



## UNITED STATES MARINE CORPS FORCES COMMAND TOTAL FORCE INTEGRATION POLICY STATEMENT

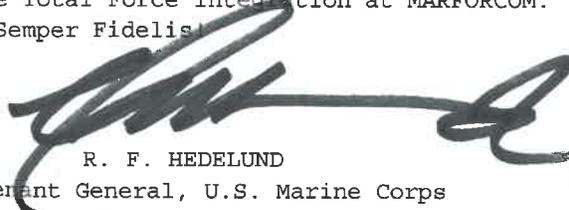
The Marine Corps Total Force Concept is based on the fact that true institutional readiness comes from the combination of Active and Reserve Component Marines, and Sailors being trained and ready, and working together toward a common goal. In a future that promises both a challenging resource environment and a growing need for trained and ready forces, it is essential that the Reserve Component is ready to seamlessly augment and reinforce the Active Component. The responsibility for maintaining this readiness is shared by both the Active and Reserve Components.

In U.S. 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 Reservist are a leadership responsibility at all levels of the command. Leaders will take responsibility for the development and integration of Reserve Marines as counterparts and subordinates within their sections. I will lead this effort on 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 the Reserve Marine's readiness to support our command's 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 we closely examine the ratio of Active to Reserve Marines in exercise support, as well as individual augment requirements in support of contingencies. Leaders must ensure these opportunities are exploited (in a balanced manner) by both Reserve and Active Marines.

Our Reserve Marines bring to bear a wide array of backgrounds, experience and expertise, both civilian and military, to the Command. It is my responsibility - and yours - to make the most of the Total Force Integration at MARFORCOM. Together, active and reserve, we remain Semper Fidelis.



R. F. HEDELUND

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