

ISSUE 7

JUL 2021

THE PRIMER

NAVY EOD QUARTERLY

FAREWELL CDRE HAYES

GUIDANCE

- Arctic Blueprint
- Tech Bridge

CLIPS

- STRIKE Takes Aim at Force Resiliency



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Cover Photo: Navy Diver 1st Class Jason Myers, assigned to Mobile Diving and Salvage Unit (MDSU) Two, supervises diving operations during an ice diving drill at Camp Ripley in Little Falls, Minn. The drill, overseen by MDSU Two training department, is part of an annual ice dive training, showcasing Navy divers capabilities to build a more capable arctic naval force. Photo by Chief Mass Communication Specialist Jeff Atherton.

Contents Photo: Explosive Ordnance Disposal Technician 2nd Class Trenton Kotlarz, deployed with Expeditionary Mine Countermeasures Company 1-1, approaches a training-mine during Mine Warfare Exercise (MINEX) 1JA 2021. Photo by Mass Communication Specialist 2nd Class Nick Bauer.



A MESSAGE FROM THE COMMODORES

EODGRU 2 held its change of command on April 1st where CAPT Charles Eckhart relieved CAPT Rick Hayes after serving as EODGRU2's commodore for the past two years. Under his guidance, he not only successfully manned, trained, and equipped Navy EOD units, but took care of the warfighter. CAPT Hayes was passionate bringing the STRIKE program to fruition. "STRIKE is not just a wellness program," as CAPT Hayes said, "[it's] a leadership process that provides essential tools for our warfighters to take care of themselves and look out for each other on and off the battlefield." CAPT Hayes, thank you for your contribution and best of luck in retirement after 30 years of selfless service to the Navy and EOD community.

The past few months have not only seen leadership change, but new missions and challenges for Navy EOD and Divers to successfully accomplish. MDSU 2, EODMU 1 and EODESU 1 accomplished these new missions by providing support at state-run, federally supported community COVID-19 vaccination centers (CVC) in Queens, New York, and St. Louis, MO. These centers were capable of providing 3,000 vaccines a day. As MCPON Russell Smith, who visited the center in New York, said, "What you guys are doing to help build confidence and trust in the community, pays dividends... I can't thank you enough for what you're doing." Thank you to everyone who is supporting the #SinkCOVID campaign, whether you are serving at a CVC or volunteered to get the vaccination.

Finally, our mission to "eliminate explosive threats so the Fleet and Nation can fight and win - whenever, wherever and however it chooses" is more important than ever. The recent release of DoN's Arctic Blueprint and Unmanned Campaign Framework focuses on the Navy's role within Great Power Competition. It is vitally important we imagine our role in building a more capable Arctic Naval Force and creating a capability-centric and sustainable approach for unmanned contributions. It is critical we assist the NECF to **clear** explosive hazards to provide access to denied areas; **secure** the undersea domain for complete freedom of maneuver; **build** and foster relationships with a constellation of capable and trusted partners; and **protect** the homeland and American way of life.

CAPT Ken "K9" Kleinschnittger
Commander, EOD Group 1

CAPT Chuck Eckhart
Commander, EOD Group 2

EXECUTIVE STEERING COMMITTEE SUMMARY

Navy EOD,

I recently convened an EOD Executive Steering Committee (ESC) meeting. The ESC is an annual meeting where EOD community leaders come together to discuss ongoing challenges and shape the way ahead. There are other routine working groups throughout the year, but this is the largest of those meetings. The 2030 Strategic Plan and the cross-functional teams that are beginning to execute that plan grew from previous ESC meetings.

The majority of this year's meeting was **focused on ways we can better align our force to meet National Defense Strategy/Great Power Competition (GPC) priorities and get after the 2030 Strategic Plan**. The ESC addressed a number of topics. Most importantly in the Force Design and Development lane, specifically:

- Culture
- Recruiting and retention
- Current deployed commitments
- Types of units of action
- Force laydown

All of these were **examined to see if they are moving us in the right direction or holding us back. These are the topics I believe we can get after in short order to create the effects we need for GPC**.

The first matter we discussed was our **culture**. As we look at ourselves post-GWOT, people often gravitate to the pre-9/11 culture as where we need to get back to. That's not the right answer. A lot of the pre-9/11 focus was "work hard play hard", but not combat minded. Much of it was theoretical and based on a peacetime/permissive environment. We cannot backslide and forget the lessons we learned in combat.

EOD must also be careful to avoid crossing the point where we put operational competence over everything else. **Operational competence is important, but it is not the only thing that defines us**. I need the Mess to own this every day - blending our warrior culture and technical mastery. The combat vets among our ranks are dwindling and our young folks are counting on us to leverage their combat experience so the community is better in the future. Our leadership continuum and our Develop the Force cross functional team are moving out on ways to get after this. For example, integrating professional coaching into portions of the leadership continuum and improving exposure to elements of our profession that we shifted focus from during the GWOT and we believe are relevant now. **For the leaders today, our success or failure in preparing will be measured in lives later**.

I know we are facing recruiting challenges and may face retention challenges. For recruiting, we are seeing a decline in the number of recruits who make it through our pipeline. I directed EOD assign an officer to Navy Recruiting Command to target and improve our recruiting. For retention, I know some of you joined or stayed in for the GWOT and are struggling with the shift to supporting GPC or NECC missions. We might not be shooting people in the face, but good work is still out there. I understand the challenge we're facing and I've asked your senior leaders to seek meaningful employment for you in our GPC environment.

I've asked the team to work to **reduce or eliminate deployed commitments that are not moving us forward as a force**.

I believe meaningful work is one of the best things for retention and I've asked them to align your ingenuity and spirit in the right direction and look at employing the force more broadly, for purpose. I've directed the team to say "no" to things that don't align with our strategic plan and GPC. **It will be an uphill fight, but it is one worth fighting**.

I also tasked the ESC to provide me some analysis on consolidating our types and units of action. After an initial analysis, **I've tasked the team to come back to me with data on a force design that has two types of units of action and how that stacks up with respect to our effectiveness and our efficiency. This will also set the stage for examinations into our force generation process (OFRP, TRAMAN, etc)**.

Similarly, I asked the ESC to examine if our force laydown (specifically our Shore Detachments) is optimized for GPC and the long term health of our community. They owe me those answer so we **make sure that we have our people and effort in the right places and are not holding on to legacy tasks out of laziness or distraction**.

The team also presented me some updates on the work happening at TECHDIV and EXU. I won't provide the details in this unclass forum, but I encourage you to talk with your chains of command about the good things they are doing and how we can leverage and integrate them as we advance our force.

We also touched on our relationships with some of our mission partners. The SOCOM CDR sees our value - especially as a Naval force. The Commandant of the Marine Corps is eager for our integration and also sees our value. I've got our team looking at ways to improve our integration with both of these mission partners - including areas where we would team up with both of them simultaneously.

Status quo is never good enough and we must move out now. We can adjust later if we have to, but inaction is unacceptable. There are going to be changes and failures - don't fear that. Holding on to legacy ways of doing things will hold us back. We must be adaptable. Keep moving forward. I need all of you to focus and bring the force together. Be aggressive, and lead.

The list of key ESC participants is below. I encourage you to reach out to them with detailed questions.

Thank you.

J.A. DiGuardo Jr.
RDML, USN
Senior Navy EOD Officer
Commander,
Navy Expeditionary Combat Command (NECC)
Navy Expeditionary Combat Command Pacific (NECCPAC)

Dial-in locations and Participants:

- VA Beach: RDML DiGuardo, FORCM Barnes, CAPT Morganthaler, CDRE Eckhart, CMC Jurgens, CAPT Larson, Mr. Frothingham
- Pentagon: RDML Andros, CAPT Jackson, CDR Shell
- Washington D.C.: CAPT Malatesta
- Indian Head: CAPT Correll, CAPT Townsend
- Millington: CDR Quihuis, LCDR Damon
- Panama City Beach: CAPT Dowling, CAPT Muriano, CMC Stafford, EODCM Mendenhall, EODCM Frew
- Rota, Spain: CDRE Chen
- Guam: CDRE Healy, CMC Straney
- Bahrain: CDRE Rojas, CDRE Haywood, CMC Johnson
- San Diego: CDRE Kleinschnittger, CMC Brittain, CAPT Baughman

NAVY EOD 2030 STRATEGIC PLAN

- DEVELOP THE FORCE TO WIN AGAINST NEAR-PEER COMPETITORS AND EMPOWERED NON-STATE ACTORS.
- EXPAND OUR CRUCIAL ADVANTAGE AGAINST COMPETITORS' UNDERSEA THREATS.
- CAPITALIZE ON OUR ABILITY TO COUNTER WEAPONS OF MASS DESTRUCTION.
- GROW EXPERTISE IN EXPLOITATION OF NEXT-GENERATION WEAPON SYSTEMS.
- EMBOLDEN OUR ALLIES' AND PARTNERS' CAPABILITIES

MISSION

WE ELIMINATE EXPLOSIVE THREATS SO OUR FLEET AND NATION CAN WIN - WHENEVER, WHEREVER, AND HOWEVER IT CHOOSES.

VISION

A NATION UNDETERRED BY EXPLOSIVE THREATS.

DOWNLOAD
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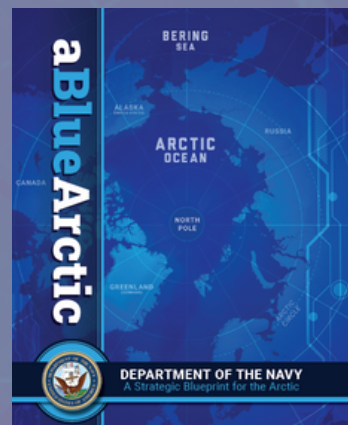
DEPARTMENT OF THE NAVY STRATEGIC ARCTIC BLUEPRINT

This forward looking regional blueprint describes how the Department will apply naval power as we continue to prepare for a more navigable Arctic Region over the next two decades

Objectives

- MAINTAIN ENHANCED PRESENCE
 - Regionally postured naval forces
 - Exercises and operations
 - Integrated naval power in arctic littorals
- STRENGTHEN COOPERATIVE PARTNERSHIPS
 - Enhance awareness
 - Expand regional consultative mechanisms and collaborative planning
 - Improve interoperability and collaboration
 - Allies and Partners
 - New Partners
 - Joint Force
 - U.S. Interagency
 - Public-Private Partnerships
- BUILD A MORE CAPABLE ARCTIC NAVAL FORCE
 - Modernize capabilities
 - Infrastructure
 - Command, control, communications, computers, cyber intelligence, surveillance, and reconnaissance (C5ISR)
 - Naval Force
 - Science and Technology
 - Evolving innovative operational concepts
 - Prepare our people
 - Professional Military Education (PME)
 - Training
 - Personnel Exchange Programs

CLICK TO DOWNLOAD



MDSU 2 DIVERS TRAIN FOR FUTURE ARCTIC OPERATIONS

By Chief Petty Officer Jeff Atherton

Camp Ripley, the sprawling Army base in northern Minnesota, is impressive. With nearly 53,000 acres of training sites, the installation is normally buzzing with tanks, troops, and jets, but not necessarily in February, when the temperatures rarely see double digits and regularly stay sub-zero.

For one unit, however, this arctic environment is just right.

"We come up here to train hard," said Chief Navy Diver Stephen Eide, Mobile Diving and Salvage Unit (MDSU) 2 Training and Readiness Leading Chief Petty Officer.

Navy divers are a far cry from tanks, troops and jets, but the frozen lakes and harsh environment on the friendly confines of a military installation are ideal to prepare the normally deep-sea experts to operate for any future tasking in the Arctic.

The ice dive training, led by MDSU 2, is not in response to any specific threat, but rather an extension of the Department of the Navy's Strategic Blueprint for the Arctic, and this training has become more relevant, showcasing Navy diver capability at the tip of the spear building a more capable arctic naval force.

"We say that we dive the world over, but for the last 20 years our mission has been primarily in the Middle East and other warm water environments," said Chief Warrant Officer 2 Joshua Slack, MDSU2 Training and Readiness Officer. "With great power competition, that is no longer the case. We need to be ready to operate where we are not accustomed to."

The frozen lakes on Camp Ripley provide a safe haven for training with access to berthing, training classrooms, and normal every-day amenities to prepare for a more austere and less forgiving environment.

Although the training does occur on the safe confines of the base, it is not without challenges.

The ice is about 16-inches thick and water temperature hovers just above freezing at 34 degrees, which leads to equipment challenges divers have not seen in the last 20 years.

"With the extreme cold, there are significant equipment considerations that we need to make that we did not run into in our normal operating environment," said Eide. "Chainsaws and sleds are not in our normal gear load out but this is the reality now and I'm confident that our divers can perform the mission in an arctic environment when called upon."

This was the first year MDSU 2 incorporated additional expeditionary skills training in the arctic environment. Above the ice, divers trained in cold weather acclimation, demolition, M9 service pistol and M4 rifle familiarization, stoppage and malfunction remediation. Under the ice, 27 divers braved the water for a combined total of 10 hours of bottom, time in the frozen lakes.

This was also the first year MDSU 2 incorporated a final evaluation problem (FEP) for one of the dive companies in an arctic environment.

"We thought it was important for one of our dive companies to go through the full spectrum of operations in this environment to really hash out any potential issues and flex our ability to truly complete a task," said Slack.

For the FEP, the dive company was tasked to retrieve sensitive items from under the snow and ice-covered lake. They were given approximate coordinates of sensitive items and went on their mission.

"The value of conducting a FEP in this environment cannot be overstated," said Chief Warrant Officer 2 Beau Lontine, MDSU2 Company 2-2 Officer-in-Charge. "We were presented with real-world scenarios and given the opportunity to accomplish the task with equipment and personnel organic to the team."

The real-world scenarios presented to the dive company forced them to think outside the box and take into consideration the constraints of operating in such an austere environment.

"This arctic environment forces us to get uncomfortable and creative and function with the gear and people we have, which is crucial to accomplishing the mission by ourselves this far from our normal resources," said Lontine.

The successful completion of FEP certified the dive company for deployment and served as an eye opening experience for any potential cold weather future tasking.

"This was the first time MDSU 2 had done a FEP like this and it really showed us the significant logistical lift required to complete the mission under the ice," said Lontine. "While we are training, we want to make sure we are advancing the force at every level possible, and the lessons learned from this exercise will pay dividends in the end when we need to accomplish the mission in the real world."

With all of the gear stowed and secured, the MDSU 2 team returned to Virginia Beach to track lessons learned and prepare for the next mission.

"I'm confident when we get the call, our divers will be ready to deploy anywhere in the world, hot or cold, sandy or snowy, to complete any mission that is asked of us," said Slack.

MDSU 2, headquartered out of Joint Expeditionary Base Little Creek-Fort Story in Virginia Beach, Va., is the Navy's premier East Coast diving and salvage unit, capable of providing skilled, capable, and combat-ready deployable forces around the globe to support a range of operations.

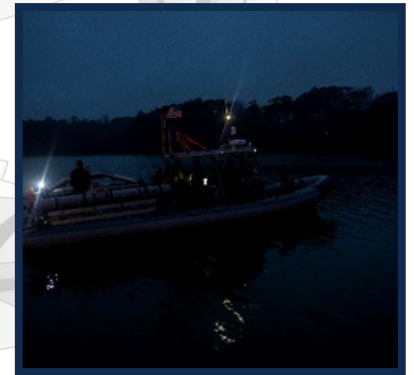
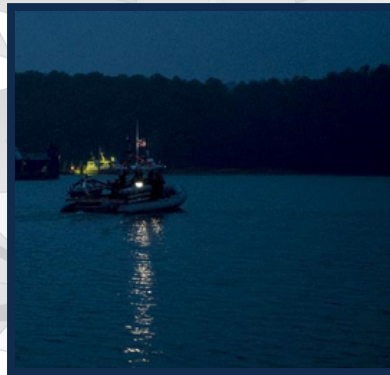
SUPPORT TO THE FLEET

Expeditionary Mine Countermeasures

Both EOD Groups have supported Key Leader Engagements with the CNO, OPNAV N9 and N91B, CNP, and SOCOM Commanding General since the start of 2021. Some communities may treat these high profile events as an opportunity to showcase equipment, or talk about specific tools, but Navy EOD capitalized on them as an opportunity to educate these Distinguished Visitors on the capabilities we bring to the Fleet and joint force to be leveraged in the GPC environment.



A Mineman, assigned to Explosive Ordnance Disposal Group (EODGRU) 1, discusses unmanned undersea vehicle (UUV) capabilities with Chief of Naval Operations, Adm. Mike Gilday, at Naval Base Point Loma, Feb. 23. Gilday visited Sailors from the EODGRU-1 enterprise to see how Navy EOD is evolving operational concepts and investing in capabilities to build a more agile and resilient fleet.



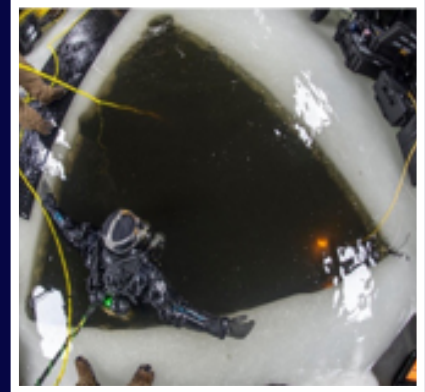
Over the summer, the ExUSW CFT will focus on updating the Expeditionary Mine Countermeasures CONOP. It was published in October 2017 and is in need of a refresh in light of how much our ExMCM and ExUSW capabilities and employment growth over the last few years. If you have a SME you want to be included in the CONOP re-write process, please contact EODGRU-1 N35, LT Kevin Shreffler – SIPR: kevin.w.shreffler1@navy.smil.mil.

Force Generation & Emergency Response

MDSU TWO

ICEX 2021

In February, Mobile Diving and Salvage Unit (MDSU) TWO hosted ICEX 21 at Camp Ripley, Minnesota. The joint exercise consisted of ice diving, demolition, and small arms training with three Mobile Diving & Salvage (MDS) Companies from MDSU ONE and TWO. This was the third and most robust ICEX to date, as multiple units of action worked together to strengthen interoperability while aligning with the Navy's Strategic Blueprint for the Arctic. Air temperatures dipped to -22°F and water temperatures held at a steady 36°F. In total, the team completed 27 dives (10 hours of bottom time) during three ice diving courses provided by Dive Rescue International. The team also conducted five hours of ROV/UUV operations, an MDS Company FEP scenario, and the expenditure of more than 10,000 rounds of ammunition, 30 blocks of C4, and 500' of detonating cord. The small arms and demolition training yielded many lessons learned, but in particular, with the Medusa remote firing devices, which had downgraded performance due to the inclement weather. The Medusa, in the extreme cold weather environment, suffered a 72% decrease in battery life within the 30-minute delay between priming-in and shot initiation. Familiarization training in harsh environments, such as this, will continue to prepare and develop our diving force in any climate and location.



COVID Vaccination Center



MDSU TWO deployed a Task Group to Queens, NY to command, control, and provide non-medical support for a COVID Community Vaccination Center (CVC) in support of Task Force North East (TF-NE) and the Federal Emergency Management Agency (FEMA). The state-run, federally-supported CVC is located at York College in Jamaica Queens, NY and consists of an integrated team of over 190 personnel from MDSU TWO, ESU TWO, eight supporting Navy medical units, FEMA, the NY Department of Health, and volunteers. The team is managing the flow of the civilian populace through the CVC to provide NY capacity to administer the COVID vaccine as quickly and safely as possible. Throughout a normal 13-hour workday, Sailors are administering around 3,000 shots per day while keeping the wait times to an average of 5 to 15 minutes from arrival to shot. Based on the expected mission duration, the York College CVC will have administered over 165,000 vaccination shots!

Supporting Expeditionary Lines of Effort

1) Fleet concepts development & integration

2) Force generation & employment

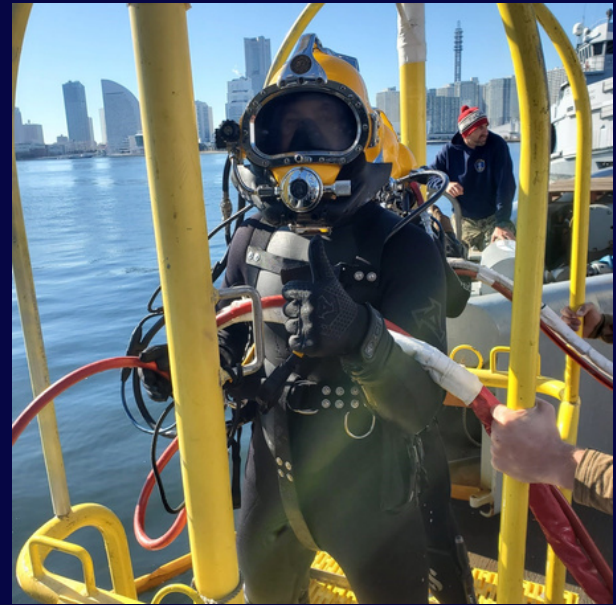
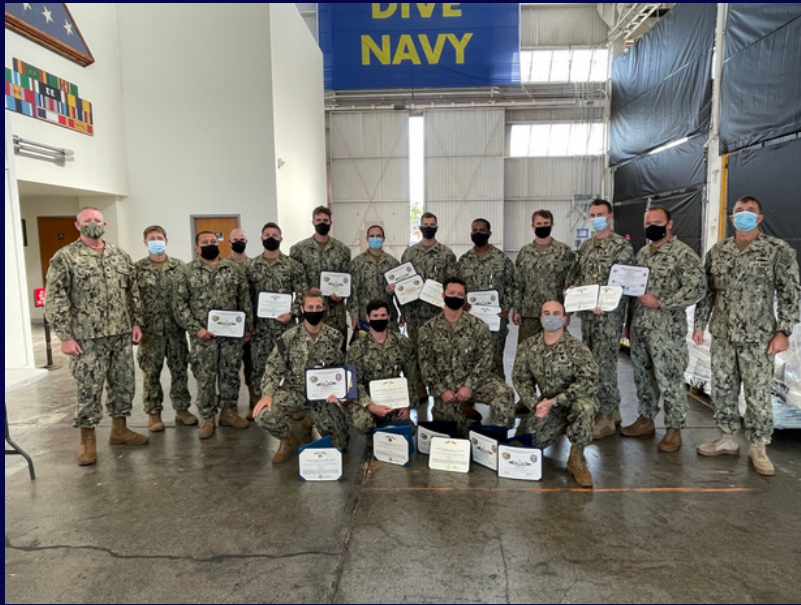
3) Industry exchange & acquisitions

4) Platform integration & training

Supporting the Fleet and Joint Force

MDSU ONE

MDS Company 1-2 Deployment to U.S. 7th Fleet



Mobile Diving and Salvage Unit (MDSU) ONE Mobile Diving and Salvage (MDS) Company (CO) 1-2 returned from a 221-day deployment, January, after serving as U.S. Pacific Fleet's "Ready Salvage Team" deployed to U.S. 7th Fleet. MDS CO 1-2 completed remarkable work while handling the challenges of operating during the COVID-19 pandemic.

MDS CO 1-2 salvaged a 29,000-pound barge and cleared 35 tons of debris from a deep draft wharf at Naval Base Guam. Their efforts allowed the immediate use of a strategic berth for the first time in more than 15 years. Additionally, the team conducted 30 days of unmanned underwater vehicle (UUV) operations that led to sonar imaging of 5 million square feet of inner Apra Harbor, Guam. These efforts and follow-on salvage work immediately advanced U.S. Indo-Pacific Command's Maritime Defense Strategy by enabling deep draft vessels to leverage Naval Base Guam's infrastructure.

A highlight from the deployment was the Company working with Defense POW/MIA Accounting Agency (DPAA). DPAA's mission is to provide the fullest possible accounting for our missing personnel to their families and the nation. MDS CO 1-2 personnel investigated three wreckage sites, looking to identify missing aircraft crash sites from World War II. Although the planes were not found, the mission was a success for DPAA as the sites were closed out, allowing DPAA to focus investigative efforts at other locations.

While aboard USNS Salvor (T-ARS-52), MDS CO 1-2 assisted Military Sealift Command's (MSC) Rescue, Towing and Salvage Program Officer by realigning 610 pieces of U.S. Pacific Fleet expeditionary salvage and towing equipment. A total of 29,000 pounds of rigging equipment was removed, preserved and cataloged for future underwater salvage operations. Throughout the deployment, MDS CO 1-2 completed 111 dives for a total of 7,469 minutes of bottom time. Their contributions to U.S. 7th Fleet earned them four Navy and Marine Corps Commendation Medals, seven Navy and Marine Corps Achievement Medals presented by Naval Base Guam, three Navy and Marine Corps Achievement Medals presented by MSC, and seven Enlisted Surface Warfare Specialist qualifications.

Supporting Expeditionary Lines of Effort

1) Fleet concepts development & integration

2) Force generation & employment

3) Industry exchange & acquisitions

4) Platform integration & training

EOD & DIVING COMMUNITY IDENTITY

The Navy EOD & Diving community specializes in solving high-end, complex warfighting problems

- We eliminate explosive threats so our Fleet and Nation can fight and win -- whenever, wherever, and however it chooses

Three unique, operationally vital skill sets

Specialized exploitation expertise informs both

1 Support the Fleet:
Expeditionary Mine
Countermeasures (ExMCM)

2 Support the Joint Force:
EOD & Counter-Weapons
of Mass Destruction
(CWMD)

3 Support the Fleet:
Deep Sea Combat
Recovery and Salvage

- Focus is on high-end weaponry in challenging environments that poses an existential threat, capable of upending the world order and economy - "weapons of mass effect."
- The Navy EOD & Diving community is unique due to their selection process, training, and specialized capabilities.
- **Decades long, sustained combat operations have forged Navy EOD into the world's premier EOD force**, supporting the Fleet, joint special operations, and joint conventional forces.

We effectively deny use of weapons of mass effect, conduct deep sea special applications, and ensure freedom of movement



EOD Warfighter: Our Center of Gravity and Weapon System

Addressing Sailor Stressors

- Immediate response to Force Generation impacts (e.g. injury, illness, NPQ status)
- Stressor management & injury prevention
- On-site Embedded Mental Health - Personal case management
- Organic, in-house resources to address individual stressors
- Nurse Case Management to coordinate holistic, external care resources

Ongoing / Future Initiatives

- RATE UOES – Biometric feedback
- Bridge Athletic App – Individual connection to training staff
- SMARTABASE database for Force-wide metric collection
- Dynamic Athletic Research Instrument – MSK screening
- Resource Workshops: Financial education & counseling; Relationship & team workshops; Rest & recovery tools; Stress mgmt. tools; Lifestyle education; etc.

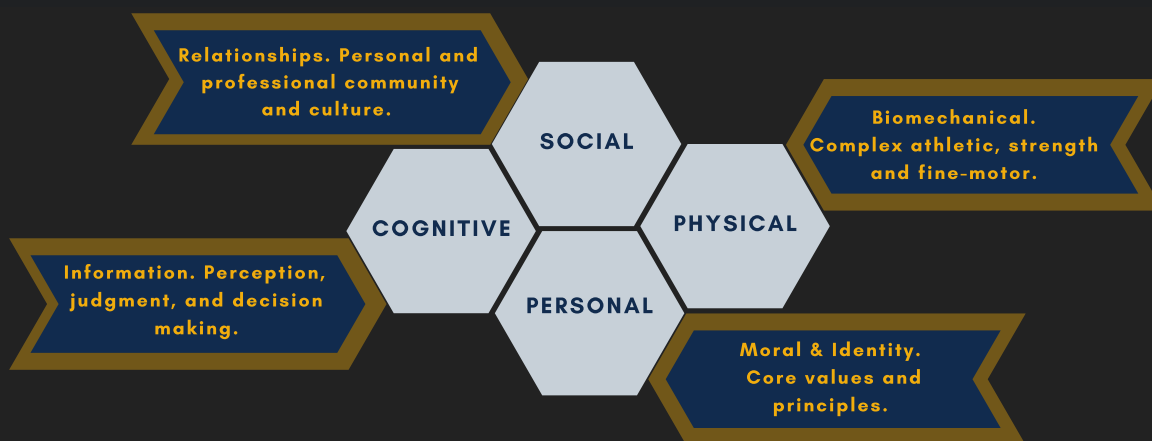
STRIKE Goals

- Build durability (physical/mental/social/cognitive) into Force Generation
- Build resilient warfighters to deal with full-spectrum, career-long stressors
- Faster recovery after combat / non-combat injuries
- Individual Sailor investment into their well-being
- Reduction in destructive behaviors → i.e. Learn tools to address stressors

Implemented throughout the OFRP via Touchpoints (TPs) – Future Readiness Driver



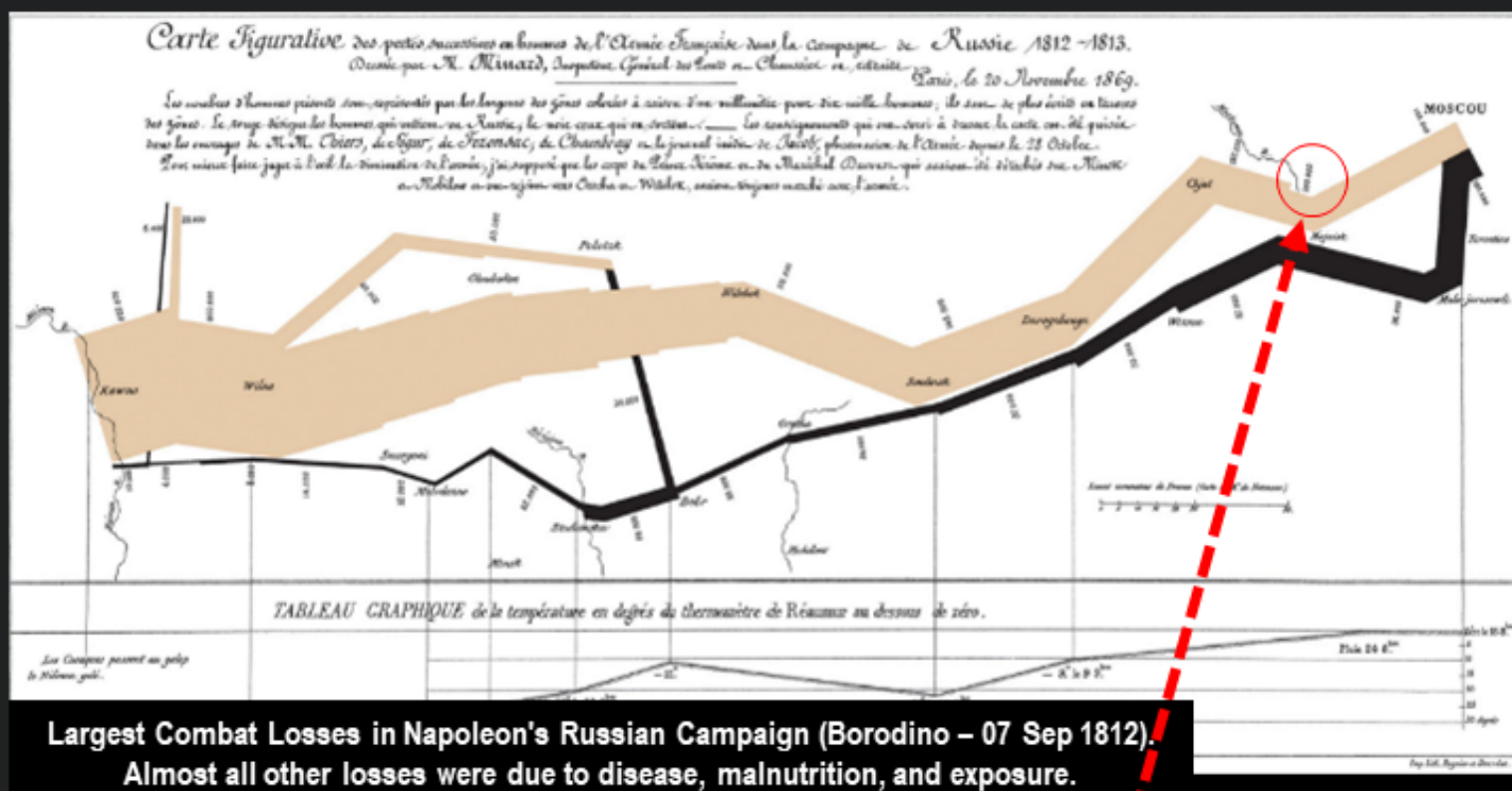
What is STRIKE?





EOD Warfighter: Our Center of Gravity and Weapon System

Why STRIKE?



- Build Career-long Resilient Warfighters
- **CRITICAL** to Reliable Force Generation

STRIKE: Career-long “3M” for our EOD warfighters.



CNO & MCPON TOUR EODGRU 2 STRIKE FACILITY

VIRGINIA BEACH (NNS) - Chief of Naval Operations (CNO) Adm. Mike Gilday and Master Chief of the Navy (MCPON) Russ Smith toured the Explosive Ordnance Disposal Group (EODGRU) Two Strike facility at Joint Expeditionary Base, Little Creek, Va., April 14, to learn how Navy EOD is focused on providing a holistic approach to training and maintaining long-term health for Navy EOD operators and divers.

Capt. Charles Eckhart, commodore of EODGRU 2, briefed Gilday and Smith on the EOD STRIKE program, which is focused on ensuring operators and divers stay healthier throughout their career.

"STRIKE is a readiness program aimed to advance and protect Navy EOD force health and wellness by reducing the risk of non-combat injuries," said Eckhart. "The program will build a more capable and resilient EOD force."

During the brief Eckhart explained that STRIKE aims to shape a culture that prevents injuries by evaluating platoons during four touchpoints in their training cycle; pre-unit level training, post-unit level training, pre-deployment, and post-deployment. STRIKE provides instruction on exercise science, regeneration and recovery, performance nutrition, and guided meditation, in addition to physical and cognitive baselines that identify and monitor issues throughout the operator's career.

During the tour CNO and MCPON met with the staff of STRIKE, which is made up of two strength and conditioning coaches, two certified athletic trainers, a physical therapist, a nurse case manager, and an embedded mental health team.

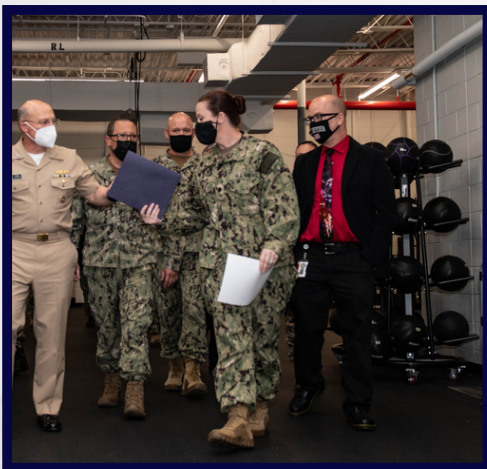
"CNO and I always enjoy the opportunity to meet and speak with Sailors," said Smith.



Cmdr. Danyell Brenner, EODGRU 2 psychological health team (PHT) lead and NECC program deputy director stressed the importance of the mental health integration in the STRIKE program to CNO and MCPON.

"The PHT bridges the mind-body connection of STRIKE in social, cognitive, and personal domains," said Brenner. "Our embedded PHT provides two psychological wellness pathways to operators and divers including the 'Check Up from the Neck Up' and psychotherapy that allows us to identify personal stressors and stress-related behaviors, which helps minimize psychological vulnerabilities and increase holistic wellness and training."

EODGRU 2 is a critical part of the Navy Expeditionary Combat Forces (NECF) that clears explosive hazards to provide access to denied areas; secures the undersea domain for freedom of maneuver; builds and fosters relationships with capable and trusted partners; and protects the homeland.



GUIDANCE

Mental Health

MEET EODGRU2 PHT TEAM

Commander Danyell "RED" Brenner



Commander Brenner is currently the NECC Psychological Health Team Program Deputy Director and Navy EOD Group TWO Psychological Health Team Special Assistant. Commander Brenner was the Navy Specialty Leader for Social Work (2015 to 2020). Commander Brenner's tenure focused on increasing her specialty's operational footprint and modernizing clinical processes resulting in the creation of global uniformed psychological health team (PHT) billets at Naval Expeditionary Combat Command for EOD, CRG, and the Seabees as well as Fleet and Submarine Forces. Commander Brenner was specially assigned as the first expeditionary embedded mental health provider at Command Task Force 75, Explosive Ordnance Mobil Unit 5, Coastal Riverines-1, and a variety of Seabee detachments deployed to Guam while she also served in missions to Iraq, Africa, and other overseas locations in support of global partner nation partnerships for the Defense Institute of Medical Operations. Commander Brenner's commitment to the NECC PHT program enticed her to return to EOD, which she has always been very committed to. Brenner earned her Doctor of Philosophy (PhD) in 2018, Master of Clinical Social Work in 2001, and is Board Certified.

Dr. Asako Matsuura



Dr. Asako Matsuura is a licensed clinical psychologist and completed the APA accredited doctoral training at University of Rhode Island and the APPIC internship at The Reading Hospital Medical Center, and earned a PhD in Clinical Psychology in 2008. Prior to EODGRU2, Dr. Matsuura served as a psychologist at Branch Health Station Naval Station Norfolk (Sewells Point), and the Substance Abuse Rehabilitation Program (SARP) at Naval Medical Center Portsmouth. In the civilian sector, Dr. Matsuura has served as the Director of Clinical Services at Bainbridge Youth Services, and as a clinical psychologist in a wide range of settings, including a University counseling center, a community health clinic, and a federal detention center.

In therapy, Dr. Matsuura works collaboratively with individuals to address a wide range of challenges including stress management, depression, anxiety, trauma experiences, family and relationship issues, sleep problems, and substance abuse. Dr. Matsuura is broadly trained and utilizes various modalities to best fit the need of each person, including Cognitive Behavioral Therapy, Cognitive Processing Therapy, Solution Focused Brief Therapy, EMDR, Dialectical Behavior Therapy, and Acceptance and Commitment Therapy.

Mr. James Agyei



Mr. James Agyei is a Licensed Clinical Social Worker (LCSW) registered in the state of Virginia. He has over 14 years of broad clinical experience in mental health in both inpatient and outpatient settings. He has a Master of Social Work (MSW) degree from Norfolk State University. Mr. Agyei is a Navy veteran (OIF) and enjoys working with veterans, service members, and their families. Mr. Agyei is committed to helping individuals and their families live a more positive and fulfilling life. He uses a variety of therapeutic approaches, including Cognitive Behavior Therapy (CBT), Solution Focused Brief Therapy (SFBT), Acceptance and Commitment Therapy (ACT), and Eye Movement Desensitization and Reprocessing (EMDR). Mr. Agyei enjoys playing, coaching, and watching soccer games.

Navy EOD Clears The Way

"All clear," a Navy explosive ordnance disposal (EOD) operator calls as he completes the verification dive of a bottom mine his teammate neutralized minutes before he entered the water.

This cry epitomizes Navy EOD's role within past, present, and future conflicts: clearing explosive threats and allowing the Navy and Joint Force to move at will against constantly evolving adversaries.

In this era of Great Power Competition (GPC), Navy EOD dominates in the littorals and reinforces maritime lethality by keeping commanders undeterred by the most complex explosive and strategic weapons.

The recently released 2021 Chief of Naval Operations Navigation Plan stresses the need for a flexible force that competes and wins in a contested sea domain at the time and place of the U.S. Navy's or Joint Force's choosing. The Navy Expeditionary Combat Force (NECF) answers that call with scalable units that clear, secure, build, and protect to enable execution of the 5 Rs: rearm, refuel, resupply, repair, and revive.

As a crucial part of the NECF, Navy EOD has consistently answered the call to clear obstacles of all shapes and sizes with teams that deploy anytime and anywhere from the sea, air, or land to enable freedom of movement. To meet this high-demand and short notice tasking, Navy EOD operators are qualified in special operations air mobility insertion and extraction techniques that include parachuting, rappelling, special purpose insertion and extraction (SPIE), and fast roping, as well as a continuous forward presence.

The rich history and heritage of the US Navy's EOD program is founded in the first days of World War II, when divers were sent forward to clear underwater hazards impeding landing operations and rendering safe unexploded ordnance through tested and well-honed tactics, techniques, and procedures. Navy EOD continues to flourish and combat new and emerging threats in every conflict since. These highly trained forces were critical in removing land and sea mines covering both Korea and Vietnam, specifically those blocking Wonsan Harbor, and enabling full maneuverability for American forces. In the Arabian Gulf, Navy EOD cleared Iranian-placed limpet and sea mines targeting naval and commercial vessels. As the threat changed, the force evolved to clear chemical, biological or nuclear weapons of mass destruction through the Cold War and continues to rid the battlespace of explosive threats employed by non-state actors, violent extremist organizations, and domestic threats.

Navy EOD has always been a tailored tool to get, and keep, the fleet in the fight. Today, these warriors carry on this mission by clearing the full range of explosive threats, including mines, improvised explosive devices, unexploded ordnance, weaponized chemical, biological, radiological or nuclear threats, and other man-made and natural hazards. In the undersea and surface maritime domains, Navy EOD integrates a fleet of increasingly autonomous unmanned underwater vehicles (UUV), remote operated vehicles and towed sensors with ever-increasing accuracy to search, identify, and dispose relevant to the fleet.

On land, Navy EOD continues to evolve human-machine teaming approaches to defeat explosive threats. Using integrated services digital network (IDSN) capabilities, EOD operators can deliver large amounts of data over long distances in excess of traditional means. The innovative use of unmanned aerial vehicles (UAV) enabled increased multi-dimensional surveillance and EOD functionality within the battlespace to provide information advantage for the Joint Force as well as enhanced safety and security for the warfighter. These increases in information sharing, surveillance, and functionality are made possible through capability development and innovation using key partnerships with other services, program offices, and industry. These advancements, made through a shared commitment, will provide the framework and infrastructure required to succeed across the GPC continuum.

Accustomed to operating during combat, Navy EOD enables critical fleet concepts such as expeditionary logistics. To keep the military in the fight and recover from likely damage during combat, Navy EOD plays a vital supporting role for the larger NECF network, especially during airfield and port damage repair efforts. Just as in the early days following the attack on Pearl Harbor, the Navy EOD force is uniquely capable of removing explosive hazards blocking ports, runways, and critical infrastructure. This clears the way for Navy Seabees to rapidly repair runways for follow-on forces, or highly-specialized underwater construction team divers to repair and equip ports for vessel repair, rearming, refueling and provisioning.

Navy EOD's capabilities ensure our fleet and nation can fight and win, wherever, whenever, and however it chooses. This proud team fills a vital role in the larger NECF efforts to clear the way to secure required operating areas, build infrastructure, and refuel, rearm, resupply, repair and revive the fleet.

The following people contributed to this article: Cmdr. Joseph Preston, EODGRU1 Chief Staff Officer; Lt. Cmdr. John Kennedy, EODGRU2 Operations Officer; Lt. Cmdr. Andrew Cassity, EODGRU2 Fleet Maintenance Officer; Lt. Michaela Golankiewicz, EODGRU2 Future Operations Officer



DEPARTMENT OF THE NAVY UNMANNED Campaign Framework

Message from CNO

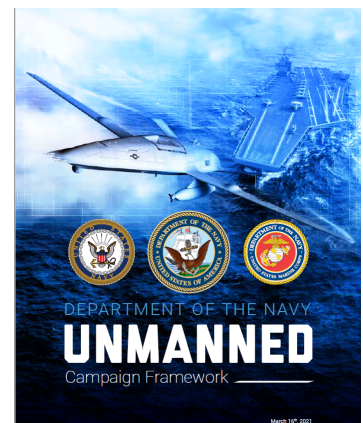
As the Navy adapts to an increasingly complex security environment, it is imperative that we understand what our future force will need to operate both in day-to-day competition as well as a high-end fight.

Unmanned Systems (UxS) have and will continue to play a key part in future Distributed Maritime Operations (DMO), and there is a clear need to field affordable, lethal, scalable, and connected capabilities. That is why the Navy is expanding and developing a range of unmanned aerial vehicles (UAV), unmanned undersea vehicles (UUV), and unmanned surface vessels (USV) that will play key roles as we shift our focus toward smaller platforms that operate in a more dispersed manner. A hybrid fleet will be necessary for the Navy to meet emerging security concerns. We need platforms to deliver lethal and non-lethal effects simultaneously in all domains across multiple axes. UxS will provide added capacity in our Future Fleet — in the air, on the surface, and under the water.

The campaign plan will serve as the comprehensive strategy for realizing a future where unmanned systems serve as an integral part of the Navy's warfighting team. It will be a living, iterative document that articulates our vision for a more ready, lethal, and capable fleet through acceleration of critical enablers in technology, processes, and partnerships.

We are mindful of past shortcomings, so therefore our approach is deliberate, but with a sense of urgency. We will address every aspect of Doctrine, Organization, Training, materiel, Leadership and Education, Personnel, Facilities, and Policy (DOTmLPE-P), identify and close capability gaps, and work to create and maintain our future naval force, together.

CLICK TO
DOWNLOAD



US NAVY EOD UNMANNED AIR SYSTEMS PROGRAM ESTABLISHMENT

By EODGRU 2 Requirements Department

Navy Explosive Ordnance Disposals (EOD) use of Unmanned Air Systems (UAS) dates back to the early 2000s. The first instance of an EOD purpose built UAS started with the Micro Air Vehicle (MAV) program launched by the Defense Advanced Research Projects Agency (DARPA) created in response to a Joint Urgent Operational Needs Statement (JUONS) in 2003. Using a \$40 million technology demonstration contract with Honeywell Defense and Space Electronic Systems, the MAV project was transferred to United States Army's Future Combat System (FCS) program to fulfill the need for a Class I platoon-level drone.

Around 2005, the U.S. Army Research Laboratory's Human Research and Engineering Directorate conducted a study in support of the Soldier Battle Labs (SBL) Micro Air Vehicle (MAV) Advanced Concept and Technology Demonstration (ACTD) program. The study conducted a comprehensive human factors evaluation of a gas-powered micro air vehicle (G-MAV) system and consisted of force-on-force operational missions conducted to assess the military utility of the G-MAV. The G-MAV was also evaluated for missions consisting of reconnoitering urban areas, searching inside buildings, conducting route reconnaissance, and area reconnaissance. The human factors engineering evaluation of the G-MAV system was accomplished with structured questionnaires, expert observations, Soldier interviews, and after-action reviews. The results demonstrated the G-MAV system enhanced situational awareness by enabling Soldiers to identify and confirm enemy positions, personnel, and vehicles without exposing themselves to risk. The results also indicated several areas requiring improvement, including system reliability, durability, and operator proficiency.

Following those tests in 2007, the United States Navy awarded Honeywell a \$7.5 million contract for 20 G-MAVs for deployment to Iraq. The hovering feature of the G-MAV proved critical for EOD forces searching for roadside bombs. Military convoys also used G-MAVs to fly ahead and scan roadways. A benefit of the G-MAV was its ability to inspect suspicious vehicles, structures, or disturbed earth from close range, covering ground more quickly than unmanned ground vehicles and without putting people at risk.

The Iraq field trials were so successful that the U.S. Navy placed an additional order for 372 G-MAVs, designated as RQ-16A T-Hawk, (Tarantula Hawk) in January 2008 for Explosive Ordnance Disposal (EOD) teams. The 186 G-MAV systems consisted of two air vehicles and one ground station. The RQ-16 T-Hawk used a gasoline-powered engine to produce thrust, ducted through an intricate system of blades to maneuver the Unmanned Air Vehicle. It used an autopilot system allowing operators to simply point and click waypoints into software and the vehicle could takeoff, fly the route, and land autonomously.

Closer to present day in 2016, Navy EOD purchased several commercially available DJI drones for evaluation of Tactics, Techniques, and Procedures (TTPs) in EOD operations. However, a US Department of Defense (DoD) memorandum in 2017 banned the use of these unmanned aircraft systems (UAS) due to national security concerns.



In 2019, because of the proliferation of DJI drones on battlefields around the world, Navy EOD requested an exception and received approval from the Navy Waiver Board to utilize these DJI drones in training as "threat representative" systems for development of EOD TTPs. This exemption outlines mitigation strategies implemented to use these Commercial-Off-The-Shelf COTS UAS.

To fulfill future needs and establish an EOD robotic tool in the vertical dimension, EODGRU TWO is testing and evaluating three potential program of record (PoR) UAS systems. These systems are the FLIR R80D SkyRaider, FLIR PD100 Black Hornet 3, and the Lockheed Martin Indago.

The R80D SkyRaider was specifically developed for the U.S. Department of Defense and Federal Agencies employing enhanced cybersecurity measures and delivering a range of versatile payload capabilities up to 4.4 lbs. utilizing a single-operator.



The PD100 Black Hornet 3 is a Personal Reconnaissance System (PRS) that is a combat proven, pocket sized, extremely light, nearly silent, UAS with a flight time up to 25 minutes that transmits live Electro-Optical (EO) and thermal Infrared (IR) video and high definition still images back to the EOD operator.



The Lockheed Martin Indago is a ruggedized, portable and rapidly deployable UAS that combines an acoustic signature with high-resolution EO and thermal IR camera systems to provide the EOD operator with incredible zoom capability to accurately identify IEDs and downrange threats.



NSWC INDIAN HEAD DIVISION UNVEILS BATTLE LAB TO SUPPORT WARFIGHTING CAPABILITY

By NSWC Indian Head Division Public Affairs

For years, the Explosive Ordnance Disposal (EOD) Department at Naval Surface Warfare Center Indian Head Division (NSWC IHD) has been known for both its subject matter and technical expertise. To continually deliver warfighters the level of support they have come to expect, the department has to be flexible with shifting requirements and changes in operational strategy. To meet these needs, the command recently unveiled its newest resource for the warfighter, the Battle Lab Division: a new concept of operations executed within the department to meet equipment needs.

The creation of the Battle Lab leverages the department's expertise to conduct equipment assessments directly in support of warfighter capability gaps. The new division brings together two established groups in testing and evaluation and operational assessments in the Demonstration and Assessment Team (DAT) and Explosive Detection Equipment (EDE) Branch. These two create the new EOD Technology Assessment (ETA) Branch.

"Given the significant increase in the private sector's capability to deliver EOD relevant technology and the additional flexibility in defense acquisition authorities, the Navy and Joint Service EOD Technology Center are continuing to adapt to meet warfighter needs," said NSWC IHD Commanding Officer Capt. Eric Correll. "The Battle Lab will support more rapid analysis to drop material solutions into various acquisition strategies in support of evolving requirements."

The ETA Branch focuses on EOD and force protection capability gaps and is comprised of engineers, scientists, former EOD technicians, and project management specialists with experience in testing and evaluation of EOD and force protection equipment.

"There is a significant shift to purchase commercial-off-the-shelf (COTS) equipment along with the need to cut down the acquisition times," said EOD Department Head Amanda Vehslage. "From our perspective, we have supported traditional programs but need to adapt to meet EOD needs. This new way of supporting EOD and force protection equipment will use our subject matter experts to provide objective reviews of this equipment."

The Battle Lab conducts technical capabilities and limitations testing, assessments in operational environments, user feedback sessions, and market research to provide actionable data on equipment and technology. The mission is to provide a cycle of equipment review and evaluation to feed capability gap assessments, equipment buying decisions, requirements development, and technology implementation.

The division will provide continuous support and planned events to coincide with the various service acquisition timelines. Multiple evaluation efforts and user assessment events will be executed throughout the year, with the focus of those events being driven by the users' stated needs and equipment refresh cycles.

"The Battle Lab will support more rapid analysis to drop material solutions into various acquisition strategies in support of evolving requirements."

While the Battle Lab addresses more than just the EOD mission, a strong emphasis will be placed upon filling existing EOD capability gaps and keeping pace with changing operational environments and a greater focus on near-peer threats.

"Since 9/11, there has been an enormous increase of industry-developed, commercially available items available for EOD use," said Battle Lab Division Director Catherine Eaton. "The EOD community is turning to these COTS solutions to fill capability gaps due to the long acquisition timelines of traditional acquisition programs and science and technology. Government independent testing and evaluation is needed to ensure users have the equipment they require and understand the capabilities and limitations of that equipment."

Eaton explained the Battle Lab will maintain close communication with EOD detachments and program offices to ensure their equipment needs are addressed in a timely manner, while also focusing on external growth within both the Department of Defense and industry.

"While the organization is aligned as a key support function for the joint EOD modernization program, the Battle Lab will also pursue other partnerships and sponsorships to ensure emerging capabilities and EOD needs across all four services are being addressed," she said.

For more information on the Battle Lab, please visit <https://go.usa.gov/xsYrD>.

NSWC IHD — a field activity of the Naval Sea Systems Command and part of the Navy's Science and Engineering Establishment — is the leader in ordnance, energetics, and EOD solutions. The Division focuses on energetics research, development, testing, evaluation, in-service support, manufacturing and disposal; and provides warfighters solutions to detect, locate, access, identify, render safe, recover, exploit, and dispose of explosive ordnance threats.

• SPANNING THE GAP •

TECH BRIDGE

CONNECT • REINFORCE • SUSTAIN

A Tech Bridge is a coordination element and innovation catalyst to connect the DON workforce with start-ups, academia, corporations, small businesses, non-profits, private capital, and government entities to allow for greater collaboration.

Locations

Capital - National Capital Region

Central Coast - Monterey, CA

Central Florida- Orlando, FL

Gulf Coast - Panama City, FL

Hawaii - Honolulu, Hawaii

Inland Empire - Norco, CA

London - London, UK

Mid-Atlantic - Norfolk, VA

Midwest - Crane, IN

Northeast - Newport, RI

Northwest - Keyport, WA

Palmetto - Charleston, SC

SoCal - San Diego, CA

Southern Maryland - Patuxent River, MD

Ventura - Ventura, CA

Capital Region Tech Bridge

Encompasses a vibrant innovation ecosystem aligned with Navy and Marine Corps interests. Naval Surface Warfare Center Carderock Division, in partnership with Naval Surface Warfare Center Dahlgren Division, Naval Surface Warfare Center Indian Head EOD Technology Division, Naval Research Laboratory and the Marine Corps Warfighting Laboratory will connect the warfighter with this innovation ecosystem enabling partnerships with industry, academia, and government agencies to solve complex problems. The Capital Tech Bridge focus areas are: Digital Engineering, Advanced Manufacturing, Unmanned Systems, and Design Capabilities & Tools

Mid Atlantic Tech Bridge

Commander 2nd Fleet, in partnership with the Naval Information Warfare Center Atlantic Hampton Roads Detachment, Naval Surface Warfare Center Dahlgren Division Damneck Activity and Naval Surface Warfare Center Carderock Division Norfolk Detachment, will connect warfighters with those who can provide agile technology solutions. Leveraging a connection to a robust ecosystem spanning well beyond the Commonwealth of Virginia, MATB will facilitate innovative technology solutions of interest to the region and the DoN. In the coming months, MATB will establish an off-base facility space for collaborative events; this will allow a low-barrier connection with Dept of the Navy people.

SoCal Tech Bridge

Focused on leveraging the Southern California convergence of Installations, Industry, and Research to unlock emerging technology through non-traditional partnerships. The SoCal Tech Bridge is built around the philosophy that collaborative markets can be established that enable mutually beneficial opportunities for DOD and Commercial Industry to partner. These collaborative efforts are the foundation for a better business model unlocking the future of DOD R&D, requirements development, and prototyping. To achieve this, one of many tools are used, MOUs, CRADAs, Vendor Demo Agreements, SBIR contracts, and Broad Area Announcements, to name a few. Technical Focus Areas: Installation Protection, Resilience, Mobility, Artificial Intelligence/Machine Learning, Autonomous Systems

In order to connect with a Tech Bridge, the warfighter can reach out to the TB Director or other POCs listed [HERE](#)

KNOWLEDGE MANAGEMENT

By LT Andrew Heckel

The purpose of this article is to spark some discussion around how we conduct knowledge management (KM) within Navy EOD. This is not a solution, but a point to start from. The driver for this topic came from multiple conversations over the past few years that had the common theme of feeling as though we are constantly putting out fires while having little time to collect our thoughts and advance our community. So, when the opportunity presented itself to meet a college course objective and research a topic that may be helpful to the community, I decided to take a deeper look at KM.

This is a basic introduction to the research I conducted on the importance of knowledge management while focusing on methods for creating, implementing, and storing knowledge. The full eight-page paper is posted [here](#) or I can be reached at andrew.heckel@navy.mil to obtain a copy. The main value in the paper is the consolidated resources, and information pulled from them, I will attempt to highlight here.

One look at our multiple portals, troves of documents on the share drive, or in personal folders, is evidence we could improve our KM strategy. I found many articles referencing KM as "important" to the survival of an organization, the most strategic resource, a financial investment in the future, and a means to save time if done well and purposeful. To no surprise, people are the most important aspect of knowledge. Knowledge is in of itself the cognitive awareness through experience or association and is categorized as either tacit or explicit. Tacit knowledge is what someone knows but cannot be easily expressed in words or writing, KM is focused on the explicit knowledge that can be more easily retained and shared through verbal and written forms of communication.

A case study of Xerox provided an example of an organization that created a searchable database of printer technician "war stories" they observed in the field while troubleshooting office equipment (Edwards, 2015).

The database, called Eureka, resulted in quicker troubleshooting times, improved efficiency, increased profits, and a positive feeling of contribution from the technicians that. Data collected from 150 knowledge workers found that 85% of respondents felt knowledge sharing within their organization improved performance and productivity (Kulkarni, et al, 2006). From the same study, 90% felt it helped their effectiveness and had useful content.

In EOD, we often share our knowledge through our verbal real war stories of what went well and what we could have improved on, through written lessons learned reports and detailed after action reports. We then take that knowledge, forward it up the chain, and file it away where some lucky individual may stumble upon it as they dig through the share drive.

It is in our filing and management process we can gain the most improvement. Some of the key factors to a successful KM strategy include leadership buy-in, users' perceived value, and a dedicated knowledge manager. In our community, I have witnessed countless times over the past 15 years when we value knowledge. It is our knowledge (what is known, experiences, and skills) that keep us alive when we are down range. Yet, as a relatively small and vastly capable force that has been, and always will be, 100% maxed out with multitude of fires to put out, managing a database is not within our bandwidth and nor should it be. At some point and with some things, we simply need to let an expert in that area help us accomplish what we need done. However, our input to the database is critically important to our survival.

Additional reference:

DON CIO MEMO of Navy KM Strategy (07Mar14)

COMMUNITY RECOGNITION

EOD IN-RESIDENT GRADUATE EDUCATION PROGRAMS

		School	Degree	Thesis/ Focus
NPS	LCDR Jonathan Bach	Naval Postgraduate	Computer Science	Machine and Deep Learning
	LCDR Ryan Donofrio	Naval Postgraduate	Defense Analysis	Principles of Stoic Ethical Leadership
	LCDR Mike Hicks	Naval Postgraduate	Defense Analysis	
	LT Dan Marriott	Naval Postgraduate	Financial Management	
JUNIOR WAR COLLEGE	CDR John Donohue	Marine Corps War College		
	LCDR Kevin Schrodtt	Naval War College	Defense and Strategic Studies	
	LCDR Devin Snider	Naval War College	Defense and Strategic Studies	
	LT Donny Hampton	Naval War College	Defense and Strategic Studies	
	LT David Haney	Army Command & General Staff Office	Military Studies	
SENIOR WAR COLLEGE	CAPT Mike Tollison	National Defense University	National Security and Strategic Studies	CWMD
	CDR Jonathan Puglia	Naval War College	National Security and Strategic Studies	
	CDR Andrew Cook	Naval War College	National Security and Strategic Studies	
	CDR Dave Blauser	Naval War College	National Security and Strategic Studies	
FSEP	LT Scott Maxfield	Georgetown	Science in Foreign Service	
	LT Drew Geiger	M.I.T.	Systems and Design Management	
	LT Andrew Heckel	Old Dominion University	Engineering Management	Acquisition Career Progression Model for NEOD Officers
	LT Ben Lewis	Georgetown	Strategic Studies Program	Technology & Security
	LT Drew Visintin	University of Texas	Business Administration	Strategy, Innovation& Finance
	LT William Quadrino	University of Pennsylvania	Business Administration	Finance, Economics, Public Policy & Real Estate
IGEP	ENS Christian Hoffman	University of York	Science in Chemistry	
SOCOM	EODCM William Sangster	M.I.T.	Business Administration	

If you would like to contact personnel listed above to discuss their area of study, please contact the EOD OCM or Detailer for contact information.

COMMUNITY RECOGNITION

EODGRU2 CHANGE OF COMMAND



FAREWELL CAPT HAYES

After 30 years of service CAPT Hayes retired and turned over command of EODGRU 2 on 1 April 2021

A native of Albuquerque, New Mexico, Captain Hayes graduated from the U.S. Naval Academy in 1991 with a Bachelor of Science degree in Oceanography and from the National War College in 2013 with a Master of Science degree in National Security Strategy.

An Explosive Ordnance Disposal officer, his operational tours included Operations Officer, USS SAFEGUARD (ARS 50) in Pearl Harbor, Hawaii; Officer in Charge, EOD Mobile Unit (EODMU) EIGHT, Detachment 10, in Sigonella, Sicily; Executive Officer, EODMU SIX in Charleston, South Carolina; Officer in Charge, Combined Explosives Exploitation Cell in Baghdad, Iraq; Commanding Officer of EODMU ELEVEN in San Diego, California, deploying twice with his headquarters to Kandahar, Afghanistan, and Manama, Bahrain; and operational command of Task Force (CTF) 52 and Mine Countermeasures Squadron (MCMRON) FIVE in Bahrain.

"In the Navy we have mission command," said Hayes. "By definition it's centralized intent and decentralized execution... that means our platoons and EOD companies can operate independently without a lot of oversight. There is shared mutual trust and an understanding of the mission. I don't think any community does it better than the EOD and Diving communities."



WELCOME CDRE ECKHART

A native of California, CAPT Eckhart enlisted in the Navy in 1992 and earned his commission in 1997, under the Admiral Mike Borda Seaman to Admiral Program in the Explosive Ordnance Disposal (EOD) Community.

CAPT Eckhart served onboard USS La Moure County (LST-1194) while enlisted and USS Sentry (MCM-3) to complete his initial sea tour as an ensign before attending Naval Explosive Ordnance Disposal School in Fort Walton Beach, Florida. His EOD operational tours include: Officer in Charge of Explosive Ordnance Disposal Mobile Unit ELEVEN Detachment THREE; Assistant Operations Officer of Combined Joint Task Force TROY in Baghdad, Iraq; Operations Officer and Chief Staff Officer of Explosive Ordnance Disposal Group TWO; Executive Officer of Riverine Squadron TWO and Commanding Officer of Explosive Ordnance Disposal Mobile Unit TWO, where the command earned the Battle Efficiency Award.

In addition, he has completed tours at Naval Mine and Anti-Submarine Warfare Command as the Underwater Mine Countermeasures Requirements Officer, U.S. Fleet Forces Command as a program analyst for Mine and Expeditionary Warfare and U.S. Northern Command as the Counterterrorism Branch Chief in the Homeland Defense and Protection Division.

CAPT Eckhart's deployments include: '93 Mediterranean cruise, '94 and '96 UNITAS cruises, '02 Anti-Terrorism and Force Protection deployment to Dubai, United Arab Emirates, '07 and '09 deployments to Iraq supporting operation IRAQI FREEDOM and his most recent deployment was in '14 while serving as Commanding Officer of Explosive Ordnance Disposal Mobile Unit TWO, where he deployed as Commander of Task Group 56.1 and Task Group 52.3 supporting operations SPARTAN SHIELD, ENDURING FREEDOM and INHERENT RESOLVE.

CAPT Eckhart holds degrees from the University of San Diego and the Air Command and Staff College.

"Professionalism is how we do business every day whether you are on the battlefield or your interactions with people," said Eckhart. "As long you do it professionally you are always on the right side of things. I know EODGRU 2 will continue that."

Congratulations

Line Duty Officer - Chief Warrant Officers Two

EODC Thomas Kelly - EOD TEU 2

EODCS Joshua Mainfermemccandless - EODMU 11

EODC Joseph Oconnor - EODMU 11

EODC Troy Padmore - EODMU 2

EODC Earl Pitts - EODMU 5

FY-22 EOD Command Master Chief

EODCM Jose Bryant

EODCM Steve Cho

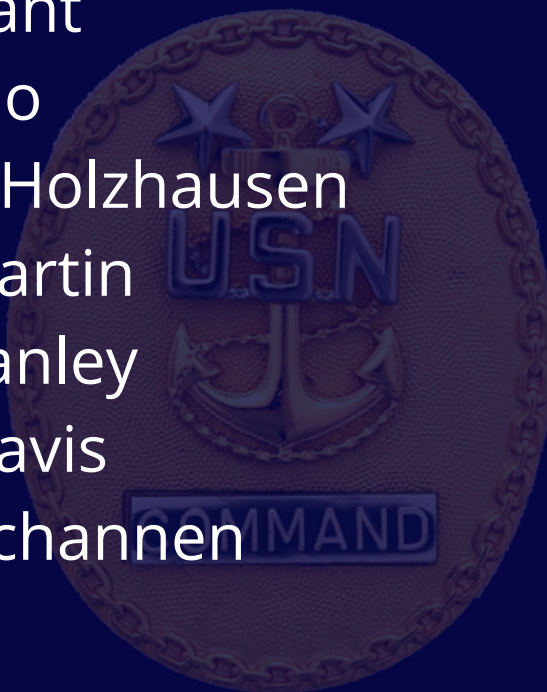
EODCM Zachary Holzhausen

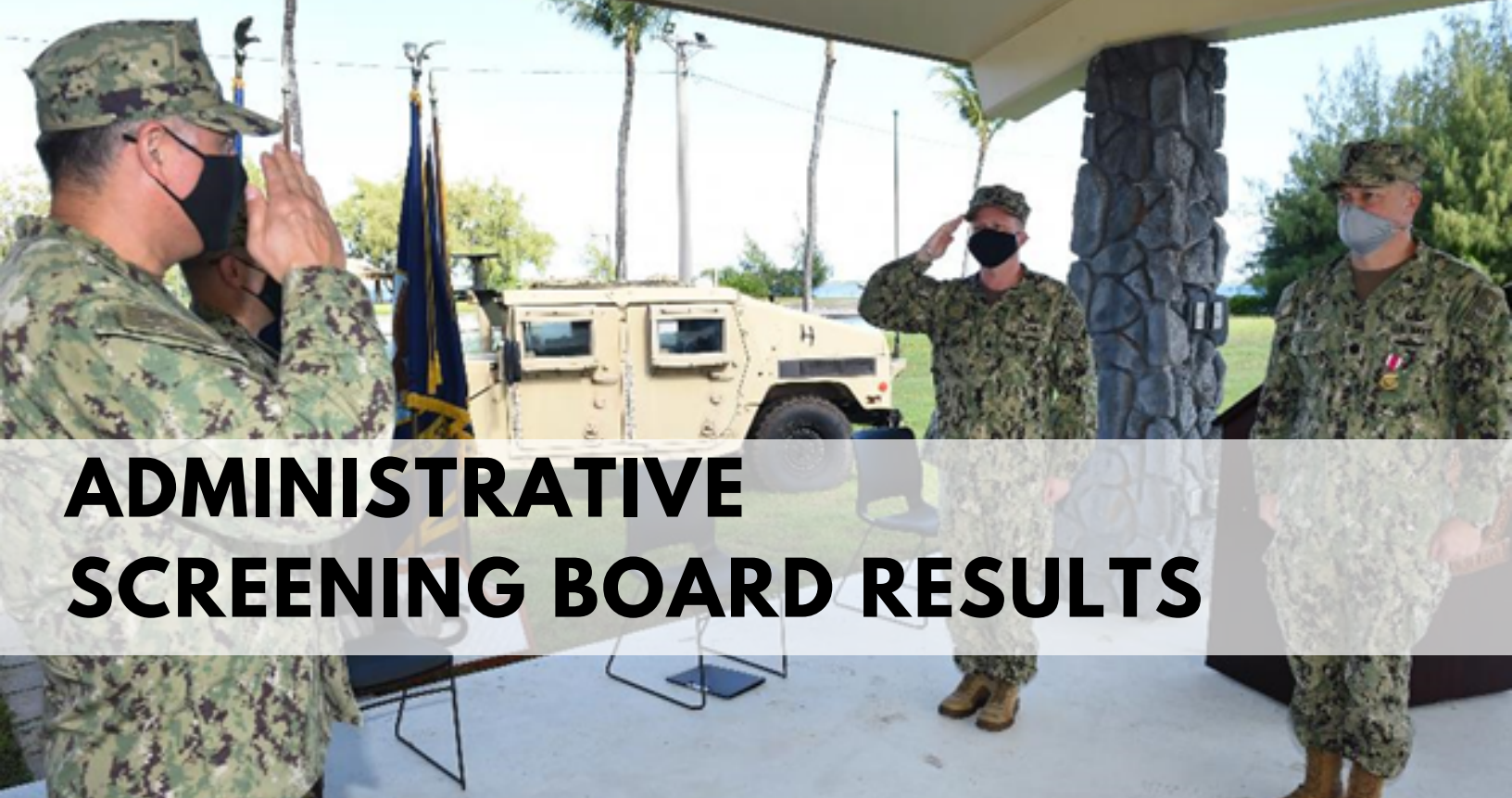
EODCM Roger Martin

EODCM Brian Stanley

EODCM David Travis

EODCM Brian Tschannen





ADMINISTRATIVE SCREENING BOARD RESULTS

COMMANDING OFFICER

MARK ANDERSON
MIKE DALRYMPLE
ELI FORD
JAY HIGGINS
DAVE SCHERR
RYAN SCHIPPERT
ANDY SERFASS

EXECUTIVE OFFICER

STEVE CRANEY
MORGAN DAHL
JOE DEBUCK
AARON DIXON
DONNY HAMPTON
CHRIS JOHNSON
BRIAN MCSHEA
CHRIS PHILLIPS
NICK PRESLEY
NICK STONER
STU WHITAKER

DEPARTMENT HEAD

JUSTIN ADAMS
CHRIS ANTHONY
LUKE BENNETT
RORY BURKE
ANDREW CLARK
SIMON IRISH
JOHN JAMES
ALEX MORRIS
BREANDAN MURTHA
DAVE YONKINGS

FLEET SCHOLARS PROGRAM

RILEY HARSH
CHRIS JONES
TOMMY SMITH
ALT - RORY BURKE

NECC/NECCPAC BATTLE EFFECTIVENESS AWARDS

The Battle Effectiveness Award, or Battle "E," is presented annually to commands who demonstrate sustained superior performance in an operational environment and sustained continuous readiness throughout the Optimized Fleet Response Plan.

**From the desk of Rear Adm. Joseph DiGuardo,
Commander, Navy Expeditionary Combat Command
and Navy Expeditionary Combat Command Pacific:**

"Competition for the Battle E this year was extremely tight, highlighting the superb performance of Navy Expeditionary Combat Forces in dominating the littorals, reinforcing distributed maritime operation lethality, and meeting the continued demands of today's competitive operational environment. Both active and reserve component units provided outstanding support to fleet, coalition, joint and special operations forces. You maintained focus on major combat operations across the globe. I applaud the hard work and outstanding accomplishments of all units throughout FY20."



EOD Mobile Unit 1

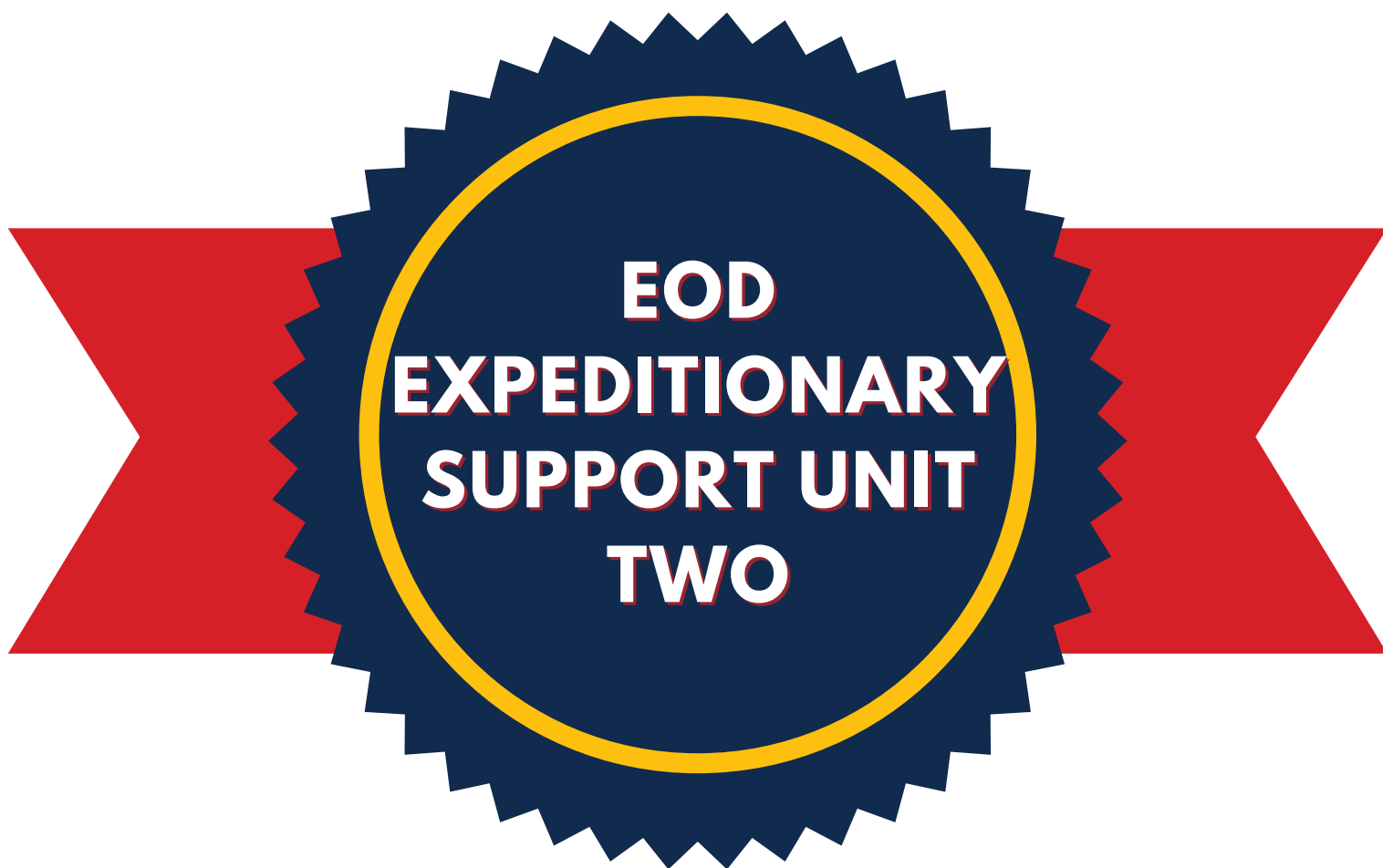
EOD Mobile Unit 2

"You have consistently and unequivocally proven your commitment to excellence in providing our Navy with forces ready to compete and win. I am immensely proud of you, your units, and your selfless service. Well done!"

COMMUNITY RECOGNITION

CNO AWARD

ACHIEVEMENT IN EXPEDITIONARY SAFETY FY2020



Message from RDML Frederick Luchtman, Commander, Naval Safety Center

"These award winners are recognized for their exceptional professionalism, commitment to excellence, solid leadership, teamwork, and an in-depth risk management culture which resulted in safe and effective operations. All nominees are to be commended for the significant contributions they have made toward reducing mishaps, increasing mission readiness, and preserving our most precious asset, Sailors and civilians. Congratulations to all for a job well done."

CIVILIANS OF THE YEAR

It is with great pleasure that we extend congratulations to the outstanding Civilians of the Year from EODGRU 1 and EODGRU 2:

JUNIOR COY

Mr. Steven Joyce EODTEU 1

Mr. Joyce expertly managed the command's \$26M annual budget and 13 service contracts valued at \$34M. As the Government Credit Card Manager, he flawlessly oversaw all facets of the government travel card program in the execution of \$1.1M in travel for 144 personnel. As the Contracting Officer Representative, he was directly responsible for the oversight of 62 contractor personnel. Lastly, Mr. Joyce served as the acting Supply Department Head for nine months while the billet was gapped. As the acting Department Head, he managed all facets of the supply department. These duties consisted of oversight of three divisions, the on time submittal of all awards and personal evaluations, and the oversight and coordination of facility upgrades, and the phase replacement of the command's civil engineer support equipment. His meticulous fiscal and contract management has ensured the command has the funds and resources required to provide critical pre-deployment high-risk training to all EODGRU ONE deploying forces.

Ms. Bethany Brewer EODGRU 2

Ms. Brewer provides COMSEC material assistance of EODGRU TWO and subordinate commands. This assistance consists of providing account management, enforcing plans, policies, and procedures IAW CMS-1(Series), command instruction, and Local Element Procedures. She also manages the COMSEC Tier II account (2,000 line items) and oversight for 9 Local Elements (Tier III) to include receipt, distribution, accountability, and destruction of COMSEC keying material and equipment. As the COMSEC Account Manager for EODGRU2 over the previous year, Ms. Brewer has been an invaluable asset to the command. Her contributions to the communications department gave her a reputation as one of the most proficient civilians throughout the EOD Force.

SENIOR COY

Mr. Scott Powers EODTEU 1

Mr. Powers' responsibilities consist of the collection, consolidation, and deconfliction of all training range, classrooms, surface, and air requirements need for EODGRU ONE deploying forces. His actions over the course of the year resulted in the successful processing of over 100 schools requests, over 150 range requests, and the management of all EODTEU ONE enterprise Navy Training Reservation System requests. As the EODGRU ONE SharePoint manager, Mr. Powers' innovation and personal initiative ensured EODGRU ONE forces could continue operations during the COVID-19 pandemic. Mr. Power's enabled web-based collaboration by facilitating SharePoint access to 780 users. Furthermore, Mr. Powers enabled critical command synchronization through instituting the Defense Collaboration System and Microsoft Teams. Lastly, his introduction of GEARS enabled the command to automate and track all administrative documents via SharePoint.

Mr. Stewart Smith EODGRU 2

Mr. Smith's primary assigned duty is to serve as the Deputy Operations Officer at EODGRU TWO. He is the primary adviser to the uniformed Operations Officer (O4/LCDR) and charged with coordinating/executing Global Force Management (GFM) directed operational employment for 39 EOD platoons, five MDS Companies, and four Expeditionary Support platoons across seven echelon V commands. Additional duties include management of mission essential programmatic databases (OPTEMPO, RCRP, DRRS-S, WEBSKED) which validate unit-of-action readiness and enable EODGRU TWO to provide Geographic Combatant Commanders with mission capable forces. Serving as the Deputy Operations Officer for the past year, Mr. Smith continues to serve with distinction and provided an impressive level of department and command continuity in all roles. His daily impact absolutely sets him apart from his civilian peers!

Message from Michael Durkin, NECC/NECCPAC Executive Director

"Please join RDML DiGuardo and myself in congratulating the individuals listed in this document. By virtue of their unwavering responsiveness and inspiring teamwork throughout the year, they significantly and positively impacted the readiness of our expeditionary forces across the Globe. Congratulations to all the NECF Awardees, and Bravo Zulu for a job very well done!"



EXPLOSIVE ORDNANCE DISPOSAL MOBILE UNIT TWELVE



COMMANDING OFFICER
CDR Michael McMahon

EXECUTIVE OFFICER
LCDR Bryan Bond

COMMAND MASTER CHIEF
EODCM David Travis



A member of ExMCM PLT 12-0-1 conducts IED Response Training with a member of the Royal Saudi Navy



Members of ExMCM CO 12-0-1 deploy a MK18 MOD1 in 5th Fleet



Members of ExMCM CO 12-0-1 operate an 11m RHIB in 5th Fleet



A VR DEFENDER ROV: Used for close-in reconnaissance, rapid reacquisition, and object recovery and emplacement

Explosive Ordnance Disposal Mobile Unit TWELVE was commissioned on 10 January 2008. Since then, EODMU12 has been integral in shaping and deepening the history of Navy EOD.

The Dirty Dozen has provided support around the world, as operators have fought in OIF, OEF-A, OEF-HOA, OND, and OIR-SYRIA. Most recently, EODMU12 has deployed forces in support of five of the six Unified Combatant Commanders, and multiple deployments in support of Carrier Strike Group Operations.

EODMU12 is the lone force provider for Navy EOD forces in support Naval Special Warfare Group TWO.

Accordingly, inspired by Key Strategic Initiatives outlined in the 2030 Vision—EODMU12 is driving efforts to utilize existing assets in non-traditional means. Specifically, MU12 is exploring the expansion of NSW Platoon equipment and training, related to furthering Undersea Warfare objectives and enhancing maritime advantage over near-peer adversaries.



A member of NSW PLT 12-5-1 conduct heavy weapons training off ESB-4, USS HERSHEL WOODY WILLIAMS



A member PLT 12-2-1 ISO SOCAF conducts CIED Training



Static display of EOD ExMCM equipment in conjunction with SBT-20/NSWG-4



An EOD operator conducts nighttime ROV operations with the SEABOTIX vLBV

THE DIRTY DOZEN



Voted The #1 Online Publication in the Navy By CY20 Navy Media Awards



**HAVE INPUT FOR THE NEXT PRIMER?
QUESTIONS?**



CONTACT YOUR PUBLIC AFFAIRS OFFICER!

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BASIC MEDIA ENGAGEMENT TIPS

Accurate, truthful, and timely communication increases the **credibility** and **transparency** of our organization and enhances the **legitimacy** of our operations.

AN EFFECTIVE RESPONSE INCLUDES AN ANSWER TO THE QUESTION AND A MESSAGE. FOR EXAMPLE:

Q: Why is Navy diving still relevant with the advances in unmanned underwater systems?

A: Unmanned underwater technology is important, and we employ it in many of our missions when it is safe and practical. However, there is no comparison to our incredibly skilled divers and EOD operators solving problems underwater.

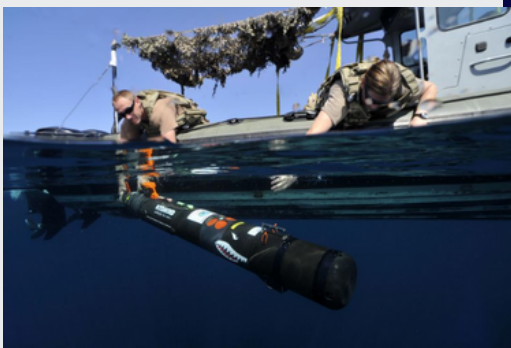
IF YOU ARE ASKED A QUESTION OUTSIDE OF YOUR LANE, BRIDGE BACK TO THE TOPIC AT HAND. FOR EXAMPLE (TOPIC: EOD SHORE DET RESPONSE):

Q: Why does the Navy insist on dropping ordnance off the coast, knowing that it will put people in danger?

A: I can't speak on all the training the Navy does, but I can say Navy EOD operators are incredibly skilled and will handle any ordnance washed ashore in a safe and responsible manner when required.

CLIPS

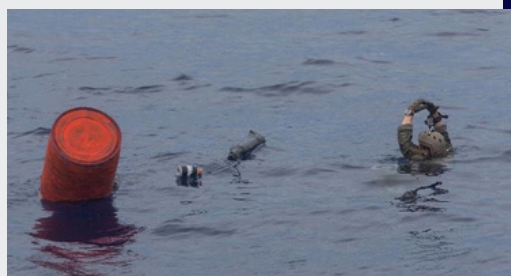
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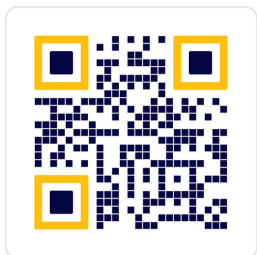
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Explosive Ordnance Disposal Ethos

I am a United States EOD OPERATOR,
a warrior, professional Sailor and guardian of life.

I willfully accept the danger of my chosen
profession and will accomplish all duties my great
country asks of me.

I follow in the wake of those who have served before
me with uncommon valor. I was born from the bombs
and mines of the blitzkrieg. I have cleared the world's
sea lanes and fought in the jungles, deserts and
mountains around the globe.

I will never disgrace the Navy EOD warrior of the past
and will uphold their honor and memory, both on and
off the battlefield.

I am a quiet professional! I strive to excel in every art
and artifice of war. I adapt to every situation and will
overcome all obstacles. I will never fail those who
depend upon me.

I maintain my mind, body and equipment in the
highest state of readiness that is worthy of the most
elite warrior.

I will defeat my enemies' spirit because my spirit is
stronger. I will defeat my enemies' weapons because
I know my enemies' weapons better.

I will complete every mission with honor, courage and
commitment. Though I may be alone and completely
isolated, I will trust my teammates and my country. I
will never give up and I will never surrender.

Where most strive to get it right, I will relentlessly
train so I never get it wrong.

I am a United States Navy EOD operator.

Navy Diver Ethos

I am a United States Navy Deep Sea Diver

I traverse the dark, forbidding depths of the world's oceans, lakes, rivers and seas where only a select few can follow. They are my battlefield. I serve across the spectrum of our nation's military services and with Special Operations Forces.

I honor my deep sea brethren past, present and future; they are my Family. My personal Honor and Integrity are above reproach and compel me to do what is right regardless of the circumstances. Courage is the hallmark of my trade.

The laws governing my chosen profession are absolute and unforgiving, demonstrated and proven with the blood of many brave divers who have gone before me.

Because of their courageous sacrifice, I am committed to my Brothers-in-Arms through relentless mental and physical preparation. My knowledge of diving, underwater techniques and systems, physics, and hyperbaric medicine must be unsurpassed.

The accomplishments of United States Navy Deep Sea Divers are the benchmarks by which the world measures man's achievements in the sea. My specialized skills, undaunted spirit and unbreakable will enable me to succeed in an environment where there are no second chances. Excellence is my standard.

I maintain uncompromising standards personally and professionally. Accepting anything less would bring disgrace upon myself and discredit to my community. My sense of Duty to God, my Country and the United States Navy and my teammates is steadfast and enduring.

I am a United States Navy Deep Sea Diver