



# SEALIFT

**U.S. NAVY'S MILITARY SEALIFT COMMAND... WE DELIVER**

FEBRUARY 2016 ISSUE

## EQUAL EMPLOYMENT OPPORTUNITY FULL SERVICE TO THE FLEET

By **Bill Mesta, Military Sealift Command Public Affairs**

Generally, when we think about Military Sealift Command's Equal Employment Opportunity program (EEO), we focus on filing complaints to report alleged workplace incidents involving unlawful discrimination based on race, color, religion, national origin, sex, sexual orientation, genetic discrimination, age, disability and prohibited acts of reprisal.

While the complaints processing is a critical tool for MSC's Civil Service Mariners and support staff, our EEO specialists offer much more. Our program offers the full spectrum of EEO services including the Special Emphasis Program, EEO training, Alternative Dispute Resolution, complaints processing, status reports, advisory services, annual special observances, and Reasonable Accommodation for ashore and afloat workforce.

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Lisa Y. Harvey, Military Sealift Command's Equal Employment Opportunity Training Program Manager at the command's EEO office on board Naval Station Norfolk, Jan 12. (U.S. Navy Photograph by Public Affairs Specialist Bill Mesta)

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## PATHFINDER CREW RESCUES SEAFARER AFTER PIRATE ATTACK, MECHANICAL FAILURE

By **Military Sealift Command Public Affairs**

Contract Mariners attached to Military Sealift Command's USNS Pathfinder (T-AGS 62) rescued a sailor in distress

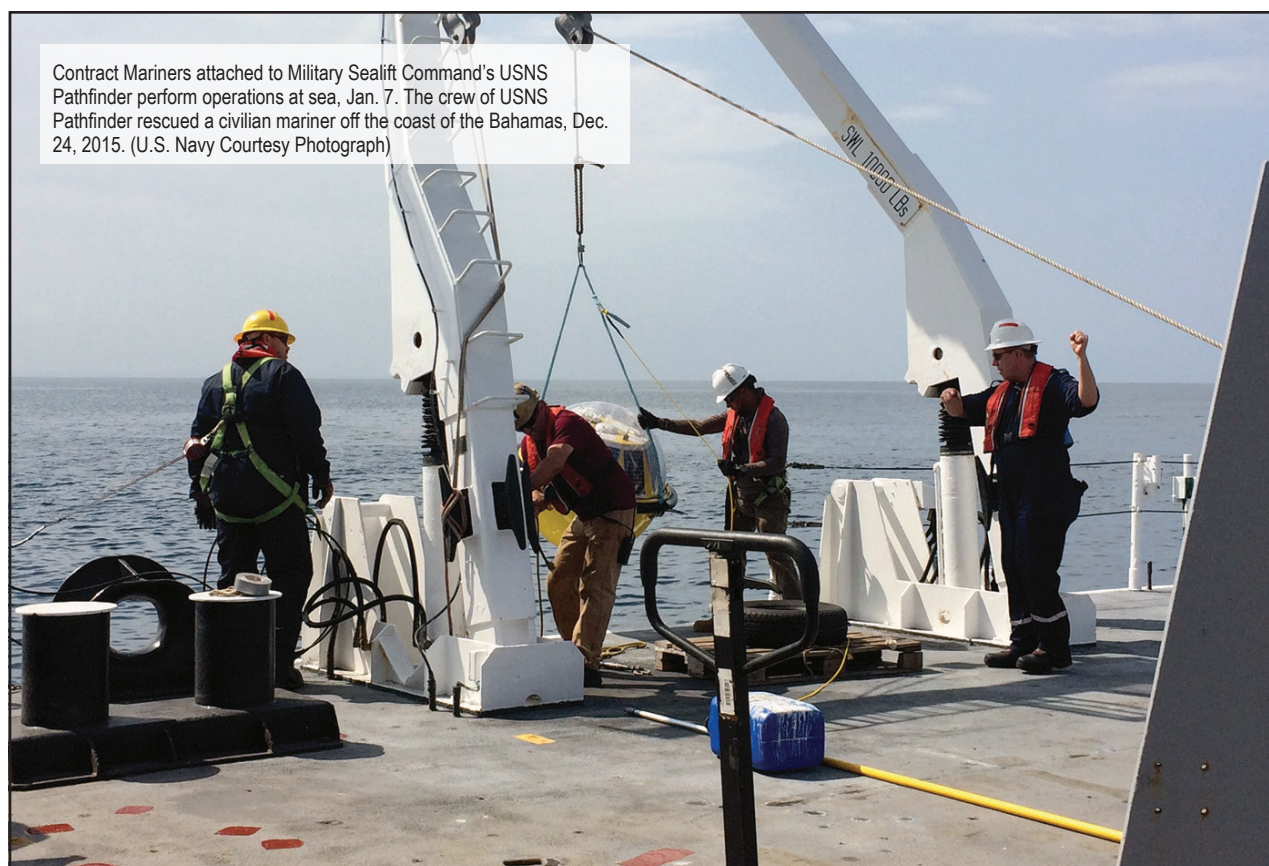
off the coast of the Bahamas, Dec. 24.

Éric Valois, a professional sailor from Montreal, Canada, was adrift for five days after his 45-foot sailboat, Flamboyant, was attacked by three Haitian pirates, the boat's mast was dismantled and the back-up engine broke down.

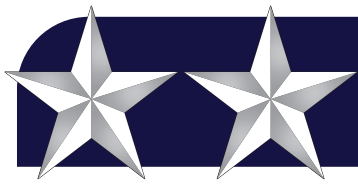
Valois managed to keep the sailboat's manual pumps going for the entire period his vessel was adrift.

Valois sent out a number of distress calls and prepared to abandon his sinking sailboat for a life raft. "I

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Contract Mariners attached to Military Sealift Command's USNS Pathfinder perform operations at sea, Jan. 7. The crew of USNS Pathfinder rescued a civilian mariner off the coast of the Bahamas, Dec. 24, 2015. (U.S. Navy Courtesy Photograph)



## COMMANDER'S PERSPECTIVE FIRST LINE OF EFFORT

Rear Adm. T. K. Shannon, USN  
Commander, Military Sealift Command

I recently participated in the christening of our expeditionary fast transport (EPF) USNS Carson City. She is the seventh ship in our EPF class, formerly known as the joint high-speed vessel.

While the primary mission of these ships is to quickly move personnel and equipment in theater, we are finding many more innovative ways to employ these ships, like using the platform to test new technologies. This is just one of many examples of how our Navy is looking to Military Sealift Command to take on new and important missions.

In addition, we accepted delivery of USNS Brunswick, our sixth ship in the class. After additional evaluations and exercise participation on the East Coast, Brunswick will relocate to its forward deployed location in Hawaii.

Our entire MSC team should be proud of how we have quickly accepted these ships, conducted evaluations and then pushed them out to their forward operating locations where they do what they are designed to do; operate in places important to the strategic interests of our United States.

Last month, our Chief of Naval Operations, Adm. John M. Richardson, released "A Design for Maintaining Maritime Superiority." The purpose of the document is to help establish priorities and guide our Navy in the future.

In the Design, CNO discusses four Lines of Effort or "LOEs." The first Line of Effort, "Strengthen Naval Power At and From Sea," directly applies to our work at MSC. For our Navy to operate and fight forward MSC must execute and deliver. The Fleet and other agencies are counting on us. Never forget that our work is integral to our Navy's ability to operate and fight at and from the sea.

In addition, our CNO highlighted four core attributes that should guide our decisions and actions in our professional lives. The attributes are integrity, accountability, initiative, and toughness. I ask that every team member at MSC think about these attributes and look for ways to continue to incorporate them into our daily actions. If we abide by these attributes it will show in our professional lives and improve the work we do at MSC.

An accompanying article in this month's Sealift provides more detail on the Design and I encourage every member of our MSC team to become familiar with our CNO's intent.

Finally, workforce diversity is one of our focus areas. In a related article in this month's Sealift, there is information about our Equal Employment Opportunity Office and programs. Simply, we need a diverse workforce, a workforce that represents the strength of our nation. How we recruit, develop, and retain our mariners is critical to our success. We are looking for the best-qualified and most capable people. This is a message I need you to deliver to anyone that is interested in working at MSC.

Also, it's understandable that sometimes disputes occur in our workplace. Our EEO team has programs in place that help resolve work place disputes. These processes and programs don't assign blame, but rather, seek to get us functioning as a team again. Teamwork is critical to our success at MSC.

Thank you for all that you do each and every day in service to our Nation, Navy and MSC!



Chief of Naval Operations (CNO) Adm. John Richardson and Master Chief Petty Officer of the Navy (MCPON) Mike Stevens answer Sailors' questions during an all-hands call as part of their visit to Naval Support Activity Bahrain. Stevens and Richardson are in Bahrain as part of their round-the-world tour, visiting Sailors in Hawaii, South Korea and Japan. (U.S. Navy photo by Mass Communication Specialist 1st Class Martin L. Carey/Released)

## CNO RELEASES 'A DESIGN FOR MAINTAINING MARITIME SUPERIORITY'

From Chief of Naval Operations Public Affairs

Chief of Naval Operations Adm. John Richardson released 'A Design for Maintaining Maritime Superiority,' Jan. 5, a document that addresses how the Navy will adapt to changes in the security environment and continue to fulfill its mission.

The term 'design' refers to the document's built-in flexibility, recognizing the rapid rate of change occurring in both technology and the maritime domain.

"This guidance frames the problem and a way forward, while acknowledging that there is inherent and fundamental uncertainty in both the problem definition and the proposed solution," said Richardson.

"As we move forward, we'll respect that we won't get it all right, and so we'll monitor and assess ourselves and our surroundings as we go. We'll learn and adapt, always getting better, striving to the limits of performance."

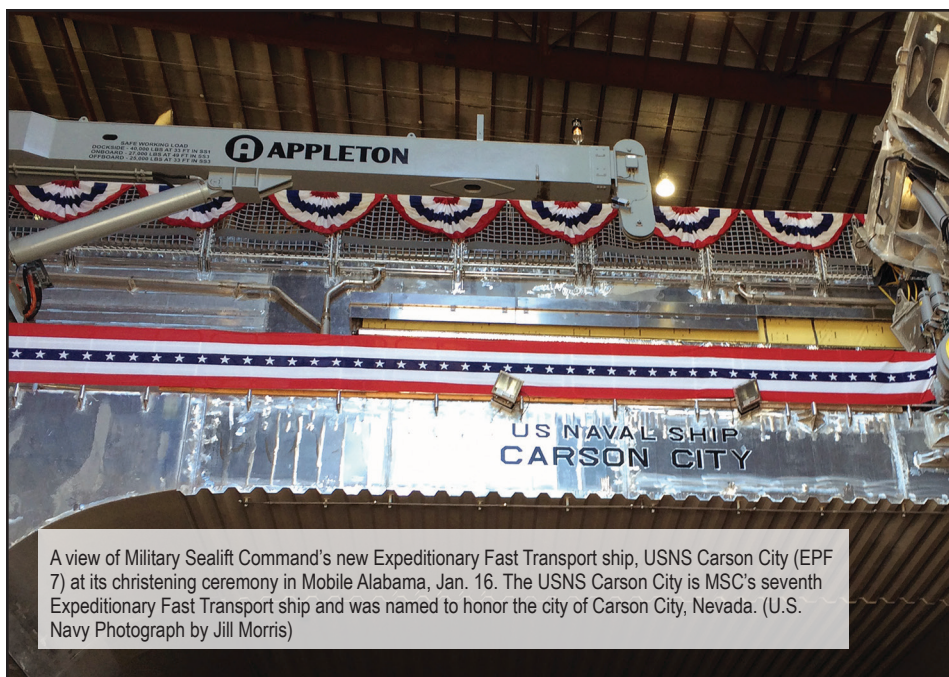
The CNO's design reaffirms the Navy's mission, describes the strategic environment and identifies four lines of effort, each with corresponding objectives to guide the actions of the Navy and its leaders.

The four lines of effort are:

- Strengthen Naval Power at and from Sea
- Achieve High Velocity Learning at Every Level
- Strengthen our Navy Team for the Future
- Expand and Strengthen our Network of Partners

The document also details four 'Core Attributes' that serve as guiding criteria for command decisions in decentralized operations: integrity, accountability, initiative, and toughness.

**"We'll learn and adapt, always getting better, striving to the limits of performance."**



A view of Military Sealift Command's new Expeditionary Fast Transport ship, USNS Carson City (EPF 7) at its christening ceremony in Mobile Alabama, Jan. 16. The USNS Carson City is MSC's seventh Expeditionary Fast Transport ship and was named to honor the city of Carson City, Nevada. (U.S. Navy Photograph by Jill Morris)

## EXPEDITIONARY FAST TRANSPORT SHIP USNS CARSON CITY CHRISTENED IN ALABAMA

By Military Sealift Command Public Affairs

Military Sealift Command christened its newest Expeditionary Fast Transport ship, USNS Carson City (EPF 7), during a ceremony, Jan. 16 in Mobile, Alabama.

USNS Carson City is the seventh Expeditionary Fast Transport class of ships to be added to MSC's inventory and was named to honor the city of Carson City, Nevada.

"Christopher 'Kit' Carson, served as a guide to expeditions that explored the Rocky Mountain region, said Rear Adm. T. K. Shannon, Commander Military Sealift Command. "Kit Carson was an expeditionary pioneer, in the same way this ship will serve for decades in an expeditionary role, forward deployed, working in austere conditions, and building

## PROMOTION; TAKING CONTROL OF YOUR CAREER

By Bill Mesta, Military Sealift Command Public Affairs

Military Sealift Command Civil Service Mariners are afforded the opportunity for promotion each year.

To be competitive for advancement, it is important to understand how the promotion system works and to prepare and submit a quality package.

"Each fiscal year, MSC releases a Promotion Opportunity Announcement (POA)," said Ilene R. DeChurch, MSC's Senior Human Resources Specialist. "The POA is MSC's way of soliciting for positions that have, or are expected to have, vacancies within the upcoming fiscal year."

Current POAs can be accessed on the MSC website at <https://civmar.sealiftcommand.com/>. Click on the red link beneath Merit Promotions at <https://civmar.sealiftcommand.com/merit-promotions>.

"This link will provide not only currently open POAs by department (Engine, Deck, Supply, and Communications), but provides links for previous Evaluation Board Results, MSC's Merit Promotions Guide, and the MSC CIVMAR Handbook," said DeChurch. "It is published to the Fleet, Pursers, Masters, Customer Service Centers and CIVMAR Support Units.

DeChurch advised CIVMARS to read the announcement carefully and follow instructions.

"Candidates for promotion are required to submit a Promotion Application Package," said DeChurch. "The package must include the application, performance documentation and applicable supporting information."

"Be thorough," added DeChurch. "Meeting the minimum eligibility requirements in a POA will only make you eligible to apply. It will not necessarily make you a strong candidate

relationships with our friends and partners. We are thankful that you and your city are now part of our family."

"The christening of the USNS Carson City marked the beginning of what will be a long-standing partnership between the people of Carson City, the Sailors, Marines and civilian mariners who will sail aboard this ship, and the shipbuilders who, through their hard work and skill, have brought this vessel to life," The Honorable Ray Mabus, Secretary of the Navy said in a statement. "This ship will provide a presence around the globe for years to come, serving as a tangible representation of the ideas and values the people of Carson City and our nation hold dear."

Carson City is the second U.S. Navy ship named for the city in Nevada. The first Carson City was designated PF-50 and commissioned March 24, 1944. It was loaned to Japan in 1953 and served for nearly 20 years in the Japan Maritime Self-Defense Force. Carson City received two battle stars for World War II service.

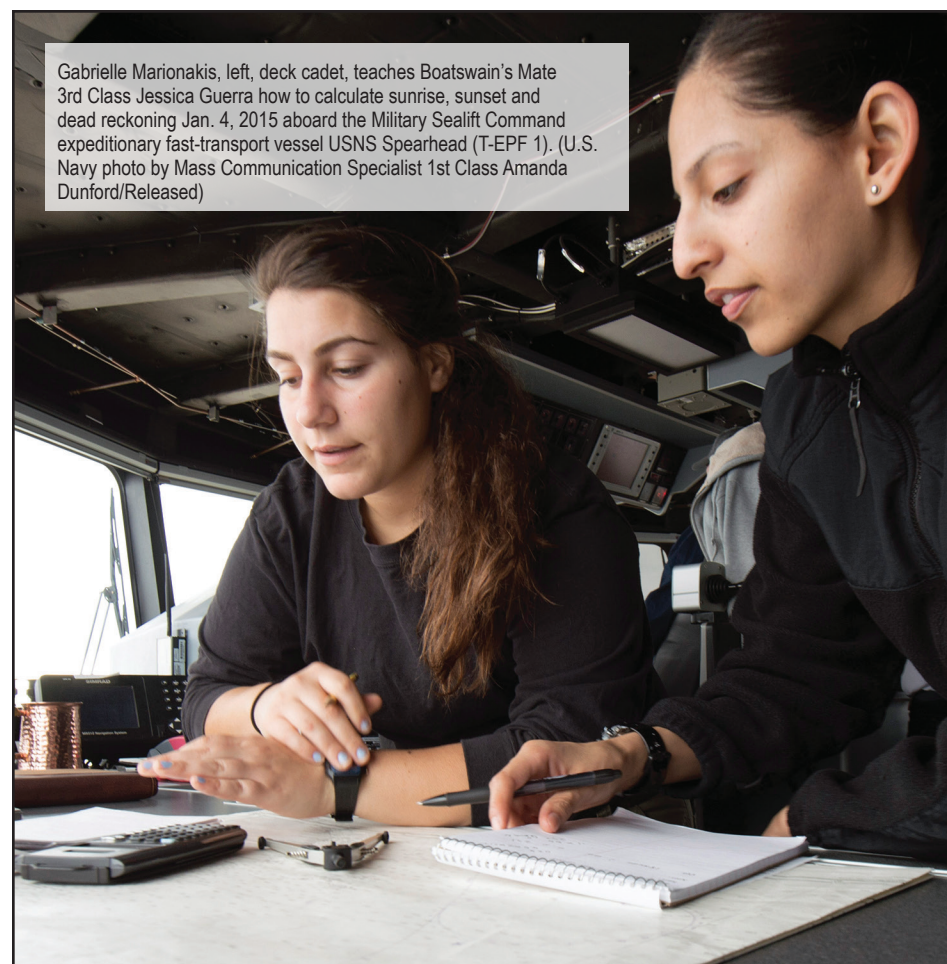
"These ships, designed and built at this shipyard by the dedicated men and women of Austal USA, are deployed today, operating in places important to the strategic interests of the United States," said Shannon. "One of the great features of these ships is that they are adaptable and flexible. Our Navy continues to find new ways to employ these vessels."

"To the men and women of Austal USA and our General Dynamics team, thank you," said Shannon. "Our nation and our Navy admire your professionalism, dedication and commitment to high standards. Thank you for all you do each and every day to keep our nation safe."

The EPF class of ships is a shallow draft, all aluminum, and commercial-based catamaran. These vessels provide intra-theater personnel and cargo transportation services. These capabilities provide combatant commanders high-speed sealift mobility with inherent cargo handling capability and agility to achieve positional advantage over operational distances.

Carson City's class of ships is designed to transport 600 short tons of military cargo 1,200 nautical miles at an average speed of 35 knots in sea state three. The ship is

(Continue Reading on page 8)



Gabrielle Marionakis, left, deck cadet, teaches Boatswain's Mate 3rd Class Jessica Guerra how to calculate sunrise, sunset and dead reckoning Jan. 4, 2015 aboard the Military Sealift Command expeditionary fast-transport vessel USNS Spearhead (T-EPF 1). (U.S. Navy photo by Mass Communication Specialist 1st Class Amanda Dunford/Released)

for the position."

Reading and writing skills are critical for CIVMARS to submit a competitive promotion package.

"A CIVMAR promotion package is like a written interview," said DeChurch. "The evaluation criteria (formerly known as KSAs) indicate the knowledge, skills, and abilities required to do the job for which you are applying. The package affords the CIVMAR the opportunity to tell the board members about themselves, and what sets them apart from the other eligible candidates. Good reading and writing skills are necessary for CIVMAR's to convey their qualifications and individual strengths."

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**(EQUAL EMPLOYMENT OPPORTUNITY - Continued Reading From Page 1)**

The guidelines for MSC's EEO program are based on federal laws which apply to all MSC teammates and ensure we enjoy equality of opportunity in the federal workplace regardless of race, sex, national origin, color, religion, age, disability, genetic information and sexual orientation.

"We don't do anything different than anybody else, we just do it better," said MSC's Deputy EEO Manager, Carneal Smith. "MSC works to establish a model EEO program. For our EEO program to be effective, everyone must be committed to its success."

Equality of opportunity is recognized as an essential element of readiness. It is vital to attracting, developing, and retaining a top-quality workforce in order to accomplish the Department of the Navy's strategic mission.

"Our EEO is important for attracting, training and retaining top quality employees at MSC, said Smith. "How can we (MSC) accomplish our mission if we cannot attract, develop and retain top quality people to work at MSC? We want people to treat people like they want to be treated."

One of Smith's responsibilities is to manage MSC's Reasonable Accommodation Program. A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability.

"If you are a qualified MSC employee with a disability, you can request reasonable modifications to your working environment which enable you to do your job," said Smith. "This program is designed to assist all MSC employees who encounter a change in their physical or mental health."

"When somebody submits a reasonable accommodation request to their supervisor, they then are able to come to me for assistance," said Smith. "The requests could include minor modifications to one's keyboard or dimming the lighting. The key is each case is different and the accommodation is designed to allow the employee to continue to perform his or her job."

A reasonable accommodation board convenes each Tuesday to review MSC employee requests.

If an MSC employee has a temporary ailment, injury or permanent disability, they can submit a reasonable accommodation request. The request can be verbal with a follow-on written request or submitted formally to EEO. It is recommended the requests be submitted to one's supervisor initially and then to the EEO program. However, a requestor can go directly to the EEO program without notifying their supervisor.

"Once notified, I send the requester all the required paperwork to submit a reasonable accommodation request," said Smith. "It is important for the requester to have documentation of the ailment, injury or disability from their medical provider."

Once the screening of one's request is processed and deemed a legitimate request, Smith works with an employee's supervisor to implement appropriate accommodations.



Beatrice Wilson, Military Sealift Command's Equal Employment Opportunity Complaints Manager, at the command's EEO office on board Naval Station Norfolk, Jan 12. (U.S. Navy Photograph by Public Affairs Specialist Bill Mesta)

Ms. Beatrice Wilson, a 30-year MSC EEO teammate, is the specialist responsible for managing EEO complaint process. Wilson started as a Government Service Three (GS-3) EEO Clerk and through extensive training and hard work became an EEO Specialist.

"Complaints come in different stages," said Wilson. "The first stage is the initial contact stage. We try and resolve the complaints at the initial stage or lowest level."

"When MSC teammates call me they are often angry, they believe they have been discriminated against," said Wilson. "It is very important that I listen to what they have to say. It is also important for me to give the caller realistic advice and find out exactly what the problem is."

"I try to determine the source of the employee's problem and resolve the issue at the lowest possible level," said Wilson. "The EEOC has determined this to be the best course for overall complaint resolution."

For detailed information about filing formal and informal EEO complaints, please go to <http://www.eeoc.gov/eeoc/publications/fedprocess.cfm>.

"Those who file an EEO complaint have the right to have an attorney or a representative throughout the entire process," said Wilson. "They also have the right to remain anonymous."

"Keep in mind also, there is an EEO complaint timeline for both informal and formal complaints for the processing specialist, management and complainant," said Wilson. "This means steps of a complaint must be processed within the required period of time."

"Sometimes the ability to remain anonymous upsets management," said Wilson. "If people are being treated fairly, an anonymous complaint should cause them no need to worry."

"Sometimes people could hurt someone and not even realize it," added Wilson. "Sometimes a situation could be considered 'no fair' but is deemed non-discriminatory."

"It is my responsibility to inform management of practices which could be discriminatory," said Wilson. "If you are unsure if a situation is discriminatory, please contact the EEO office."

"When a person calls us for EEO advice, senior leadership, management or possible complainant, we will make sure they receive solid information and their questions are answered," said Wilson. "We offer advice to anyone and everyone, regardless of who you are."

The Alternative Dispute Resolution (ADR) system is any procedure used in lieu of litigation or formal administrative processes to resolve issues in controversy.

"Alternative Dispute Resolution can be used for complaints alleging discrimination (including harassment) or for non-EEO related matters," said Mr. Tim Tarafas, an MSC EEO Specialist who manages the ADR program. "The Department of the Navy's preferred method of ADR is mediation."

"The mediation process involves bringing in a neutral person who is not attached to the command to sit down with the person filing the complaint and management to try and resolve the issue through discussion," said Tarafas. "An issue handled with mediation is still considered to be 'informal.'"

Some of the benefits of ADR include timeliness, enforceability, efficiency, neutrality, and discretion.

"The ADR process also saves the government monetarily," added Tarafas. "The Department of Justice has estimated each formal EEO case to cost roughly \$150,000 to process," said Tarafas. "Mediation also extends the informal timeline by an additional 60 days."

Both CIVMARS and support staff receive extensive EEO training. The MSC EEO training program is managed by 29 year MSC teammate, Ms. Lisa Harvey.

"We travel all over the world to provide training for MSC's CIVMARS and support staff," said Harvey. "The job of keeping MSC trained on EEO can be challenging but is very rewarding. We have enjoyed great success with our EEO training program."

"There are many misconceptions about EEO," said Wilson. "Our extensive training program goes a long way in clearing up these misconceptions."

**(EQUAL EMPLOYMENT OPPORTUNITY - Continued Reading From Page 4)**

“Since MSC has implemented the face to face training on board our various platforms, we have seen an increase in ship’s Captains reaching out to MSC EEO for advice or to answer questions,” said Smith. “This is a good trend as more situations are being handled at the lowest level and not formally.”

“We approach MSC’s EEO training program aggressively,” added Wilson. “We have face to face forum style training because it is very important for our CIVMARS and support staff to understand all the facets of EEO.”

“Licensed and Unlicensed CIVMAR training sessions are conducted separately,” said Wilson. “We do this so the audiences feel more at ease and are able to speak more freely.”

“All MSC teammates, both CIVMAR and support staff are required to receive EEO training once a year,” added Wilson. “Our training program has a year-round schedule. However, a ship’s leadership can request for an unscheduled EEO training session.”

The Special Emphasis Program is run by MSC EEO Specialists Ms. Louis Williams and Ms. Wilhemenia Seward, who is designated to promote minority awareness.

“Some of our program observances include Black History Month, Women’s History Month, Asian Pacific Islander Month, Holocaust Remembrance, Pride Month, Women’s Equality Day, Hispanic Heritage Month, Disability Month and Native American Month,” said Williams. “We also recognize Dr. Martian L. King Jr. Day.”

“Each month and observance has a chairperson who organizes our observances, said Seward. “There is an overall committee who works with the observance chairperson to set up our observances.”

“If CIVMARS and support staff are interested in organizing special programs, they can receive information from their regional EEO office,” said Williams.

Ms. Emily Cook, who manages the Equal Opportunity Management Directive 715, said one of her main focuses is to manage MSC’s annual MD 715 assessment.

MD 715 is a report designed to demonstrate the MSC EEO program’s performance.

“The report demonstrates how the command performed based on our objectives and what EEO accomplishments MSC achieved over the course of the year,” said Cook. “The assessment also evaluates how MSC performed in terms of regulation compliance.”

“The MD 715 requires federal agencies to work toward meeting the six essential elements of a Model EEO program,” said Cook. “The elements are demonstrated commitment from MSC leadership, integration of EEO into MSC’s strategic mission, management and program accountability, proactive prevention of unlawful discrimination, efficiency and legal compliance.”

The objective of Management Directive 715 is to ensure that all employees and applicants for employment enjoy equality



Carneal Smith, Military Sealift Command’s Deputy Equal Employment Opportunity Officer and Emily Cook, MSC’s Program Manager of Diversity and Inclusion at the command’s EEO office on board Naval Station Norfolk, Jan 12. (U.S. Navy Photograph by Public Affairs Specialist Bill Mesta)

of opportunity in the federal workplace regardless of race, sex, national origin, color, religion, disability or reprisal for engaging in prior protected activity.

“One of the key elements of the MD 715 is discovering program discrepancies or barriers,” said Cook. “We are required to formulate a plan of action with goals and steps needed to correct any discrepancies or barriers. We must demonstrate the actions we are going to take to correct the issues.”

“The results of MSC’s annual MD 715 are submitted to the Department of the Navy and ultimately become a public document,” said Lee. “The results are readily available for all interested parties.”

“The bottom line is MSC’s EEO program is much more than a system used to file complaints,” said Robin Lee, MSC’s Command Deputy EEO Officer.

**(PATHFINDER- Continued Reading from Page 1)**

don’t think my chances of survival were very good if I had abandoned the sailboat,” he said.

Pathfinder and her crew found the distressed sailor and pulled him from his sailboat just before it sank.

“We immediately started heading that way for assistance [after receiving the distress call] as there is an old law of the sea to render assistance to a mariner in distress,” said Capt. Tom Pearse-Drance, the master of USNS Pathfinder.

“My entire crew sprang into action,” said Pearse-Drance. “I’m very blessed to have an extremely competent and hard-working crew to bring this to a safe and happy conclusion.”

“Wind and seas were near gale force and the full moon on choppy seas made it harder to see Valois’s boat,” added Pearse-Drance. “The entire rescue took about three hours.”

“Congratulations to you and the crew of USNS Pathfinder for swiftly responding and executing the safe rescue of a Canadian sailor on Christmas Eve,” said Rear Adm. T. K. Shannon, Commander Military Sealift Command. “Your quick response to the Mayday call from the disabled sailboat, Flamboyant, was exceptional. I applaud the skill

and enthusiasm of you and your crew to provide assistance to those in need.”

“I understand the difficulty in executing a rescue in rough seas and the associated hazards to the ship and crew,” added Shannon. “You and your crew brought great credit to yourselves and our organization.”

“It was more or less easy,” Valois said. “When I got on board, they all hugged me. They seemed to be as happy to have saved me as I was.”

“Thank you and well done,” said Shannon. “I could not be more proud of everyone onboard USNS Pathfinder. You are a shining example of what makes MSC such a great organization to serve! It is a privilege to be associated with our fine team on Pathfinder!”

The mariners attached to USNS Spearhead are contracted by U.S. Marine Management Inc., a wholly owned subsidiary of Maersk Line Ltd.

Pathfinder, currently deployed to the 4<sup>th</sup> Fleet’s area of responsibility, is a Military Sealift Command oceanographic survey ship which supports worldwide oceanography programs.



Thailand-The ramp is lowered from the Military Sealift Command's Surge Sealift, Roll-on/Roll-off ship USNS Maj. Stephen W. Pless (T-AK 3007), Jan. 28. The Pless, carrying more than 470 items, is one of two MSC ships delivering equipment for Exercise Cobra Gold, one of the largest multilateral exercises in the Asia-Pacific region. The Pless is concurrently participating in Pacific Pathway 16-1, an operation that supports three exercises. (U.S. Navy photo by Grady T. Fontana/Released)

## MILITARY SEALIFT COMMAND DELIVERS ESSENTIALS ROLLS-OUT EXERCISE COBRA GOLD

By Grady Fontana, MSC Far East Public Affairs

Military Sealift Command's Surge Sealift, Roll-on/Roll-off ship USNS MAJ Stephen W. Pless (T-AK 3007) arrived at the port of Laem Chabang, Thailand to offload essential military equipment in support of Exercise Cobra Gold 2016 (CG-16), Jan. 27.

Thailand and the United States hosted the annual, multilateral Exercise CG-16 in various areas throughout the Kingdom of Thailand, Feb. 9-19. This year's CG-16 consisted of three primary events: a command post exercise, which includes a senior leader seminar; humanitarian civic assistance projects in Thai communities; and a field training exercise that will build regional relationships.

The Pless was carrying more than 470 items that totaled approximately 2,500 long tons (5.38 million lbs.). The cargo included such items as military vehicles, aircraft and ammunition. A second MSC vessel, USNS 1ST LT Jack Lummus (T-AK 3011), is scheduled to arrive in the coming days to offload additional CG-16 gear.

Phase one of the offload was conducted in Laem Chabang, then the Pless sailed to the port of Sattahip in Chuk Samet to offload the remainder of gear, Jan. 28. From the ports, all equipment was staged and will be transported to various locations in Thailand.

During the exercise, MSC fell under the Joint Movement Coordination Center (JMCC) and works with various agencies, such as the Surface Deployment and Distribution Command (SDDC).

"The JMCC is the coordination center for all inbound and outbound cargo," said Army Maj. Juan A. Vega, JMCC officer-in-charge for CG-16. "This includes sealift, port handling and transportation. Our job is to receive the equipment at the port, and coordinate transportation to its final destination."

According to Vega, the JMCC is a team effort. SDDC is responsible for loading and offloading the ship and all the reception, staging and onward movement and integration of all the gear that is coming off the ship. MSC is responsible for providing the ships that are capable of meeting the sealift requirement.

In addition to providing vessels that deliver the equipment

for CG-16, MSC Far East (MSCFE) also exercised expeditionary port operations.

At the port of Sattahip, MSCFE stood up a mobile sealift operations center (MSOC), a fly-away communications suite that is staffed by Expeditionary Port Unit 111 (EPU 111), out of Oklahoma City, Okla. The MSOC consists of two shipping containers: one is a storage facility and one is outfitted with a full complement of communications equipment.

"The EPU was here to train on port operations for contingency support," said Cmdr. Christopher M. Cassano, MSCFE exercise planner. "The EPU would rarely be used during peacetime, but in a contingency operation, when we're at a dozen different ports, we have the EPU to

exercise control at the port for MSC. Because during phase two operations there would be no port agent—we'd be responsible for all things in support of the ships."

Concurrently, the USNS Pless was on mission supporting U.S. Army Pacific (USARPAC) Pacific Pathway 16-1 (PP 16-1), a transportation operation supporting three exercises.

"Cobra Gold was the first leg of Pacific Pathway 16-1," said Joseph Peck, traffic manager, USARPAC. "We took a single vessel and a single task force

and take it to numerous exercises. It saves money, cuts legs off transportation and allows us to bring a bigger force with more capability to the exercises."

The Pless started the PP 16-1 mission at Joint Base Lewis-McChord (JBLM) in Tacoma, Wash. "She then loaded the aviation task force in Hawaii, then went to Okinawa, Japan and picked up joint-forces gear that supports the exercise," said Peck.

"PP 16-1 consolidates a force on a vessel and keeps it out so it does multiple iterations of loading and offloading a vessel," said Peck. "This is a five-and-a-half-month mini deployment to three different countries, which we would have loaded the ship at least five times."

Exercise Cobra Gold, one of the largest multilateral exercises in the Asia-Pacific region and has taken place annually for more than 30 years. CG-16, the 35th version of the military exercise, will bring together more than two dozen nations to address regional and global security challenges and to promote international cooperation and stability within the region.

**"We take a single vessel and a single task force and take it to numerous exercises."**

# DR. MARTIN LUTHER KING JR.

## AS IMPORTANT TODAY AS EVER

By Bill Mesta, Military Sealift Command Public Affairs

Military Sealift Command hosted a special observance ceremony in recognition of the Rev. Dr. Martin Luther King Jr.'s birthday on board Naval Station Norfolk, Jan. 20.

The celebration was coordinated by MSC's Equal Employment Opportunity team and was held to commemorate Dr. King's leadership against racial inequality.

"Thank you for joining us today to celebrate the life and legacy of Dr. Martin Luther King Jr.," said Mr. Clarence White, the celebration's Master of Ceremonies. "Dr. King was born on Jan. 15, 1929, in Atlanta, Georgia.

"Dr. King was a Baptist minister and social activist who led the civil rights movement in the United States from the mid-1950s until his death by assassin in 1968," added White. "His leadership was fundamental to the success of the civil rights movement and in ending the legal segregation of African Americans in the south and other parts of the United States."

Mr. Carneal Smith of MSC's Equal Employment Opportunity program played the National Anthem on his saxophone for the approximately 100 civilian and military MSC teammates in attendance.

The opening ceremonies were followed by an address by Key Note Speaker Dr. Ella P. Ward, a Councilwoman from Chesapeake, Virginia.

"I am glad you took the time out of your work-day to honor one of the greatest civil rights leaders to ever exist, the late Rev. Dr. Martin Luther King Jr.," said Ward. "Some in this day and time may feel as though we no longer need to observe Dr. King's birthday, but trust me, it is important that we do."

"Even as we begin 2016, we need to take a time-out from business as usual to pay tribute to this great leader," added Ward. "Dr. King did a lot of great things but there are still a lot of great things that need to be done."

Dr. Martin Luther King Jr. would have celebrated his 87<sup>th</sup> birthday if not for his assassination on April 4, 1968.

"Dr. King was with us but a very short time," added Ward. "While he is known for leading the Civil Rights Movement, what he really led was a movement for peace for generations to come."

Dr. Martin Luther King Jr.'s birthday is a federally recognized holiday and is held on the third Monday of each January.

Dr. Ella P. Ward, a City of Chesapeake, Virginia, councilwoman, addresses Military Sealift Command civilian and military teammates on board Naval Station Norfolk, Jan. 20. Miller was the keynote speaker at MSC's special observance of Dr. Martin Luther King Jr.'s Birthday. (U.S. Navy Photograph by Public Affairs Specialist Bill Mesta)



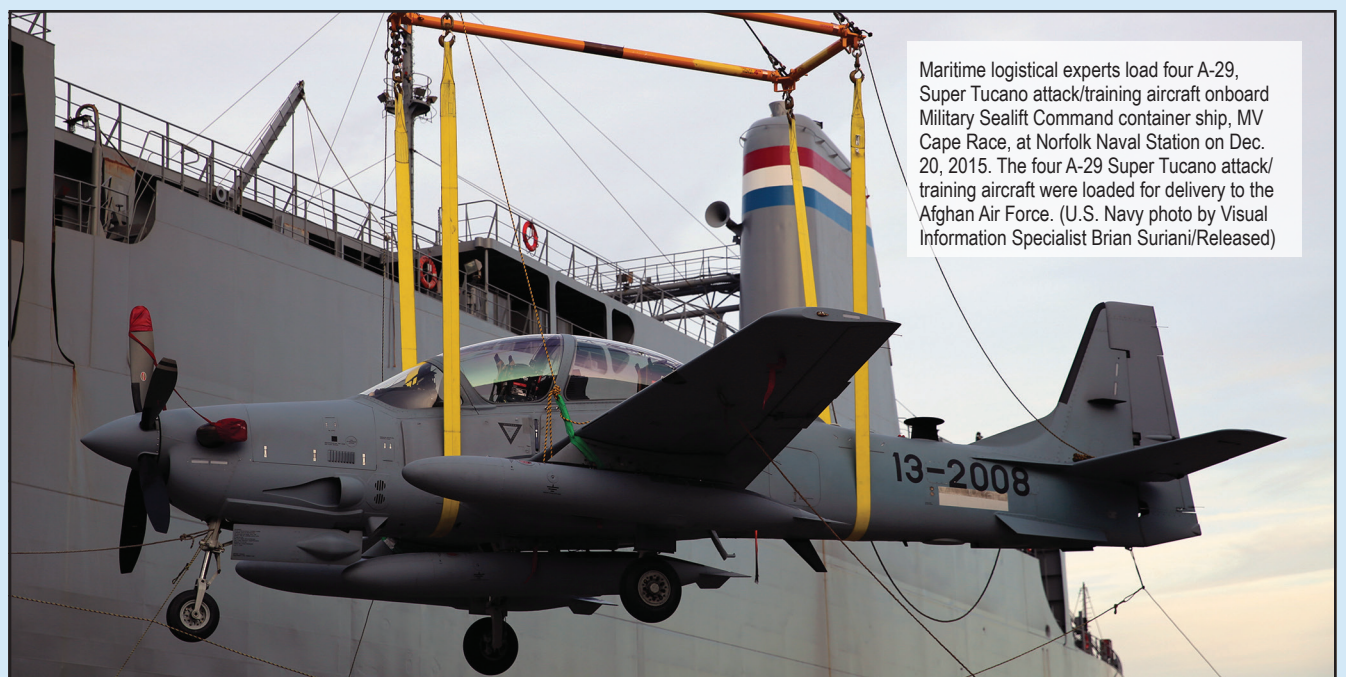
# CAPE RACE TRANSPORTS AIRCRAFT FOR AFGHAN AIR FORCE

By Military Sealift Command Public Affairs

Logistical specialists loaded four A-29, Super Tucano airplanes on board Military Sealift Command's container ship, MV Cape Race at Naval Station Norfolk, Dec. 20.

The Cape Race transported the aircraft to Rota, Spain. From Spain, the U.S. Air Force delivered the four A-29 Super Tucano airplanes to the Afghan Air Force Jan. 15 at Hamid Karzai International Airport.

The A-29 Super Tucano is a 'light air support' aircraft capable of conducting close air support, aerial escort, armed over-watch and aerial interdiction. Designed to operate in high temperature and in extremely rugged terrain, the A-29 Super Tucano is highly maneuverable 4th generation weapons system capable of delivering precision-guided munitions. It can fly at low speeds and low altitudes, is easy to fly, and provides exceptionally accurate weapons delivery. It is currently in service with 10 different air forces around the world.



Maritime logistical experts load four A-29, Super Tucano attack/training aircraft onboard Military Sealift Command container ship, MV Cape Race, at Norfolk Naval Station on Dec. 20, 2015. The four A-29 Super Tucano attack/training aircraft were loaded for delivery to the Afghan Air Force. (U.S. Navy photo by Visual Information Specialist Brian Suriani/Released)



Maritime logistical experts load four A-29, Super Tucano attack/training aircraft on-board Military Sealift Command container ship, MV Cape Race, at Norfolk Naval Station on Dec. 20, 2015. The four A-29 Super Tucano attack/training aircraft were loaded for delivery to the Afghan Air Force. (U.S. Navy photo by Visual Information Specialist Brian Suriani/Released)

“In depth write-ups are important when answering the evaluation criteria in the POA,” said DeChurch. “Tell a story about yourself and your special qualifications. Provide your work history, giving several examples of jobs that you’ve done that meet the requirements of the specific evaluation criteria you’re answering.”

“Make sure that you have received current evaluations for all temporary and permanent positions in which you’ve sailed,” said DeChurch. “Make sure that your time spent doing on-the-job training is documented in your evaluations or letter of reference by someone that you’ve worked for or with.”

“Sell yourself,” added DeChurch. “Be thorough and concise, don’t ramble, and don’t provide information that is not valid. Remember that the board members have probably sailed in this position before and they can usually see through the rhetoric.”

“It is a good idea to have someone senior in your chain of command review your application package prior to submission,” recommended DeChurch. “If possible have your advancement package reviewed by someone who has participated as a promotion board member in the past.”

In order to qualify for a promotion the board must categorize a candidate as ‘Best Qualified (BQ).’

“Being on the BQ list makes you eligible to be selected for permanent promotion to the position, it does not guarantee permanent promotion,” said DeChurch. “Because promotions are vacancy driven, just as external hiring is, you may not get promoted if vacancies do not exist.”

“The BQ list can be used up to a year or until the next POA for that position is published,” added DeChurch. “If vacancies for the position become available during the year, selections will be made from the current BQ list.”

“Don’t assume that if you made the BQ list last year, that you will make the BQ list again this year,” added DeChurch. “Different year, different board members, different pool of candidates.”

If a CIVMAR is not ‘Best Qualified’ for a promotion, they should request a promotion package review.

“The results of the review provide the candidate’s total score, where they ranked amongst their peers who applied, and what things they may want to look at strengthening or completing prior to the next years’ POA being released, said DeChurch. “CIVMARs should not wait until the last minute to request a review.”

“If you aren’t promoted, keep trying,” concluded DeChurch. “You can’t be permanently promoted if you don’t apply.”

capable of operating in austere ports and waterways, interfacing with roll-on/roll-off discharge facilities, and on/off-loading a combat-loaded Abrams Main Battle Tank (M1A2). The EPFs include a flight deck for helicopter operations and an off-load ramp that will allow vehicles to quickly drive off the ship. The ramp is suitable for the types of austere piers and quay walls common in developing countries. EPF’s shallow draft (under 15 feet) will further enhance littoral operations and port access. This makes the EPF an extremely flexible asset for support of a wide range of operations including maneuver and sustainment, relief operations in small or damaged ports, flexible logistics support, or as the key enabler for rapid transport.

“This past year, the name of this ship class was changed to Expeditionary Fast Transport to better reflect the expeditionary nature of their operations,” said Shannon. “These ships contribute to our nation’s military strength and further maritime safety and security. And importantly, these ships enable our Navy to operate forward, building partnerships where it matters.”

Susan Asbury Crowell, wife of the Honorable Robert Crowell, the Mayor of Carson City, Nevada, will serve as the ship’s sponsor. In a time-honored Navy tradition, she gave the order to “man our ship and bring her to life!”

“To our sponsor, Susan Crowell, and our Matron of Honor, Carolyn Southard, we are fortunate that you are now part of our Navy’s family and we know you will be part of Carson City’s legacy as she serves our nation,” said Shannon.

“I’ve talked about the ships of this class and the amazing contributions they are making for our country around the globe,” said Shannon. “But let us not forget, what enables these fine ships to operate and serve our nation are our merchant marines. Our civilian mariners at Military Sealift Command, the men and women who make up our afloat workforce, are the best in the world. The work they do directly supports the agencies that are responsible for the safety and security of our nation.”

“Our civil service mariners are represented on stage by Bob Wiley, the master of USNS Carson City,” said Shannon. “Bob, a proud Carson City native, is one of our most highly regarded ship masters. He has served our nation for over 25 years as a merchant mariner. We have turned to him many times over the past years to take on our toughest assignments, more recently taking over as the master of our hospital ship, USNS Comfort on very short notice. We are fortunate to have people such as Bob Wiley on our team, always ready to answer the call.”

# ANYDAY



# WHY WE SERVE

Able Seaman David Lamar Leader said he is extremely eager to serve aboard USNS Spearhead. “Having been chosen for my first overseas assignment with this platform is a very exciting opportunity for me.”



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