

## **ACTIVE DUTY CAREER RETENTION AND PERMANENT LIMITED DUTY (PLD) POLICY FOR COMBAT WOUNDED MARINES**

Date Signed: 5/17/2006

MARADMIN Active Number: 228/06

R 170730Z MAY 06

FM CMC WASHINGTON DC(UC)

TO AL MARADMIN(UC)

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MARADMIN 228/06

MSGID/GENADMIN/CMC WASHINGTON DC MRA MM//

SUBJ/ACTIVE DUTY CAREER RETENTION AND PERMANENT LIMITED DUTY

/(PLD) POLICY FOR COMBAT WOUNDED MARINES//

REF/A/MSGID:DOC/CMC MMEA-6/YMD:20040623//

REF/B/MSGID:DOC/CMC MMSR/YMD:20000410//

REF/C/MSGID:DOC/CMC C49/YMD:20040427//

REF/D/MSGID:MSG/CMC WASHINGTON DC/210021ZOCT2005//

REF/E/MSGID:DOC/SECNAV/YMD:20020430//

REF/F/MSGID:MSG/CMC WASHINGTON DC/142200ZJUN2005//

NARR/REF A IS MCO P1040.31J, ENLISTED CAREER PLANNING AND RETENTION

MANUAL. REF B IS MCO P1900.16F, MARINE CORPS SEPARATION AND

RETIREMENT MANUAL. REF C IS MCO P1200.15, MOS MANUAL. REF D IS

MARADMIN 488/05, CHANGES TO THE LIGHT DUTY AND LIMITED DUTY PROCESS.

REF E IS SECNAVINST 1850.4E, DEPARTMENT OF THE NAVY DISABILITY

EVALUATION MANUAL. REF F IS MARADMIN 262/05, CMC GUIDANCE ON

INJURED MARINES.//

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GENTEXT/REMARKS/1. SITUATION. THE MARINE CORPS CONTINUES ITS PROUD

TRADITION OF CARING FOR ITS FALLEN AND COMBAT INJURED MARINES

PARTICIPATING IN THE GLOBAL WAR ON TERRORISM (GWOT). MANY HAVE

INCURRED SIGNIFICANT COMBAT INJURIES THAT RESTRICT THEM FROM

CONTINUING THEIR MARINE CORPS SERVICE UNDER CURRENT HQMC RETENTION

POLICIES. HQMC PROUDLY SALUTES OUR COMBAT INJURED MARINES'

SACRIFICES AND ACKNOWLEDGES THE VALUE OF RETAINING THEIR LEADERSHIP

SKILLS SHARPENED THROUGH COMBAT EXPERIENCE WHICH CAN BE CAPITALIZED

UPON IN MENTORING OUR JUNIOR WARRIORS WHEN PRACTICAL, DESPITE THEIR

MEDICAL RESTRICTIONS. BECAUSE OF OUR MAGNIFICENT MEDICAL CARE, MANY

MARINES CAN NOW PURSUE RETENTION AND REMAIN ON ACTIVE DUTY GIVEN THE

GUIDANCE ESTABLISHED IN THIS MARADMIN. AS SUCH, COMMANDERS MAY HAVE

MARINES WHO WANT TO REMAIN ON ACTIVE DUTY AND CONTRIBUTE TO THE

MARINE CORPS' MISSION BUT REQUIRE CLARIFICATION AND GUIDANCE THROUGH

THE RETENTION PROCESS. ACCORDINGLY, THIS MARADMIN ESTABLISHES

RETENTION POLICY AND PROVIDES ADMINISTRATIVE GUIDANCE TO COMMANDERS

AND THEIR ACTIVE DUTY MARINES CONCERNING THE RETENTION ON ACTIVE DUTY OF MARINES WOUNDED IN COMBAT IN SUPPORT OF THE GLOBAL WAR ON TERRORISM.

2. MISSION. CMC DIRECTS THE ESTABLISHMENT OF RETENTION PROCESSES FOR SEVERELY INJURED, COMBAT WOUNDED MARINES FOR PERIODS OF PERMANENT LIMITED DUTY (PLD) AND REENLISTMENT OPPORTUNITIES FOR THOSE WHO DESIRE TO CONTINUE TO SERVE IN THE MARINE CORPS. THE POLICY IN THIS MARADMIN IS RESTRICTED TO MARINES WHO HAVE RECEIVED COMBAT INJURIES SINCE THE ON-SET OF THE GWOT AFTER 11 SEPTEMBER 2001 AND WHOSE INJURIES WERE NOT A RESULT OF THEIR OWN MISCONDUCT.

### 3. EXECUTION

#### 3.A. COMMANDER'S INTENT AND CONCEPT OF OPERATIONS

3.A.(1) COMMANDER'S INTENT. PURPOSE: ESTABLISH AND PROVIDE POLICY GUIDELINES FOR RETENTION AND PLD STATUS BEYOND CURRENT END OF ACTIVE SERVICE (EAS) FOR ACTIVE COMPONENT MARINES AND RESERVE END OF CURRENT CONTRACT (RECC) FOR RESERVE COMPONENT MARINES. CMC'S INTENT IS TO PROVIDE ASSURANCES TO THOSE MARINES GOING INTO "HARM'S WAY" THAT THE MARINE CORPS WILL BE THERE TO SUPPORT THEM AS THEY FACE UNCERTAIN RISKS REGARDLESS OF THE OUTCOME TO THEM PHYSICALLY AS A RESULT OF DIRECT OR INDIRECT ENEMY ACTIONS-THIS WILL ALLOW MARINES TO FULLY FOCUS ON THEIR COMBAT MISSIONS WITHOUT DISTRACTIONS. THIS GUIDANCE WILL APPLY ONLY TO THOSE COMBAT WOUNDED MARINES WHOSE INJURIES WERE THE RESULT OF HOSTILE ACTION, MEET THE CRITERIA FOR AWARDED THE PURPLE HEART, AND WHOSE INJURIES WERE NOT THE RESULT OF THEIR OWN MISCONDUCT. COMBAT INJURED MARINES BEING RETAINED MUST BE CAPABLE OF PERFORMING IN A MILITARY OCCUPATIONAL SPECIALITY (MOS) AND EFFECTIVELY CONTRIBUTE TO THE MARINE CORPS MISSION. PASSING ALL OR PART OF THE PHYSICAL FITNESS TEST (PFT) AND/OR BEING WORLDWIDE DEPLOYABLE ARE NOT PREREQUISITES FOR RETENTION IN THIS STATUS. RETENTION UNDER THIS POLICY MAY ADVERSELY AFFECT VETERANS ADMINISTRATION (VA) BENEFITS AND ENTITLEMENTS ASSOCIATED WITH MEDICAL SEPARATION AS A RESULT OF COMBAT INJURY. MARINES RETAINED UNDER THIS POLICY ARE ATTEMPTING TO SHOW FITNESS FOR DUTY BY REQUESTING RETENTION. MARINES RETAINED UNDER THIS POLICY FOR A YEAR OR LONGER WILL RECEIVE RE-EVALUATION UPON FINAL SEPARATION, AND ARE SUBJECT TO A POTENTIALLY LESSER SUBSEQUENT DISABILITY RATING AS DETERMINED THROUGH THE DISABILITY EVALUATION SYSTEM AND VA. IT IS IMPERATIVE THAT MARINES SEEKING RETENTION UNDER THIS POLICY ARE FULLY COUNSELED ON THE IMPLICATIONS OF THEIR DECISION AND A SUBSEQUENT PAGE 11 ENTRY ANNOTATING SUCH WILL BE MADE IN THE MARINES' SERVICE RECORD BOOK (SRB)/OFFICER'S QUALIFICATION RECORD (OQR). THIS POLICY IS NOT INTENDED AS A SUBSTITUTE FOR INDIVIDUALS THAT MAY BE BETTER SERVED BY BEING EITHER MEDICALLY RETIRED OR SEPARATED AND WHO MIGHT BETTER AVAIL THEMSELVES OF VA SERVICES/ENTITLEMENTS. METHOD: HQMC (M&RA) WILL CONVENE AN ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD, AS REQUIRED,

TO EVALUATE AND RECOMMEND TO THE CMC THE RETENTION SUITABILITY OF EACH INDIVIDUAL MARINE'S REQUEST FOR CONTINUED SERVICE IN THE MARINE CORPS AND THEIR ABILITY TO FULFILL DUTIES IN A SUITABLE MOS WITHIN THEIR ORIGINAL COMPONENT. ENDSTATE: FAIR AND EQUITABLE RETENTION AND FUTURE ASSIGNMENT CONSIDERATION OF OUR COMBAT WOUNDED MARINES WHO ARE APPROVED BY HQMC FOR FURTHER SERVICE PER THE GUIDANCE CONTAINED IN THIS MARADMIN.

### 3.A.(2) CONCEPT OF OPERATIONS

3.A.(2)(A) OFFICER RETENTION. QUESTIONS AND SUBMISSION REQUESTS FOR OFFICER CASES WILL BE DIRECTED TO HQMC (MMA-3). REQUESTS FOR RESERVE OFFICERS WILL BE COORDINATED BY HQMC (RA-CMT).

3.A.(2)(B) ENLISTED RETENTION PROCESS. COMBAT INJURED MARINES MAY BE ASSIGNED UP TO TWO PERIODS OF LIMITED DUTY IN ORDER TO COMPLETE INITIAL MEDICAL EVALUATIONS, SURGERIES, AND REHABILITATION AS REQUIRED. A PHYSICAL EVALUATION BOARD (PEB) WILL THEN CONVENE IN ORDER TO DETERMINE IF AN INDIVIDUAL MARINE IS "FIT FOR CONTINUED NAVAL SERVICE" OR NOT. MARINES FOUND "FIT" FOR CONTINUED NAVAL SERVICE ARE REENLISTMENT ELIGIBLE PER STANDING REENLISTMENT CRITERIA CONTAINED IN REF (A). MARINES FOUND "UNFIT" FOR CONTINUED NAVAL SERVICE MAY APPLY FOR PERMANENT LIMITED DUTY (PLD) AND REENLISTMENT UNDER THE "COMBAT WOUNDED" STEPS LISTED BELOW:

3.A.(2)(C) CONSIDER ALL AVAILABLE OPTIONS. VETERANS AFFAIRS PERSONNEL WILL PROVIDE COMBAT WOUNDED MARINES WITH INFORMATION ON ENTITLEMENTS AND BENEFITS SPECIFIC TO THEIR PERSONAL CASE AND CONDITIONS. BENEFITS AND ENTITLEMENTS SHOULD BE DETERMINED DURING THE SEPARATION PROCESS PHASE, HOWEVER, FINAL DETERMINATION OF BENEFITS IS NOT COMPLETED UNTIL THE VETERANS ADMINISTRATION HAS RECEIPT OF THE MARINES' DD 214 AND HAS REVIEWED ALL MEDICAL RECORDS. MARINES TRANSITIONING THROUGH THE DISABILITY EVALUATION SYSTEM ARE PROVIDED DISABILITY TRANSITION ASSISTANCE PROGRAM(DTAP). THE BENEFITS AVAILABLE FROM THE DEPARTMENT OF VETERANS AFFAIRS MAY PROVIDE A BETTER QUALITY OF LIFE AND FINANCIAL ADVANTAGE OVER THAT OF ACTIVE DUTY SERVICE. MARINE-FOR-LIFE (M4L) WILL ACT AS THE PRIMARY CONDUIT AND ASSIST COMBAT WOUNDED MARINES WITH EITHER TRANSITION TO THE CIVILIAN WORK FORCE OR TOWARDS RETENTION AS REQUIRED AND ADDRESSED IN MARADMIN 262/05.

3.A.(2)(D) COMBAT WOUNDED MARINES MAY REQUEST TO REMAIN IN AN INITIAL PERIOD OF PLD UNTIL THEIR CURRENT EAS. SUBMIT REQUESTS TO HQMC (MMSR-4) PER REF (B).

3.A.(2)(E) COMBAT WOUNDED MARINES DESIRING TO EXTEND OR REENLIST BEYOND THE INITIALLY APPROVED PLD PERIOD MAY SUBMIT FOR RETENTION IN PLD STATUS TO HQMC (MMEA-6)FOR ACTIVE DUTY MARINES OR HQMC (RA-CMT) FOR RESERVE MARINES, VIA THE TOTAL FORCE RETENTION SYSTEM (TFRS)/AUTOMATED CAREER RETENTION SYSTEM (ACRS). CAREER RETENTION SPECIALISTS (CRS') WILL ASSIST MARINES IN THEIR SUBMISSIONS.

3.A.(3) CAREER RETENTION SPECIALISTS (CRS) WILL ENSURE THE

FOLLOWING INFORMATION IS INCLUDED IN RELM SUBMISSIONS:

3.A.(3)(A) COMPLETE MEDICAL EVALUATION BOARD (MEB) AND PHYSICAL EVALUATION BOARD (PEB) RESULTS AND ANY UPDATES TO MEDICAL CONDITION NOT OTHERWISE DOCUMENTED.

3.A.(3)(B) A LETTER FROM THE MARINE TO CMC INDICATING REASON FOR THEIR DESIRE FOR RETENTION (COMPLETE CURRENT ENLISTMENT OR CAREER INTENTIONS); THREE LATERAL MOVE CHOICES PER REF (C), IF APPLICABLE; THREE GEOGRAPHIC PREFERENCES; AND WILLINGNESS TO ACCEPT A LATERAL MOVE AND GEOGRAPHIC ASSIGNMENT IF DETERMINED NECESSARY THROUGH HQMC BOARD ACTION (GEOGRAPHIC ASSIGNMENTS WILL BE RESTRICTED TO THOSE BASES AND STATIONS THAT HAVE PROPER MEDICAL FACILITIES REQUIRED FOR A COMBAT WOUNDED MARINES' INJURIES).

3.A.(3)(C) COMMANDING OFFICER AND COMMANDING GENERAL'S ENDORSEMENT (FIRST GENERAL OFFICER IN THE CHAIN OF COMMAND).

3.A.(3)(D) FIRST-TERM MARINES MAY SUBMIT FOR REENLISTMENT DURING THE FISCAL YEAR (FY) OF THEIR EAS OR UPON EXPIRATION OF THEIR INITIAL PLD PERIOD. CAREER MARINES MAY SUBMIT 12 MONTHS PRIOR TO THEIR EAS OR UPON EXPIRATION OF THEIR INITIAL PLD PERIOD.

3.A.(3)(E) AS REQUIRED, A COMBAT WOUNDED/PLD RETENTION BOARD WILL CONVENE AND MAKE RECOMMENDATIONS TO THE CMC FOR FINAL APPROVAL OR DISAPPROVAL OF EACH REQUEST. NOTIFICATION OF APPROVAL/DISAPPROVAL WILL OCCUR VIA TFRS/ACRS AUTHORITY RETURNED TO THE COMMAND.

3.A.(3)(F) IF APPROVED, THE COMBAT WOUNDED MARINE WILL SIGN AND ACKNOWLEDGE THE "ASSIGNMENT TO PLD" LETTER BY DC, M&RA WHICH STIPULATES THE CONDITIONS OF THE RETENTION PERIOD. COPIES OF THE "ASSIGNMENT TO PLD" LETTER WILL BE FAXED OR SCANNED AND SENT BACK TO HQMC (MMEA-6) FOR ARCHIVING PURPOSES. UNIT ADMINISTRATIVE CENTERS WILL ENSURE A COPY IS FILED IN THE MARINE'S SERVICE RECORD BOOK (SRB) ON THE LEFT SIDE. HQMC (MMEA-6/RA-CMT) WILL PROVIDE A COPY TO MMSB FOR FILING IN THE MARINE'S OMPF; COMBAT WOUNDED MARINES RETAINED UNDER THIS AUTHORITY NEED TO ENSURE THEIR OMPF IS UP TO DATE WITH THIS INFORMATION.

3.A.(3)(G) COMBAT WOUNDED MARINES APPROVED FOR RETENTION UNDER THIS POLICY WILL REENLIST FOR 48 MOS AND MAY SUBMIT FOR SUBSEQUENT REENLISTMENT THEREAFTER WITHOUT A REQUIREMENT FOR AN ADDITIONAL RETENTION BOARD UNLESS A CHANGE TO MEDICAL STATUS WARRANTS IT. IF NECESSARY, LATERAL MOVE TO A SUITABLE MOS WILL BE DETERMINED BY THE PLD BOARD.

3.A.(3)(H) ASSIGNMENTS OF COMBAT WOUNDED MARINES WILL BE LIMITED TO BASES AND STATIONS THAT HAVE SUITABLE MEDICAL FACILITIES CAPABLE OF PROVIDING THE REQUIRED ADDITIONAL OR FOLLOW-UP MEDICAL CARE. RESERVE COMPONENT PARTICIPATION OPTIONS/BILLETS WILL BE RECOMMENDED UPON BOARD/INDIVIDUAL CASE REVIEW.

3.A.(3)(I) COMBAT INJURED MARINES WILL ONLY BE APPROVED FOR PLD IN THEIR ORIGINAL COMPONENT.

3.A.(3)(J) ALL OTHER POLICIES PERTAINING TO ENLISTED MARINES (E.G., ENLISTED CAREER FORCE CONTROLS) WILL APPLY TO COMBAT WOUNDED MARINE CASES.

### 3.B. TASKS

3.B.(1) DIRECTOR, PERSONNEL MANAGEMENT DIVISION (MM)

3.B.(1)(A) AS REQUIRED, CONVENE ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD AND PROVIDE RETENTION RECOMMENDATION VIA DC, M&RA FOR ENDORSEMENT AND APPROVAL BY CMC.

3.B.(1)(B) PREPARE AN "ASSIGNMENT TO PLD LETTER" TO BE SIGNED BY DC, M&RA AND THE MARINE THAT ISSUES GUIDANCE TO THE FITNESS REPORT REPORTING OFFICIALS AND SELECTION BOARDS ON EVALUATION OF PERFORMANCE AND COMPETITIVENESS FOR PROMOTION OF MARINES RETAINED IN A COMBAT WOUNDED PLD STATUS.

3.B.(1)(C) ENSURE THAT PEB LIAISON OFFICERS (PEBLO'S) ASSIGNED TO COMBAT WOUNDED MARINES ARE INSTRUCTED ON THIS POLICY.

3.B.(1)(D) ENSURE PROPER FILING OF THE "ASSIGNMENT TO PLD" LETTER OCCURS IN THE OFFICIAL MILITARY PERSONNEL FILE (OMPF) AS WELL AS, IDENTIFYING IN MCTFS COMBAT WOUNDED MARINES' STATUS.

3.B.(2) DIRECTOR, MANPOWER PLANS AND POLICIES (MP). PROVIDE REPRESENTATIVES AS REQUIRED FOR EACH ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD IN ORDER TO MAKE RECOMMENDATIONS CONCERNING THE SUITABILITY OF MOS' FOR LATERAL MOVE.

3.B.(3) DIRECTOR, RESERVE AFFAIRS

3.B.(3)(A) PROVIDE REPRESENTATIVES AS REQUIRED FOR EACH OFFICER/ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD IN ORDER TO MAKE RECOMMENDATIONS CONCERNING THE SUITABILITY OF MOS' FOR LATERAL MOVE, GEOGRAPHIC OPPORTUNITIES, OR BILLET ASSIGNMENT OPTIONS FOR MEMBERS OF THE RESERVE COMPONENT.

3.B.(3)(B) PROVIDE M4L REPRESENTATIVES FOR EACH OFFICER/ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD IN ORDER TO PROVIDE INJURED PROCESSES, INSIGHT/BACKGROUND, AND CASE REPRESENTATION FOR THE INJURED DURING BOARD PROCEEDINGS.

3.B.(4) DIRECTOR, MANPOWER INFORMATION (MI). DISSEMINATE PROPER ADMINISTRATIVE INSTRUCTIONS TO SUBORDINATE MSC ON FILING "ASSIGNMENT TO PLD" LETTERS IN THE SERVICE RECORD BOOK (SRB) AND OFFICER QUALIFICATION RECORD (OQR).

3.B.(5) DIRECTOR, PERSONAL AND FAMILY READINESS DIVISION (MR). PROVIDE APPROPRIATE TRANSITION ASSISTANCE MANAGEMENT PROGRAM SERVICES TO COMBAT WOUNDED MARINES AND FACILITATE THEIR SCHEDULING AND COMPLETION OF VETERANS ADMINISTRATION DTAP SERVICES TO ENSURE PROVISION OF DISABILITY BENEFITS AND ENTITLEMENTS INFORMATION.

3.B.(6) DIRECTOR, HEALTH SERVICES (HS). PROVIDE APPROPRIATE MEDICAL REPRESENTATIVES FOR EACH OFFICER/ENLISTED COMBAT WOUNDED RETENTION/PLD SELECTION BOARD IN ORDER TO INTERPRET MEDICAL RECORDS AND PROVIDE INSIGHT INTO MEDICAL RESTRICTIONS AND/OR REQUIREMENTS FOR EACH INDIVIDUAL CASE.

3.B.(7) MAJOR SUBORDINATE COMMANDS. ASSIST COMBAT WOUNDED MARINES ASSIGNED TO YOUR COMMAND WHO DESIRE TO SUBMIT RETENTION ON ACTIVE DUTY PER THE GUIDANCE OUTLINED IN THIS MARADMIN.

### 3.C. COORDINATING INSTRUCTIONS

3.C.(1) COMBAT WOUNDED MARINE ELIGIBILITY. APPROVED MARINES WILL BE ASSIGNED A DRAW CASE CODE (DCC) OF "CW" (COMBAT WOUNDED) WHICH DESIGNATES THEIR ASSIGNMENT TO PLD.

### 3.C.(2) MAXIMUM LENGTH OF EXPANDED PLD PERIOD

3.C.(2)(A) OFFICER. APPROVED FOR INCREMENTAL PERIODS LINKED TO PROMOTION COMPETITIVENESS; MAXIMUM SERVICE TO 30 YRS IS ALLOWABLE PROVIDED THAT THE MARINE MEETS PROMOTION AND DOPMA/ROPMA CRITERIA THAT ARE APPLICABLE TO ALL OFFICERS BY LAW.

3.C.(2)(B) ENLISTED. APPROVED FOR INCREMENTAL PERIODS LINKED TO 48-MONTH REENLISTMENTS. INCREMENTAL PERIODS OF SERVICE WILL BE LIMITED TO 36-MONTH REENLISTMENTS FOR THOSE SERVING BEYOND 20 YEARS. MAXIMUM SERVICE TO 30 YRS IS ALLOWABLE PROVIDED THAT THE MARINE MEETS PROMOTION AND ENLISTED CAREER FORCE CONTROLS (ECFC'S) CRITERIA AND DEMONSTRATES THE HIGH STANDARDS OF LEADERSHIP, PROFESSIONAL COMPETENCE, AND PERSONAL BEHAVIOR REQUIRED TO MAINTAIN THE PRESTIGE AND QUALITY STANDARDS OF THE UNITED STATES MARINE CORPS WHICH IS APPLICABLE TO ALL ENLISTED MARINES.

### 4. ADMINISTRATION AND LOGISTICS

4.A. HQMC (MMSR) WILL PREPARE AN "ASSIGNMENT TO PLD" LETTER FOR EXPANDED PLD PERIODS; LETTER OF ASSIGNMENT WILL BE SIGNED BY DC, M&RA UPON APPROVAL BY CMC.

4.B. COMBAT WOUNDED MARINES APPROVED FOR THIS STATUS WILL ACCEPT ALL PROVISIONS AS OUTLINED IN THE "ASSIGNMENT TO PLD" LETTER, OR, THEY WILL BE ALLOWED TO MEDICALLY SEPARATE WITH THE DISABILITY RATING AND ASSOCIATED VA BENEFITS AS ORIGINALLY DETERMINED BY THE PEB. A COPY OF THE "ASSIGNMENT TO PLD LETTER" WILL BE PLACED ON THE LEFT SIDE OF IN THE SRB/OQR AND IN THE MARINE'S OMPF.

5. COMMAND AND SIGNAL. PRIMARY POC'S IN THIS MATTER ARE: MAJ TREVOR HALL (MMEA-6), LTCOL EMILY ELDER (MMOA-3), LTCOL JOHN SHAFER (M4L), AND LTCOL REIDAR LARSEN (RA-CMT) AS IDENTIFIED ABOVE.//