**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.

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**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*
**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 our courtesy to our Flag as defined by U.S. Code Title 4 and 36, 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, or at rest. 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, 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 our courtesy to our Flag as defined by U.S. Code Title 4 and 36, as observed aboard Marine Corps Recruit Depot, San Diego.

Gratefully,

M. J. Palma

Colonel, U.S. Marine Corps

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**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 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.

**HONOR**

Honor guides Marines to eschew 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.

**COMMITMENT**

Commitment is the spirit of self-determination and dedication found in Marines. It leads to the highest order of discipline for individuals and units, and to a higher standard of personal conduct; and to make tough decisions under stress and to respect human dignity. Here are the Core Values, which forms the bedrock of their character. Core Values give Marines the strength and the discipline to handle the stress and pressures of combat. 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 our courtesy to our Flag as defined by U.S. Code Title 4 and 36, as observed aboard Marine Corps Recruit Depot, San Diego.

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On returning from Iraq, he served as the XO of CLR-12 where he was promoted to Lieutenant Colonel. In December of 2007 Col Fahy received orders to the 12th Marine Corps Recruiting District where he was XO in July 2008. Col Fahy assumed command of Marine Wing Support Squadron 373 at MCAS Miramar. While in command, he deployed to Afghanistan in support of Operation Enduring Freedom. Upon successfully completing his command tour, Col Fahy was transferred to Marine Corps Recruiting Station San Diego, California where he was promoted to Colonel and served for 2 years as the Assistant Chief of Staff for Aviation Ground Support.

On completion of his second tour at Marine Wing Recruiting Station, Col Fahy assumed command of Combat Logistics Regiment-11 in July 2016 where he successfully completed 2 years in command. In August 2018 he assumed the duties as Assistant Chief of Staff, G4 at the Marine Corps Recruit Depot San Diego, CA.

Col Fahy holds a Bachelor of Arts degree from San Diego State University and a Master’s Degree from the University of the Pacific War College. His personal military decorations include the Legion of Merit, Defense Meritorious Service Medal, Bronze Star with Combat V, and Meritorious Service Medal. In addition, Col Fahy was also awarded the Meritorious Service Medal with Gold Star, Navy and Marine Corps Achievement Medal with Gold Star, Navy and Marine Corps Achievement Medal, and the Marine Corps Recruiting Ribbon. Col Fahy is married to the former Suzanne Baker of Ocean City, New Jersey, and they have 5 children.

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.”

“Among the highest standards of the United States Marine Corps will receive a plaque from the Marine Corps Association denoting that he is the company high shooter.

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 Regiment recognizing his superior performance during recruit training.

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 company high shooter.

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The one Marine who has demonstrated a high degree of proficiency and has shown exceptional leadership ability may be promoted meritoriously to the grade of Private First Class or Lance Corporal.

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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 will, toughness, and teamwork.

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

The Crucible, in part, is the manifestation of the intangible values training that has taken place earlier in recruit training. It permeates the entire evolution, forging the character development with an emphasis on warfighting, combat leadership, and the core values training that have taken place earlier in recruit training. 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 - MOS SCHOOLS

After graduating from recruit training, our new Marines complete a well deserved ten days of leave, the new Marines report into the School of Infantry (SoI). Soul and consequent follow-on schools to continue the new Marine's journey through their Military Occupational Specialties (MOS) and the Fleet Marine Force (FMF).

PHASE IV - SUSTAINING THE TRANSFORMATION

All skills attained without exercise; too soft to be 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 of what we do as Marines, complementing these resources with emphasis on warfighting, combat leadership, and the concepts and responsibilities of accountability.

The Corps has a long established pattern of Marines who have left the active-duty service and returned as Reserve components. These Marines will carry the legacy of 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 write to their former platoons and units of officer and enlisted Marines who are presently serving in the Corps and their success and fulfillment in life. End result: We will continue to enjoy the benefits of the Marine Corps who have left the active duty service.

The Transformed Marine

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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

Why the Transformation?

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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.