



U.S. MARINE CORPS FORCES COMMAND MARFORCOM Total Force Integration Policy

The Marine Corps Total Force Concept is based on a foundational enterprise-level belief that positive operational results come from the combination of Active and Reserve Component Marines, Sailors and Marine Civilians working together toward a common goal. In a future that promises both a challenging resource environment and a growing need for trained and ready forces, it is essential that the Reserve Component augment and reinforce the Active component as fully and completely as possible.

Here at Marine Corps Forces Command (MARFORCOM), our Reserve Component is represented by a robust contingent of Individual Mobilization Augmentees (IMA). These Reserve Marines have historically supported MARFORCOM through staff counterpart integration, exercise support and mobilization in support of contingency operations. I want to make clear my approach to our Total Force.

Three principles will form the foundation for MARFORCOM Total Force Integration:

1. Command involvement. The recruitment, accession and integration of Marine Reservists are a leadership responsibility at all levels of the command. Leaders at all levels will take responsibility for the development and integration of Reserve Marines as counterparts and subordinates within their sections as I will from the Command Deck.
2. Counterpart Development. Every Reserve Marine will have an Active Component counterpart. The foundation of the Active/Reserve partnership is in the investment made by the Active Component Marine in the development and training of their counterpart Reserve Marine. This ensures that Reserve Marine's readiness to support our command's ability to meet potential increased operational tempo with the least disruption to operations.
3. Balanced Employment. Our decisions regarding Reserve employment must be predicated on this Command's overall mission and the development of a balanced capability. In particular, this requires that we closely examine the ratio of Active to Reserve in exercise support as well as individual augment requirements in support of contingencies. Leaders must ensure that these opportunities are exploited by both Reserve and Active Marines in a balanced manner.

Our Reserve Marines bring a wide array of backgrounds and expertise, both civilian and military, to bear for the Command. I have made it my responsibility - and yours - to make the most of the Total Force at MARFORCOM. With leaders and Marines at all levels participating in this partnership, we will. Semper Fidelis!

ROBERT B. NELLER
LIEUTENANT GENERAL

Commander, U.S. Marine Corps Forces Command