

WELCOME

Today's graduation ceremony recognizes the successful transition from civilian to basic Marine and consists of a traditional military parade followed by special recognition for those who have excelled while in Recruit Training and final dismissal.

After the graduation ceremony, we encourage you to visit the Command Museum across the parade deck. For your dining convenience, we offer the bowling alley snack bar and the individual food vendors at the Marine Corps Exchange.

Due to security concerns, our guests are not allowed into the recruit training areas to include the recruit barracks and physical training areas.

The mission of the Recruit Depot and the Western Recruiting Region is to exercise operational control of enlisted recruiting operations in the 8th, 9th, and 12th Marine Corps Districts; to provide reception, processing, and recruit training for enlisted personnel following initial entry into the United States Marine Corps; and to produce a basically trained United States Marine embodied with the fighting spirit, core values and esprit de corps which have ensured our Corps' success for over 240 years

The unique relationship between the Marine Corps Recruit Depot and San Diego is the result of almost 150 years of mutual support, assistance and growth. This relationship is reflected in the history of the Marine Corps in San Diego, the Depot as a post of the Corps, and the heritage of San Diego itself.

Above all else, **We Make Marines.**



SEQUENCE OF EVENTS

Band Serenade

Chaplain's Prayer *

“Attention”, “Adjutant’s Call” And March-On

The National Anthem *

Sound Off

Presentation Of The Command To The Commander Of Troops

Report

Publication Of The Order And Officers Center

Battalion Commander's Remarks

Presentation Of The Command To The Reviewing Officer

Pass In Review (Please Rise When The American Flag Passes)

Anchors Aweigh/The Marines' Hymn *

Graduates Return Front And Center

Recognition Of The Company Staff

Retirement Of The Platoon Guidons And Recognition Of Honor Graduates

Final Dismissal

** PLEASE RISE*

MARINE CORPS RECRUIT DEPOT

A few weeks after establishing Camp Howard on North Island in San Diego, Col. Joseph Pendleton, on September 6, 1914, was the guest speaker at the U. S. Grant Hotel in downtown San Diego. The subject of his speech was “San Diego, an ideal location for a permanent Marine Corps Base.” The drive behind his lecture was the unsatisfactory conditions and the less than convenient location of his men and staff at Camp Howard. About this same time, Col. Pendleton wrote to the Commandant of the Marine Corps at Washington D. C. about the deplorable conditions at Camp Howard and presented the idea of the possible establishment of a permanent Marine Corps Base in San Diego.

The Navy General Board approved the establishment of a base on January 8, 1916 and the Marine Corps’ base on the bay tidelands called the Dutch Flats was authorized by a Naval appropriation bill of August 29, 1916, in large part due to the efforts of Congressman William Kettner. Groundbreaking on 232 acres took place on March 2, 1919. Construction and occupation of the base took place from 1919 through 1926. On December 1, 1921, Pendleton (now a General), placed it into commission as the Marine Advanced Expeditionary Base, San Diego. In 1923, the Marine Recruit Depot for the West Coast relocated from Mare Island Navy Shipyards in Vallejo, CA, to its new home at the San Diego Marine Base. On March 1, 1924, the base that had been developed as a result of the vision and efforts of General Pendleton became, officially, Marine Corps Base San Diego, and would be known by that name for the next twenty-four years.

The base now consisted of approximately 388 acres, of which some, 367 acres had been reclaimed tidal area. Throughout World War II, the principal activity of the base, recruit training, overshadowed all other functions. After the war, the recruit training detachment remained the principal tenant. Marine Corps Base San Diego has been home to the 4th, 6th and 10th Marine Regiments, the Fleet Marine Force and the 2nd Marine Division. However, the main focus of the base has always been training and “the making of Marines.” On January 1, 1948, Marine Corps Base San Diego was officially renamed Marine Corps Recruit Depot San Diego. The Recruit Training Command grew from three to eight battalions to handle the troop requirements for the Korean War. More than 700 Quonset huts were erected to handle the influx of recruits, some of which are still standing today. The Vietnam War caused the next period of major expansion. A 100-tent cantonment had to be erected to handle the overflow of recruits. Five new recruit barracks, a new dining hall, new bowling alley, a new Regional Dental and Medical Clinic were constructed on the depot. In the 1970’s the focus increased to include the recruiting effort and the Depot became Headquarters, Western Recruiting Region.

Today the Recruit Depot provides its Nation’s Corps with basically trained Marines to fight in the current conflicts around the world. The Depot has the responsibility to train male and female recruits who reside west of the Mississippi River to serve at the call of the Nation.

Known for its unique Spanish Colonial Revival style appearance, the overall site and specific building plans were developed by renowned architect, Bertram Goodhue, who also designed the buildings at San Diego’s Balboa Park for the 1915 Panama-California Exposition.

Thirteen buildings have been named for famous Marines, such a Daly Barracks, Pendleton Hall, Lejuene Hall, McDougall Hall, and Day Hall. Today, the Depot has 388 acres and 25 buildings listed on the National Register of Historic Places.

THE COMMANDING OFFICER OF RECRUIT TRAINING REGIMENT



On behalf of Brigadier General James A. Ryans II, Commanding General, Marine Corps Recruit Depot and Western Recruiting Region, and the Marines, Sailors and civilian Marines of Recruit Training Regiment, welcome to this morning’s graduation ceremony. Your presence here today is greatly appreciated. As we recognize your Marine’s significant accomplishment, enjoy this special day in their life.

Marine Corps recruit training is the most difficult recruit training in the Nation and a tough undertaking for all who accept the challenge to become a United States Marine. Before you this morning is the latest company of Marines who have succeeded in that challenge. Your Marine has been prepared physically, mentally and emotionally in a time-tested process whereby they have been transformed from civilian to Marine. Many are responsible for this significant transformation, to include, the families, loved ones and teachers who provided the basic values and character as a foundation and the Marine Recruiter who saw the potential and desire to excel. But the person most responsible for the changes is the Marine Corps Drill Instructor. They have labored intensively for the past three months, personally sacrificing much in the process, to ensure each new Marine is instilled with the essential fitness, character and values necessary on and off the battlefield. Each of the new Marines recognized today has passed the test, exceeded the standards and earned the title Marine. The lessons learned in recruit training, coupled with our Core Values, will serve them well for their time in the Marine Corps... and for the rest of their lives. I am confident in their ability to meet any challenge that confronts them.

Thank you for being here. I trust you will enjoy the rest of your visit to MCRD and the San Diego area and that you will take some time to tour the Recruit Depot to relive some of your Marine’s experiences. Please accept my thanks for your love and support for your Marine and our best wishes for a happy stay and safe return home.

Semper Fidelis,

P. M. Rummler
Colonel, U.S. Marine Corps

FLAG ETIQUETTE

The United States Marine Corps has long established a tradition of rendering proper honors and courtesies to the American Flag with ceremony and decorum. If this is your first visit to a military installation, we would like to acquaint you with “Flag Etiquette” and welcome you to join us in showing courtesy to our Flag as defined by U.S. Code Title 4 and 36, and as observed aboard Marine Corps Recruit Depot, San Diego.

In observance of U.S. Code Title 4 and 36, individuals in uniform, members of the armed forces not in uniform, and military veterans may render a military salute to the American Flag while it is being hoisted, being lowered, and passing by. The same courtesies should be rendered while the National Anthem is played.

Gentlemen wearing hats who do not render a salute to the flag should remove their head gear and on the first note of the National Anthem, place their right hand over their heart until the last note of the National Anthem.

Ladies are not required to remove their headdress. On the first note of the National Anthem, ladies should stand, face the flag, and place their right hand over their heart until the last note of the National Anthem. All present should remain standing until the last note of the National Anthem is played.

If the Flag is not visible during the National Anthem, please stand and face the sound of the music. If driving during Morning or Evening Colors, persons in vehicles within sight or hearing of the ceremony should halt the vehicle at the side of the road, and remain inside the vehicle until the final bugle call “Carry On” is sounded.

When Honors are being rendered to the Flag, or while it is passing in a parade of review, it is considered disrespectful to smoke, talk, to take pictures, or to be involved in boisterous or noisy activity. If you are in doubt ask the military personnel about appropriate courtesies at any time, or look around. The immediate vicinity will guide your actions.

MARINE CORPS VALUES

WHY WE SUCCEED

Generation after generation of American men and women have given special meaning to the title United States Marine. These men and women live by a set of Core Values, which forms the bedrock of their character. Core Values give Marines strength and regulate their behavior; they bind the Marine Corps into a total force that can meet any challenge... and succeed.

HONOR

Honor guides Marines to exemplify the ultimate in ethical and moral behavior; to never lie, cheat or steal; to abide by an uncompromising code of integrity; and to respect human dignity. It is the quality of maturity, dedication, trust and dependability that compels Marines to act responsibly; to hold themselves and each other accountable for their actions; and to fulfill their obligations.

COURAGE

Courage is the mental, moral and physical strength ingrained in Marines. It carries them through the challenges of combat and helps them overcome fear. Likewise, it is the inner strength that enables a Marine to do what is right; to adhere to a higher standard of personal conduct; and to make tough decisions under stress and pressure.

COMMITMENT

Commitment is the spirit of selfless determination and dedication found in Marines. It leads to the highest order of discipline for individuals and units. It is the ingredient that enables 24-hour a day dedication to Corps and Country. It inspires the unrelenting determination to achieve a high standard of excellence in every endeavor.



PARADE REVIEWING OFFICER



Master Gunnery Sergeant
Paul E. Madsen
Region Training Chief, AC/S Recruiting,
MCRDSD - WRR

Master Gunnery Sergeant Madsen currently serves as the Training Chief, Assistant Chief of Staff Recruiting, Marine Corps Recruit Depot/Western Recruiting Region, San Diego, CA.

Master Gunnery Sergeant Madsen was born in Santa Rosa, California on 28 September 1975. He was recruited from Recruiting Sub Station Santa Rosa, Recruiting Station San Francisco. He entered the Marine Corps on 24 July 1995 and was trained at Mike Company, 3rd Recruit Training Battalion Marine Corps Recruit Depot (MCRD) San Diego, California. Upon graduation of Recruit Training he was ordered to report to Marine Combat Training (MCT) aboard Camp Pendleton, California. Upon completion of MCT PVT Madsen reported to Marine Aviation Training Support Group in Millington, TN for training as an Aviation Ordnanceman.

On 1 January 1996 Private Madsen promoted to the rank of Private First Class and a short time later reported to NAS Lemoore, California for training as a F/A-18 aviation ordnanceman. After completion of the his initial training Private First Class Madsen was meritoriously promoted to the rank of Lance Corporal and remained aboard Naval Air Station Lemoore for duty at Strike Fighter Squadron 125 for duty as a aviation ordnanceman.

On 2 September 1996 Lance Corporal Madsen was meritoriously promoted to the rank of Corporal. As a consequence of his new rank was assigned as team leader and collateral duty inspector for his workcenter. In July of 1998 Corporal Madsen was promoted to the rank of Sergeant and later became a shift supervisor. In July of 1999 Sergeant Madsen reported to Nas Pensacola for training as a aviation electrician. Upon completion of training Sergeant Madsen returned to Lemoore for training as a F/A-18 Hornet electrician.

In November of 1999 Sergeant Madsen reported to Marine All Weather Fighter Attack Squadron 242 for duty as a night crew supervisor for the electric shop. After selection to the rank of Staff Sergeant he reported to Marine Fighter Attack Squadron 314 for duty as the workcenter supervior and was later promoted to the rank of Staff Sergeant serving as the workcenter supervisor during the initial stages of Operation Enduring Freedom in 2001 on a deployment aboard the USS John C. Stennis. In January of 2003 Staff Sergeant

PARADE REVIEWING OFFICER

Madsen deployed once again Carrier Air Wing 9 aboard the USS Carl Vinson during Operation Enduring Freedom.

In October of 2004 Staff Sergeant Madsen reported to Recruiters School for initial training as a canvassing recruiter. Upon completion of Recruiters School Staff Sergeant Madsen report to Recruiting Station Louisville, Recruiting Sub-Station Lexington in January of 2005 for duty as a canvassing recruiter. In January of 2006 Staff Sergeant Madsen served in his first of two SNCOIC tours in Louisville the first being Paducah where Staff Sergeant Madsen was selected to become a career recruiter. After completion of the career recruiter’s course in July of 2008 Staff Sergeant Madsen reported to the second SNCOIC tour in Florence, KY. In July of 2009 he was promoted to the rank of Gunnery Sergeant and shortly after became the assistant recruiter instructor for Recruiting Station Louisville.

In August of 2011 Gunnery Sergeant Madsen reported to Recruiting Station San Francisco for duty as the SNCOIC of RSS San Luis Obispo and later the assistant recruiter instructor. In August of 2014 he was promoted to the rank of Master Sergeant. In September of 2014 Master Sergeant Madsen reported to the Commander of Marine Corps Forces Special Operations for duty as the recruiting chief. Upon completion of that tour Master Sergeant Madsen reported to the Commander of the 1st Marine Corps District in September of 2017 for duty as a training team member.

In March of 2019 Master Sergeant Madsen reported to the Commanding Officer of Recruiting Station Pittsburgh for duty as the recruiting instructor. During this tour Master Sergeant Madsen was selected and promoted to his current rank of Master Gunnery Sergeant. Shortly after his promotion he reported to the Commanding Officer of Recruiting Station Nashville for duty as the recruiting instructor in the third largest Recruiting Station in the Eastern Recruiting Region. In November of 2022 Master Gunnery Sergeant Madsen reported to his current assignment as the Western Recruiting Region Training Chief.

Master Gunnery Sergeant Madsen’s personal decorations include the Meritorious Service Medal 2nd award, Navy Commendation Medal 3rd award, Navy and Marine Corps Achievement Medal 4th Award.



AWARDS

COMPANY HONOR GRADUATE AWARD

The one Marine in the company who has demonstrated the highest degree of discipline, proficiency, bearing, physical fitness, and basic leadership traits that exemplify the highest standards of the United States Marine Corps is presented with a plaque from the Marine Corps Association denoting that he is the number one Marine in his company. The company honor graduate also receives a Certificate of Commendation from the Commanding Officer of Recruit Training Regiment recognizing their superior performance during recruit training.

SERIES HONOR GRADUATE AWARD

The one Marine in their series who has demonstrated the highest degree of discipline, proficiency, bearing, physical fitness, and basic leadership traits that exemplify the highest standards of the United States Marine Corps is presented with a Certificate of Commendation from the Commanding Officer of Recruit Training Battalion recognizing their superior performance during recruit training.

PLATOON HONOR GRADUATE AWARD

The one Marine in their platoon who has demonstrated the highest degree of discipline, proficiency, bearing, physical fitness, and basic leadership traits that exemplify the highest standards of the United States Marine Corps will receive a plaque from the Marine Corps Association denoting that they are the honor graduate of their platoon.

MARKSMANSHIP AWARD

The one Marine in the company who fired the highest score on the Rifle Range is awarded a plaque from the Marine Corps Association stating that they are the high shooter in the company. The company high shooter also receives a certificate from the Company Commander denoting that they are the company high shooter.

PHYSICAL EXCELLENCE AWARD

The one Marine in the company that receives the highest score on the Physical Fitness Test is awarded a certificate from the Company Commander denoting that they are the most physically fit Marine in their company.

MERITORIOUS PROMOTION

Those Marines who have demonstrated a high degree of proficiency and have shown exceptional leadership ability may be promoted meritoriously to the grade of Private First Class or Lance Corporal. **The Marines noted in this program with asterisks by their names have been promoted meritoriously to their present grade.**
(EX.) PFC* C. M. COLBURN

MARINE

“Among all the honors, among all the postings, promotions, medals, that have been awarded me, the one in which I take most pride is to be able to say, I am a Marine.”

-Major General John A. Lejeune,
13th Commandant of the Marine Corps

GRADUATION STAFF

MARINE CORPS RECRUIT DEPOT/ WESTERN RECRUITING REGION

Commanding General	Brigadier General J. A. Ryans II
Chief of Staff	Colonel C. R. Von Bergen
Sergeant Major	Sergeant Major O. A. Leavy
Parade Reviewing Officer	Master Gunnery Sergeant P. E. Madsen

RECRUIT TRAINING REGIMENT

Commanding Officer	Colonel P. M. Rummler
Executive Officer	Colonel C. E. Kesler
Sergeant Major	Sergeant Major J. J. Miller
Regimental Drill Master	Gunnery Sergeant K. M. Wilton
Narrator	Staff Sergeant C. D. Moyers

FIRST RECRUIT TRAINING BATTALION

Commanding Officer	Lieutenant Colonel R. A. Hollenbeck
Executive Officer	Major N. R. Butner
Sergeant Major	Sergeant Major J. Mejia
Chaplain	Lieutenant V. Stevens
Battalion Drill Master	Gunnery Sergeant U. Rodriguez

COMPANY A

Commanding Officer	Captain S. C. Domke
Company First Sergeant	First Sergeant M. A. Basham

SERIES 1001

Series Commander	1st Lieutenant T. B. Callaway II
Chief Drill Instructor	Gunnery Sergeant D. T. Risener III

SERIES 1005

Series Commander	Captain A. J. Anbar
Chief Drill Instructor	Staff Sergeant G. R. Stowers

MARINE BAND SAN DIEGO

Enlisted Conductor	Sergeant N. Jorge
Drum Major	Gunnery Sergeant W. Hayes

COLOR GUARD

National Color Bearer	Sergeant J. Rubio
Organizational Color Bearer	Sergeant G. Guitierrez
Rifle Bearer	Sergeant B. Lopez-Hernandez
Rifle Bearer	Sergeant C. Williams Jr.

PHASE II

PHASE II - RECRUIT TRAINING

We have enhanced Recruit Training by amplifying Core Values instruction and introducing The Crucible. A key element to the recent changes in recruit training is more time for the drill instructors to focus on character development with an emphasis on selflessness and teamwork.

There are 28 hours of programmed instruction on Core Values; however, the most powerful values exchange may very well come from the increased one-on-one time with the drill instructors who teach and demonstrate values such as selflessness, determination, loyalty and integrity.

The Crucible, in part, is the manifestation of the intangible values training that have taken place earlier in Recruit Training. It permeates the entire evolution, forging the selflessness, teamwork and Core Values concepts deep into each recruit. The Crucible is a 54-hour event that is designed to test a recruit’s mind, body, and spirit. It is a series of eight events revolving around obstacles, warrior stations, movement courses, and reaction problems tackled over a grueling 40-mile course. Sleep and food deprivation add to the rigor of the course, which is primarily designed to develop teamwork and camaraderie through shared hardship. Each warrior station is named after a Marine Corps hero whose actions epitomize the values we want all Marines to internalize. As a touchstone, this experience in values and hardship can be drawn upon in any challenge they might face.



PHASE III & IV

PHASE III - MOS SCHOOLS

After graduating from Recruit Training, and taking a well deserved ten days of leave, the new Marines report into the School of Infantry (SOI). SOI and consequent follow-on schools give the new Marines the technical expertise they need to excel in their Military Occupational Specialties (MOS) and the Fleet Marine Force (FMF).

PHASE IV - SUSTAINING THE TRANSFORMATION

All muscles atrophy without exercise; so too with character. Once started on a path of character development, there is no stopping. We are always developing our character until the day we die. The sustainment process continues Core Values training within units and is incorporated in all that we do as Marines, complementing a renewed emphasis on warfighting, combat leadership, and the concepts of responsibility and accountability.



THE TRANSFORMED AMERICAN

The Corps has a long established pattern of Marines who have left the active duty ranks to become strong leaders in their communities and for the Nation and we will continue to send men and women of strong character and values back to society. These Marines will carry the legacy of high character, like those Marines who are presently doing great things for our Nation. We have received countless letters from influential public leaders who are former Marines. They give testimony to the direct connection between the character traits they forged in the Corps and their success and fulfillment in life. End result: We will continue to provide society with people of great character, whether they do four or forty years in the Marine Corps.

PLATOON 1006

SENIOR DRILL INSTRUCTOR

STAFF SERGEANT R. M. BROWN

DRILL INSTRUCTORS

STAFF SERGEANT J. CABELLO

STAFF SERGEANT B. GARCIMARQUEZ

STAFF SERGEANT Z. B. MICKINLEY

STAFF SERGEANT A. S. MADRIGAL

PHYSICAL FITNESS TEST

PRIVATE J. A. MAHIA (274)

PLATOON HIGH SHOOTER

PRIVATE G. FRANCO (334)

INSTRUCTOR: SERGEANT T. J. KELLY

PLATOON HONOR GRADUATE

PRIVATE FIRST CLASS J. L. ANZALONE

RECRUITED BY: SERGEANT A. PINADA

PVT M. E. ADAME JR.
PVT J. L. ALVARADO
PFC J. L. ANZALONE
PVT S. E. ARRIOLAHANSEN
PVT E. D. BOGGIANO
PVT B. A. CHAMBERS
PVT C. A. DECKER
PFC C. A. DELGADO
PVT J. DELGADO
PVT N. M. DREW
PVT N. A. EBERLING
PVT I. A. ESCOBAR
PVT S. J. EVERHART
PVT N. FELIXESPINOZA
PVT S. N. FLORES
PVT G. FRANCO
PVT D. S. GALAVIZGONZALEZ
PVT C. A. GOMEZMORALES
PFC F. GUAJARDO
PVT A. GUARDADO
PVT Z. J. HAMMER
PFC Z. D. HART
PFC B. JAUREGUIROCHA

PVT R. L. JONES
PFC S. LARAHERNANDEZ
PVT A. H. LUCERO
PVT J. A. MAHIA
PFC B. J. MEAGHER
PVT J. M. MUELLER
PVT A. A. MUJICA
PVT Y. C. MUNOZGARCIA
PVT E. N. ORTIZ
PVT R. E. PALKOVICS
PVT A. L. PARISH
PVT C. C. PEREZ
PVT V.M.RODRIGUEZHERNANDEZ
PVT J. C. SANTOS
PVT G. D. SCHERMER
PVT F. A. SCHETTINI
PVT C. W. SKEEL
PVT A. TAMAYOHERNANDEZ
PVT C. V. TRAN
PVT M. M. VANG
PVT A. L. WILLIAMS
PVT L. P. YANG

PLATOON 1007

SENIOR DRILL INSTRUCTOR

STAFF SERGEANT S. A. SIGUENAS FLORES

DRILL INSTRUCTORS

STAFF SERGEANT J. RODRIGUEZ

SERGEANT B. W. INDERLIED

STAFF SERGEANT T. HADEL

SERGEANT R. FLEURIDOR

PHYSICAL FITNESS TEST

PRIVATE A. A. ESCOBARJAIMES (272)

PLATOON HIGH SHOOTER

PRIVATE FIRST CLASS K. LINAMART (324)

INSTRUCTOR: CORPORAL K. N. SMITH

PLATOON HONOR GRADUATE

PRIVATE FIRST CLASS C. MORALESSELIZARRARAZ

RECRUITED BY: SERGEANT P. VILLEGAS

PFC A. E. APOLINAMARTINEZ
PFC G. M. BUDIMLIJA
PVT C. CAMACHO
PFC M. P. CHUA
PVT I. CUEVAS
PFC H. H. DANG
PVT M. J. DEATON
PVT A. A. ESCOBARJAIMES
PVT A. A. ESCOBARJAIMES
PFC A. O. FERGUSON
PVT A. E. FREEMAN
PFC J. G. GARBER
PFC J. L. GONZALEZ
PFC E. GONZALEZGOMEZ
PVT G. A. GREEN
PVT A. GRIFFIN
PVT K. T. HTOO
PVT W. A. IVERSEN
PVT T. J. JASSO
PVT T. D. JOHNSON JR.
PVT J. T. KAMINSKY
PFC J. W. KING
PVT J. M. LINARES
PFC K. LINAMART

PVT J. M. MIDDLETON
PFC M. A. MONGERAMIREZ
PFC C. MORALESSELIZARRARAZ
PFC D. MORALES
PVT F. NAREZTRUJILLO
PVT I. J. NATAL
PFC M. W. NULICK
PFC I. OJEDAMORALES
PVT S. T. OLIVER
PVT M. RAMIREZNEVAREZ
PVT M. RINOCONTAPIA
PFC M. RIVERA
PVT L. J. ROMERO
PVT J. ROSILES
PVT L. R. SALINGENCISO
PFC D. SHIRISH
PVT S. E. SHURTLIFF
PVT M. T. TALLEY
PVT T. J. VANDERLINDEN
PVT L. VERGARATLATempa
PVT R. J. VERWEIRE
PFC A. U. VILLEGAS
PFC G. M. WALKER

WHY THE TRANSFORMATION?

The most important things the Marine Corps does for our Nation are to make Marines and win battles. The Corps is a versatile, force-in-readiness prepared to handle a variety of missions. We continue to be a force rich in history and traditions, ingrained with the highest values of honor, courage and commitment.



At the very time when a host of factors is tending to undermine individual character development in society, Marines are facing an operational environment which requires stronger character and moral virtue. We live and operate in a world that is proving to be increasingly complex and interconnected. As a result, the Corps is in the midst of an evolution of the uses of force that are not quite war, not quite peace, not quite conventional peace, not quite conventional military operations, and not quite operations, and not quite civil police duties.

The Nation has committed Marines to a wide range of scenarios, from peacekeeping operations in Somalia to non-combatant evacuation operations in Liberia, to more conventional conflicts like Operation ENDURING FREEDOM in Afghanistan and Operation IRAQI FREEDOM in Iraq. Operations such as these involve independent units confronted by situations that have operational and strategic implications. The battlefield is becoming so technologically advanced that weapon systems will be able to kill by smell, sight or sound. In order to ensure success in these situations, we have looked to the Marines of the past to see what made them successful in battles like Belleau Wood, Iwo Jima and the Chosin Reservoir.



The answer was strong character and a fighting spirit that overcame all obstacles. This is what will allow us to dominate the high tech and diverse battlefields of the future. This will allow us to win America's military battles and to send transformed Americans home to strengthen the very fabric of our society.

Quite simply, we are continuing to focus on and to enhance the root source of a Marine's indomitable fighting spirit: the determination to overcome any obstacle that stands in the way, fueled by unshakeable honor, courage, and commitment.



PHASE I

HOW WE ARE DOING IT

We believe that new Marines need to be forged in a furnace of shared hardship, mutual commitment, and teamwork. This common, intense experience creates bonds of comradeship and cohesion so strong that Marines will refuse to let each other down. This forging of character, discipline, and fitness will continue to be the basis upon which we make Marines. Holding onto the high character of the Marines of the past, we look for ways to inculcate the strong values that have become synonymous with the Marine Corps. We are attacking the character development challenge in four phases: Recruiting, Recruit Training, MOS Schools, and Sustainment.

PHASE I - RECRUITING

Inculcating these character traits starts in the recruiting process. Recruiting duty is a vital assignment in the Marine Corps. Marine Recruiters take it seriously and feel a great responsibility to fulfill the job to the best of their ability. Many Marines say that recruiting duty is among the most rewarding assignments they have had as a Marine, because they are helping to ensure the high standards and future of our Corps.



Most Marine Recruiters have earned the rank of Sergeant or above, which means they have had four or more years of experience in the Marine Corps serving in one of several hundred Military Occupational Specialties (MOS). They know what it means to serve as a Marine. Meeting a Marine Recruiter gives you personal access to someone who has lived and served in the Marine Corps. No matter where you are in the decision-making process, talking to a recruiter can give you more information. You are under no obligation when speaking to a Marine Corps Recruiter, as he or she knows the importance of the decision, and will help determine if you are right for the Marine Corps—and if the Marine Corps is right for you.

First, we recruit young men and women who have demonstrated potential and commitment. Then we prepare them through physical fitness and ready them for the intense forging they will experience in recruit training. Most enlistees spend up to 12 months in the Delayed Entry Program preparing to undergo recruit training and become Marines.



Their preparation includes physical conditioning, study guides, introduction to Marine Corps history and tradition and, most importantly, introduction to Core Values. The bottom line is we are paying more attention to a prospective Marine's character and fitness during screening.