution of the MRAP program, detailing its beginning and unparalleled accelerated vehicle production and fielding effort.

“Consider this fact,” the JPEO said scanning the audience, “by the time I’m through with my brief, 50 MRAP vehicles will have been fully integrated at the SPAWAR [Space and Naval Warfare Systems Command] center in Charleston, S.C., and will be ready for shipment to theater.”

Having just returned from the front lines and witnessing Marines using MRAP vehicles in Iraq, Brogan chronicled MRAP’s rapid delivery to the warfighter where funding for the program evolved from \$1.6 billion in November 2006 to \$24.5 billion in February 2008.

Speaking later at the conference, Paul Mann, Program Manager for the MRAP Joint Program Office, echoed the JPEO’s message.

“The rapid growth of the MRAP program was nothing short of amazing in that the program office had three people in November 2006 and by February 2008, grew to 230 people,” Mann said. “The short-term challenges the MRAP program will continue to face are cost, schedule, performance and the technical area.”

Other Marine Corps vehicles were also discussed at the Tactical Wheeled Vehicle Conference, including those managed by Program Executive Officer Land Systems (PEO-LS). Tim Ferris, PEO-LS Chief of Staff, highlighted his command’s beginning, infrastructure, program portfolio and the command achieving full operational capability by October 2007, a PEO-LS milestone.



Brigadier General Michael Brogan, Marine Corps Systems Command (MCSC) Commander, took part in a sea service acquisition panel with other flag officers at the Navy League’s Sea-Air-Space Exposition in March. Speaking directly to defense contractors, the MCSC Commander described what will be required of industry in the future. (Photo by Bill Johnson-Miles)

“When you look at the PEO’s concentration in managing Acquisition Category I and II programs, the largest acquisition programs, our focus at the end of the day can be boiled down to five words: It’s all about the warfighter.”

That can also be said for MRAP and all Marine Corps acquisition programs, and it’s a message that acquisition commands continue to tell industry.

– By Bill Johnson Miles, MCSC Corporate Communications, and David Branham, PEO Land Systems Public Affairs Officer



Brigadier General Michael Brogan, the Joint Program Executive Officer (JPEO) for Mine Resistant Ambushed Protected (MRAP) Vehicles, meets with members of industry at the 2008 National Defense Industrial Association’s Tactical Wheeled Vehicles Conference held in February in Monterey, Calif. (Photo by Dave Branham)



# Adams receives one of the first GWOT medals

Scott Adams' journey to and from the deserts of Iraq has been rewarding. The Department of Defense (DoD) honored Adams, a Deputy Program Manager with Marine Corps Systems Command's (MCSC) Combat Equipment and Support Systems (CESS) product group, with one of the first Secretary of Defense Global War on Terrorism (GWOT) awards. Deputy Secretary of Defense Gordon England presented the medals and certificates in February to 15 civilian DoD honorees, including Adams, the only Marine Corps representative.

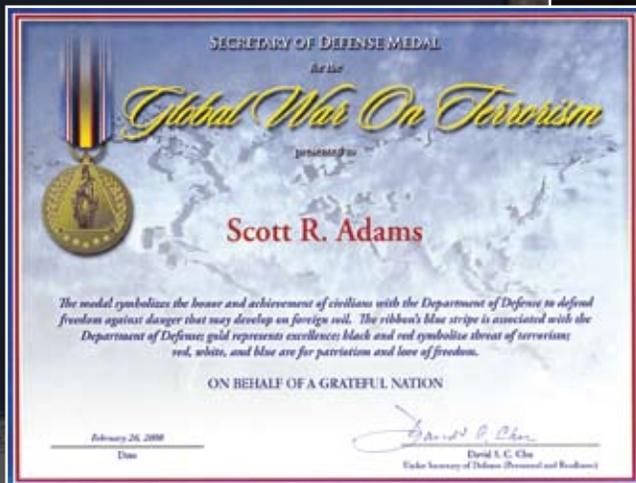
A retired Marine Corps logistics officer, Adams has spent the last nine years working at MCSC in a variety of roles. In theater, he served with about 300 forward deployed MCSC personnel.

"I wanted the opportunity to serve with Marines in a combat environment and use my acquisition skills to help them get the equipment they need," said the honoree, who volunteered for his temporary additional duty to Al Anbar Province, Iraq.

Specifically designed for DoD civilians, the Secretary of Defense GWOT award and its criteria mirror that of the GWOT Expeditionary Medal, which is awarded to active-duty military members and reservists. More than 16,000 DoD civilians have worked overseas in the GWOT fight. This award was created to "recognize and honor the contributions of those civilians who work in direct support of military members

engaged in operations to combat terrorism." Eligible candidates are DoD civilian employees who have served abroad to directly support GWOT operations on or after Sept. 11, 2001, for 30 consecutive days, 60 non-consecutive days, or regardless of time, been killed or medically evacuated from the area of eligibility while in the designated operation and location.

"Adams' superior attention to detail, tenacity and energy have reaped repeated benefits for Multi-National Force - West (MNF-W) during Operation Iraqi Freedom (OIF) 06-08," said Colonel Dale Houck, former Deputy G-4, MNF-W, II Marine Expeditionary Force (Forward). "As the liaison officer to MNF-W, Adams provided a vital communications link between the MNF-W, U.S. Marine Corps, Central Command, Space and Naval



Scott Adams (left), a Deputy Program Manager with Marine Corps Systems Command's Combat Equipment and Support Systems product group, poses proudly with Deputy Secretary of Defense Gordon England. (Pentagon photo)

# Desert Civilian

Warfare Systems Command, Logistics Command and MCSC staffs, which greatly enhanced all facets of equipment support for the warfighters of MNF-W.”

“Marines are getting the very best possible service – time and speed – with having MCSC feet on the ground,” Adams said. “It was great being part of a team where we were making the ‘Art of the Possible’ come to fruition.”

Adams served as MCSC’s senior representative in theater and as a command-level resource to MNF-W for advice and expertise on acquisition matters. He provided managerial oversight of all other MCSC liaisons deployed in support of OIF 06-08, coordinating the fielding and sustainment of multiple programs of record and particularly, special equipment items that resulted from Urgent Universal Needs Statements.

“One of our primary functions is the rapid turnaround of information,” Adams said. “As

the warfighter has questions, we feed it back to MCSC. It is the rapid gathering of information that we get back to our customer, the warfighter. I think that is the key role we play as a liaison and getting involved. It is not just sitting there in an office. You are part of working groups. You are out there with the staff and Marines – finding out what they want and need, educating them about MCSC, what we do and how we can help them, and telling them how they can help us help them better.”

The honoree, who now works with the CESS Chemical, Biological, Radiological and Nuclear program, would journey to the desert again, whole heartily volunteering his support for Marines fighting the war on terrorism.

“I am honored to receive the Secretary of Defense GWOT award, but I am part of a larger team dedicated to provide our operating forces with the best care possible,” Adams said. “If the opportunity presents itself, I would like to go over there again.”

– By Dedra Jones, MCSC Corporate Communications

Scott Adams, a Deputy Program Manager with Marine Corps Systems Command’s Combat Equipment and Support Systems product group, volunteered to serve in Al Anbar Province, Iraq. He recently earned one of the first Secretary of Defense Global War on Terrorism medals. *(Adams photo)*



**Marine Corps  
Systems Command  
Awardees**

**Legion of Merit**

Lieutenant Colonel  
John Curran  
Ammunition

**Bronze Star**

Major  
Douglas Dudgeon  
Armor and Fire  
Support Systems

Captain Brian Broderick  
MAGTF C2,  
Weapons & Sensors  
Development &  
Integration

Staff Sergeant  
John Nunez  
Marine Corps Tactical  
System Support Activity

**Meritorious Service  
Medal**

Lieutenant Colonel  
David Chandler  
Marine Corps Tactical  
System Support Activity

Lieutenant Colonel  
Brandon Johnson  
Marine Corps Tactical  
System Support Activity

Lieutenant Colonel  
Joseph Klocek  
Ground Transportation  
and Engineer Systems

## Annual awards presented at AE Day

Marine Corps Systems Command (MCSC) will present more than 30 awards at the command's annual Acquisition Excellence (AE) Day scheduled for June 4 at the Hylton Events Center in Woodbridge, Va.

Nominees have been announced for the command awards, including the prestigious Andrew J. Higgins, Eugene M. Stoner and Donald Roebbling awards for acquisition innovation and excellence. The Marine Corps established these three annual awards in 2002.

The men these awards are named for were responsible for the design, development, production and sustainment of three critical items of warfighting equipment, each leaving a major and enduring impact on the Marine Corps. The Higgins Boat carried the allies to victory in World War II; Stoner's M16 rifle was carried by all Marine infantryman from Vietnam to Southwest Asia; and Roebbling's Amphibious Tractor has paved the way for modern amphibious force operations for more than 50 years. The Higgins award is

presented to a Marine Corps officer; the Stoner award is given to a Marine staff noncommissioned officer; and the Roebbling award honors a Marine Corps



Hundreds of Marine Corps Systems Command employees and guests attended Acquisition Excellence Day last year and visited the many exhibits. (Photo by Bill Johnson-Miles)

civilian acquisition professional.

"These awards serve to recognize individuals for their superior professional excellence and/or innovation in pursuit of the acquisition, fielding and support of systems and equipment to the operating forces," said

Winners of the prestigious Andrew J. Higgins, Eugene M. Stoner and Donald Roebbling awards will have their names placed on plaques displayed in the Marine Corps Systems Command headquarters building. (Photo by Bill Johnson-Miles)



Adrian Silva, Marine Corps Systems Command's newest Lance Corporal, receives his chevrons from Gunnery Sergeant Lonnie Flores (center) and Lance Corporal Geoffrey Maunus during his promotion ceremony in February. (Photo by First Lieutenant Geraldine Carey)



Captain Aaron Abdullah, last year's AE Day awards narrator.

In addition to receiving these individual awards, the winners' names will be engraved on official plaques displayed in the MCSC headquarters building.

The award nominees will join about 800 Marines, federal civilians and support contractors on AE Day. The event focuses on the professional and personal development and growth of the MCSC workforce. It features speakers from across government and industry to expose the command to

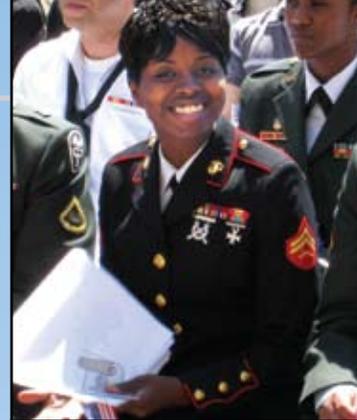
new and innovative ideas, to motivate and teach, and to impart methodologies and practices that can aid the command in reaching its goals of being a high-performing, team-based learning organization.

Invited to speak are Brigadier General James Kessler, former 2nd Marine Logistics Group Commanding General; Dr. Samuel Betances, a motivational speaker with Sounder, Betances

and Associates; and Colonel Mike Mullane (Air Force retired), former NASA astronaut and author.

The entire MCSC workforce is invited to listen to the speakers and visit the many exhibits on display June 4, considered a stand-down day for the command. All are expected to attend AE day as it is officially a required duty place. Other Department of Defense civilians, military and government contractors supporting MCSC may attend as guests. All MCSC employees and guests assigned to an acquisition designated billet must register for the event. All others are invited to register. Registration and event information can be found on the command's Tiger website.

— By Bill Johnson-Miles,  
MCSC Corporate  
Communications



Corporal Teresia Kamau of Marine Corps Systems Command becomes a U.S. citizen during a naturalization ceremony held at the Pentagon in April. (Photo by Sergeant Irwin Posey)

## Top Award Nominees

### Andrew J. Higgins Award

Colonel John Bryant  
Expeditionary Fighting Vehicle,  
PEO Land Systems

Major Ross Monta  
Total Force Information  
Technology Systems,  
Information Systems and  
Infrastructure Product Group

Lieutenant Colonel  
James Graeme  
Network and  
Infrastructure Services,  
Information Systems  
and Infrastructure

Captain Juan Svenningsen  
Fire Support System,  
Armor and Fire  
Support Systems

Lieutenant Colonel  
Ruben Garza  
Joint Light Tactical Vehicle,  
PEO Land Systems

Captain Billy Cornell  
Marine Corps Tactical  
Systems Support Activity

### Eugene M. Stoner Award

Master Sergeant  
Michael Jackson  
Motor Transport,  
Ground Transportation  
and Engineer Systems

Gunnery Sergeant  
Ronald Sewell  
Tank Systems,  
Armor and Fire  
Support Systems

### Donald Roebling Award

Scott Adams  
Chemical Biological  
Radiological Nuclear,  
Combat Equipment and  
Support Systems

Christopher Hatch  
Lightweight 155

John Engbloom  
Light Armored Vehicle

Keith Davis  
Expeditionary  
Fire Support System,  
Armor and Fire  
Support Systems

Linda Passeri  
Light Armored Vehicle

### Meritorious Service Medal (Cont.)

Master Sergeant  
Richard Cuellar  
Marine Corps Tactical  
System Support Activity

Master Sergeant  
Vincent Gregory  
Ground Transportation  
and Engineer Systems

Master Sergeant  
Stacy Hall  
Combat Equipment and  
Support Systems

Master Sergeant  
Edwin Rodriguez  
Combat Equipment and  
Support Systems

Gunnery Sergeant  
Lorin Bush  
Infantry Weapons  
Systems

### Navy/Marine Corps Commendation Medal

Captain Travis Reeves  
Resource Management

Staff Sergeant  
Christopher Hill  
Lightweight 155

**Secretary of Defense GWOT Award**

Scott Adams  
Combat Equipment and Support Systems

**Certificate of Retirement**

Colonel  
Stephen Hubble  
Marine Corps Tactical System Support Activity

Lieutenant Colonel  
David Chandler  
Marine Corps Tactical System Support Activity

Lieutenant Colonel  
Brandon Johnson  
Marine Corps Tactical System Support Activity

Bobby Carter  
Global Combat Support System – Marine Corps

Daniel Haller  
Armor and Fire Support Systems

Chuck Ledwin  
Marine Corps Tactical System Support Activity

Maris Winegar  
Infantry Weapons Systems

**Federal Length of Service Award**

Lewis Buzzard  
(30 Years)  
Infantry Weapons Systems

Fred Day  
(30 Years)  
Global Combat Support System – Marine Corps

Gregory DuChane  
(30 Years)  
Ammunition

Michael Halloran  
(30 Years)  
Ground Transportation and Engineer Systems

# Command website wins International Mercury Excellence Award



The Marine Corps Systems Command (MCSC) website [www.marcorssyscom.usmc.mil](http://www.marcorssyscom.usmc.mil) has been selected as a Silver Winner in the 2007 International Mercury Excellence Awards. The website placed second in the Miscellaneous Category with a score of 80.7.

The annual competition honors excellence in professional communications. More than 130 industry leaders from 42 agencies and corporations around the world served as judges. Only the top 30 percent of the entries scored high enough to win the Gold, Silver, Bronze and Honors awards. More than 970 entries were received from 23 countries worldwide.

“The winners, according to their peers, are considered as the best in the world,” said Reni Witt, Mercury Excellence Awards President. “To be selected for an award by some of the world’s best public relations professionals is a real honor, especially considering the hundreds of other fine agencies, corporations and non-profit organizations eligible for the awards.”

The website was upgraded last year with a new look and brand. Representatives from the Corporate Communications Directorate and the Office of the Command Information Officer, with assistance from industry partners MKI and PDS, participated in a joint effort giving the website the new face-lift. The website’s goal is to educate external audiences about MCSC programs and activities by enabling end users to access information in an easily manageable format.

– By Bill Johnson-Miles, MCSC Corporate Communications



Marine Corps Systems Command’s (MCSC) website earned an International Mercury Excellence Award. Brigadier General Michael Brogan (center), MCSC commander, presents the command’s website team with the Silver Winner certificate. Bottom from left: Laura Bachman, Mercy Fodje, Gloria Pryor and Tammy York. Top from left: Bill Johnson-Miles, Mark Roden and Charles Stumpf. Team members not pictured are Dedra Jones, Arthur Pedersen, Jennifer Grinnell and Alan Hurt. Members represent Corporate Communications, the Office of the Command Information Officer, and industry partners MKI and PDS. (Photo by First Lieutenant Geraldine Carey)





# Civil War heroics results in first Marine Medal of Honor

The U.S. Marine Corps consisted of less than 2,000 officers and enlisted men just before the Civil War in 1861, and when war broke out, many chose to follow the Confederacy. But Corporal John Mackie, a 23-year-old native of New York City, stayed with the Union.

He and 11 other loyal Marines were stationed aboard the newly commissioned *USS Galena* in May 1862 as the ship joined other Union gunboats moving up the James River toward Richmond, Va. *Galena* was a 950-ton ironclad gunboat, the second of the U.S. Navy's first three armored warships. *Galena's* sister ship, the famous ironclad *USS Monitor*, joined the flotilla.

The Confederate battery Fort Darling sat on Drewry's Bluff, a strategic point overlooking the James River. It was a perfect place to stop the Union flotilla advancing up the river. The fate of Richmond depended on it.

*Galena's* Commander Commodore John Rodgers hoped to engage the battery while the rest of the flotilla slipped by. The heavily clad *Monitor* was unable to elevate her guns high enough to help. As a result, *Galena* found herself in a crippling position as cannon fire soon rained down upon her deck.

"We turned our attention to the *Galena*," reported Confederate Commander Ebenezer Farrand, "nearly every one of our shots telling upon her iron

surface." The rebel barrage was too much for the lightly armored *Galena*. Punctured plates were ripped apart and splintered wood flew through the ship.

Adding insult to injury, Confederate Marines were in sniper positions along the shore. "Our sharpshooters did good service, picking off every man who showed himself," Farrand later wrote.

On board *Galena*, Corporal Mackie and his Marines resolutely returned fire. Suddenly, a huge round hit the deck of the *Galena*, wiping out an entire gun crew. Mackie, nearby, jumped up and shouted, "Come on, boys. Here's a chance for the Marines." His stunned men rallied, clearing the decks of dead and wounded.

Amidst a hail of Confederate fire, Mackie and his Marines began loading and firing the remaining Parrott rifle. Though they feverishly kept firing, Mackie saw his ship turning into a complete wreck!

*Galena* was finally forced to break off the engagement, limping back downstream to join the retreating Union flotilla. In three hours of conflict she lost 12 men dead and 11 wounded. The ship had taken at least 28 direct hits from rebel artillery. Many of the smoldering projectiles were still lodged in the hull and deck.

Even though his ship lost the battle, Mackie and his fellow Marines performed heroically. And for his extraordinary gallantry aboard *Galena*, Mackie became the first Marine ever to be awarded the newly



This halftone image of John Mackie, a former Corporal in the Marine Corps, was published in "Deeds of Valor," Volume II, by the Perrien-Keydel Company in 1907. Mackie was awarded the Medal of Honor for heroism in action aboard *USS Galena* during the ironclad's engagement with a Confederate battery at Drewry's Bluff on Virginia's James River on May 15, 1862. This view shows Mackie in what appears to be a Grand Army of the Republic Uniform, circa 1900. (U.S. Naval Historical Center photo)

Line engraving published in Harper's Weekly in 1862, depicting *USS Galena* at the head of the attacking force with *USS Monitor* off her starboard quarter. The attack is on Fort Darling in the James River near the city of Richmond, Va., shown in the left center distance. (U.S. Naval Historical Center photo)



Black and white of a watercolor by Oscar Parkes depicting *USS Galena* as the ironclad appeared in mid-1862 while serving on the James River, Va. Courtesy of Dr. Oscar Parkes, 1936. (U.S. Naval Historical Center photo)

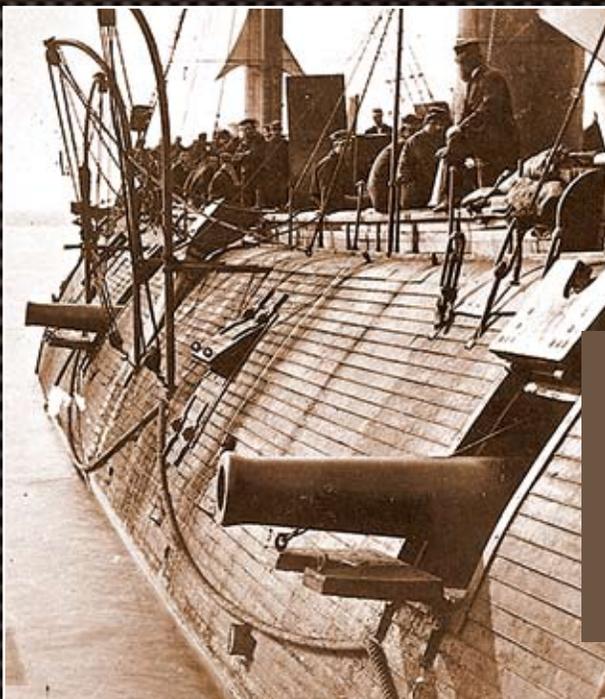
created Medal of Honor. Only 17 Marines received the Medal of Honor during the Civil War.

Mackie's citation reads: "On board the *USS Galena* in the attack on Fort Darling at Drewry's Bluff, James River, on May 15, 1862. As enemy shellfire raked the deck of his ship, Corporal Mackie

fearlessly maintained his musket fire against the rifle pits along shore and, when ordered to fill vacancies at guns caused by men wounded and killed in action, manned the weapon with skill and courage."

After receiving his Medal of Honor on July 10, 1863, the Corporal was transferred to the Norfolk Navy Yard and was subsequently posted to the nine-gun sloop *USS Seminole* as "Orderly Sergeant in Charge." For the remainder of the war Mackie served aboard this ship. He was discharged from the Corps on Aug. 24, 1865, in Boston, after having completed four years and four months of service with the Marines. He later married and settled in the Philadelphia area. Mackie died in 1910.

— Based on an article written for *Leatherneck* by Kevin Gallen and the book *The United States Marine Corps in the Civil War - The First Year* by David Sullivan



(Below) Photograph of *USS Galena* looking forward along the ship's port side, shortly after the ironclad's May 15, 1862, action with Confederate batteries at Drewry's Bluff, on the James River, Va. Among the items visible are the muzzles of two of *Galena's* 9-inch Dahlgren smoothbore guns; her unique horizontally-laid interlocking iron side armor; armored gunport shutters; boat davits; members of her crew; and at least one plugged hole from enemy shot (near the waterline in bottom left center). (U.S. Naval Historical Center photo)



## Life Cycle Logistics helps MCSC support the warfighter

Last fall, Marine Corps Systems Command realigned Logistics and Product Support to form Life Cycle Logistics (LCL). This alignment holistically represents the command's Goal Team III initiative of "becoming the driving force behind the adoption of Total Life Cycle Systems Management (TLCSM) in the Marine Corps."

"Our hybrid organization has a far-reaching perspective of TLCSM that ranges from concept refinement and extends through disposal of Marine Corps ground equipment and weapon systems," said Kelly Gibson, Assistant

Commander and Competency Director for LCL.

In addition to TLCSM, LCL provides support across the command. According to Gibson, LCL is the process owner for the Fielding and Operational Support Core Processes of the command's Equipping Process Roadmap. LCL duties include Delivery Visibility Assessments, Grow the Force, Reliability Centered Maintenance, Diminishing Manufacturing Sources and Materiel Shortages, Performance-Based Logistics, and Item-Unique Identification implementation.

The LCL staff provides standard logistics work processes, policies and tools to aid the command's logistics workforce. Every staff member is a subject matter expert providing scheduled training on core and logistics processes, as well as providing technical and analytical support for independent logistics assessments.

Members of LCL are responsible for internal command coordination and response preparation for taskers from Headquarters Marine Corps and other Department of Defense agencies. The LCL staff provides command representation and coordination on many process teams, working groups, advisory groups and logistics forums.

Additional details about the new organization can be found on the command's Tiger website in the Life Cycle Logistics Knowledge Center.

"Our goal is to assist the command in supporting the warfighter," said Colonel Jeff Morsch, Deputy Assistant Commander for LCL.

## Acculturation class builds unity

Acculturation is gaining a prominent place in the Marine Corps, tapping into the belief that a shared vision about the Corps will help make it the employer of choice for civilians.

Marine Corps Systems Command (MCSC) has developed its own acculturation class in the last two years. More than 250 employees attended the first 11 quarterly sessions led by Gunnery Sergeant Timothy Freeman and Pamela Null.

Acculturation training grew out of research on industry best practices in the public and private sectors. The study revealed that the organizations that have a shared vision maintain a high retention rate. This led the Marine Corps to its vision to become "the employer of choice for a select group of civilians imbued with Marine Corps values of honor, courage and commitment. They will serve as expert, innovative and distinctive team members, dedicated to supporting our nation's finest fighting force."

In this way, the training program became part of the four principal phases of an employee's career: recruitment, acculturation, retention and refreshment, and separation and celebration.

"Many civilians are strangers to the Marine Corps culture," Freeman said. "Examples include Marine jargon such as 'deck,' 'cover' and 'head.' Then there's the rank structure."

Null added, "The Marine Corps can be a cultural challenge for new employees. Senior leaders of the Marine Corps recognized the impact cultural differences make in our work environment and developed this acculturation curriculum that addresses these cultural differences."

The next MCSC class will be held July 17, possibly at the Marine Corps Museum with a tour of the museum



Kelly Gibson, Assistant Commander and Competency Director for Life Cycle Logistics (LCL), addresses the audience during the LCL Town Hall. Subjects covered included competency alignment, strategic business teams, the LCL Knowledge Center and Defense Department Logistics Human Capital Strategy. (Photo by Jim Katzaman)

to follow. "If you have not had the opportunity," Freeman said, "make plans now to attend."

For more information, see the acculturation class postings on Tiger under Workforce Development.

## Command flies with Orioles, Blue Jays

**H**ere's your chance to catch a Major League Baseball game. Marine Corps Systems Command (MCSC) is sponsoring a July 24 trip to Baltimore so employees, along with their friends and family, can watch the Orioles play the Toronto Blue Jays at Camden Yards. The first pitch is scheduled for 12:35 p.m.

Tickets are \$13 each with Corporate Communications selling the tickets beginning in early June and closing July 7. Cash and checks (made out to MCSC Social Fund) will be accepted. There is no limit to the number of tickets one can purchase.

Reserved seats are located in section 312 on the first base side of the field. Tickets include bus transportation,

departing Hospital Point about 10:30 a.m. and returning about 6 p.m.

Procedures regarding time off and additional information will be posted on Tiger.

## Fundraisers support Birthday Ball

**F**rom now until the actual Marine Corps Birthday Ball scheduled for Nov. 8 at the Washington, D.C., Renaissance Hotel, there will be many fundraising events including golf tournaments and cookouts sponsored by the different product groups, programs and units within the three sponsoring commands: Marine Corps Systems Command (MCSC), Program Executive Officer Land Systems and Marine Corps Operational Test and Evaluation Activity. Profits from these events support the Birthday Ball.

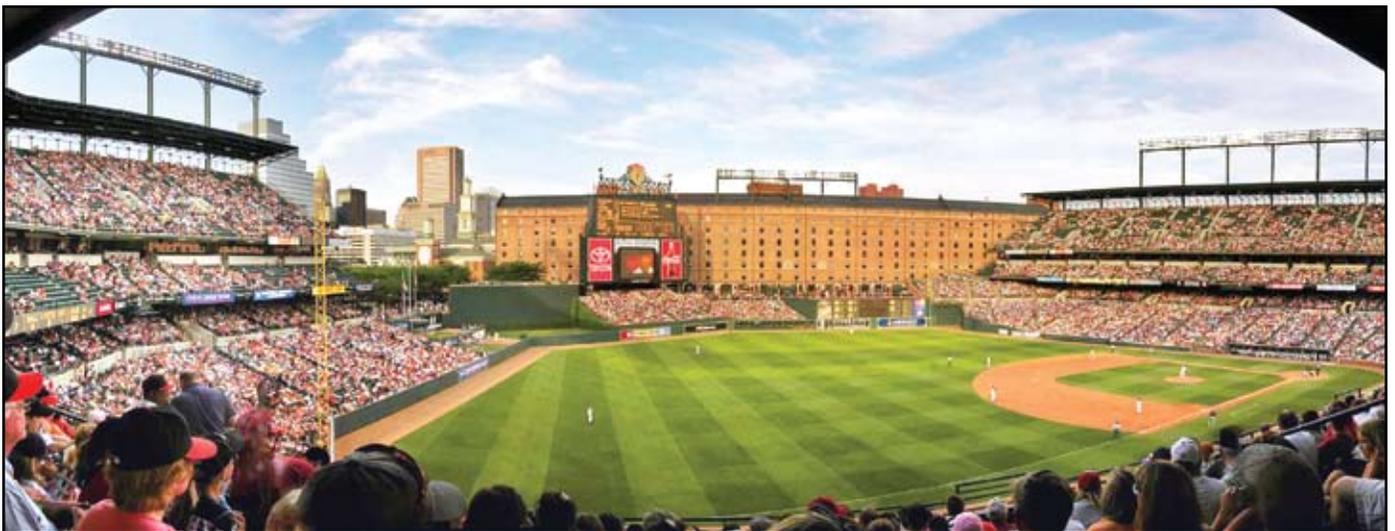
In the past, donations and fundraising profits have helped junior enlisted Marines attend the ball for free. This year, according to Ball Committee Co-Chairman Kara Hayes, the committee



Cherrywood framed ceramic tiles with the Marine Corps Systems Command (MCSC) logo, and many other items with this and other logos, are available online in the MCSC eShop, located at [www.cafepress.com/syscom](http://www.cafepress.com/syscom). All MCSC profits support the Marine Corps Birthday Ball. (CafePress photo)

plans to raise enough to provide free tickets for each junior enlisted Marine's guest, too, and the same goes for the civilian equivalent of junior enlisted Marines. Fundraising also reduces the costs of all tickets.

"Every ticket is subsidized," said Captain Sean Donohue, the



The Baltimore Orioles will host the Toronto Blue Jays at Camden Yards on July 24, and Marine Corps Systems Command will be there. Tickets for command personnel go on sale in early June. (Orioles photo)

committee's Director of Finances. Without fundraising, each ticket would cost more than \$100."

"Thanks to fundraising, we haven't had to raise ticket costs for the past five years," Hayes added.

In addition to fundraising events, there are many MCSC items for sale that also support the ball. The items available include coins, mugs, clothing and more. Check out all the merchandise in the display case located near the security desk at the main entrance of building 2200. To order or purchase these items, see Will Jarvis at the security desk.

The committee has also created a Marine Corps Systems Command eShop to help raise funds for the ball. The eShop is located at [www.cafepress.com/syscom](http://www.cafepress.com/syscom). It sells apparel and gifts with the MCSC logo, PEO LS logo, and logos and designs for many product groups, programs and units. Additional logos and designs will be added soon.

Apparel and gifts available online for purchase include: framed tiles, mugs, steins, mousepads, calendars, magnets, buttons, bumper stickers, prints, posters, greeting cards, note cards, postcards, journals, keepsake boxes, ornaments, coasters, clocks, teddy bears, pillows, bags, caps, hats, T-shirts, baseball jerseys, sweatshirts and additional clothing for women, juniors, kids, infants and pets.

For more information on the ball, visit the command's Tiger website and on the left side under MCSC, click on SYSCOM MC Ball.



Gerard McManus is Marine Corps System Command's new Family Readiness Officer. (Photo by Jim Katzaman)

## Command stands up Family Readiness Program

Gerard McManus is the first Family Readiness Officer (FRO) assigned to Marine Corps Systems Command (MCSC). His primary duties and responsibilities are to "ensure consistent and effective two-way communication between the command and the Marines, civilians and their families whom we serve as they serve our country."

The new FRO is building the Family Readiness Program from the ground up. "I'm getting it organized and publicized, saying there is now a full-time person assigned to it," McManus said.

He is compiling a list of military members who have already deployed. Then he is contacting them and their families. "I ask the military member if there's anything I can do for them here and make myself available to their family members as well," he said. "I let the families know what we can do while the military member is deployed."

McManus sees himself as a conduit. "Marine Corps Community Services has all the programs – childcare, recreational services, something for teens," he said. "Families don't have to call all over the base for support. They can just call me at (703) 432-3444, and I'll facilitate for them."

Above all, McManus emphasized, the Family Readiness Program is not just for families. "Whether you're a young enlisted or a veteran Major," he said, "you should know that while you're deployed, your family at Quantico or back home will get looked after, and we'll get them the right help."

## MCSC acronyms dictionary coming together

If a new Marine Corps Systems Command acronyms dictionary has not yet been posted on Tiger, it soon will be. Corporate Communications has received inputs from almost every product group, program and unit in the command, and by the time this magazine hits the streets the new acronyms dictionary should be posted on Tiger. Plans are to update the dictionary as often as submissions are received. If any product group, program or unit has not submitted their acronyms list, they can still do so and the new dictionary will be updated.

## Video addresses unauthorized commitments

The Marine Corps Contracting Community has produced a short training video to address unauthorized commitments within the Marine

Corps acquisition community. The presentation is available to any military member and civilian at Marine Corps Systems Command.

The video emphasizes the correct way to procure goods and services for the Marine Corps, featuring actual problems from the last few years. To see the six-minute video, visit [https://contractapps.hqi.usmc.mil/uc\\_flash/uc\\_flash.htm](https://contractapps.hqi.usmc.mil/uc_flash/uc_flash.htm).

## MCSC hosts Sunset Parade July 8

The Sunset Parade, presented by marching and musical units from Marine Barracks in Washington, D.C., takes place Tuesday evenings throughout the summer at the Marine Corps War Memorial in the shadow of 32-foot-tall bronze warfighters pushing up a 60-foot flag pole, modeled after the raising of the stars and stripes on Iwo Jima during World War II.

On behalf of the Commandant, Marine Corps Systems Command is



The Marine Corps Silent Drill Platoon performs during the Sunset Parade. Marine Corps Systems Command will host the parade scheduled for July 8. *(Marine Corps photo)*

hosting the July 8 parade, which begins at 7 p.m. and features the Commandant's Own U.S. Marine Drum and Bugle Corps with their "Music in Motion" performance and the precision rifle handling of the elite Marine Corps Silent Drill Platoon.

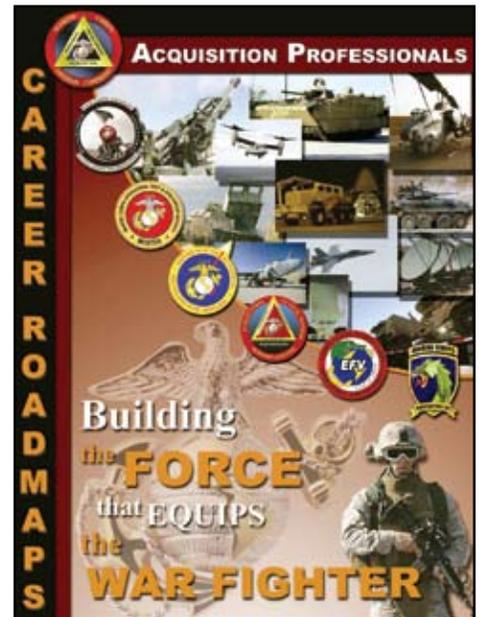
Members of the command are invited to attend, and bus transportation may be provided. More information will be posted on Tiger.

## Commander sends message to all 8059 MOS officers

In March, Brigadier General Michael Brogan, Marine Corps Systems Command Commander and Executive Agent for the Acquisition Career Field and Acquisition Military Occupational Specialty (MOS), released a message to all Marine Corps officers holding the 8059 Acquisition Professional MOS.

He highlighted the overall status of the Marine Corps active-duty acquisition professional program.

Mirrored in the most recent promotion selection results (80 percent for Lieutenant Colonel and 100 percent for Major to Lieutenant Colonel), the Commander touted that "the quality of officers selected for the 8059



MOS remains outstanding. It is also indicative of the commitment of the leadership of the Marine Corps to establish and maintain a professional cadre of uniformed acquisition officers who are, and will continue to be, responsible for developing and supporting the systems and equipment our warfighting forces require to successfully carry out their combat missions."

As was the case with the FY08 Marine Corps Acquisition Command Slate Board (MCACSB), all primary MOS 8059 Marines will be annually screened to serve at acquisition commands, and applications are no longer required.

The memo emphasized that it is important to submit an up-to-date Individual Acquisition Experience Data Sheet to the MCACSB. In addition, an annual review cycle will be launched this year to propose additions, deletions or other appropriate changes to the inventory of acquisition command equivalent billets.

Finally, the message spoke of the new acquisition officer career path roadmaps that serve as recruiting and career planning aids.

These roadmaps have been

published in a magazine format and have been distributed to all Marine Corps acquisition organizations.

## Course teaches CMMI models

**T**wo opportunities for enrollment remain in the course that teaches Capability Maturity Model Integration (CMMI) fundamental concepts. The next class is June 17-19 followed by the final session Aug. 12-14. Both are held from 8:30 a.m. to 4:30 p.m. in Hospital Point's Building 2207 at Quantico, Va.

The course introduces systems and software engineering managers and practitioners, appraisal team members and engineering process group members to CMMI. These models help organizations improve their ability to develop and maintain quality products and services.

Program managers, deputy program managers and technical directors or chief engineers assigned to an ACAT I or II program will have priority. For more information, call Ashley Welsh at (703) 432-4460.

## Family Fun Day picnic set for June 19

**M**arine Corps Systems Command is holding its annual Family Fun Day picnic from 11:30 a.m. to 3 p.m. June 19. All command personnel are invited along with their spouses and children. The fun will take place at Lunga Park's Big and Little Oak pavilions, which is located next to Lunga Reservoir on the western portion of Marine Corps Base Quantico past the FBI Academy.

A Commander's Cup competition will highlight the day's events with teams going toe to toe in volleyball,

horseshoes, sack race, three-legged race and tug of war. Games and activities for children 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 and pets will not be allowed.

A live DJ will provide entertainment, and everyone will have a chance to win door prizes. Children under 12 are free. Tickets for everyone else are \$5 in advance and \$7 at the event. Contact your section or unit Family Fun Day point of contact for tickets, or call Cindy Washington at (703) 432-4922. Visit the command's Tiger website for additional information.

## Build supervisory and management skills

**A**ll Marine Corps Systems Command (MCSC) supervisors must attend all three modules of the Command Supervisory Development Program. The course provides MCSC supervisors with the basic knowledge and skills required of all federal supervisors and managers. The program also covers command-

unique policies and procedures related to leading and managing human capital resources.

The three modules may be completed in any order. Team leaders are also encouraged to attend. Module I, Leadership and Management Skills, is Aug. 19-20 and Oct. 20-21. Module II, Performance Management, is June 12-13 and Sept. 23-24. Module III, Human Resource Elements, is July 15-16, Sept. 9-10 and Nov. 4-5.

For more information, call Kelly Sims at (703) 432-4488, Pam Null at (703) 432-4454, or email [kelly.sims@usmc.mil](mailto:kelly.sims@usmc.mil).

## DACM, DAU courses available

**T**he following continuous learning classes will be held at Quantico, Va., this summer. All enrollments can be completed through Tiger:

- Defense Acquisition University courses LOG 201B Intermediate Acquisition Logistics, July 7-11, enroll by June 8; and SAM 201 Intermediate Software, Sept. 8-12, enroll by Aug. 8.
- Defense Acquisition Career Manager course, Super Meetings Facilitation and Leadership, July 23-24, enroll by June 24.



Marine Corps Systems Command members are invited to bring their children to the command Family Fun Day picnic from 11:30 am to 3 p.m. June 19 at Lunga Reservoir. There are many games and activities scheduled for children, and those age 12 and under will receive free admission. (iStock photo)



# Snapshots



A team from PG9 earned second place in Quantico's 2008 Biggest Loser Challenge. "The Panthers" lost a total of 75 pounds for 7.37 percent of their beginning weight. The team includes (from left) Crystal Harmon, Lindo Bradley, Germa Batton, Jim Batton and Jennifer Helton. (Photo by Bill Johnson-Miles)

Four-year-old Khalil Campbell, the grandson of Marine Corps Systems Command's Sheena Stitt, performs a classic soft shoe dance routine during Quantico's Black History Month Theater Celebration in February. (Photo by Bill Johnson-Miles)



Will Jarvis (left) of Marine Corps Systems Command's (MCSC) Security Program checks Tony the Tiger's® CAT card. Tony said his Common Access Tiger card was just "Greeeeat!" Beginning July 1, the Common Access Card will replace the MCSC card and will allow access into MCSC buildings. (Photo by Bill Johnson-Miles)



Major Andrew Thompson of Marine Corps Systems Command's (MCSC) Programs Office helps his 2-year-old son Evan do a pull up. Thompson is the Marine who brought the CrossFit workout program to Quantico's Hospital Point. (Photo by Jack Thompson)



Marine Corps Systems Command's (MCSC) Lavonne Robinson leads the choir during Quantico's Black History Month Theater Celebration in February. The special choir was made up of people from across the base including many from MCSC. (Photo by Bill Johnson-Miles)

*Marines On Point* encourages members of the command to submit photos. Printed photos may be delivered to magazine staff members in Building 2200, Room 153, or mailed to *Marines On Point* magazine, Corporate Communications, 2200 Lester St., Quantico, VA 22134. High-resolution digital photos should be emailed to [MCSCPAO@usmc.mil](mailto:MCSCPAO@usmc.mil). Please identify all people in each photo and include event details.

**MCSC**

**FUN**

**FAMILY**

**DAY**

**Lunga Reservoir**  
(Big & Little Oak pavilions)

**19 June 2008**  
**1130 - 1500**

**Commander's Cup:**  
Volleyball  
Horseshoes  
Tug of War  
Sack Race  
Three-Legged Race

**Children's Games**

**Live DJ • Food • Drinks • Door Prizes**

**Tickets: \$5 in advance / \$7 at the event**

*See your section POC for a ticket or  
contact Cindy Washington at 703-432-4922*





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ACQUISITION  
SUPPORT

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Invited  
Speakers:



*BrigGen James Kessler  
former Commanding General,  
2d Marine Logistics Group*



*Dr. Samuel Betances  
Souder, Betances,  
& Associates*



*Col Mike Mullane  
Astronaut, USAF (Ret)*

ACQUISITION EXCELLENCE DAY  
4 JUNE 2008

HYLTON EVENT CENTER, WOODBRIDGE, VIRGINIA  
8AM (DOORS OPEN AT 7AM)