

# ON POINT

MARINE

KEEPING THE WARFIGHTER TO WIN

Happy Holidays!

TO: Home!

FROM: Camp Leatherneck

MARINE CORPS SYSTEMS COMMAND MAGAZINE  
DECEMBER 2011, VOLUME 5, ISSUE 3



- ▶ Spending Holidays in Theater
- ▶ Celebrating Montford Point Marines
- ▶ Foreign Disclosure Authority Award

GROSS

CHECK IN AT THE  
BEFORE COMING

# A message from the COMMANDER



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

Last month Brigadier General Dan O'Donohue, Director, Capabilities Development Directorate, Combat Development and Integration; Mr. Bill Taylor, Program Executive Officer Land Systems; and I testified before the House Armed Services Committee and answered questions about acquisition and modernization. One of our messages concerned **affordability**. With that in mind, we told the committee how the Marine Corps has taken an aggressive approach to ensure we obtain the best value for the government while also ensuring program success. Our end state is to develop a more relevant and affordable portfolio of combat and tactical vehicles. All of us in the acquisition community are committed to delivering required warfighting capabilities to our Marines in a timely and affordable manner. Mr. Taylor and I also emphasized this during our Reports to Industry at Modern Day Marine (*see Pages 8-9*).

Affordability has been a theme of Commandant of the Marine Corps General James Amos and Mr. Sean Stackley, Assistant Secretary of the Navy (Research, Development and Acquisition), for quite some time. "Affordability" and "efficiency" are watchwords we've all become familiar with in the last few years as the Marine Corps comes under ever greater scrutiny in days of tightening budgets.

Our transition in October to a competency-aligned organization is going well. My thanks to everyone who pulled together so we could step off smartly. All of our people are doing a great job, and I really appreciate your hard work.

This brings us to another term we'll soon come to know: high-performance organization, or HPO. In late October, we sponsored a two-day offsite to initiate a Vision to Performance effort facilitated by Dr. John Pickering and Dr. Phil Harnden, both of whom consult through the Federal Executive Institute. It was a dynamic two days where all of us rolled up our sleeves to review the challenges ahead as they relate to our current vision of the future. To keep the momentum, I am holding weekly meetings to specifically address our vision, values, strategy, structure and standardized processes. One of our major goals from the offsite will be to develop performance measures to meet our goals and challenges, which will be critical as we mature our competency-aligned organization. High performance will lead to greater efficiency and help us produce more affordable products. It's an ambitious – and achievable – goal.

We have come a long way in 2011, and we have taken steps for even greater achievements in the coming year and beyond. Any success we gain will be due in large part to the effort and dedication of everyone in the Command. You work hard every day, and we will continue to support you so that together we can provide the best products and systems to our forward-deployed Marines.

Thank you again for your efforts. Have a happy and safe holiday season, and let's all come back refreshed for a great 2012.

Semper Fidelis!

A handwritten signature in black ink, appearing to read 'F.L. Kelley'.

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

# ON POINT

MARINES

December 2011,  
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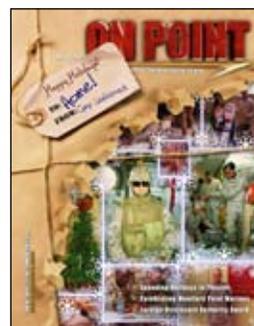
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**On the Cover:** Marine Corps Systems Command Liaison Officers and others spend the holidays in theater. (Graphic art by Kirk Nelson)





# MONTFORD POINT MARINES

## Trailblazers paved the way for African-American Marines

**A**t Marine Corps Barracks Washington, D.C., home of the Commandant of the Marine Corps and the Oldest Post in the Corps, the members of the Montford Point Marines, the first African-American Marines in the Corps, assembled to be honored. A group took to the parade deck for their own special recognition and at the first few bars of the Star Spangled Banner, they all snapped into a salute.

These men, these Marines, far past the age when holding a salute would ever be asked, much less ordered of them, stood as statues of marble – unwavering, taut and casting long shadows – a testament to

their indomitable spirit and devotion to the Marine Corps and to the Nation.

They were frontrunners, bold and daring, who stood as guiding lights for future generations of Marines. Colonel Ed Mays, Marine Corps Systems Command’s Assistant Commander for Product Support, a Marine of African-American ancestry, said that he owes a great deal to the Marines who, starting at Montford Point, laid the foundation and opened the doors for service to Corps and country for people of color.

“They were the trailblazers,” Mays said. “They were the pioneers. These were men of character, honor and courage. They were ‘Americans’ first and foremost. Montford Point Marines were the embodiment of our national ideals realized, and represented all that was good in the ‘Greatest Generation.’ Our challenges of today are not unlike those faced by the Montford Point Marines. We live in a time of uncertainty, economic distress, daunting societal issues, global upheaval – and we are a nation at war. We can take many positive lessons from the courageous endeavors of the Montford Point Marines.”

The Montford Point Marines take their name from the place they were trained, Camp Montford Point, a satellite camp of Camp Lejeune in Jackson, N.C. It is now named Camp Gilbert H. Johnson in honor of the late Sergeant Major Gilbert “Hashmark” Johnson, one of some 20,000 African-American Marine enlistees to be trained at the



Corporal Arvin Lou Ghazlo gives judo instructions to Private Ernest Jones at Camp Montford Point, a satellite of Camp Lejeune, N.C., in 1943. Jones is holding an M1 Garand rifle. (National Archives photo)

Corporal Christopher Harris stands with the official mascot of the Marine Corps Corporal Chesty XIII during an Evening Parade at Marine Barracks Washington, D.C. Harris is the dog's handler. The Montford Point Marines helped pave the way for African-American Marines like Harris. (Photo by Private First Class Mondo Lescaud)

recruit depot. The camp was created after President Franklin Roosevelt signed Executive Order 8802, known as the Fair Employment Act, in 1941, eliminating racial discrimination in the defense industry and permitting blacks to join the Armed Forces.

During an evening parade ceremony at Marine Barracks Washington, General James Amos, Commandant of the Marine Corps, asked a pointed question of all those in attendance to celebrate the service of these first Marines who trained at Montford Point.

“Can you imagine joining a service that didn’t want you, to serve a country that was still legally segregating and still be willing to go off to war and give your life?” he asked. “And to stay in the Marine Corps – we’ve got retired Sergeants Major, we’ve got Master Gunnery Sergeants, we’ve got First Sergeants, we’ve got Lieutenant Colonels, we’ve got Captains ... these are original Montford Point Marines. This is a special night because we usually have a single guest of honor and tonight we’ve got the entire Montford Point Marines.”

A proclamation from President Barack Obama, displayed at the Barracks, read, “Despite being denied many basic rights, the Montford Point Marines committed to serve our country with selfless patriotism. ... Embodying the Marine Corps motto of Semper Fidelis, Always Faithful, these heroes paved the way for future generations of warriors, regardless of background, to serve in the finest military the world has ever known.”

While in the National Capital area, the Montford Point Marines also visited the National Museum of the Marine Corps in Quantico, Va. The museum has an exhibit that remembers the history of these Marines – from being recruited, to being herded into boxcars like cattle to report to Montford Point while white Marines rode coach, to their training and subsequent service.

At first, service for black Marines would not be what they might have expected.





African-American Marines salute in 1943 while stationed at Camp Montford Point, a satellite of Camp Lejeune, N.C. (National Archives and Resources Association photo)

“They put me in the steward branch after they trained me to be a fighting Marine,” said Louis Massengale, an 86-year-old retired Staff Sergeant who joined the Corps in 1944. “That was cooking, waiting tables and taking care of the officer’s quarters. I went through that school and after I got to my unit, I told my CO [Commanding Officer] that I didn’t want to be in the branch but I had no choice. I was constantly trying to figure a way to get out of that.”

It was common for black Marines to assume non-fighting roles, but Massengale found his way out of the stewardship branch and came to Quantico in 1949 and joined the 22nd Marines as the only black in the whole regiment.

“It was really something that you didn’t expect,” he said. “Being the only black there, I had gotten a little instruction from the Colonel: ‘I expect the best out of you. I want you to go in and set an example.’ So from there I wanted to excel and do everything to the best of my ability.”

During his time in the Corps, Massengale served as a boot repairman, film technician, projectionist, radio operator, telephone technician and dial central maintenance man, fighting in the

Korean War and Vietnam War. After retiring in 1968, Massengale could plainly see his effect.

“I really think the big impact with us was there were several younger Marines I met and they looked up at me as paving the way for them,” he said. “When I retired, I got a job with a phone company using the same thing I used in the Marine Corps. They gave me one step from top pay and that would usually take years to reach. Lots of young men came along that I made contact with, and they saw this as a good future for them. . . . Seeing younger Marines you had influenced in the Marine Corps was important for me.”

– By Carden Hedelt, MCSC Corporate Communications



Colonel Ed Mays, Marine Corps Systems Command’s (MCSC) Assistant Commander for Product Support, speaks with Sergeant Timothy Nunez, MCSC Commander’s Driver, about the Montford Point Marines and how they paved the way for Marines of African-American ancestry. (Photo by Bill Johnson-Miles)



The Sergeant Major of the Marine Corps Micheal Barrett talks with Alpha Gainous and George McIvory, Montford Point Marines, at a breakfast function in Truman Crawford Hall at Marine Barracks Washington this past summer. (Photo by Private First Class Mondo Lescaud)



# Modern DAY MARINE

## Military meets industry as warfighters recall experiences

From the start, “in my whole time growing up in the Marine Corps, I’ve always had Navy medical people with me,” said Chief Warrant Officer 4 Mike Chaney, Chemical, Biological, Radiological and Nuclear Team Lead. Naturally, he was paired with Navy Lieutenant John Stage during Modern Day Marine. They talked at a Warfighters’ Corner about accomplishments in the medical field and what the Marine Corps will be looking for in the future.

This interaction between warfighters and industry is what Modern Day Marine is all about. Co-sponsored by Marine Corps Base Quantico, the Marine Corps League and Marine Corps Systems Command (MCSC), the exposition showcased the products and services of more than 500 companies that support land, air and sea military operations. Much of the equipment now used by Marines and other U.S. and allied forces confronting enemies in Iraq, Afghanistan and around the world was first exhibited before military leaders, operations planners and acquisition managers at previous expositions.

Many of those company representatives got a chance to speak with their military counterparts in sit-down meetings as MCSC and Program Executive Officer Land Systems (PEO LS) made their Product Group Directors, Program Managers and Business Managers available on the final day of the exposition, following the Report to Industry (see Pages 8-9). This gave exhibitors a face-to-face opportunity to meet with those who direct the various

programs at the Command.

During the two-day expo, at four different presentations at the Warfighters’ Corner, defense contractors also heard from servicemen who have been to Iraq and/or Afghanistan. Chaney and Stage, representing MCSC’s Combat Equipment and Support Services, talked about how the Command fields specific medical items. In another presentation, Chief Warrant Officer 2 Peter Garibaldi explained the role the Mine Resistant Ambush Protected vehicles have in accomplishing the mission and bringing Marines home alive.

Other members of the Command manned exhibits as MCSC and PEO LS shared a 6,600 square-foot tent, showcasing such programs as Blue Force Tracker, Common Aviation Command and Control System, Expeditionary Power Systems and much more. Officials estimate that more than 8,000 people attended the expo.

— By Jim Katzaman, MCSC Corporate Communications



Chief Warrant Officer 4 Kurt Garrett of Ammunition listens to a Modern Day Marine visitor. (Photo by Bill Johnson-Miles)



Lieutenant Colonel D.J. Abogunrin, Program Manager, Optics, in Infantry Weapons Systems Product Group, talks with an industry representative at Modern Day Marine. (Photo by Bill Johnson-Miles)

# Report to INDUSTRY

## 'We're out of money, it's time to think'

At first thought, Lord Ernest Rutherford of Nelson seemed out of place at Modern Day Marine. Yet, the father of nuclear physics was there, at least in spirit, when Lieutenant General John Wissler, Deputy Commandant for Programs and Resources, cited one of the lord's most famous quotes: "Gentlemen, we're out of money. It's time to think."

That set the tone for the Report to Industry, the annual gathering of Marine Corps leaders and industry representatives during the Modern Day Marine exposition in September at Quantico, Va.

Taking his cue from Lord Rutherford, Lieutenant General Wissler told the industry representatives, "It's time to think. It's time to think differently about how we squeeze every penny we can out of the money that we have. The Marine Corps fought very hard through all the budget battles not to lose procurement dollars. In our efficiencies, we were very successful in preserving what limited procurement money we had."

The challenge now, he added, is to apply precious funds toward modernizing the Marine Corps to meet future threats. "The people in here are going to help us do that," Wissler said. "We have to think differently, both of us."

Lieutenant General Richard Mills, Deputy Commandant for Combat Development and Integration (CD&I), built on Lieutenant General Wissler's remarks.

"There are certain circles, certain rocks that we can tie ourselves to," he said. "I know with certainty what the mission of the Marine Corps will be. I can tell you with certainty what the capabilities are, that the Commandant has asked us to produce, and make sure the Marine Corps has. Those are certainties. We're going to need to shoot, we're going to need to move, and we're going to need to communicate. That hasn't changed, and it's not going to change. That's what we're going to refer to when we come back to you and look at what you can provide us."

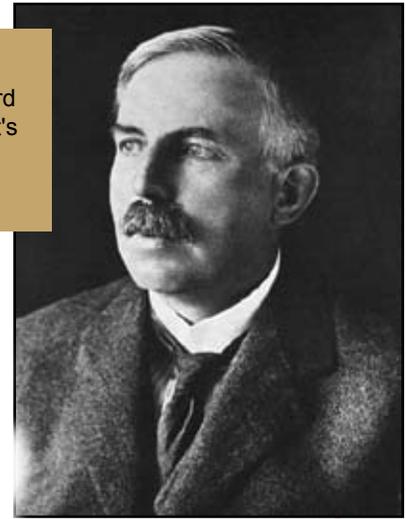
The Lieutenant General offered hope for cooperation based on mutual interests of the Marine Corps and industry.

"It's fascinating what technology provides us," Mills said. "The best of what America has to offer is represented by the people in this room. We have thinkers; we have innovators; we have inventors; we have people looking over the next ridge line and the ridge



Mr. William Taylor, Program Executive Officer Land Systems, answers a question during the Modern Day Marine Report to Industry. (Photo by Bill Johnson-Miles)

At the Modern Day Marine Report to Industry, Lieutenant General John Wissler, Deputy Commandant for Programs and Resources, cited one of Lord Ernest Rutherford's most famous quotes: "Gentlemen, we're out of money. It's time to think." Lord Rutherford (1871-1937) was a New Zealand-born British chemist and physicist who became known as the father of nuclear physics.



line after that to see what it is our country needs to remain strong, the most powerful, the most well-respected nation on Earth."

Mr. William Taylor, Program Executive Officer Land Systems, cited some of his programs as "examples of how our core acquisition business has changed in response to our new fiscal realities." He noted these programs:

MCSC's Systems Engineering, Interoperability, Architectures and Technology, led by Mr. James Smerchansky, has "been helping us get the ground truth on the cost of the Marine Corps' future amphibious capabilities, working with the CD&I staff on highlighting the costs of very specific capabilities right up front in the requirements generation process and helping to facilitate affordable trades."

**"You need to get comfortable and respond accordingly to these new fiscal realities."**

*- Mr. William Taylor*

Joint efforts led by the Army will "do exactly the same thing on the [Joint Light Tactical Vehicle] JLTV program. [We have] fidelity down to the build material level and new-found confidence that there is perhaps a more reasonable sticker price associated with JLTV."

The Common Aviation Command and Control System (CAC2S) program represents a very specific example of how a program manager has been able to drive program inefficiencies out of his program during development. The result: It's not often that you hear a program actually delivering capability under budget, but that's actually where this program is right now in Phase 1."

"You need to get comfortable and respond accordingly to these new fiscal realities," he said to the industry representatives. "We fully realize that you're not only in the business of delivering defense products but also in the business of making a profit, and there's nothing evil or unpatriotic

about that. But just as our leadership has required us to become more disciplined and deliberate in [reflecting] the actual costs of our requirements, industry must show a willingness to meet us halfway. You must show a proactive willingness to offer up capability, material and price alternatives in support of our pursuit of affordability."

As moderator of the Report to Industry, Brigadier General Frank Kelley, MCSC Commander, summarized the presentations and added his own Command perspective.

"When I took command, I talked about being a disciplined organization, one that did things deliberately, providing visibility for the people we work with and for, and also looking for collaborative opportunities across the entire spectrum of the enterprise," he said. "Our folks have done that in a spectacular fashion."

Rather than paint a bleak picture, the MCSC Commander said, "This is a good-news story about working with industry and understanding the environment. This is serious business. We've got to operate in the conditions that have presented themselves now. We understand the environment together by being deliberate, disciplined, visible and collaborative at every opportunity. As I've said before, we're going to solve this issue."

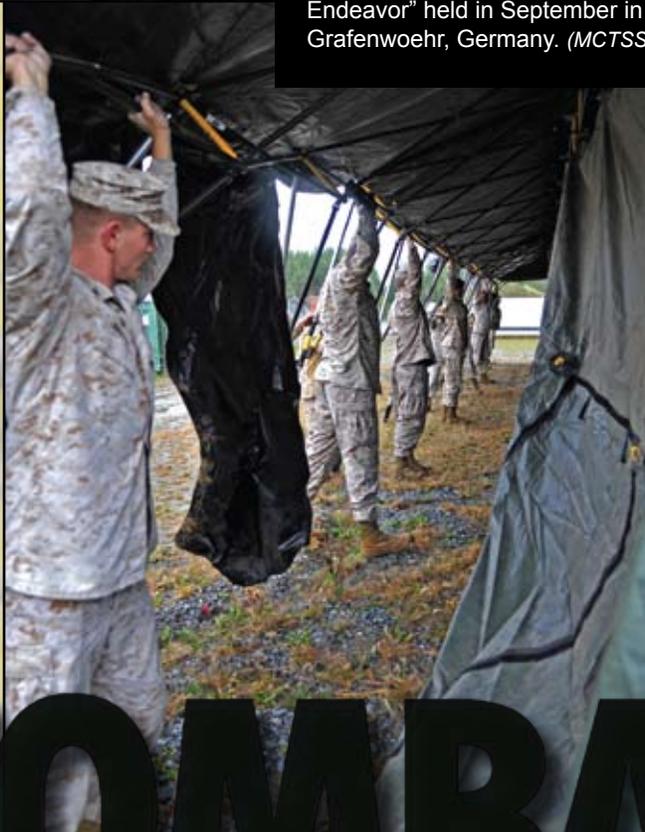
*- By Jim Katzaman, MCSC Corporate Communications*



Brigadier General Frank Kelley (second from left), Commander, Marine Corps Systems Command, talks with (from left) Mr. William Taylor, Program Executive Officer Land Systems; Lieutenant General John Wissler, Deputy Commandant for Programs and Resources; and Lieutenant General Richard Mills, Deputy Commandant for Combat Development and Integration, at the Modern Day Marine Report to Industry. (Photo by Bill Johnson-Miles)



Marine Corps Tactical Systems Support Activity Marines assemble a simulated forward-deployed Combat Operations Center for exercise "Combined Endeavor" held in September in Grafenwoehr, Germany. (MCTSSA photos)



## MCTSSA supports world's biggest coalition communication exercise

A team of 24 Marines, civilians and contractors from the Marine Corps Tactical Systems Support Activity (MCTSSA) recently joined more than 1,000 other military and civilian personnel from about 40 European, Middle East and North American nations to participate in "Combined Endeavor," the world's largest communications interoperability exercise. The September exercise was held in Grafenwoehr, Germany.

"Combined Endeavor was a unique opportunity to show other nations what a Marine Combat Operations Center (COC) looks like," said Major Mark Davis, MCTSSA's Officer in Charge for Combined Endeavor. "It's an important undertaking because we may, at some time in the future, be working together in an actual, complex environment, such as a providing aid during an emergency."

Held at the Joint Multinational Training Center in Grafenwoehr, Germany, the participating Combined Endeavor nations were divided into four different missions. Tasked to support a stability mission scenario – a mission similar to what Marines are currently doing in Afghanistan – MCTSSA established a COC with a satellite-based network, virtually emulating and exercising a full, displaced unit environment.

"The 13 nations in our mission network were all tied to the COC," said Major David Norton, Operations Systems Controller. "It was a combined effort where each nation or participating military unit provided distinctive services to the network with our COC being the hub for the command and control architecture, complete with providing the common operational picture, video streaming, etc."

# COMBAT OPERATIONS CENTER

At times during the nearly three-week-long exercise, the MCTSSA-operated COC also provided support for outside organizations – beyond the 13 nations and units involved in its mission exercise.

“The U.S. Army battalion that was there was in a different mission network; it was in the one doing full combat operations,” Norton said. “Our COC tied with them, allowing them to have full intraoperative capabilities, an organic capacity it wouldn’t normally have operating autonomously at the battalion level. Importantly, this underscores one of the major products that comes from the Combined Endeavor exercise: the publishing of an interoperability guide for everyone to use.

“MCTSSA’s COC was the top feature of the exercise,” Norton added. “Every general officer walked through it; every delegation that brought any visitors came and looked through it because it was tactically deployed, giving everyone a first-hand feel of what it was like to go into a Marine COC and see the environment it provides.”

Those visiting dignitaries included Lieutenant General Frank Gorenc, Commander of the 3rd Air

Force; Rear Admiral Robin Braun, U.S. European Command’s Deputy Director of Operations; and Mr. James Smerchansky, Deputy Commander, System Engineering, Interoperability, Architectures and Technology for Marine Corps Systems Command. All the COC visitors received operational briefings and tours from MCTSSA personnel, and by the feedback received, that continuous effort and exceptional performance of the MCTSSA Marines didn’t go unnoticed.

“This exercise was not just about showcasing capabilities,” said Colonel Christopher Snyder, MCTSSA’s Commanding Officer. “It was about building relationships with our coalition and partner nations. The time and energy we invested during Combined Endeavor will be the foundation for future joint and multinational operations, ranging from humanitarian and disaster relief to combat operations. Our MCTSSA team members did a truly outstanding job, underscoring prominently the value of their support to C4I systems.”

– By Wil Williams, MCTSSA Public Affairs Officer

Many high-ranking officials toured Marine Corps Tactical Systems Support Activity’s simulated forward-deployed Combat Operations Center, the focal point for exercise “Combined Endeavor” held in September in Grafenwoehr, Germany. (MCTSSA photo)



## Kelley: 'You deserve this night'

Like all Marine Corps commands and units around the world, Marine Corps Systems Command (MCSC) and Program Executive Officer Land Systems celebrated the Corps' 236th birthday in November with a cake-cutting ceremony and speeches. These traditional activities took place at the Command Birthday Ball held at the Renaissance Hotel in downtown Washington, D.C.

General Alfred Gray, the 29th Commandant of the Marine Corps, served as the guest of honor and delivered the keynote speech. He mentioned that as a Lieutenant he attended a birthday ball in the 1950s and that his Battalion Commander at the time was a Lieutenant Colonel named Mike Ryan. Ryan, who later rose to the rank of Major General, earned a Navy Cross during World War II when he led a battalion at the bloody battle of Tarawa in 1943. According to Gray, Ryan was the only Commander to get ashore and gain ground, although it was only about 60 yards. At Gray's ball, Ryan gave a very short speech.

"We were carrying on a little bit like lieutenants do," Gray said. "Ryan got up and he said, 'When I was a young officer, I thought that the Marine Corps Birthday Ball was just a bunch of gobbledygook just like you young officers do. Then one day at Tarawa, it all made sense.' And he sat down. Of course we didn't say another word the rest of the night. He just blew us away."

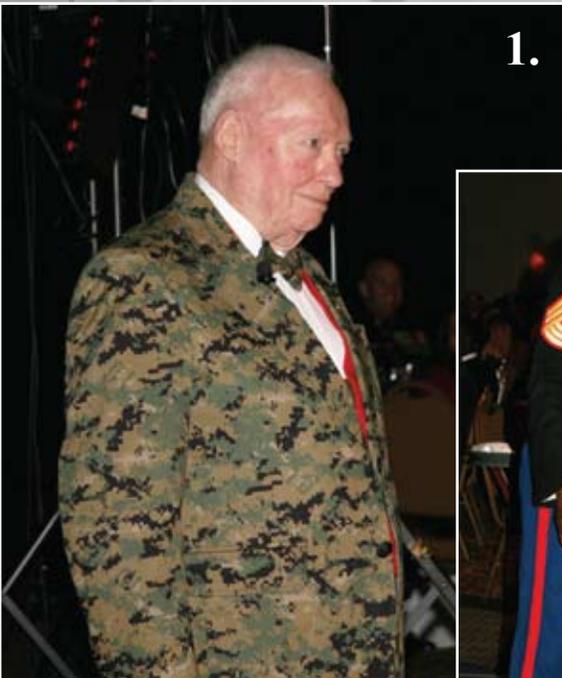
Brigadier General Frank Kelley, MCSC Commander, addressed Command employees at the Ball.

"I'd like you to enjoy yourself tonight, because you deserve this night, and I want you to think about what you've done in terms of protecting our Marines," Kelley said. "Think about what you've done for body armor, vehicle survivability, mobility; I want you to think of what you've done in enhanced command-and-control situational awareness. You've made our Marines safer and our Corps more effective. For all of us, this Ball, whether it's your first or your 50th, or somewhere in between, your being here makes it the best."

General Gray also kept to the "think" theme. "It doesn't cost any money to think," said Gray, who led MCSC's predecessor command in 1991. "Keep thinking and don't let anybody say no. Just keep charging, keep thinking, and don't let anybody tell you, 'no, you can't do this or that.' You can do whatever the hell you want to do as long as it's right and it's what we need."

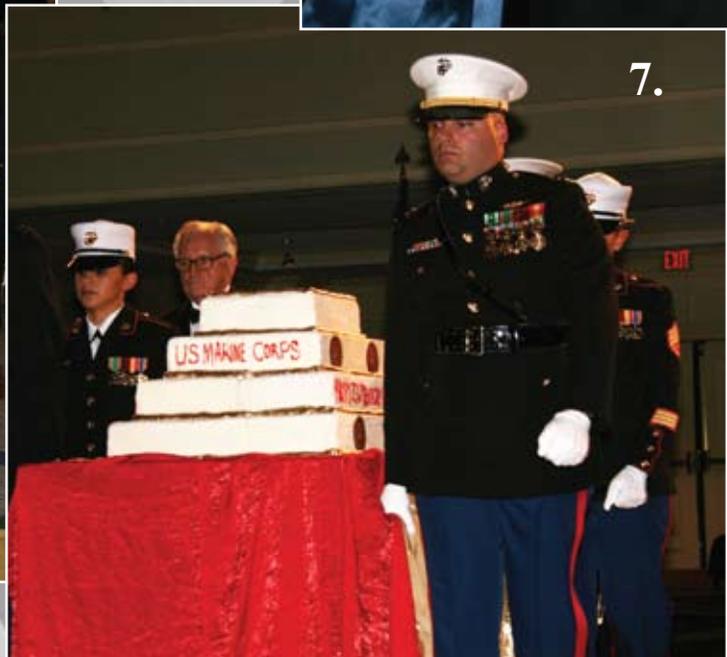
— By Bill Johnson-Miles, MCSC Corporate Communications

# Birthday Ball



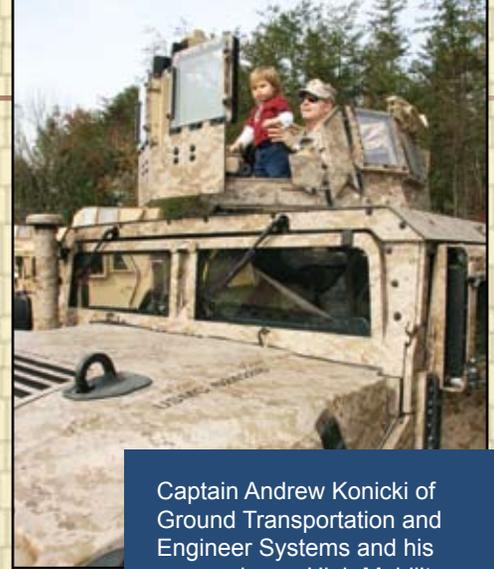


1) General Alfred Gray, 29th Commandant of the Marine Corps, was the Marine Corps Birthday Ball guest of honor and delivered the keynote address. 2) A Master Sergeant dances with his daughter. 3) A bugler from the Quantico Marine Corps Band plays taps next to the small table with a single empty place-setting representing all fallen Marines. 4) Major Brian Bell, the Ball's Adjutant and the Command's Staff Secretary, reads a traditional message from General John Lejeune, the Marine Corps' 13th Commandant. 5) Ball attendees overflow the dance floor. 6) J.D. Wilson of Systems Engineering, Interoperability, Architectures and Technology dances with his daughter, Stephanie. 7) The traditional Marine Corps birthday cake is escorted into the ball room. 8) Master Gunnery Sergeant Kevin Myer (left), Combat Equipment and Support Systems, and Gunnery Sergeant Shawn Babington, Communications, Intelligence and Networking Systems, march off the floor near the conclusion of the ceremony. (Photos by Dawn Purks and Bill Johnson-Miles)



# PG15 Open House

## Command, families get hands-on with GTES vehicles, systems



Captain Andrew Konicki of Ground Transportation and Engineer Systems and his son explore a High Mobility Multipurpose Wheeled Vehicle during the PG15 Open House. (Photo by Bill Johnson-Miles)

While setting up for Marine Corps Systems Command's (MCSC) Ground Transportation and Engineer Systems (GTES) Open House at GTES Transportation Demonstration Support Area, Operations Manager Vic DiLuzio noticed a group of people from Program Manager Engineer Systems

using the metal detectors that they were supposed to be setting up. As it happened, one of the women setting up had dropped her wedding ring and couldn't find it. So, naturally, everyone in the group picked up a metal detector.

"We had that ring back in 20 minutes," DiLuzio said.

The following day, about 150 people attended the event organized to familiarize other

MCSC members and their families with the products and services that GTES offers the warfighter. Some of the systems on display included the Ground Renewable Expeditionary Energy Network System, the Solar Portable Alternative Communication Energy System, the Marine Combat Tractor Skid Loader and mine detectors.

"The metal detector demonstration was the best for us because they let my 4-year-old daughter experience the

kit," said Major Martin Lewis of Infantry Weapon Systems. "It was also outside of what I expected was going on with GTES projects."

More than 40 people tried out the Low Metallic and Carbon Rod Mine Detector, or for the children, the Light Weight Mine Detector. Also, about 70 Command employees and their children took off-road rides in High Mobility Multipurpose Wheeled Vehicles (HMMWVs).

"Hands down, the best part of the Open House was my HMMWV ride with Valerie Tolan and our Marine driver Lance Corporal Michael Pruitt," said Traci Kelley, MCSC Commander's wife and a member of the Families On Point Command Team.

The Open House was the first of what the Families On Point Command Team hopes to be a regular event focusing on a different Command organization each quarter. GTES kicked off the new program with their Open House.

"It was a very successful event," said Jack Cave, GTES Product Group Director. "It provided a forum for GTES to tell the story about what we do, to showcase some of our many successes. This is not something we would normally do, so in turn, it also raised product group moral and cohesion."

"GTES did a fabulous job educating us about some of the important work they do," Mrs. Kelley said. "You could see and hear how much they care about keeping the warfighter safe. We learned a lot and want to thank GTES for a fantastic day!"

— By Bill Johnson-Miles, MCSC Corporate Communications



(Above) About 70 Command employees and their family members took off-road rides in High Mobility Multipurpose Wheeled Vehicles during the PG15 Open House. (Left) Many children of Command employees got down and dirty with the Light Weight Mine Detector. (Photos by Bill Johnson-Miles)

# Additional MCSC and PEO LS Events

Ms. Sharon Burke, Assistant Secretary of Defense for Operational Energy Plans and Programs, talks with Light Armored Vehicle operators during her visit in September to Marine Corps Systems Command. *(Photo by Jim Katzaman)*



Mr. James Smerchansky, Deputy Commander, Systems Engineering, Interoperability, Architectures and Technology, speaks at the opening of Space and Naval Warfare Systems Command Marine Corps Day in August at the Clubs at Quantico. *(Photo by Bill Johnson-Miles)*



Jeff Speer, Financial Manager, Armor and Fire Support Systems, talks with Mrs. Ann-Cecile McDermott at the competency-aligned organization orientation training in September. *(Photo by Bill Johnson-Miles)*



Mr. Sean Stackley, Assistant Secretary of the Navy (Research, Development and Acquisition), talks with Yolanda Ward of Programs at the Defense Department Cost Analysis Symposium In September. (Photo by Bill Johnson-Miles)



Colonel Joe Shrader (center) meets with members of the Naval Logistics Integration Executive Board at Marine Corps Systems Command in September. (Photo by Bill Johnson-Miles)



Colonel Keith Moore, Program Manager Advanced Amphibious Assault, addresses the Program Executive Officer Land Systems Town Hall in August. (Photo by Jim Katzaman)



Past and present members of the Marine Corps Cougar Mine Resistant Ambush Protected (MRAP) vehicle team gathered in front of the National Museum of the Marine Corps in September for a pre-induction ceremony of a Cougar MRAP vehicle. Steve Costa, Program Manager, Cougar MRAP, said Cougar trucks have been fielded across all Services with the Marine Corps as is its biggest user. (Photo by Lance Corporal Sharon Kyle)

General Counsel of the Navy Paul Oostburg Sanz (center) joined the Marine Corps Systems Command legal team and presented awards during his visit to the Command in September. *(Photo by Bill Johnson-Miles)*



Vice Admiral Mark Skinner (top), Principal Military Deputy to the Assistant Secretary of the Navy (Research, Development, and Acquisition), discusses the Medium Tactical Vehicle Replacement truck with Brigadier General Frank Kelley, Commander, Marine Corps Systems Command (MCSC), during the Admiral's visit to MCSC last summer. *(Photo by Bill Johnson-Miles)*

Lieutenant General Richard Mills (left), Deputy Commandant for Combat Development and Integration, speaks with Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, during a visit to the Command in August. *(Photo by Bill Johnson-Miles)*





# SEPARATION AND SACRIFICE



## Liaison Officers spend the holidays abroad

This past Thanksgiving one Marine family in particular had a little extra to be thankful for.

It was the family of the Marine who replaced Major Jaysen Warner, Fielding Officer for Counter RCIED (Radio-Controlled Improvised Explosive Device) Electronic Warfare (CREW).

"I'm spending an extra month in country so that I can split the two holidays with my replacement," said Warner in an email from Camp Leatherneck, Afghanistan. "My six months were technically over in early November, but it didn't seem right for me to go home and stick my replacement with missing both holidays. So, my deployment was bumped up to seven months."

Not including Warren's replacement, there are several Marines from Marine Corps Systems Command (MCSC) who will spend the entirety of the holiday

season deployed. How they spend their holidays will be completely different from the rest of us.

"Unfortunately, Thanksgiving and Christmas will be the same as any other day for me," said Staff Sergeant Christopher Requejo, Liaison Officer (LNO) from Marine Corps Tactical Systems Support Activity. "I have a routine that I follow everyday – chow, work, chow, work, gym, chow, work, sleep. Honestly, I am just looking forward to the days passing so I can get home to my family in January."

The work that Requejo and other LNOs do is vital to the success of our forces in theater. They fill in the gap between the Marines in harm's way and MCSC, providing real-time feedback to MCSC so that the Command can respond and address the needs of Marines from the front.

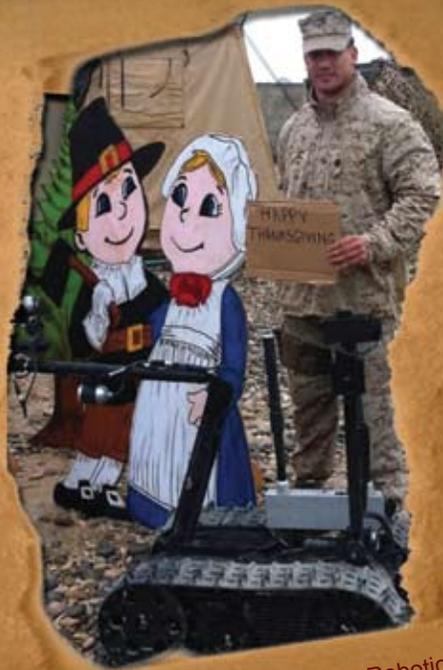
"I volunteered for this billet in July, and it was a hard decision," said Requejo, father of four. "But I volunteered because this is a vital job that has to get done. I have to provide the support that our guys need. They're there through the holidays, too, so knowing they're taken care of makes it all worthwhile and reminds me that I'm doing my duty."

Even though there is work to do on Thanksgiving, Christmas, Hanukkah and any other winter holiday that the Marines might celebrate, each tries to take the time to celebrate in his or her own way.

"Many of the Marines in the office spaces try to set up little Christmas trees or Christmas lights to remind everyone of the holidays," said Major Bryan Hall, MCSC LNO. "Seasonal foods shipped from home are also laid out in the office spaces."

The best food of all comes from the mess hall.

"The mess hall goes all out," Hall said. "The food that is prepared for



Staff Sergeant Frank Ingrao, a Robotics Field Service Representative, celebrates Thanksgiving at the Joint Robotics Repair Detachment Mazar-E-Sharif on Camp DehDadi 2 in Afghanistan. (Ingrao photo)





Candice Hall, with her three children sitting next to her in their home, speaks on the phone with her husband Major Brian Hall, a Marine Corps Systems Command Liaison Officer stationed at Camp Leatherneck in Afghanistan. They will be apart over the holidays. (photo by Bill Johnson-Miles)

Thanksgiving and Christmas is very good and it reminds everyone of home. The lines tend to be a little longer getting into the chow halls, but it is worth the wait.”

Many Marines also set aside time to speak with their families through Defense Switched Network morale lines or video chatting via Skype, a computer program that allows users to speak to each other over the Internet.

On Thanksgiving and Christmas, Hall will do his best to video chat with his wife, Candice, their 2-year-old son Liam and their 8-month-old twins, Connor and Anna. If that doesn’t work, as there are limited resources available to Hall, he will try to call and will have to receive holiday videos of his children via email.

Over the course of about a month in the fall, Hall and his wife discussed the possibility of what would be his third deployment. Given the length of the deployment and the opportunity it presented him, they agreed it would be the right move for him.

“That doesn’t make it any easier, though,” Candice said. “We knew this was the right move, but that doesn’t make it easier. We both just thank God that our kids aren’t old enough to remember that their dad isn’t going to be there this Thanksgiving and Christmas.”

Candice counts herself as one of the fortunate ones because she has family in the area – relatives in Falls Church, Arlington and Virginia Beach. They planned to visit and help Candice decorate for Christmas.

“It’s a hard season because you’re traveling and you have kids,” she said. “It usually just works out best if they come to you.”

Family has been only a part of the support network for Candice.

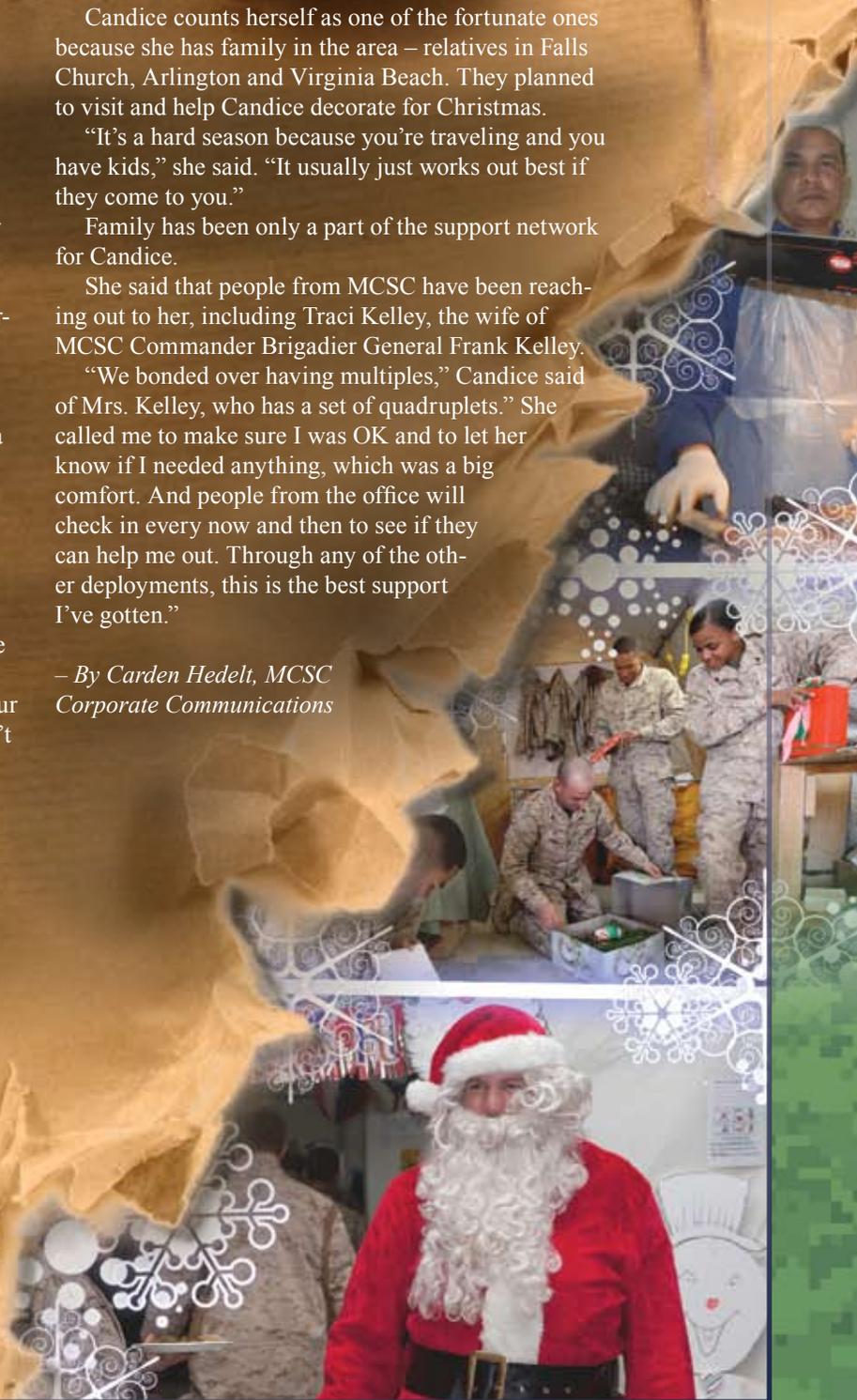
She said that people from MCSC have been reaching out to her, including Traci Kelley, the wife of MCSC Commander Brigadier General Frank Kelley.

“We bonded over having multiples,” Candice said of Mrs. Kelley, who has a set of quadruplets.” She called me to make sure I was OK and to let her know if I needed anything, which was a big comfort. And people from the office will check in every now and then to see if they can help me out. Through any of the other deployments, this is the best support I’ve gotten.”

– By Carden Hedelt, MCSC Corporate Communications



(From left) Major Jaysen Warner, Marine Corps Systems Command (MCSC) Counter Radio-Controlled Electronic Warfare Fielding Officer; Major Brian Hall, MCSC Liaison Officer; and Staff Sergeant Christopher Requejo, Marine Corps Tactical Systems Support Activity Liason Officer, show off their office Christmas tree at Camp Leatherneck in Afghanistan. (Warner photo)





## TFSMS shifts to more convenient, less expensive Web training

Converting in-person classes to easy-access Web-based instruction is saving hundreds of thousands of dollars per year for the Marine Corps while making initial and continuing education easier for users. Efficiencies realized from this conversion stem from the Total Force Structure Management System (TFSMS). Managed by Information Systems and Infrastructure in Marine Corps Systems Command, TFSMS leverages the power of the Web, bringing training accessibility to users instead of having users come to the training.

The Deputy Commandant, Combat Development and Integration, Total Force Structure Division uses TFSMS to plan and manage the Marine Corps' force structure by integrating manpower and equipment data to define Marine Corps force structure requirements. TFSMS delivers authoritative force structure information to Marines in Tables of Organization and Equipment via a Web-enabled user interface and to Marine Corps and Defense Department business systems via tailored data files and Web services.

According to Mike Buccola, TFSMS Project Officer, TFSMS is built on modified commercial off-the-shelf software providing users with decision support, data modeling and workflow capability. The high-availability design employs techniques such as redundancy, failover and clustering while also including an integrated performance monitoring capability. TFSMS is designed for garrison use with global access for deployed forces.

"We provide integrated, accurate, synchronized and timely force structure information by integrating force-structure process participants," Buccola said.

"This supports the Commandant's Title 10 responsibilities to organize, equip and train forces in response to national military objectives. TFSMS is the Marine Corps system used to define America's premier expeditionary force in readiness."

Based on direction from the Commandant's Force Structure Review Group, Buccola added, TFSMS' ability to plan and manage Marine Corps force structure was enhanced from seven years to 21 years.

The system has 14,000 users and continues to add new users each month. Early on in the program, discussions with Marine Corps schoolhouses indicated they lacked the ability to effectively teach students how to use TFSMS. As a result, the TFSMS Program Management Office established a training program

in Stafford, Va., and used Mobile Training Teams (MTTs) to teach Marines how to use TFSMS. The drawback was travel and training funds. Users throughout the Marine Corps had to travel to Stafford

**"TFSMS is the Marine Corps system used to define America's premier expeditionary force in readiness."**

*- Mike Buccola, TFSMS Project Officer*

for two-day classes that trained about 350 people per year. In addition, MTTs would go to Marine Corps bases in locations such as Japan, Hawaii, California and Georgia at the expense of the receiving organizations. If users had questions outside the classroom setting, their only recourse was to call the help desk.

This changed in September 2011 with the release of TFSMS Web-based training on MarineNet, which is the Marine Corps Distance Learning (DL) Network at [www.MarineNet.usmc.mil](http://www.MarineNet.usmc.mil). MarineNet is the one-stop shop for online Marine Corps training and education products. The site provides 24/7 access to more than 4,500 online courses and dozens of electronic training resources.

"As the Marine Corps E-Learning infrastructure

# Online Efficiency

that delivers training and education when and where the learning is needed, DL continues to enjoy success due to the increasing number of relevant courses being developed to run on MarineNet,” said Ann Sullivan, Assistant Program Manager for DL Culture and Language. “This is particularly due to MCSC PMs who recognize the value of DL to both the Marines and their programs.

“One of the biggest benefits of DL,” she added, “is the ability to train an unlimited number of students at no additional cost. DL capabilities continue to fill critical gaps in training and education, which ultimately gives the commander a better-trained Marine.”

Most MarineNet courses are classified as interactive multimedia instruction. They support students without an instructor and include a variety of pre- and post-tests, practical exercises and checks on learning.

“In-class training is no longer an issue,” said Sheri Stefaniga, TFSMS Lead Acquisition Analyst. “Web-based training is more convenient than traveling to Stafford. Also, if users have questions about their job a month or two after completing class, they can go back to the training tool to review.”

Altogether, according to Stefaniga, the Marine Corps can expect to save about \$325,000

per year from converting to online training. Users only need to have to have a common access card and a MarineNet account to get started. No specific Marine Occupational Specialty or billet is required for enrollment. The Web-based training is available to all Marines, Defense Department civilians and contractors.

Stefaniga said the Web-based training gives users the knowledge, skills and abilities to successfully navigate the TFSMS application as well as view, create and edit Table of Organization and Equipment Change Requests, Table of Authorized Material control numbers and catalogue action requests. The training also helps users run and create TFSMS standard and ad hoc reports.

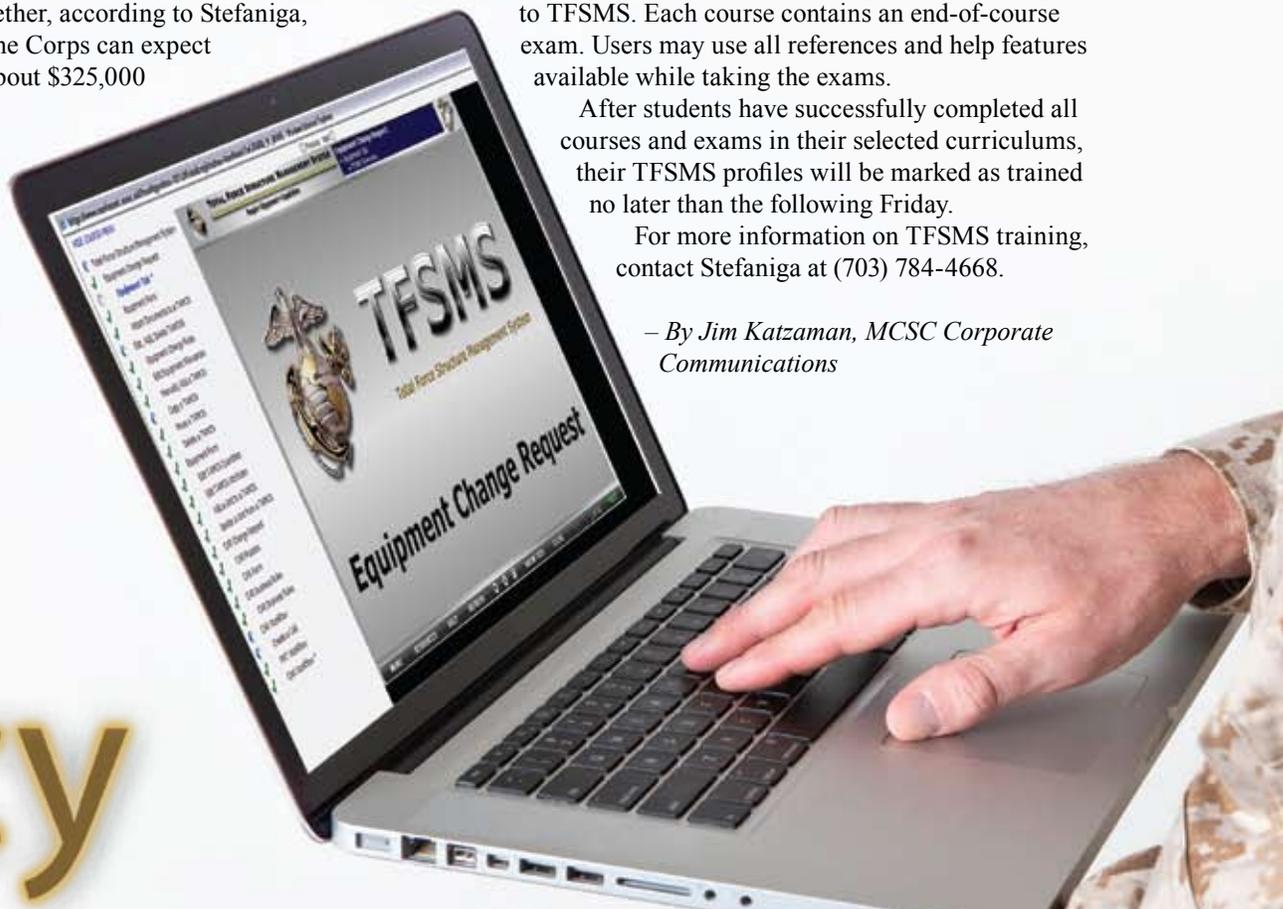
TFSMS Web-based training has two separate curriculums: TFSMS transactional user equipment and TFSMS transactional user structure. Users must complete one of these curriculums to be granted transactional user access to TFSMS. Each curriculum is broken down into three modules: Introduction to TFSMS, TFSMS Equipment or TFSMS Structure, and TFSMS Workflow and Reports.

Students must complete each course in the selected curriculum to be granted transactional user access to TFSMS. Each course contains an end-of-course exam. Users may use all references and help features available while taking the exams.

After students have successfully completed all courses and exams in their selected curriculums, their TFSMS profiles will be marked as trained no later than the following Friday.

For more information on TFSMS training, contact Stefaniga at (703) 784-4668.

— By Jim Katzaman, MCSC Corporate Communications



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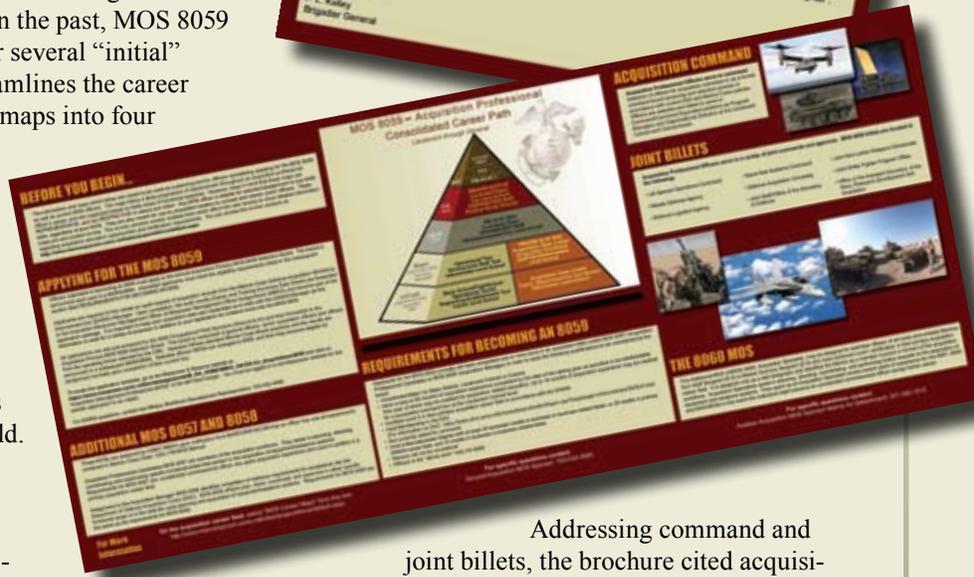
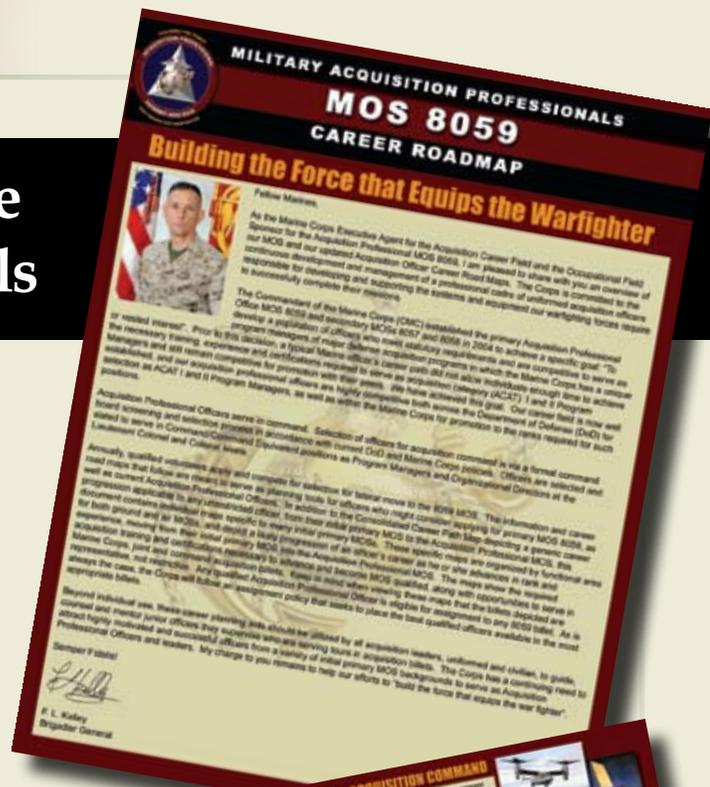
# New brochure offers guide for acquisition professionals

The 8059 Military Occupational Specialty (MOS) has released its new career roadmap brochure, which is now available throughout Marine Corps Systems Command (MCSC) headquarters.

Rich Reager, Operations Officer for Programs at MCSC, said, "These career roadmaps and brochures serve as career planning aides and should be used by all acquisition leaders, uniformed and civilian, to guide, counsel and mentor junior officers they supervise who are serving tours in acquisition billets."

The new brochure details several changes to the career roadmap. For instance, in the past, MOS 8059 career maps were developed for several "initial" MOS's. The new brochure streamlines the career roadmaps and consolidates the maps into four categories: Combat Arms and Combat Vehicles; Combat Service Support and Tactical Vehicles; Command, Control, Communications, Computers and Intelligence; and Aviation. Each map contains representative training, education and experience officers should hold as they progress in their career field.

The brochure also explains requirements for becoming an acquisition professional and includes a "How To" guide for applying into the MOS. The brochure details information on the additional acquisition MOS's: 8060, 8057 and 8058. Reager noted that officers must hold the 8058 MOS in order to meet the initial MOS 8059 application requirements. Points of contact are highlighted where specific questions can be answered on topics related to the Defense Acquisition Workforce Improvement Act of 1990, Manpower Management Officer Assignment and aviation.



Addressing command and joint billets, the brochure cited acquisition professional officers who serve in both positions. Sections of the brochure provide information on the selection process for being slated into these billets as an acquisition professional officer.

For more information on the MOS 8059 career field, contact the Ground Acquisition MOS Sponsor Rich Reager at (703) 432-3985.

— By Jim Katzaman, MCSC Corporate Communications

# ROADMAP

## MCSC and PEO LS Awardees



Captain Richard Bates (left) was promoted by Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, in September. He is the son of Dick Bates, Assistant Commander for Programs. The Captain supports Communications, Intelligence and Networking Systems. *(Photo by Captain Bill Inns)*

### Legion of Merit

Colonel Stephen Ward  
MRAP

### Meritorious Service Medal

Lieutenant Colonel Donald Gordon  
PEO LS

Lieutenant Colonel Joe Vinso  
Reserve Affairs



Rear Admiral Gerald Hueber, Commander, Navy Expeditionary Strike Group 3, presents Marine Corps Tactical Systems Support Activity Captain James Regan with the National Defense Industrial Association 2011 A. Bryan Lasswell In-Service Engineering Award. It was presented for excellence in technical "boots-on-the-ground" support to deployed Marines in Afghanistan. *(NDIA photo)*

Major Rozanne Banicki  
CESS

Major Byron Harder  
ISI

Major Kevin Kelliher  
ISI

Major Michael McVicker  
MC2I

Major David Norton  
MCTSSA

Captain Chris Storey  
GCSS-MC

Chief Warrant Officer 4 Patrick Ohrberg  
GCSS-MC

Master Gunnery Sergeant Kevin Myer  
CESS

Master Sergeant Martin French  
GCSS-MC

Master Sergeant Andrew Turner  
MCTSSA

Gunnery Sergeant David Knowles  
IWS

### Navy and Marine Corps Commendation Medal

Major Gregory Biagi  
MCTSSA

Major Davis Morrison  
FSS

Captain Jose Hernandez  
ISI

Captain Daniel King  
PEO LS, MTRV

Captain Christopher Radel  
LCL

Captain Craig Shell  
CESS

Captain Matthew Thompson  
AFSS

Gunnery Sergeant  
Domingus Brown  
PEO LS, AAA

### Navy and Marine Corps Achievement Medal

Staff Sergeant Jeremie Lovejoy  
Staff Sec Admin

Sergeant Brian Holder  
MCTSSA



Dr. John Burrow (center), Executive Director, Marine Corps Systems Command (MCSC), and John Garner (far left), then-Product Group Director, Armor and Fire Support Systems, presented special act awards to members of the "Red Team" who did a Program Prioritization Review for all MCSC programs and projects. *(Photo by Bill Johnson-Miles)*

### Superior Civilian Service Award

Susan Alderson  
MRAP



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents Patty Mitchell with the Meritorious Civilian Service Medal for her work with the Acquisition Center for Support Services. *(Photo by Jim Katzaman)*

## MCSC and PEO LS Awardees

### Meritorious Civilian Service Award

Erik Gardner  
MC2I

Patty Mitchell  
PROG

Rosario Rodriguez  
RES MGMT



Juanita Oliver (30 Years)  
PS

James Palmer (30 Years)  
LCL

Andrias Woody (30 Years)  
PS

Leila Beanblossom (25 Years)  
LCL

Edward Carroll (25 Years)  
PEO LS

Jacqueline Ford (25 Years)  
GTES

Jeanenne Griffin (25 Years)  
FSS

John Harvin (25 Years)  
ISI

### Federal Length of Service Award

Marlene Parrish (45 Years)  
PEO LS

Gemma Broadnax (35 Years)  
GCSS-MC

Jackie Cape (35 Years)  
PS

Colonel Christopher Snyder (right), Marine Corps Tactical Systems Support Activity Commanding Officer, and the Activity's Sergeant Major Phillip Fascetti present the Navy and Marine Corps Achievement Medal to Sergeant Brian Holder. Holder earned the award for his outstanding, professional achievement while working as a Tactical Data Network Specialist during exercise Combined Endeavor in September in Grafenwoehr, Germany. (MCTSSA photo)

Connie Belk (30 Years)  
ISI

Valerie Bennett (30 Years)  
ISI

Teresa Hardisty (30 Years)  
ISI

Pamela Jones (30 Years)  
RES MGMT

Judith Kutchi (30 Years)  
ISI

Kenneth Maxwell (30 Years)  
GCSS-MC

Daniel Misch (30 Years)  
PEO LS, G/ATOR



Staff Sergeant Jeremie Lovejoy (left) of the Staff Secretary's Administration Office receives the Navy and Marine Corps Achievement Medal from Major Brian Bell, Staff Secretary. (Photo by Jim Katzaman)

Winners of the Command's annual golf tournament are (from left) Terry Beall, Rodney Hairston, Jeff Young and Steve Howell. The tournament was a Birthday Ball fundraiser organized by Rick Daily (far right) of Ground Transportation and Engineering Systems. (Photo by Carden Hedelt)

Kathy Embrey (35 Years)  
ISI

Steven Jakubowski (35 Years)  
ISI

Sharla Lopez (35 Years)  
RES MGMT

Rodgers Shipmon (35 Years)  
MC2I

Brenda Wiles (35 Years)  
ISI

Norman Ledgerwood (25 Years)  
PEO LS, AAA

Patricia MacDonald (25 Years)  
SIAT

Sandra Smith (25 Years)  
PEO LS

Lori Thompson (25 Years)  
ISI



Mr. Phillip Chudoba, the Marine Corps' Assistant Director of Intelligence and a retired Colonel, congratulates Gunnery Sergeant John "J.D." Caraway on his retirement. The ceremony took place in August at the National Museum of the Marine Corps. (Photo by Bill Johnson-Miles)

## MCSC and PEO LS Awardees



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents Master Sergeant Scott Smart and his wife Jennifer with a certificate during Smart's promotion ceremony at the National Museum of the Marine Corps. Smart is the Admin Chief for the Staff Secretary Administration Office. *(Photo by 1st Lieutenant Jamie Larson)*

Robert Cross (20 Years)  
PEO LS, AAA

Renita Kilby (20 Years)  
RES MGMT

John Knapp (20 Years)  
PEO LS, AAA

Kavin Kowis (20 Years)  
SIAT

David Maylum (20 Years)  
PROG

Joseph Pellegrino (20 Years)  
GTES

Lorraine Strother (20 Years)  
CT

Catherine Swedish (20 Years)  
AFSS

Edward Wright (20 Years)  
PEO LS, MTRV

### Certificate of Retirement

Gunnery Sergeant John Caraway  
CINS

George Herdon  
CT

Vickie King  
ISI

Rosario Rodriguez  
RES MGMT



Brigadier General Frank Kelley, Commander, Marine Corps Systems Command, presents Lieutenant Colonel Joe Vinso of Information Systems and Infrastructure with the Meritorious Service Medal. *(Photo by Bill Johnson-Miles)*

Sandra Brassard (20 Years)  
IP



A team organized by Billy Harmon, son of Crystal Harmon of Programs, won the Ultimate Frisbee Tournament in October. The tournament was a Birthday Ball fundraiser organized by Marine Air Ground Task Force Command and Control, Weapons and Sensors Development and Integration. *(Photo by Jennifer Gonzalez)*



# SHARING The Wealth

## International Programs team shares individual award

Foreign disclosure is tricky. It's tricky in the sense that the United States wants some of its allies to have certain technologies or equipment for keeping parts common, keeping repairs simple, keeping costs down and keeping people alive amongst allies – but today's ally could be tomorrow's enemy, and putting the wrong piece of U.S. equipment into the wrong hands could negate a technological edge in battle. It's a fine line that those with Foreign Disclosure Authority walk.

Marine Corps Systems Command has three members who are part of the International Programs (IP) office called the Foreign Disclosure/Technology Transfer (FD/TT) Division, with the Foreign Disclosure Authority for Categories 2 and 3 – Military Munitions and Materiel, and Applied Research and Development Information and Materiel, respectively. This team makes hundreds of foreign disclosure decisions each year, provides guidance and approves visit requests. At the first Marine Corps Foreign Disclosure Conference, Headquarters Marine Corps presented Christine Bangs, an FD/TT Analyst, with a Certificate of Commendation for Meritorious Service as a Designated Disclosure Authority (DDA) representative.

Bangs attributed the award to the work completed by the entire FD/TT team.

“We're always talking, always bouncing ideas off of each other,” Bangs said of the other two-thirds of the FD/TT team, Mike Ansley and Tammy York. “They have an equal share in this award because I wouldn't have it without them.”

By definition, foreign disclosure is the review and release determination, to include sanitization, if required, that must be accomplished for all U.S. government controlled



Christine Bangs (center) goes over a document with the other two members of International Programs' Foreign Disclosure/Technology Transfer team, Mike Ansley and Tammy York. (Photo by Bill Johnson-Miles)



information prior to its release to the public or a foreign entity.

“It’s critical to protect the technology and keep the competitive edge for the government,” York said.

“We want some of our friends to know what we have, but they aren’t always friends,” Bangs added. “Once you release it, you can’t get it back.”

Before any Marine Corps technology or equipment is released to another nation, it has to be reviewed by Bangs, Ansley or York, DDA representatives.

“The program management office is required to fill out a foreign disclosure questionnaire, and a DDA representative runs a series of assessments before approving the release to a foreign government,” said Ansley, the FD/TT Division Head. “We can also take advantage of their equipment. If you can save research and development money and time in the acquisition process by finding what you need, it’s great, but that usually leads to foreign disclosures because they want something in return. They want to trade with us. ... But it’s tough because every foreign disclosure is different and tough in its own way.”

Bangs joined the FD/TT team from Workforce, Management and Development two years ago with no foreign disclosure experience. Within a year, she had completed the foreign disclosure training program and was given her DDA certification. Since joining the team, the number of foreign disclosure decisions and guidance/issues has been growing steadily. In the past year alone, Bangs’ accomplishments include the processing of 115 U.S. export licenses, 300 foreign

disclosure reviews and decisions, and crafting proviso verbiage for night-vision equipment that has now been adopted by the Defense Technology Security Administration. Her portfolio includes Systems Engineering, Interoperability, Architectures and Technology; Marine Corps Tactical Systems Support Activity; Marine Air-Ground Task Force Command and Control, Weapons and Sensors Development and Integration; Communications, Intelligence and Networking Systems; and Infantry Weapons Systems.

Bangs said her fellow team members made all that work much easier.

“We just have to sit down and talk with everybody because everybody has their own insight that could help you reach the right decision,” she said. “Some of the programs we support save lives. Our capabilities are keeping our allies alive. The stuff that we’re putting out there isn’t paperclips or trashcans, it’s real-world, they-need-to-get-it-tomorrow stuff.”

According to IP Director Steve Manchester, Bangs is already one of the best in the entire Department of Defense when it comes to foreign disclosure and is the consummate team player within the FD/TT team.

“She’s the type of person who will stay in late and then do something like bring in cookies the next day,” Manchester said. “We’re extremely fortunate to have her because she has a tremendous work ethic and grasps what it is to be a team player.”

– By Carden Hedelt, MCSC Corporate Communications

## MCSC's softball team wins base championship

On a warm mid-September evening, on what is known as the "Field of Dreams" across from the Quantico Middle/High School, the Marine Corps Base Quantico Intramural Softball Championship came down to the bottom of the seventh and final inning. Manpower and Reserve Affairs (M&RA) were up by two runs, 12-10, but Marine Corps Systems Command (MCSC) had two men on base. Up stepped Michael Triviso, who had already hit two home runs earlier in the game. As he stood in the batter's box, one could hear whispers of "Mr. September."

Despite the earlier home runs, the M&RA pitcher decided to take Triviso on and not pitch around him. That was a deadly decision, and with his second pitch, he paid for the error. Triviso's vicious smack sent the ball soaring. There was a collective gasp

from the crowd  
as the

The Marine Corps Systems Command softball team huddles just prior to the championship game. (Photo by Bill Johnson-Miles)



ball sailed toward the fence, and then the

crowd and MCSC players erupted as the ball just barely cleared the wall. It was a walk-off homerun, the slugging hero's third of the game, and it gave his team the championship.

"It was awesome" said Triviso, an MCSC intern currently completing a rotation at the Pentagon. "It's hard to describe it. I had already felt I did something great after I had hit the second home run, let alone the third. The stars were aligned just right for me that day. It's definitely a day I will never forget."

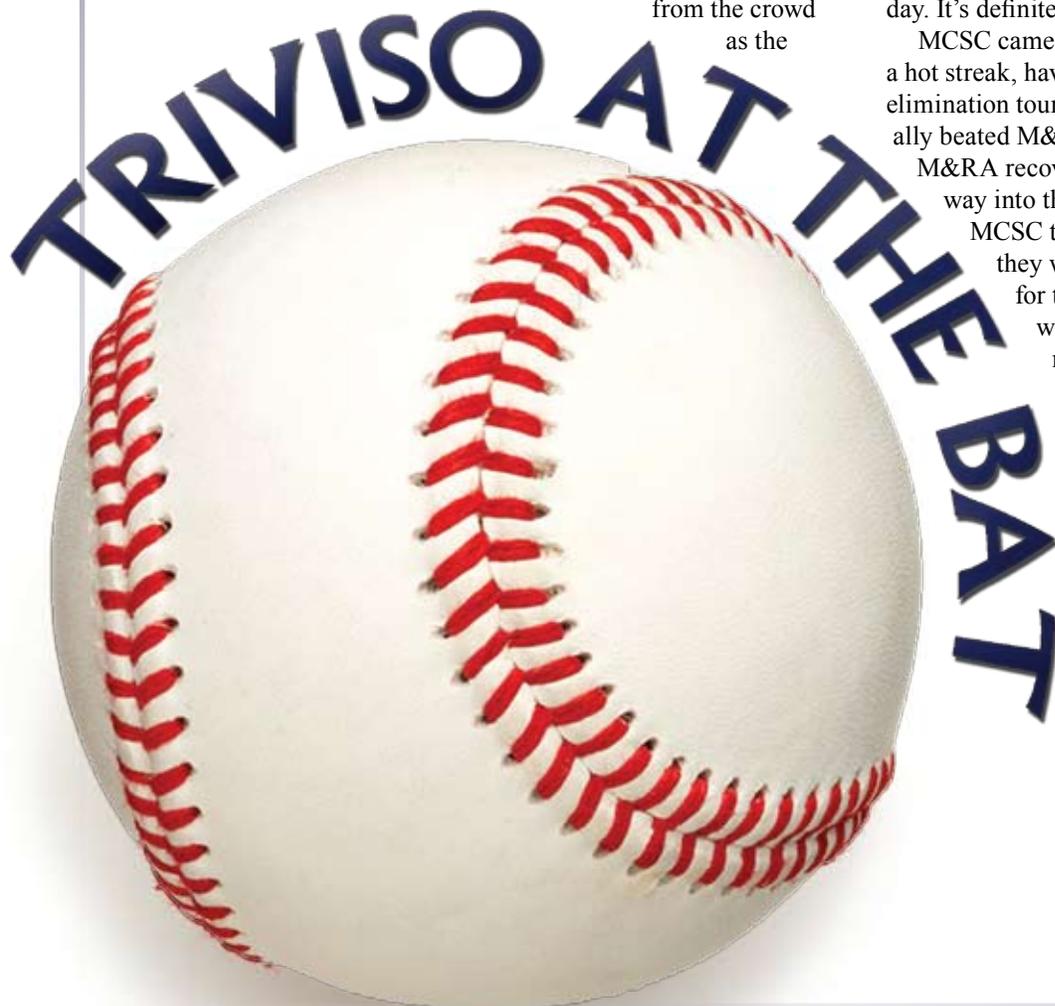
MCSC came into the championship game riding a hot streak, having won every game of the double-elimination tournament thus far. They had actually beaten M&RA in an earlier playoff game, but

M&RA recovered from the loss and worked their way into the title game. Had the undefeated

MCSC team lost this game against M&RA, they would have played one more game for the championship. Triviso's game-winning home run made sure there was no second game.

"Michael hit very well all year long and his performance during the championship game showed that he wanted to win and lead by example," said Brian Long of Communications, Intelligence and Networking Systems (CINS). "As the coach, I was very proud of all of our players, from hitting walk-off home runs to just coming out to support the team."

With a 20-4 record, MCSC had won its division and was seeded



second going into the playoffs.

“We did great during the regular season putting up an average of double-digit runs per game throughout the course of the season,” said Darryl Shamble of Information Systems and Infrastructure.

“As the season progressed, we all thought we could win the tournament, so it didn’t surprise us at all,” said Jeremy Howell of CINS. “We had an awesome mix of Marines and civilians, and everyone came together and played as a team. No one complained about positioning and everyone wanted to help us achieve our goal of winning.”

“Absolutely outstanding,” said Dr. John Burrow, MCSC Executive Director. “I attended one of their playoff games and knew by their effort and team play they had a chance to win it. We need new gold in the trophy case and they delivered.”

Many players attributed the winning to teamwork and togetherness.

“We were successful because of everyone’s desire to play as a team and to do what it took to win,” Howell added. “There was no selfishness on the team.”

“The best part of this team was how well our bond became,” said Corporal Seth Kellogg of the Staff Secretary’s Administrative Office. “The season was pretty long, but it was fun to be around these guys two, sometimes three nights every single week.”

It was also fun hitting home runs and winning a championship.

“It feels great,” Triviso added. “This was my first year working for the Command and playing for the team. I didn’t know one person on the team when I



Michael Triviso (left), a Marine Corps Systems Command intern, makes a catch in the outfield while Chief Warrant Officer 5 Scott Justus, Infantry Weapons Systems, connects at the plate. (Photo by Bill Johnson-Miles)

tried out. To make new friends and to bring the Command a championship is a wonderful feeling.”

The power hitter’s joy was immediately obvious to his new friends. Kellogg said that Triviso “looked like a little kid getting his favorite toy for Christmas after he hit the last one.”

“I was screaming like a little kid,” Triviso told the Quantico Sentry, “like I just won the World Series.”

– By Bill Johnson-Miles, MCSC Corporate Communications



Marine Corps Systems Command’s softball team won the Marine Corps Base Quantico Intramural Softball Championship. The Command now sits atop this year’s standings for the Base Commander’s Cup competition, too. (Photo by Bill Johnson-Miles)



## Bergerud named PMM Intel, Allen new Chief of Staff

**M**arine Corps Systems Command (MCSC) has established a Program Manager for Marine Intelligence (PMM Intel) and reassigned Colonel Michael Bergerud, the former MCSC Chief of Staff, to the new position. PMM Intel is responsible for intelligence programs and projects, and is no longer aligned under a product group. The Program Manager (PM) will report directly to the MCSC Commander and will operate similarly to PM Ammunition.

“This change will align our intelligence acquisition and sustainment efforts more directly with the Marine Corps Expeditionary Force Development System, which identifies intelligence as one of the six essential warfighting functions,” said

Brigadier General Frank Kelley, MCSC Commander.

Regarding the selection of Bergerud as PMM Intel, the Commander said, “the same reputation for professional excellence, operational savvy, technical

mastery, strong communication skills and exceptional leadership, which led to his selection as our Chief of Staff, marks this latest assignment in his distinguished career as being in the best interests of this Command and the Marine Corps.”

Replacing the Colonel as Chief of Staff is Scott Allen, the Command’s former Deputy Chief of Staff for Operations.

“As our point man in direct support of the operating forces, Scott

has built a Corps-wide reputation at all levels for responsiveness to warfighter demand,” the Commander said. “In fact, he has been the standard bearer of our mission success in translating many of our efforts into impact on the battlefield.”

Julie Mattocks, a 2011 graduate of Marine Corps Command and Staff College, has been reassigned to Allen’s former position.

“She has the energy and enthusiasm to keep us all on track,” Kelley added.



Colonel Mike Bergerud speaks at the SharePoint Town Hall held at Little Hall in September. The former Chief of Staff is now the Program Manager for Marine Intelligence. (Photo by Dedra Jones)

## Garner moves to PM AAA, Shrader takes on PG14

**J**ohn Garner, Marine Corps Systems Command’s (MCSC) former Product Group Director (PGD) for Armor and Fires Support Systems (AFSS), is now the Principal Deputy for Program Manager Advanced Amphibious Assault (PM AAA). He oversees the Amphibious Combat Vehicle, Assault Amphibious Vehicle and Marine Personnel Carrier programs. PM AAA falls under Program Executive Officer Land Systems.

“I believe it’s critical that we provide one of our best and brightest to fill the PM AAA Principal Deputy position,” said Brigadier General Frank Kelley, MCSC Commander. “John is a seasoned and highly respected acquisition professional who possesses strong leadership, management and teamwork skills. In addition, he has an extensive technical and operational background with the major systems used by Marines in the operating forces. John will be a tremendous asset to the PM AAA team.”

To fill the position vacated by Garner, Colonel Joe Shrader, MCSC’s PGD for Combat Equipment and Support Systems, is now also the AFSS PGD.

“I have decided to ‘dual-hat’ Colonel Joe Shrader,” Kelley said. “As the senior artilleryman in the Command, it is fitting that Colonel Shrader take on the PG14 directorship and lead these programs. I am confident that Colonel Shrader will be outstanding in this

position as he has clearly demonstrated his acquisition expertise and leadership capabilities since assuming the PG16 position in 2009.”

John Garner, the new Principal Deputy Program Manager for Advanced Amphibious Assault, congratulates Colonel Joe Shrader on becoming the new Product Group Director (PGD) for Armor and Fires Support Systems during the Change of Charter ceremony in November. Shrader is also the PGD for Combat Equipment and Support Systems. (Photo by Bill Johnson-Miles)



## Knowledge Center offers responses to CAO FAQs

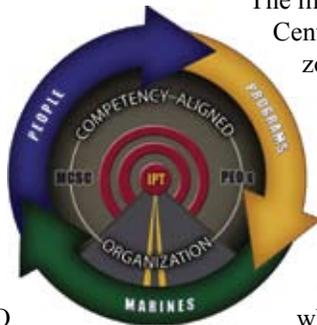
With Marine Corps Systems Command's (MCSC) transition to a competency-aligned organization (CAO), the Command has created a CAO Knowledge Center for the workforce. This site features up-to-date CAO information as well as answers to frequently asked questions that cover everything from basic to more complex CAO information.

Replying to what a CAO is, the site states, "Competency alignment is an organizational approach to Command execution. This operational framework provides us the ability to centrally develop and manage Command-wide pools of talent assigned to our frontline, cross-functional Integrated Product Teams and supporting staffs. The competency alignment construct enables seamless management of our workforce and gives us the ability to apply our critical human resources where they are needed most in order to rapidly and efficiently meet our Command's mission and the needs of the Marine Corps."

The site also explains the CAO's benefits: "We have made a strong corporate commitment to focus considerable resources on building the sort of leadership behaviors, technical expertise and working in a team-based work environment we want each of you, as competency members, to exhibit. For those who have shown they have the desired leadership characteristics, technical expertise and team work skills, they will receive favorable consideration for positions where strong leadership ability, technical acumen and team work are critical. For those who wish to build and improve their leadership skills, technical knowledge and teaming skills, we will provide a full range

of training and education designed to meet your needs and to help you gain the level of performance we require in every team member and to meet your personal and professional goals."

The link to the CAO Knowledge Center is located on the horizontal menu bar (left side of page under MCSC) of the Total Information Gateway for Enterprise Resources, or more commonly known as TIGER. To access the CAO Knowledge Center, when asked, select the email common access card certificate (usually the second line down) because the CAO Knowledge Center is hosted on SharePoint. The workforce can continue to submit additional questions by clicking on the link in the CAO Knowledge Center or submitting them directly to [mcscceo@usmc.mil](mailto:mcscceo@usmc.mil).



## SPO 3.2 Team conducting CAO survey

The Strategic Plan Objective (SPO) 3.2 Team is conducting a survey to measure the level of success in communicating the Marine Corps Systems Command's (MCSC) Competency Aligned Organization (CAO) implementation and the level of success in promoting understanding of the concept among the workforce.

"We would appreciate you taking 10 minutes to fill out the survey," said Dick Bates, MCSC's Assistant Commander for Programs. "The survey provides opportunities to communicate with

SPO 3.2 on matters regarding CAO implementation and will serve to inform future work in this area."

Through November, more than 530 people filled out the survey, which is posted on the Total Information Gateway for Enterprise Resources (TIGER). It is also available at <https://www.ocio.marcorsyscom.usmc.mil/survey/TakeSurvey.asp?SurveyID=12H7p71L6p4LM>.

## Command surveys family members

The Families On Point Command Team is asking all family members of Command employees to participate in a quick 10-question online survey. Employees are also invited to take the survey. This brief survey will help the Families On Point Team best determine the specific areas that interest family members. The survey covers activities, communication tools, volunteering and more. There is a link to the survey on the Command's family website at [www.marcorsyscom.usmc.mil/families](http://www.marcorsyscom.usmc.mil/families), and it is also available at <http://www.marcorsyscom.usmc.mil/survey/TakeSurvey.aspx?SurveyID=982H168>.

## Santa to visit Command Holiday Social Dec. 20

Even with their busy schedule up at the North Pole right before Christmas, Santa and Mrs. Claus have accepted Marine Corps Systems Command's (MCSC) invitation to attend the Command's



Santa listens to holiday wishes from a little one. He returns this year to the Command Holiday Social. (Photo by Bill Johnson-Miles)

Holiday Social from 1-4 p.m. Dec. 20 at the Clubs at Quantico. All MCSC and Program Executive Officer Land System employees are invited to bring their children, visit with Santa and enjoy the afternoon's festivities.

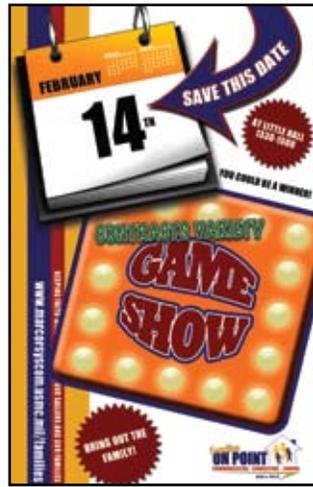
Activities for little ones include writing letters to Santa, visits with Santa and Mrs. Claus, ornament making and rides on a Reindeer Tractor Pull. A choir from Stafford's A.G. Wright Middle School will provide entertainment, and again this year, the master of ceremonies will be Colonel Mike Bergerud, MCSC's Program Manager for Marine Intelligence.

The great food and drink available will be similar to last year's feast, but this year a children's-only buffet with chicken nuggets and mac and cheese will be added. There's also a cash bar and lots of door prizes, including the grand prize – a flat screen HDTV.

Section ticket representatives are selling tickets, but sales end at noon Friday, Dec. 16. Tickets are \$6 each and \$25 for a family of five or more. Marines are free, but they still need to pick up a ticket to attend. Family members for Sergeants and below are also free, as well as children age 12 and under. Tickets are needed to be eligible for door prizes, and tickets will not be sold at the door. For more information regarding tickets, contact Bobbie Cave at (703) 432-3934.

## 'Are You Smarter Than a Contracting Intern?'

Marine Corps Systems Command's (MCSC) Contracts Team is conducting an event that includes a series



of variety game shows, including *Acquisition Price is Right*, *Who Wants to be a Contracting Officer?* and *Are You Smarter Than a Contracting Intern?* Volunteer contestants will be selected randomly from the audience.

The event will be held from 1:30-3 p.m. Feb. 14 at Little Hall. It is free of charge and open to all MCSC and Program Executive Officer Land Systems employees and their family members. Light refreshments will be served.

The purpose of the interaction is to show Command team members what the Contracts Team does and what they are responsible for. This activity is the second volunteer event requested by the Families On Point Command Team that focuses on a different Command organization each quarter. The first event was the Ground Transportation and Engineers Systems Open House in October (see story Page 14).

## Winter weather procedures outlined

Several times each year, Quantico receives enough rain, wind, snow and/or ice accumulation to negatively impact on the normal operations of Marine Corps Base Quantico. At these times, the base status (weather code) is modified to ensure the safety of personnel and allow for snow clearing to be conducted to return the Base to normal operations as quickly as possible.

According to Base

officials, whenever conditions warrant, a weather call will be made by the Base Commander based on the current and projected conditions. Mission requirements, condition of the Base and local roads, status of the federal government and other factors are all considered in this decision.

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

There are four possible weather calls:

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

**Code Yellow:** The Base is open on time. Reasonable delays for reporting to work are excused. Unscheduled leave is authorized.

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

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

The weather code will be disseminated as follows:

- MCBQ Hotline (703) 784-3638

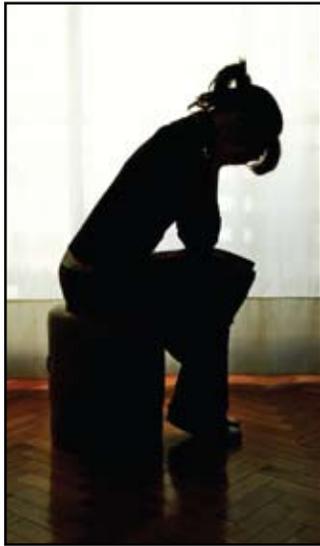


In September, flooding closed the front gate of Marine Corps Base Quantico for a short time. Weather advisories can help employees find out if the Base is closed or open during or following severe weather. (Photo by Cori Walls)

- MCBQ website: [www.quantico.usmc.mil](http://www.quantico.usmc.mil)
- Local television and radio stations
- Mass Notification System (MNS) email

## Watch for signs of suicide

According to the Marine Corps Community Service website, suicide is the second leading cause of death among Marines following combat deaths. This statistic is significantly higher than the national U.S. average of 11th leading cause. As of August, 23 Marines had taken their lives and another 125 had attempted suicide.



In October, Colonel Mike Bergerud, then-Marine Corps Systems Command (MCSC) Chief of Staff, informed all personnel that the Command did have a suicide “ideation” that will most likely be classified as an “attempt.”

“This is an issue we must be aware of,” Bergerud said. “Be aware of those signs at work. Remember, we are in a high-stress environment. However, we must also remain vigilant for those additional stressors outside of work that can have a multiplying effect on an individual.”

Dick Bates, MCSC’s Assistant Commander for Programs, echoed with the Chief of Staff’s plea to be vigilant.

“During my active-duty career I was involved in one way or another with five Marine suicides, once as a Commanding Officer,” Bates said. “All were heartbreaking; in every case the Marine who took his own life had

been broadcasting some form of warning. Some warning signals were quite faint, but in retrospect they were clear enough, and we should have taken stronger action. When in doubt, take action. What have we got to lose?”

Brigadier General Frank Kelley, MCSC Commander, who once worked for Bates, remembered one of those tragedies.

“As one of your Captains, I went out on a mission and came back to find out we were one Marine less when we landed,” Kelley said. “Even junior officers saw the signs in retrospect. We later lost one of those Captains to suicide... a tragedy. Even with all of the technology and social media we have today we sometimes fail to see the signs. It requires contact. Remain engaged.”

Some warning signs people can look for when they suspect someone they know is contemplating suicide include giving away possessions, bouts of depression, a general sense of apathy and constantly contemplating or discussing death. For more signs and information, visit [www.usmc-mccs.org/suicideprevent](http://www.usmc-mccs.org/suicideprevent).

## Donate leave to those in need

The federal government allows civilian employees to donate unused annual leave to approved recipients in the Voluntary Leave Transfer Program (VLTP).

Those wishing to donate leave to approved employees need to fill out forms OPM 630A for recipients within the same command or OPM 630B for external recipients. These forms can be found at [www.opm.gov/oca/leave/HTML/formindx.asp](http://www.opm.gov/oca/leave/HTML/formindx.asp). Completed forms plus a copy of the donor’s latest Leave and Earning Statement need to be delivered, faxed or emailed to Lauren Lafaye or Nikki Davis of Human Resources and Organizational Management, located in the Pentagon, Room 2C253. The fax number is (703) 693-2575, and email is [smb\\_hqmc\\_vltp@usmc.mil](mailto:smb_hqmc_vltp@usmc.mil).

As of October, the approved VLTP recipients within Marine Corps Systems Command included Evangelica (Sally) Hall, Betty Hamilton, Lawrence Hubbard, Wanda Kearns, Cynthia Lewis, Tawana Lynn Smith, Olga Weldon and Linda Whitt. For further information, call (571) 256-9535.

# IG HOTLINE

MCSC INSPECTOR GENERAL

## Report Fraud, Waste, and Abuse Complaints!

**Marine Corps Systems Command  
Inspector General**  
Comm: 703-432-4483  
DSN: 378-4483  
E-Mail: [MCSC\\_IG@usmc.mil](mailto:MCSC_IG@usmc.mil)

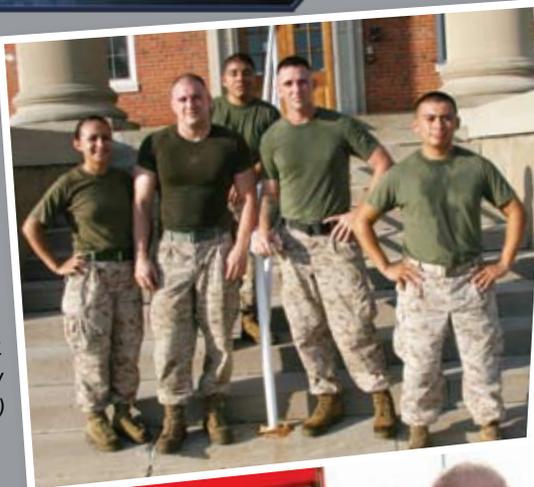
**Commanding General  
Marine Corps Systems Command  
(Attn: Inspector General)**  
2200 Lester Street  
Quantico, Virginia 22134

**TIGER: Command Hotline**

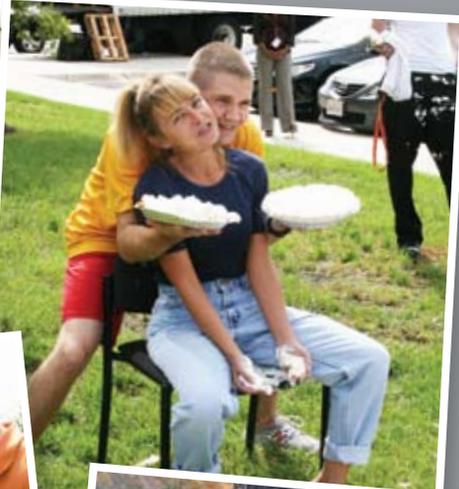


# Snapshots

Staff Sergeant Jeremie Lovejoy (second from right) joins other Staff Secretary Administration Marines just after they finished their final run together before the Staff Sergeant transferred. (Photo by Bill Johnson-Miles)



After winning with the highest bid, Captain Brian Hawkins gets set to smash two pies into the face of Christine Kunej during Information Systems and Infrastructure's Birthday Ball fundraising event in September. (Photo by Bill Johnson-Miles)



John Garner, then-Product Group Director of Armor and Fire Support Systems (AFSS), prepares hot dogs for the AFSS Birthday Ball fundraising event in October. (Photo by Jim Katzaman)

Rachel Jones (left) serves customers some award-winning chili at Communications, Intelligence and Networking Systems' Chili Cook-Off in September. (Photo by Bill Johnson-Miles)



Many of the Crossfit Quantico regulars, including Marine Corps Systems Command employees and family members, competed in the Virginia Tough Mudder challenge run in October. The nine-mile course included several walls, cargo nets, high-pressure water hoses, underwater tunnels, monkey bars and lots of logs. (Leal photo)



Major Brian Bell, the Command's Staff Secretary, ran in the Marine Corps marathon in October. (Photo by Staff Sergeant Thomas Gilbertson)

Christina Johnson serves James Bragton a BBQ sandwich at Combat Equipment and Support Systems' Birthday Ball fundraising event in October. (Photo by Bill Johnson-Miles)





(From left) Captain Edward Leon, Staff Sergeant Edmund Henderson and Stacy Stickney, all with the Infantry Weapons Systems team, take on a high school team in the Ultimate Frisbee Tournament in October. (Photo by Bill Johnson-Miles)



Natalie Dunbar (left), Assistant Commander for Life Cycle Logistics (LCL), serves a customer during the LCL and Corporate Communications chili and hot dog feast in October. The event was a Marine Corps Birthday Ball fundraiser. (Photo by Bill Johnson-Miles)



Colonel Michael Coolican, Deputy Director for Systems Engineering, Interoperability, Architectures and Technology, cuts a cake on the Marine Corps birthday Nov. 10. (Photo by Bill Johnson-Miles)



Mike Davis of Program Executive Officer Land Systems dressed as Gene Simmons for his son's birthday party this past summer. It was a 1980s theme party. (Davis Photo)



Captain Robert Tavzel (left) and Captain Christopher Athanas spray down a vehicle during Infantry Weapons Systems' Birthday Ball fundraising car wash in October. (Photo by Bill Johnson-Miles)



A bunch of scary team members dressed up for Halloween in Combat Equipment and Support Systems. (Photo by Bill Johnson-Miles)

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

*Command*

# *Holiday Social*

*Clubs at Quantico*

*Dec. 20*

*1:00-4:00 p.m.*

*Great food and drink, including a kids only buffet.*

*Entertainment includes a local school choir from Stafford's A.G. Wright Middle School.*

*Door Prizes include a flat screen HDTV.*

*Activities for the Little Ones...*

- Letter Writing and Ornament Making
- Reindeer Tractor Pull
- Visits with Santa and Mrs. Claus

*Tickets on sale Nov. 28 through Dec. 16*

- \$6 each, \$25 for family of 5 or more
- Children age 12 and under free
- Marines are free, but tickets still needed
- Marine family members also free for Sgt and below
- Contact your section ticket representative

