

## 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 male 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, California, 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.

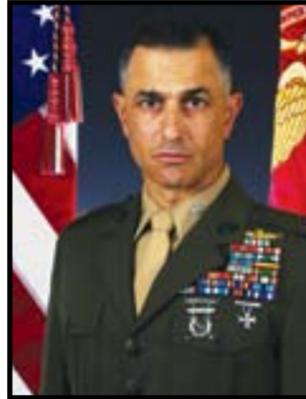
The base now consisted of approximately 388 acres, of which some 367 acres had been reclaimed tidal area. Throughout World War II, the principal activity of the base, recruit training overshadowed all other functions. After the war, the recruit training detachment remained the principal tenant. Marine 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 in both Iraq and Afghanistan. The depot has the responsibility to train all male 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 built in San Diego’s Balboa Park for the 1915 Panama-California Exposition.

Thirteen buildings have been named for famous Marines, such as the Dan Daly Barracks, Pendleton Hall, McDougall Hall, and Day Hall. Today, the depot has 388 acres and twenty-five buildings listed on the national register of historic places.

## *The Commanding Officer of Recruit Training Regiment*



On behalf of Brigadier General Ryan P. Heritage, Commanding General, Marine Corps Recruit Depot and Western Recruiting Region, and the Marines, Sailors and civilian Marines of Recruit Training Regiment, welcome to this mornings graduation ceremony. Your presence here today is greatly appreciated. As we recognize your young mans significant accomplishment, enjoy this special day in his 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 young men who have succeeded in that challenge. We are here to celebrate with you their twelve weeks, your young man has been prepared physically, mentally and emotionally in a time-tested process whereby he has 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. He has 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.

Gratefully,

M. J. Palma  
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 the “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, 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



First Sergeant  
Frank Flores

UNITED STATES MARINE CORPS

First Sergeant Flores was born on 23 March 1982 in Chicago, IL. He enlisted in the Marine Corps on 14 April 2003 and attended Recruit Training at MCRD San Diego, CA. Upon completion, he received training at Marine Combat Training

School (MCT) aboard Camp Pendleton, California. Following MCT, he reported to Motor Transport School at Fort Leonard Wood, Missouri and graduated as the second distinguished graduate receiving the MOS of 3531, Motor Vehicle Operator.

In October 2003, Private First Class Flores reported to 2nd Battalion 11th Marines aboard Camp Pendleton, CA. He served as a Motor Transport Operator and was promoted meritoriously to Lance Corporal in March 2003. In September 2004, he deployed to Iraq with his unit in support of OIF II.

In June 2005, Lance Corporal Flores was promoted meritoriously to the rank of Corporal. In April 2006 he was promoted to Sergeant. Sergeant Flores received orders to Marine Corps Recruit Depot San Diego for duty as a student at Drill Instructor School Class 2-07. Upon completion of Drill Instructor School, he was assigned to Bravo Company 1st Recruit Training Battalion. He completed nine training cycles, serving as a Drill Instructor, Senior Drill Instructor, and Series Chief Drill Instructor. In January 2009 he was promoted meritoriously to the rank of Staff Sergeant.

In March 2010, Staff Sergeant received orders to Marine Wing Support Squadron 372 aboard Camp Pendleton for duty and served as a Platoon Sergeant, Motor Transportation Operations Chief, Truck Master, and company Gunnery Sergeant. In October 2011, Staff Sergeant Flores received TAD orders to I MEF Headquarters Group and deployed to Afghanistan as a Logistics Advisor for 5th Bde ANCOF.

In July 2013, he was transferred to 7th Communications Battalion aboard Camp Hansen, Okinawa, Japan where he was appointed as the Motor Transport Operations Chief.

## Parade Reviewing Officer (cont.)

In August 2015, he was promoted to Gunnery Sergeant and was transferred to 3d Marine Logistics Group, G-3, where he was assigned as the Road Master.

In May 2016, Gunnery Sergeant Flores was transferred to 3d Medical Battalion where he was assigned as the Senior Enlisted Advisor and the Company Gunnery Sergeant. During his time at 3d Medical Battalion, Gunnery Sergeant Flores deployed to South Korea as a Motor Transport advisor to the ROK Marines.

In July 2017, he was transferred to Marine Wing Support Squadron 373 where was assigned as the Motor Transport Branch Chief. In addition to this billet, he served as the Motor Transport Chief and Senior Enlisted Advisor.

In March 2019, Gunnery Sergeant Flores was frocked to his current rank. He was transferred to Marine Corps Recruit Depot San Diego where he serves as Company First Sergeant for Company F.

First Sergeant Flores personal decorations include the Navy Commendation Medal with three gold stars in lieu of 4th award, the Navy and Marine Corps Achievement Medal with two gold stars in lieu of 3rd award, and a Combat Action Ribbon. First Sergeant Flores is married to Jhessica Flores of Mexico City, Mexico. They have three children, Leslie, Franky, and Anthony Flores.



## 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 his superior performance during recruit training.

### SERIES HONOR GRADUATE AWARD

The one Marine in his 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 his superior performance during recruit training.

### PLATOON HONOR GRADUATE AWARD

The one Marine in his 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 he is the honor graduate of his 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 he is the high shooter in the company. The company high shooter also receives a certificate from the company commander denoting that he is 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 he is the most physically fit Marine in his 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 Ryan P. Heritage
Chief of Staff	Colonel Daren J. Erickson
Sergeant Major	Sergeant Major Abel T. Leal
Parade Reviewing Officer	First Sergeant Frank Flores

### RECRUIT TRAINING REGIMENT

Commanding Officer	Colonel M. J. Palma
Executive Officer	Lieutenant Colonel C. B. Kroll
Sergeant Major	Sergeant Major M. R. Chabot
Regimental Drill Master	Gunnery Sergeant J. Cruz
Narrator	Staff Sergeant M. T. Brock

### SECOND RECRUIT TRAINING BATTALION

Commanding Officer	Lieutenant Colonel D. R. Meyers
Executive Officer	Major A. E. Mack
Sergeant Major	Sergeant Major A. N. Smith
Chaplain	Lieutenant Commander R. J. Keener
Battalion Drill Master	Gunnery Sergeant B. J. Nolan

### ECHO COMPANY

Commanding Officer	Captain D. B. Kraft
Company First Sergeant	Gunnery Sergeant B. A. Nolan

### LEAD SERIES

Series Commander	First Lieutenant C. M. Baird
Chief Drill Instructor	Staff Sergeant I. H. Madrigal

### FOLLOW SERIES

Series Commander	Captain M. R. Voumard
Chief Drill Instructor	Staff Sergeant A. D. Johnson

### MARINE BAND SAN DIEGO

Enlisted Conductor	Staff Sergeant B. Z. Reed
Drum Major	Gunnery Sergeant J. Dempsey

### COLOR GUARD

National Color Bearer	Sergeant P. A. Hasick
Organizational Color Bearer	Sergeant J. J. Thomas
Rifle Bearer	Sergeant P. J. Bohnenkamp
Rifle Bearer	Sergeant A. M. Evans

# PLATOON 2109

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT R. P. MALLOY

## DRILL INSTRUCTORS

SERGEANT A. CAJEROTAPIA  
SERGEANT K. A. VOLKOFF  
SERGEANT J. E. ROCHE  
SERGEANT A. CONNAGHAN

## PHYSICAL FITNESS TEST

PRIVATE G. A. VALENZUELA (289)

## PLATOON HIGH SHOOTER

PRIVATE J. D. WILLIAMS (341)  
INSTRUCTOR: SERGEANT C. D. FYFFE

## PLATOON HONORMAN

PRIVATE FIRST CLASS B. J. BELL  
RECRUITED BY: SERGEANT D. C. NANOPOULOS

PFC J. A. AGUIRRERIVERA  
PFC J. G. BANUELOSHERNANDEZ  
PFC B. J. BAYLOR  
PFC\* B. J. BELL  
PFC D. J. CERVANTES  
PVT R. I. CHAVARRIA  
PVT E. D. CONWAY  
PVT A. A. CRUZTORRES  
PFC N. T. DAYZIE  
PVT P. C. EISENLOHR  
PFC J. FERNANDEZ  
PFC F. E. FIGUEROAVERDIS  
PFC O. GARCIA  
PVT A. GARCIA  
PFC\* B. M. JUST  
PVT W. I. LANDA  
PVT L. A. LEDEZMA  
PFC H. S. LEVER

PFC N. A. LIZARDO  
PFC M. LUO  
PFC L. E. MATIASMONGE  
PVT T. A. MAYFIELD  
PVT J. L. MCFARLAND  
PVT E. MENDOZAMORENO  
PFC\* B. A. PATZ  
PVT M. J. PIERCE  
PVT R. RAMIREZMERCADO  
PVT M. D. SCHUMACHER  
PVT J. A. SCOTT  
PVT I. J. SHAW  
PVT C. J. SINCLAIR  
PVT G. A. VALENZUELA  
PVT S. M. WHITWELL  
PVT J. D. WILLIAMS  
PFC\* J. J. WILLOUGHBY  
PVT Z. T. WILSON

PVT K. BRYANT  
PVT A. J. CERAN  
PVT B. L. CHRISMAN JR.  
PVT C. E. COOKSEY III  
PVT C. R. COX  
PVT E. DELASANCHA  
PVT S. A. DIXON  
PVT M. P. ESQUEDA  
PVT G. G. GARCIA  
PVT A. J. GREEN  
PFC\* E. W. HEATH  
PVT J. J. HERNANDEZ  
PVT J. M. KOMIYAMA  
PVT A. LASTRA  
PVT M. A. LOPEZ  
PVT D. J. MARTIN  
PVT C. M. MCCLELLAND  
PFC L. A. MEDINA  
PVT U. PACHECOPACHECO

# PLATOON 2110

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT K. D. PADGETT

## DRILL INSTRUCTORS

SERGEANT D. D. SENA  
SERGEANT R. MARTINEZ  
SERGEANT X. M. TUNSTALL

## PHYSICAL FITNESS TEST

PRIVATE FIRST CLASS N. RIVERA (300)

## PLATOON HIGH SHOOTER

PRIVATE FIRST CLASS E. W. HEATH (334)  
INSTRUCTOR: SERGEANT J. A. GUTIERREZ JR.

## PLATOON HONORMAN

PRIVATE FIRST CLASS E. W. HEATH  
RECRUITED BY: GUNNERY SERGEANT H. Z. SANCHEZ

PFC J. A. PARRASOTO  
PVT A. A. PENALOZA  
PVT J. A. PEREZ  
PVT O. PEREZCABRERA  
PVT B. M. POLLOCK  
PFC J. L. REYGADASPerez  
PVT A. A. RIOS  
PFC\* N. RIVERA  
PVT D. G. ROUBSOUAY  
PVT T. SILVA  
PVT E. F. SILVA  
PFC M. J. SOSA  
PVT T. D. THOMAS JR.  
PFC V. W. TROLIA  
PVT I. VICTOR  
PVT J. D. WEISSERT  
PVT D. P. ZAMORSKI  
PVT D. ZARAGOZA

# PLATOON 2111

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT H. N. REYES

## DRILL INSTRUCTORS

STAFF SERGEANT C. R. ENGLAND  
STAFF SERGEANT D. REYES  
SERGEANT N. R. DAVIS

## PHYSICAL FITNESS TEST

PRIVATE FIRST CLASS L. W. RUTHERFORD (283)

## PLATOON HIGH SHOOTER

PRIVATE J. P. ROMEROFLORES (331)  
INSTRUCTOR: SERGEANT L. GARCIA III

## PLATOON HONORMAN

PRIVATE FIRST CLASS M. J. FERRAZ  
RECRUITED BY: STAFF SERGEANT D. RENTERIA

PFC\* E. H. BLANCO  
PFC K. E. CANOVALLE  
PVT V. D. CARBAJAL  
PFC J. R. CHAVEZ  
PVT W. S. CHAVEZ  
PVT R. A. COMSTOCK  
PVT L. M. CORCORRAN  
PFC A. A. CORDOVA  
PVT G. J. CRUME  
PFC A. CUELLAR  
PFC M. J. FERRAZ  
PFC A. J. GONZALEZ  
PFC M. A. GUTIERREZ  
PVT H. B. HATHORN  
PFC P. A. HERCE  
PVT I. T. HERRERA  
PVT D. INIGUEZ  
PFC J. A. ISCOA  
PFC A. JIMENEZ

PVT G. W. JOHNS  
PFC C. H. LE  
PFC K. J. LOPEZHERRERA  
PFC J. A. LOZANO  
PVT W. W. MARSHALL  
PFC T. R. MARTIN  
PVT E. MARTINEZ JR.  
PVT I. MEDINAMARTINEZ  
PVT C. D. MUNOZ  
PVT N. A. PARCELL  
PFC\* J. J. PERREIRA  
PVT C. RODRIGUEZ  
PVT A. RODRIGUEZ  
PVT J. P. ROMEROFLORES  
PVT G. A. RUTHERFORD  
PFC L. W. RUTHERFORD  
PVT I. SANTOS  
PVT M. J. SILVAGUERRERO  
PVT J. Z. SOTO

PVT K. G. BELL  
PVT G. CAPULIN  
PFC C. G. COLLIER  
PFC J. A. CORTEZ  
PVT J. DELGADO  
PVT S. L. ENGELMAN  
PFC J. W. EVANS  
PFC\* C. G. FLORES  
PVT R. D. GONZALES JR.  
PFC E. GONZALEZVASQUEZ  
PFC\* H. P. GRATTONFISHER  
PVT D. D. GRAYBEAL  
PVT I. N. HERRON  
PFC A. J. HMIELEWSKI  
PVT N. W. LEONARD  
PVT D. T. MARTIN JR.  
PFC J. A. MARTINEZ  
PVT D. J. MENDOZAGONZALEZ  
PFC A. G. MONCIVAIS

# PLATOON 2113

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT R. E. MANGOLD

## DRILL INSTRUCTORS

SERGEANT M. A. SCOTT  
SERGEANT C. MOSBEY  
SERGEANT R. J. GONZALEZ

## PHYSICAL FITNESS TEST

PRIVATE C. D. ZIELINSKI (286)

## PLATOON HIGH SHOOTER

PRIVATE C. J. VOLNER (336)  
INSTRUCTOR: SERGEANT S. C. JUNG

## PLATOON HONORMAN

PRIVATE FIRST CLASS H. P. GRATTONFISHER  
RECRUITED BY: STAFF SERGEANT R. G. HERNANDEZ

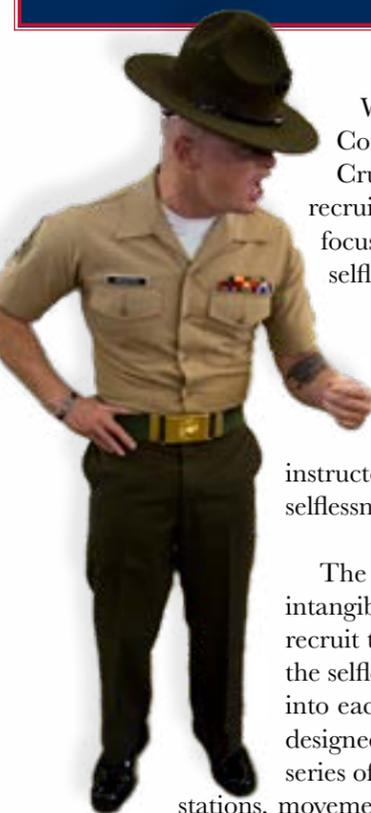
PVT F. J. MORALES JR.  
PVT M. A. MUSAMBULI  
PVT A. ORTIZ  
PFC G. D. RAMIREZ  
PVT E. C. RAMOS  
PFC J. J. RIGGINS  
PVT T. A. ROGERS  
PFC\* E. R. ROSS  
PFC B. C. SEELY  
PFC J. M. SILVERS  
PVT S. C. SMITH  
PVT E. K. STALEY  
PVT N. N. VIRGLIO  
PVT C. J. VOLNER  
PFC C. B. WASWA  
PFC J. E. WATKINS  
PVT M. M. WEST  
PVT E. X. WRIGHT  
PVT C. D. ZIELINSKI

## 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 active duty 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 2114

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT C. E. HEFFNER

**DRILL INSTRUCTORS**  
STAFF SERGEANT R. G. BAJADA  
STAFF SERGEANT G. A. TORRALBA  
SERGEANT I. J. PRATER  
SERGEANT L. A. PEREZ

**PHYSICAL FITNESS TEST**  
PRIVATE R. C. MAYFIELD (279)

**PLATOON HIGH SHOOTER**  
PRIVATE S. GONZALES JR. (336)  
INSTRUCTOR: SERGEANT J. M. LAMBERT

**PLATOON HONORMAN**  
PRIVATE FIRST CLASS J. M. BLACKFORD  
RECRUITED BY: STAFF SERGEANT D. T. DRESHBACH

PVT J. J. BERNAL  
PFC J. M. BLACKFORD  
PVT R. S. BOGGS  
PVT J. S. CHANTHAMALAYVONGSOUT  
PVT J. L. CLIFTON JR.  
PVT D. T. CONLEY  
PFC C. I. CORTEZ  
PVT I. W. DOSS  
PFC\* G. N. GANGLOFF  
PVT T. L. GEATZ  
PVT C. D. GIRMA  
PFC C. T. GOFF  
PVT S. GONZALEZ JR.  
PVT C. E. HASKINS  
PVT E. HERNANDEZ  
PFC\* J. D. HERRERA III  
PFC Z. R. HOOPER  
PFC C. P. HOYER  
PVT B. E. JACKSON  
PFC D. JAIMES

PVT R. M. KELLY  
PVT K. J. MALDONADO  
PFC B. C. MARTINEZ  
PVT R. C. MAYFIELD  
PFC R. MONTESMATAMOROS  
PVT J. D. PALMER  
PVT N. F. PEPIOT  
PVT M. C. PETERSON  
PVT J. L. PLATA  
PFC L. H. REEDY  
PVT N. B. REUER  
PFC J. D. RIOS  
PVT A. D. ROE  
PFC M. S. ROSCETE  
PFC E. A. RUIZ  
PVT T. G. SEYLLER  
PFC C. J. WHITE  
PVT C. R. WILMOTH  
PVT C. A. WOOLDRIDGE

Meritorious Promotion \*

## PLATOON 2115

**SENIOR DRILL INSTRUCTOR**  
STAFF SERGEANT P. A. SANTIAGO

**DRILL INSTRUCTORS**  
SERGEANT S. A. ROSS  
STAFF SERGEANT R. M. SCHWARTZ  
SERGEANT N. R. PIETROWIAK  
SERGEANT O. N. BAEZ

**PHYSICAL FITNESS TEST**  
PRIVATE FIRST CLASS A. A. MARTINEZ (286)

**PLATOON HIGH SHOOTER**  
PRIVATE FIRST CLASS L. M. CEBALLOS JR. (341)  
INSTRUCTOR: SERGEANT T. M. VIEIRA

**PLATOON HONORMAN**  
LANCE CORPORAL D. J. CARREON  
RECRUITED BY: SERGEANT B. YANZA

PFC\* M. A. ALVARADO  
PVT N. M. ARIKITA  
PFC K. S. ARTEMENKO  
PVT L. M. BISPING  
PVT M. W. BROWN  
PVT J. E. BURRONE  
PVT M. T. BUSS  
PVT A. J. CANNELLA  
LCPL\* D. J. CARREON  
PFC L. M. CEBALLOS JR.  
PFC R. L. COLLUPY JR.  
PVT E. K. CRAW  
PFC J. M. CRUZ  
PFC\* D. A. DOCKERY  
PVT H. D. DYKES  
PVT J. L. ESQUIVELCERVERA  
PVT C. J. FAISON III  
PVT J. T. GOMEZ  
PVT E. L. GUTIERREZ  
PVT A. T. HALEY  
PVT A. J. HAVERSACK

PFC R. M. HERNANDEZ  
PVT M. A. HINDMON  
PVT A. M. HUMPHRIES  
PVT O. D. JOHNSONLOVING  
PVT N. LEAL  
PVT J. G. MARTINEZ  
PFC\* A. A. MARTINEZ  
PVT A. D. MCMULLEN  
PVT T. O. NORDLIE  
PVT J. D. ORTIZ III  
PFC F. OVALLE  
PVT E. B. ROSENOW  
PVT L. M. SALGADO  
PVT C. G. SAWYER  
PVT T. M. STOFIELD  
PVT R. W. TOPO  
PVT I. R. VELAZQUEZ  
PFC T. M. VOIGHT  
PVT D. L. WASMER  
PVT Q. M. WELLS  
PFC\* R. T. ZERINGUE

Meritorious Promotion \*

# 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 is committing 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: his determination to overcome any obstacle that stands in his 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.