



CAREER MANAGEMENT TEAM QUARTERLY NEWSLETTER

MARADMIN UPDATE

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119/25: FISCAL YEAR 2025 BILLET ASSIGNMENTS FOR RESERVE FIRST SERGEANTS INITIAL TOURS
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098/25: FY25-01 4TH MARINE AIRCRAT WING (MAW) OPERATIONAL SUPPORT AIRLIFT (OSA) AVIATOR SELECTION BOARD
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Career Management Team Upcoming Webinars:

30 APR 2025: PREPARING FOR RESERVE RETIREMENT

TIME: 1400-1500EST

TARGET AUDIENCE: E5-E9/O3-O6

PRESENTER: MAJ BROCKWAY, MMSR-5

DIAL IN: 410-874-6743

CONF ID: 757 173 029#

14 JUL 2025: RETURN TO ACTIVE DUTY (RAD) PROGRAM

TIME: 1900-2000 EST

TARGET AUDIENCE: ALL SMCR/IMA MARINES

PRESENTER: MAJ MILROY, MMOA-3

DIAL IN: 410-874-6743

CONF ID: 500 604 502#

Leadership Insights: Perspectives from Marine Corps Reserve Senior Leaders

What do you see as the biggest challenge for Reserve aviation in the next five years, and how is 4th MAW working with the active component and Joint Force to help Marines prepare for it?

We start with the Commandant's five priorities. At every formation throughout my travels, I remind every Marine that we all play a critical role in ensuring the success of each priority.

For Reserve aviation, we are uniquely structured with enough daily support from our active component Marines to ensure each unit has the capacity to augment active-duty formations. Our detachments integrate with active component units, maximizing training opportunities that benefit both sides and enabling participation in Service-Level Exercises throughout the year.

Each of our Group Commanders has done a tremendous job identifying opportunities to integrate our personnel with the Joint Force, with the goal of minimizing Home Site Annual Training events. Instead, we focus on identifying training opportunities that support active-duty units. During FY24, 4th MAW units participated in and supported active-duty operations across four Combatant Commands.

Our Reserve Marines are more prepared and motivated than at any other time in my years serving with the Marine Corps Reserve. Many are actively seeking opportunities to serve and further develop their skills and MOS proficiency.

What are your priorities for 4th MAW, and how do you see them aligning with Force Design 2030 and the future of Marine aviation?

My command philosophy is simple: **People First, Mission Always**. I have maintained this philosophy since my earliest days as a Captain serving as the Flight Line OIC with HMLA-369.

The entire 4th MAW leadership team understands the critical need to support the Commandant's priorities—Quality of Life, Quality of Service, and Recruit, Make, and Retain Marines. These are top priorities for our entire team and a shared responsibility for us all.

To ensure 4th MAW remains mission-ready, we focus on the following:

> Developing Talent > Improving Readiness > Increasing Lethality > Shaping the Battlespace

Through these core priorities, we provide ready forces in support of Global Force Management requirements, maintain mission-ready organic mobility, and maximize our Reserve aviation personnel and assets.

How does 4th MAW ensure that Reserve Marines remain ready and relevant in an evolving operational environment?

The answer is simple: we clearly communicate our mission and create as many opportunities as possible for individual Marines and detachments to integrate with active component units and the Joint Force throughout the year, in diverse locations, during various exercises.

How do the Marine Corps' Leadership Principles and Command Philosophy contribute to mission readiness, and how do you, as a leader, embody these principles to inspire and guide your Marines across a dislocated command?

Our **Eleven Leadership Principles** are the foundation of every successful Marine. It's hard to say one is more important than another, but without question, **leadership by example** is critical.

A servant leader who embodies each of these principles, as well as our fifteen leadership traits, sets the example of "**what right looks like**."

Leading a dislocated command spread across sixteen states requires getting in front of as many formations as possible to reinforce the command philosophy and reiterate priorities. As long as the Marines and Sailors in our formations believe in the Marine Corps ethos and the Commander's Intent, we will always remain mission-ready.

What's your favorite leadership quote or philosophy?

Our **Eleven Leadership Principles** are the foundation upon which we all build. Throughout our professional development, we are encouraged to read beyond military history and tactics. A quote that applies so well to what we do in the Marine Corps—one you'd think was said by a drill instructor—is:

"If you don't like something, change it. If you can't change it, change your attitude." – Maya Angelou



MajGen John F. Kelliher III
Commanding General
4th Marine Aircraft Wing

Leadership Insights: Perspectives from Marine Corps Reserve Senior Leaders

How does 4th MAW ensure that Reserve Marines remain ready and relevant in an evolving operational environment?

Leading at the major subordinate command level can be daunting and rewarding, presenting unique challenges. At the forefront of every leader's priorities lies the critical concept of readiness. The current operational environment is characterized by complexity and unpredictability, necessitating an unwavering dedication to maintaining readiness across all levels. In modern warfare, readiness is not a finite objective but a continuous commitment extending to the reserve component.

The nuances of readiness within the reserve component pose additional challenges, primarily due to the time constraints that the reserve service imposes. Recognizing these obstacles, the 4th Marine Aircraft Wing (4th MAW) leadership is resolute in its mission to create optimal conditions that enhance readiness. The approach encompasses multiple dimensions: personal, spiritual, physical, mental, familial, and unit readiness. Reserve Marines must be prepared to serve both as individual augmentees and as part of cohesive units, underscoring the need for a well-rounded and proactive readiness strategy.

To elevate personal readiness, the Commanding General of 4th MAW has instituted comprehensive policies and orders that serve as a solid foundation for development at every level of command. A prime example is the Professional Military Education Order, which champions a growth mindset, emphasizing the importance of enhancing individual readiness. This initiative encompasses core competencies such as the fundamentals of the Marine Corps rifleman, close-order drill, and cultivating self-discipline. Furthermore, it highlights the significance of embracing Marine Corps history and culture and promoting the value of military and self-education. Continuous training and education are the cornerstone of enduring relevance and readiness in an evolving operational landscape; they prepare the mind for unforeseen challenges, ensuring that a broader understanding translates into adaptability.

Along with these initiatives, 4th MAW has developed a comprehensive Operations Standard Operating Procedure (SOP). This crucial document integrates the diverse array of mission sets, providing units with a valuable resource that facilitates and enhances their readiness. Given the demanding nature of the current and future operational environment, individuals and units must become dynamic, adaptive, and resilient.

As the higher headquarters, the leadership establishes policies that maximize readiness across all facets. It is equally vital for leadership to engage with the force directly, ensuring that Marines receive the best possible training, equipment, and support. This engagement occurs through site visits, thorough inspections, and regular, meaningful interactions with subordinate leadership. The Marine Corps' ability to operate effectively hinges significantly on the integral role of the reserve component, which contributes a distinctive and invaluable skill set that complements primary occupational specialties. With their unique blend of civilian proficiencies and military experience, reserve Marines enhance the force's capability, creating a dynamic team ready to tackle the complexities of a multi-layered battlefield that spans all domains of warfare. Empowering these Marines maximizes their potential and could ultimately be the decisive factor in mission success. The reserve Marine is an asset and a difference-maker in today's multifaceted combat landscape.

What is the best leadership advice you've ever received?

As a young Marine, I was a late bloomer that didn't have good direction. My time at boot camp was nothing short of pivotal, a crucible that forged my resilience and commitment. However, the initial years of my service were fraught with challenges, primarily shaped by the leaders I encountered. Many of them employed fear and intimidation as their foundational tactics, while hazing loomed large as the prevalent culture, casting a long shadow over my early experiences. During this time, I struggled to fully grasp the profound privilege of earning the revered title of U.S. Marine. My attention was captured by the immediate demands of daily life—surviving grueling physical training sessions, facing the scrutiny of uniform inspections, and learning the intricacies of my assigned tasks. My mindset was inherently geared toward growth; however, the relentless pace of the daily battle rhythm stifled my potential. It was a constant struggle to elevate my situational awareness or to reflect on how I could evolve into a better leader, Marine, and human being. In those formative years, my focus often felt myopic, preoccupied with merely navigating the day-to-day grind. Yet, deep within, I harbored a desire to rise above and embrace a broader understanding of my role in the Corps and beyond, but I needed someone to bring it out.

My perspective shifted dramatically when I attended the Sergeants Course. To provide some context, the course drastically differed from today's. It adhered to an industrial-age educational model, heavily focused on rote memorization rather than critical thinking or real-world application. The curriculum was designed around practical skills, emphasizing the core fundamentals of being a "basic rifleman." Physically, the course was demanding, with most of the training outside the classroom, exposing us to our perceived limits. I found myself outside my comfort zone, grappling with the rigorous physical challenges and the mental strains accompanying them. One figure who stood out during this time was Gunnery Sergeant Ball, one of the Faculty Advisors. Though my individual interactions with him were limited, his presence resonated profoundly with me. He embodied the qualities of a model Marine, demonstrating unwavering commitment and integrity. His actions, guidance, and overall leadership were powerful examples of what it means to lead with honor, instilling in me a deep respect for the values we were being taught. Tragically, he would later be killed in action in Iraq, but his influence on me and my peers was indelible.

One of the most profound areas emphasized during my time at the school was the Marine Corps fighting spirit and its remarkable origins. This foundational knowledge became pivotal to my personal and professional development, a guiding principle I carried throughout my career. To truly grasp the essence of our fighting spirit, it is vital to delve deeply into the rich tapestry of the Marine Corps' history, customs, traditions, and culture. As Marines, we bear the immense responsibility of preserving and enhancing our legacy—the very bedrock of what instills us with ferocity on the battlefield. It is often said that Marines fight for one another, and this sentiment rings true; we are fiercely dedicated to those who have served before us, to those who bled and established the unyielding tradition of triumphing in every battle and fulfilling our mission at any cost.

From that critical experience, I embarked on a lifelong journey of exploration and understanding, immersing myself in the Marine Corps legacy. I sought to absorb every lesson available, integrating those teachings into my approach to leadership. The Marine Corps' philosophy on warfare, intricately laid out in MCDP-1 (Warfighting), illuminates the principles of speed, tempo, lethality, and the paramount significance of unit cohesion. Regardless of their specific role or occupational specialty, each Marine is fundamentally a basic rifleman; we are all dedicated warfighting professionals. Throughout this journey, I came to appreciate the vital role of personal and imposed discipline—elements that greatly enhance our capacity to train rigorously, engage effectively, and ultimately secure victory. By dedicating ourselves to studying our esteemed history, we strengthen our bonds with one another and those who have walked the path before us. Still, we also ignite and sustain the renowned fighting spirit and reputation that define us as Marines.



SgtMaj Daniel N. Heider
Command Senior Enlisted Leader
4th Marine Aircraft Wing

Maximizing Readiness: Aligning High Demand, Low Density MOSs by Col Lexi Gerbracht (Deputy Director, Reserve Affairs)

Every MOS is important to sustaining the readiness of SMCR units. We at Reserve Affairs (RA) manage manpower to maximize readiness. We want to educate the force on manpower requirements as well. Marines with high demand/ low density (HD/LD) MOSs improve readiness when they are in the right SMCR billets. While the Individual Mobilization Augmentee (IMA) billets are important, the readiness of SMCR units has priority. Reserve Affairs prioritizes readiness through MOS management decisions for those HD/LD MOSs. This means, we at RA scrutinize every reenlistment for MOS health and billet alignment. For example, if you are an E9 0699 we need you as a communications chief more than we need you in an 8014 billet. Readiness shortfalls in the 28XX community, CI HUMINT and Cyber fields have outsized impact, and we cannot afford to lose individuals with these skills to 8014 billets. We account for MOS for any request to remain in an IMA BIC beyond three years because of these readiness considerations.

The HD/LD MOSs do not only impact unit readiness they are the most likely to have promotion impacts because of small communities. Again, we make decision for reenlistments with the entire MOS population in mind. These small communities have promotion stagnation if there is no movement at the E8 or E9 levels. We base ECFC and reenlistment decisions on the promotion capacity in those communities. Additionally, we need senior Marines to attend the schools to achieve these MOSs. Our intent at RA is to make sure all qualified Marines promote at a pace on par with the active component.

RA does not have the personnel to monitor the health of every MOS. Each request that comes to our level looks at MOS health, promotion rates, readiness rates, and the individual Marine into account. CMT mentors are an invaluable resource because they can tap into the trends for specific MOSs, and better advise you on your reserve career.

Retention Incentives Up to \$30,000 for Reserve Officers: MARADMIN 102/25 by LtCol Christopher Esposito (CMT Officer Counselor)

The Marine Corps has announced new financial incentives to retain skilled officers within the Selected Marine Corps Reserve (SMCR). MARADMIN 102/25 details to key bonuses:

- Reserve Officer Retention Bonus (RORB):
 - 0302 (Infantry Officer): \$30,000
 - 7210 (Low Altitude Air Defense Officer): \$20,000
 - 0802 (Field Artillery Officer): \$20,000
 - Requires a three-year drilling commitment in an approved Billet Identification Code (BIC).
- Forward Air Controller (FAC)/Air Officer (AO) Retention Bonus:
 - \$20,000 for officers with AMOS 7502, serving in a corresponding SMCR BIC.
 - Requires a three-year commitment.

All eligible officers must not be under any other retention incentive. For full details and application procedures, refer to MARADMIN 102/25. POC call 703 432 9077 or email SMB_RAM.1@USMC.MIL

Marine Corps Reserve Policy Board (MCRPB) Corner

The Marine Corps Reserve Policy Board (MCRPB) plays a vital role in ensuring the Marine Corps Reserve remains a ready and relevant force. Established by Congress, the MCRPB provides recommendations directly to the Secretary of the Navy on matters impacting the Reserve Component.

The MCRPB's is currently engaged in some of the following submissions:

- Increase of IDT Reimbursement
 - Successfully worked in coordination with other service Policy Boards to increase to \$750.
- Increasing the length of time that a Marine can be in the IRR for the purpose of the Transfer of Educational Benefits
 - Currently under review with the Navy Reserve Policy and Defense Policy Board
- TS/ SCI Investigation obligation requirements for RC to attend formal school
RAP-2 has drafted policy update, pending review and publishing.
- Increased support to medical care during LOD situations
 - Continued discussions and research are ongoing to recommend potential changes.
- Changes to SMCR Medal
 - Recommended verbiage change to SECNAVINST has been submitted. Awaiting feedback.

Newly received issues pending research and formal assignment:

- Parity in Reserve Field Grade Officer Promotions
- Awarding Reserve Retirement Points for Travel Time
- Align Separation and Retirement Branch (MMSR-5) process for reduction in age for retirement pay with 10 U.S. Code 12731
- Parental Leave Policy for SMCR and IMA Marines
- IRR Service Member CAC Issuance
- Modification to the Armed Forces Reserve Medal (AFRM)

By advocating for policies that enhance readiness, strengthen support structures, and improve the overall reserve experience, the MCRPB plays a vital role in ensuring the Marine Corps Reserve remains a ready and capable force multiplier for the nation. If improving the reserves is a calling to you, keep an eye out for the upcoming Solicitation of Applications for the upcoming 2026-2028 MCRPB MARADMIN, which is typically released in the summer!

If you have any questions, please reach out to the MCRPB Outreach Members Maj Smauley at Christopher.smauley@usmc.mil or 1stSgt Lauersdorf at charles.lauersdorf@usmc.mil.

In the Spotlight: Marine Aircraft Group 49 (MAG-49)

Did you know that Marine Aircraft Group 49 (MAG-49) serves as a cornerstone of Marine Corps Reserve aviation, providing critical combat power, strategic flexibility, and operational reach? As a vital component of 4th Marine Aircraft Wing (4th MAW), MAG-49 is responsible for organizing, training, and equipping combat-ready squadrons that integrate seamlessly with the Active Component and Joint Force during war, national emergencies, and contingency operations.

With units spanning seven states and an operational footprint stretching from coast to coast, MAG-49 commands over 2,100 Marines and Sailors, seven squadrons, multiple site commands, and a diverse array of aircraft platforms. This includes:

- CH-53E Super Stallions – The Marine Corps’ workhorse for heavy-lift transport, capable of carrying up to 36,000 pounds of cargo and personnel over long distances.
- MV-22B Ospreys – The only tiltrotor aircraft in the world, combining the speed of a turboprop with the vertical takeoff capabilities of a helicopter, ideal for rapid assault support and special operations.
- UH-1Y Venoms and AH-1Z Vipers – The legendary “Skid” aircraft, providing close air support, reconnaissance, and escort capabilities essential for Marine Air-Ground Task Force (MAGTF) operations.
- UC-12 and UC-35 Operational Support Airlift (OSA) Aircraft – These small fixed-wing aircraft provide time-sensitive air transport of high-priority passengers and cargo between and within theaters of war in support of the Marine Air Ground Task Force (MAGTF) Commander.

Mission Versatility & Combat Readiness

MAG-49’s squadrons—such as HMLA-773, HMH-772, and MWSS-472—contribute to a wide range of aviation and ground support capabilities. Their missions include:

- ✓ Combat assault support – The tactical movement of Marines, weapons, and material by assault support aircraft to support the ground tactical plan.
- ✓ Close air support (CAS) – Air action against hostile targets that are in close proximity to friendly forces, requiring detailed integration of each air mission with the fire and movement of those forces.
- ✓ Logistics support – Provide essential aviation ground support to designated fixed-wing and rotary-wing components of an Aviation Combat element (ACE) and all supporting or attached elements of the Marine Air Group (MAG)



Operational Impact & Real-World Missions

MAG-49 Marines are no strangers to high-profile operations and training exercises. Whether executing aerial lift missions or integrating with Joint Force partners, MAG-49 remains at the forefront of combat readiness. Notable recent operations include:

- ◆ Exercise Arctic Storm – Testing extreme cold-weather aviation capabilities to ensure combat effectiveness in Arctic environments.
- ◆ Super Bowl COMREL (Community Relations) – Supporting major homeland defense events through rapid-response aviation missions and showcasing the capabilities of Marine Corps aviation assets to the general public.
- ◆ Stryker Lift & Joint Integration Missions – Partnering with Army and Air Force units to enhance inter-service operational efficiency.
- ◆ Exercise Jaded Thunder – Direct support of 6 Joint Special Operations Commands (JSOC) by providing escort, surface escort, CAS, and casualty evacuation (CASEVAC).
- ◆ In addition to these high-profile exercises, MWSS-472 completed a successful rotation to Naval Station Guantanamo Bay, providing critical sustainment and support to ongoing base operations. Meanwhile, MALS-49 integrated with MALS-24 during RIMPAC 2024, contributing to Fortified Warrior through swim qualifications, MCMAP instruction, PME at the Pearl Harbor National Memorial, and hands-on work center integration—strengthening Reserve-Active Component interoperability.
- ◆ Furthermore, MAG-49 Marines continue to support global ROTO (rotational) deployments, reinforcing Marine Corps operations worldwide and contributing to Total Force readiness.

Ready, Relevant, and Responsive

As the largest aviation command in Marine Forces Reserve, MAG-49 continues to shape the future of Marine Corps aviation by maintaining 24/7 combat readiness, leveraging cutting-edge aircraft, and preparing its Marines for the next fight. Their dedication, adaptability, and commitment to excellence ensure that whenever the nation calls, MAG-49 is ready to answer.



MARADMIN 108/25: Update on Reserve Officer Promotion Boards by Maj Clayton East (RAM-3 OIC)

Attention Marines: The promotion selection board dates for Active Reserve (AR) Majors to Colonels and Selected Marine Corps Reserve (SMCR) Colonels have shifted. Instead of convening in early September, the board will now convene on 5 August 2025.

While the board date has moved up, there are no changes to the Fitness Report (FitRep) submission timelines. Marines preparing for consideration should plan accordingly to meet all required deadlines.

For further details or any questions, refer to applicable MARADMINs or contact your career counselor.

Meet Your Counselor >>>>>

MSgt Joseph Orth

MSgt Orth graduated bootcamp from Parris Island, SC in December 2003. Upon completion of Marine Combat Training, MSgt Orth reported to the Navy and Marine Corps Intelligence Training Center, Dam Neck, VA for the Marine Air Ground Task Force (MAGTF), Intelligence Specialist entry course.

MSgt Orth spent his active-duty time with India Company, 3rd Battalion, 3rd Marines, 3rd Marine Regiment as the sole intelligence asset for the company. During his time with India Company, MSgt Orth completed numerous training exercises as well as deployments to both Afghanistan and Iraq.

In the summer of 2007, MSgt Orth re-enlisted and completed a PCS move to Dam Neck, VA where he assumed duties as an instructor for the Intelligence Specialist entry course where he finished his active-duty time.

In 2012 MSgt Orth transitioned to the Marine Corps Reserve spending time at Marine Corps Intelligence Schools, Marine Forces Command, and Intelligence Support Battalion. In 2024 MSgt Orth assumed the role of Career Counselor with the Career Management Team.

MSgt Orth is a graduate of both American Military University and Pennsylvania State University with intelligence degrees.

MSgt Orth resides with his family in Wilmington, NC where he works as the Vice President for a non-profit, Ainsley's Angels of America.



Updated Enlisted PME Requirements for SSgts & GySgts: What You Need to Know by GySgt Joseph Lang (MCU Enlisted Reserve Liaison)

On December 24, 2024, the Enlisted community saw a substantial shift to its professional military education (PME) requirements for SNCOs. The legacy Career and Advanced Schools have now been combined into the Staff Non-Commissioned Officer Leadership School (SLS). The creation of the SLS intends to reduce the amount of time a SSgt or GySgt is required to spend away from their unit, while still being provided the opportunity to develop high-quality leadership skills and growth.

Requirements Going Forward, Effective December 24, 2024

- A SSgt is only required to complete the MarineNet Career School Distance Education Program (DEP) EPME6000 to be PME complete in grade. While recommended, the SLS is not a requirement for promotion in this grade.
- A GySgt is required to complete the MarineNet Advanced School DEP EPME7000, and if not completed as a SSgt, must attend the SLS in order to be PME complete in grade.

...But what if you've completed one of the legacy resident/seminar schools?

- A SSgt that has completed the legacy Career School via the College of Enlisted Military Education (CEME) Staff Non-Commissioned Officer Academy (SNCOA) or the College of Distance Education and Training (CDET) Enlisted seminar programs, will be considered PME complete, and not be required to attend the SLS
- A GySgt that has completed the legacy Career School or Advanced School via the CEME SNCOA or the CDET Enlisted seminar programs will be considered complete with the resident/seminar requirement, and will only need to complete the MarineNet Advanced School DEP EPME7000, if not already done, to be PME complete in grade
- Reference MARADMIN 627/24, paragraphs 3.e and 3.f for official guidance pertaining to Marines that have completed the legacy schools

MARADMIN 630/24

- Contains revised and new requirements for Active Duty and Active Reserve Marines
- Marines may attend the 7-week SNCOA school or the 15-week CDET seminars to meet requirement

MARADMIN 631/24

- Contains revised and new requirements for SMCR, IMA and IRR Marines
- SMCR and IMA may attend 2-week SNCOA school or the 15-week CDET seminars to meet requirement
- IRR SSgts and GySgts are only required to complete EPME6000 and EPME7000, as applicable by grade. If an IRR SNCO wishes to attend, orders and routing will be handled by MCIRSA



For additional questions regarding Enlisted Reserve PME changes and requirements, contact the Marine Corps University Enlisted Reserve Liaison Officer, GySgt Joseph Lang, at joseph.lang@usmcu.edu.

Reserve Leadership Collective Symposium

April 26 & 27 2025, Denver, CO

The Reserve Leadership Collective (RLC) is proud to announce the second annual Marine Corps Reserve Officer Leadership Symposium, taking place at Buckley Space Force Base in Denver, Colorado on April 26-27, 2025. Building on the success of its inaugural year, this event offers a unique opportunity for Marine Reserve Officers of all ranks and experiences to connect, collaborate, and enhance their leadership skills.

What to Expect:

Knowledge Exchange: Engage with a diverse group of Reserve leaders and subject matter experts on topics directly relevant to success in the Marine Corps Reserve. Panels of experts and an open forum for discussion and debate are hallmarks of the event.

Collaboration Opportunities: Network with peers from across the country, every MSC, and across the career spectrum, fostering valuable connections and strengthening the Reserve force.

Strategic Planning: Participate in discussions and workshops focused on navigating the unique challenges and opportunities of Reserve service.

Attendance & Support:

Marine Forces Reserve (MFR) supports attendance in a full-duty status. This includes utilizing Appropriate Duty Points, Inactive Duty Training (IDT) periods, or active duty orders. Marines are encouraged to discuss attendance options and potential compensation with their chain of command.

Please ensure that you sign up via the QR code to ensure your spot is reserved.

This Symposium is not an official USMC event, thus the views presented are those of the speaker or author and do not necessarily represent the views of DOD, DON, USMC, M&RA, or MFR.

Link to the Reserve Leadership Collective Symposium Registration --->



<---Link to Reserve Leadership Collective Facebook Page

RESERVE LEADERSHIP COLLECTIVE SYMPOSIUM 2025 AGENDA

Saturday, April 26, 2025

0830	●	Introduction + Expectations
0900	●	Keynote Speaker (TBD)
1015	●	AI/Productivity Tools for Reservists
1130	●	BIC Mismatch Integration
● LUNCH (Provided) + MCA		
1245	●	Reserve Travel Tips & Tricks
1400	●	MIU Presentation
1430	●	Commanders Panel
1545	●	Guest Speaker (TBD)
1645	●	CMT Mentorship Sessions

Sunday, April 27, 2025

0700	●	CMT Mentorship Sessions
0800	●	Reserve Affairs/MFR Presentation
0900	●	Command Sponsorship Panel
1015	●	Promotions, Boards, & FITREPS
1145	●	Prior Service Recruiting
● LUNCH (Provided)		
1230	●	Marine For Life Brief
1300	●	Update Briefs (FHG 1300, MLG 1320)
1340	●	Update Briefs (Div-1340, MAW-1400)

Marine Corps Heritage: Stories from Our History

by Col Erich Wagner (Marine Corps Field History Branch)

Marine Corps History Division's Field History Branch appreciates this opportunity to spotlight our mission to "record, preserve, and disseminate the cumulative, operational, and institutional experience of the Marine Corps." The Field History Branch, an Individual Mobilization Augmentation Detachment (IMA Det), is composed of approximately 17 members of the Selected Marine Corps Reserve, who range from major to colonel and include senior staff non-commissioned officers.

As field historians we collect primary source material for the Archives/History Division that will live in perpetuity in our Archives or in the National Archives. We can also collect artifacts, which would be given to the museum. The material will be studied by future students, used to write official histories, or used by public authors and researchers. For example, in January of this year, accomplished historian Mark Bowden shared the value of such oral histories as he constructed the narrative around the Battle for Hue City in his 2017 award winning *Hue 1968: A Turning Point of the American War in Vietnam*.

Current Marine Corps History Collection Highlights

Since 2022, Marine Corps History Division's (HD) Field History Branch has been collecting interviews and artifacts which tell the story of Force Design (FD). During this line of effort, the Branch's oral historians chronicled the evolution of this force transformation through interviews with thought leaders, Headquarters, Marine Corps personnel in the National Capital Region, as well as I Marine Expeditionary Force (I MEF). Due to the tyranny of distance and the availability of travel funding, these historians lacked a thorough perspective from III Marine Expeditionary Force (III MEF) in its role as the Stand-In Force (SIF) in the First Island Chain (FIC).

This gap was rectified at the start of 2025, when two historians deployed to Okinawa, Japan, to talk directly with actual boots on the ground! Twenty-six interviews were conducted discussing how III MEF, the SIF in the FIC, is implementing FD in the vast Pacific area of operations, ready to transition to crises then conflict if needed. These first-person interviews captured augmented the vast FD Collection already obtained and will prove invaluable to future historians, authors, teachers, or students attempting to understand the decisions and planning processes that such a mission entails.

This Quarter's "Little Known" Corps Historical Fact

As every school child knows, our beloved Corps was established on November 10, 1775, to augment naval forces in the Revolutionary War by Capt. Samuel Nicholas in the Tun Tavern on Water Street in Philadelphia.

After the revolution, however, the Corps was abolished at the close of the Revolutionary War for reasons of economy. On July 11, 1798, Congress ordered the creation of the Corps, named it the United States Marine Corps and directed that it be available for service under the Secretary of the Navy.

Lesser known, however, is that The Corps celebrated its birthday, or Marine Corps Day, on July 11 from 1799 until 1921, when the date was permanently changed to November 10 to commemorate the establishment of the Corps to aid in the Revolutionary War.

CMT Center Desk POC

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Website: <https://www.manpower.marines.mil/Manpower-Management/Reserve-Affairs-Division/Career-Management-Team-CMT/>