



# CAREER MANAGEMENT TEAM

Manpower & Reserve Affairs

## Quarterly Newsletter

June 2026

### MARADMIN QUICK HITS

#### Reserve Component Parental & Maternity Leave Updates (MARADMIN 191/26)

The below highlights are key takeaways only—Marines are encouraged to review the full MARADMIN for complete eligibility, timelines, and execution guidance. Recent updates provide expanded flexibility and clearer entitlements for Marines following a qualifying birth event, while ensuring participation and career progression are protected.

1. **Retroactive Parental Leave Eligibility:** Reserve Marines with a qualifying event between 1 October 2024 and 7 August 2025 are now eligible for Reserve Component Parental Leave (RCPL). This entitlement must be used no later than 6 August 2026.
2. **Standardized Parental Leave Benefit:** Eligible Reserve Marines—regardless of sex or birth parent status—are authorized 12 paid IDT periods as RCPL following a qualifying event.
3. **Mandatory Convalescent Period for Birth Parents:** Marines approved for Reserve Component Maternity Leave (RCML) will not perform or request IDT for the first 6 weeks after birth. This period serves as the initial convalescent portion of the benefit.
4. **Additional Maternity Leave IDT Periods:** Birth parents are authorized up to 6 paid IDT periods of RCML, which must be used within the 8-week period immediately following birth.

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## UPCOMING CAREER MANAGEMENT TEAM WEBINARS

24 JUNE 2026



### Marine For Life / Community Counseling Program

Join us for a webinar featuring Marine for Life (M4L) and Community Counseling Program (CCP). M4L connects Marines with career opportunities, professional networks, and transition resources, while CCP provides confidential, non-medical counseling to strengthen resilience and readiness. Learn how to leverage both programs to support your career and overall well-being.

Join the webinar [here!](#)

# RESERVE POLICY BOARD UPDATES

The Marine Corps Reserve Policy Board (MCRPB) convened its spring session under the leadership of its new President, MajGen Kevin Jarrard. In his opening remarks, he underscored the enduring impact of the Board's work, emphasizing that today's decisions will shape the future of the Reserve Component for generations to come. His message reinforced a sense of stewardship and responsibility among Board members as they deliberate on policy matters affecting the force.

This year, the Board received thirty-seven issues from the Fleet. After discussion and deliberation, the board voted to take on five new issues for further study, including:

- Administrative Separation (ADSEP) notification delays affecting Unauthorized Absence Marines
- Expanded rental car reimbursement for all days during IDT Reimbursement
- Inclusion of Staff Noncommissioned Officers (SNCOs) on ADSEP boards
- Standardization and distribution of education for SMCR Marines
- Improvements to the Uniform Inspection and Replacement Program

The Board was also able to close several issues. These represent real “wins” where the work of the MCRPB led to substantive changes in Marine Corps policies. These included:

- Clarification on the requirement for MROWS use for Appropriate Duty Orders
- Parity in Reserve field grade officer promotions (Running Mate System)
- Parental leave parity for SMCR and IMA Marines
- Reservist entitlement pay at Military Occupational Specialty (MOS) schools

Looking ahead, the MARADMIN announcing the FY27–29 MCRPB solicitation for applications is expected in the coming months. All Marines are encouraged to participate and promote this opportunity to others.

*U.S. Marine Corps Chief Warrant Officer 2 Juan Inumerable, the battalion gunner of 4th Light Armored Reconnaissance Battalion, 4th Marine Division, gives a safety brief to Australian Defence Force and New Zealand Defence Force service members, during a subject matter expert exchange at Marine Corps Base Camp Pendleton, California, March 20, 2026. During the exchange, Marines conducted live-fire drills with foreign partners on various marksmanship techniques increasing interoperability and combined capabilities between them. (U.S. Marine Corps photo by Cpl. Keegan Jones)*

# RETURN TO ACTIVE DUTY (RAD) TESTIMONIAL

## That's Rad!

### *My Return to Active Duty Journey*

*Lieutenant Col. Anne "Chichi" Boaden,  
U.S. Marine Corps Forces Reserve*

The Senate and the Secretary of Defense has approved an appointment to the Active Duty List (component code 11) of the Marine Corps," began the MMOA-3 email, "with an effective date no earlier than 1 May 2025." My months-long wait was over. Forty-nine days later, surrounded by a small group of friends and family, I was sworn back into the Active Component by my commanding general at the Marine Corps Warfighting Laboratory.

I had not planned on returning. I left Active Duty for the Reserves exactly a decade earlier after spending nine years training, flying, and deploying as an AH-1W SuperCobra pilot. Like many pilots, I was feeling burned out and ready for a new chapter – especially with a long-term, international fiancé in my life – but knew I wasn't ready to hang my boots up just yet. For the first time in my life, I began to research a career as a Reservist.

The Reserves were exactly right for me. I understood the trade-offs: more family time over a full-time paycheck, a second career in exchange for a non-regular (Reserve) retirement, and gaining more personal freedoms while losing some Active Duty benefits. It was not easy. Living overseas for nine years as an expatriate Reservist, completing a civilian master's program and Command and Staff College (while pregnant), navigating the Covid pandemic with a newborn and toddler, and managing two Individual Mobilization Augmentee detachments made life chaotic and stressful at times, but I made it work.

Shortly after my second child was born, something shifted. Every time I completed my two-week Annual Training, a chunk of drills,

or a stint of Active Duty for Operational Support (ADOS) orders, I felt refreshed in a way I hadn't in a long time. I wanted more of the Marine Corps. After talking to my husband and then setting things in motion, I was able to secure 12-month ADOS orders at my current unit, which entailed overseas Permanent Change of Station (PCS) orders for my entire family. Just like that, I had essentially reentered Active Duty. Four months into my ADOS tour, a retired Reserve colonel mentioned the Return to Active Duty (RAD) program and piqued my interest.

Each Marine has his or her own reasons for a career change. I upended my life, and career, once already. Was I prepared to do it again, this time with an active duty Royal Navy husband and two young children in tow? The advantages beckoned: returning to meaningful full-time work with a full-time paycheck and generous benefits, the renewed ability to achieve an active duty retirement, and interacting with Marines and our renowned esprit de corps on a daily basis. Plus, my obligation was only 24 months.

But I also had to weigh the very real challenges: relinquishing control of my career path to an unknown monitor and probable PCS orders, a more strenuous effort to achieve the work/life balance I had meticulously curated as a Reservist, and the unenviable position of being a dual, international, active duty household. Plus, my fledgling writing career as a civilian would have to be put on hold once more. After many late-night talks with my husband, I decided to apply for RAD. I would likely never get another opportunity based on career timing, which was rapidly approaching nineteen years of service. I was ready to embrace the "permeability" idea of Talent Management 2030 and add another chapter to my non-traditional Marine Corps career. Though I was prepared to wait "180 days or more" per the MARADMIN, the RAD process was quick for me: I drafted my application in October 2024, submitted it on 6 January 2025, and received my approval on 11 April 2025.

This is not the end of my RAD story. In fact, it's just the beginning. The elephant in the room is

### *RAD Testimonial cont'd*

how long I'll stay past my 24 months of obligated service. Securing an Active Duty retirement is currently over eight years away due to my updated Armed Forces Active Duty Base Date, but it's very probable I'll stay on. However, if life circumstances alter for my family, I know I can return to the familiar folds of the Reserves and continue my service part-time. I am comforted knowing that whatever career path I choose to take in the Marine Corps, I'll always be welcomed and can meaningfully contribute to the mission. For those of you considering RAD, best of luck and Semper Fidelis.

*Lieutenant Col. Anne "Chichi" Boaden is currently serving on Active Duty as MCWL's Foreign Integration and Disclosure Officer.*

*U.S. Marines participate in a light armored vehicle live-fire range event during the 2026 Bushmaster Competition, Camp Pendleton, California, March 27, 2026. This year, hosted by 4th Light Armored Reconnaissance, 4th Marine Division, the friendly competition gathers Light Armored Vehicle crews from across the U.S. Marine Corps, Australia and New Zealand to test their tactical and technical skills. (U.S. Marine Corps photo by Sgt. Aaron TorresLemus)*

## **CMT TIP OF THE QUARTER**

***Don't wait until just before a board convenes to review your record—by then, it's too late to fix the things over which you have control. Instead, conduct a deliberate records review 6–9 months out. Focus on your fitness report continuity, PME completion, and ensuring your billet aligns with your grade and MOS. If you're unsure what to prioritize, engage a CMT counselor early to identify gaps and develop a plan. Small administrative discrepancies can create doubt; a clean, consistent record reinforces confidence in your performance.***



## CMT COUNSELOR SPOTLIGHT



### Col. Samson Newsome, U.S. Marine Corps Forces Reserve

**MOS:** Infantry Officer & Judge Advocate

**CMT BILLET:** Ground Mentor

**PRIOR BILLETS:** Senior Trial Counsel; Staff Judge Advocate; Executive Officer, 2nd Bn., 23rd Marine Regiment; Commanding Officer, 1st Bn., 23rd Marine Regiment; Joint Operational Planner, Joint Enabling Capabilities Command

**CIVILIAN OCCUPATION:** Attorney and Partner, Newsome International Law, Baton Rouge, LA—focus on national security regulation and international trade

**EDUCATION:** Juris Doctor (JD); Master of Laws (LLM)

### Career Perspective: What is one piece of advice you consistently give Marines regarding career progression?

A- Be intentional and proactive. No one cares about your career more than you do. That means understanding your MOS roadmap, knowing what promotion boards actually look for, keeping your record accurate, and seeking counseling early—well before a board convenes. Waiting until something is “wrong” is usually too late.

B- So much of a Marine’s success in the Reserve component depends on the Marine’s ability to balance service, family, and civilian employment. Service in the Reserve component offers many benefits for families but can also create stress for families who are not properly prepared. Therefore, be realistic of what you and your family can do within the structure of your life and employment. For every billet, ensure your family understands the commitment level associated with the billet as well as the benefits that come with the commitment. The more alignment the family unit can achieve on goals and expectations prior to your service in the billet, the greater the chance for success.

### Trends You’re Seeing: What are some common trends or gaps you’re seeing in Marines’ records or career planning right now?

Several issues show up repeatedly:

- Incomplete or outdated records, particularly missing fitness reports
- PME gaps or poor PME timing, especially among otherwise competitive Reserve Marines
- Passive career management, where Marines assume good performance alone will carry them forward without deliberate planning

### Getting the Most Out of CMT: How can Marines best prepare for and get the most value out of a career counseling session with CMT?

Call us early on so you have time to respond to our advice. Review your OMPF, MBS, and career history before the session. Be clear about your goals—whether that’s promotion, command, continuity, or transition. Ask specific questions

## *CMT Counselor Spotlight cont'd*


about board competitiveness and timing, not just general advice. Treat the session as a planning discussion and then follow up—career counseling is a process, not a one-time event.

### **Most Impactful Experience: What has been the most impactful assignment or experience in your career, and why?**

Serving as a battalion commander was the most impactful experience of my career because it carried full responsibility for Marines, families, and mission execution. Moreover, I got a front row seat to the outstanding work done throughout the battalion by SNCOs, officers, and NCOs. I also have incredible memories of working with the I-I Staff and the impressive knowledge and professionalism they brought to the battalion every day. Ultimately, my time as a battalion commander culminated in mobilizing the battalion and additional elements of 23d Marines in thirty days for a five month mobilization as part of Operation Allies Welcome. The Marines I served with during that mobilization were simply the best and I could never thank them or their families enough. It was an experience unlike any other and one I will always be grateful for it.

### **Final Thought: Any additional advice or message you'd like to share with Reserve Marines?**

Many Marines ask me how to be competitive on a command board. Fortunately, most Marines who are seeking command are already competitive. Often, they have held the most challenging billets in the battalion: company commander, OPSO or XO; they have fitness reports that reflect that they did well in these billets; they are in great shape; and, they have been successful in their civilian lives. So for these Marines, the best advice I can give is to put it all together in a way that helps the briefer tell your story. First, put thought into your RQS and make sure that it is easy to read and tells the story of your career. Second, draft a Letter to the President of the Board that is clear, succinct, earnest, and humble. Be honest about a weakness or question mark from your record and address it. Sell a strength that is not obvious from your Fitness Reports. Thank the board. If you don't get it the first time, don't be discouraged. Call the CMT - we can regroup and try again. Plenty of Battalion Commanders got it on their second try.



*U.S. Marine Corps Sgt. Nathaniel Schneiders, light armor reconnaissance Marine with 3d Light Armored Reconnaissance, 1st Marine Division, locates first point for the mounted land navigation event during the 2026 Bushmaster Competition, Camp Pendleton, California, March 26, 2026. This year, hosted by 4th Light Armored Reconnaissance, 4th Marine Division, the friendly competition gathers Light Armored Vehicle crews from across the U.S. Marine Corps, Australia and New Zealand to test their tactical and technical skills. (U.S. Marine Corps photo by Sgt. Aaron TorresLemus)*

# UNIT SPOTLIGHT

## 4th Assault Amphibian Battalion (4th AA Bn) “4th Tracks”

*Interview with Maj. Michael Harting,  
Assistant Inspector Instructor, 4th AA Bn*

### **Unit Overview: What is your unit’s mission? Where are your Marines primarily located / operating?**

To train, maintain, and prepare an assault amphibian battalion capable of conducting amphibious and mechanized operations in order to support the ground combat element with maneuver, fires, force protection, command and control, and logistics. When appropriately resourced, be prepared to train partner nation forces, conduct provisional infantry operations, and conduct route security.

The unit is spread throughout the eastern seaboard and gulf coast. There is a company located in Florida, TX, and another is transferring location from Virginia to Marine Corps Air Ground Combat Center (MCAGCC) in California.

### **Current Focus / Priorities: What are you focused on right now? (training, readiness, integration, modernization, etc.)**

4th AA Bn is busy! We are currently fielding Littoral Crafts in two our companies, Littoral Craft Companies—the only of their kind across the total force—while simultaneously preparing our other two companies to transition from the legacy Assault Amphibious Vehicle (AAV) to the new Amphibious Combat Vehicle (ACV). All of this while simultaneously preparing for multiple OCONUS Exercises across Europe to include Turkey and Romania.

### **Recent Activities (last 6–12 months): Any notable exercises, deployments, AT events, or support to operations?**

During AT season the Marines and sailors are sent

far and wide. In FY25 we sent Marines to Colombia, Egypt and Jordan for multiple exercises. This year in FY26 we are preparing to send Marines to Turkey with the Battalion Headquarters and two companies participating in Exercise SEABREEZE in Romania this summer.

### **Capabilities, Partnerships, Equipment, an Mission Sets of Notoriety: What sets your unit apart, and why does it matter to the force?**

The only formation in the Marine Corps Total Force that currently has Littoral Craft Companies organic to it. In addition to the Littoral Craft Companies we are at the onset of divesting of our legacy AAVs and fielding the new ACV.

### **Message to the Force: Anything you’d want a Reserve Marine reading this to know (opportunities, expectations, etc.)?**

4th AA Bn will always look to ensure that our SMCR Team Members come to drill and AT and

*U.S. Marines with 4th Amphibious Assault Battalion, 4th Marine Division, and Marines from multiple partner nations float down the Río Sinú during riverine operations and small boat training at UNITAS LXIV near Base de Entrenamiento de Infantería de Marina in Coveñas, Colombia, July 15, 2023. Through event-driven scenarios, UNITAS provides unique training opportunities both at sea and ashore in challenging and uncertain environments to conduct joint maritime operations through the execution of surface, air, amphibious and electronic warfare operations that enhance warfighting proficiency and increase interoperability among participating naval and marine forces. (U.S. Marine Corps photo by Sgt. Juan Carpanzano)*



## *Unit Spotlight cont'd*

get a sense of fulfillment and not just have it as a 'check in the box'. The team here is well integrated across both SMCR and I&I staff ensuring a "one team" climate. We continuously focus on provide our Marines and sailors get any and every opportunity to conduct some form of OCONUS exercise.



*U.S. Marine Corps Sgt. Dylan Gonzalez Orgen, an Assault Amphibious Vehicle operator with 4th Assault Amphibian Battalion, 4th Marine Division, fires an M240B machine gun as part of a live-fire range during BRIGHT STAR 25 at Mohamed Naguib Military Base (MNMB), Egypt, Sept. 8, 2025. Exercise BRIGHT STAR 25 is a multilateral U.S. Central Command (USCENTCOM) command-post exercise, field training exercise and senior leader seminar, held in the Arab Republic of Egypt along with other partner nations. Participation strengthens military-to-military relationships between U.S. forces and our Egyptian partners in the USCENTCOM area of responsibility, as well as other participating nations. The exercise enhances regional security and stability by responding to modern-day security scenarios. (U.S. Marine Corps photo by Sgt. Angela Wilcox)*



*U.S. Marines with 4th Assault Amphibian Battalion, 4th Marine Division, Marine Forces Reserve, conduct high-speed, open water operations using a multi-mission reconnaissance craft—alpha variant, Tampa, Florida, March 4, 2025. The MMRC-A will enable Marines with 4th AABn to continue to train and operate in the maritime domain, supporting service level littoral maneuver concept development efforts. (U.S. Marine Corps photo by Lance Cpl. Van Hoang)*

# HISTORY CORNER

## *Capturing Today's "Firsts" for Tomorrow's Marines*

*Col. Dawn N. Ellis  
OIC, Marine Corps Field History Branch*

As the Marine Corps operates in an increasingly complex global environment, today's Marines are shaping what future historians will define as pivotal "firsts." Across the Fleet Marine Force, Marines are executing new missions, refining Force Design, and responding to rapidly evolving threats, each action contributing to the next chapter of Marine Corps history.

From II MEF's establishment of Joint Task Force - South to the continued focus of I and III MEF on challenges in the Pacific and the First Island Chain, the Corps is adapting in real time. Most recently, operations in U.S. Central Command have expanded significantly, with MARCENT at the forefront and forward elements preparing to assume multiple roles in a dynamic theater.

As these events unfold, the role of Marine Corps historians is more important than ever. Capturing decisions, experiences, and lessons learned in real time ensures future Marines understand not only what happened, but why. Today's actions will become tomorrow's lessons.

### **This Quarter's "Little Known" Corps Historical Fact** *"Montezuma Red" – Women Marines in World War II*

During World War II, nearly 22,000 women served in the Marine Corps through the Women's Reserve, freeing Marines for combat roles. These Women Marines were held to exceptionally high standards, particularly in dress and appearance, where discipline and uniformity were strictly enforced.

In 1943, under the leadership of the Director of the Women's Reserve, a standardized cosmetics kit was introduced for all Women Marines. Developed by Elizabeth Arden, it featured a distinctive lipstick known as "Montezuma Red," designed to match the scarlet elements of the

Marine Corps uniform. Issued at recruit training, the makeup kit - along with strict guidance on its rapid and precise application - became part of maintaining military professionalism and esprit de corps.

While standards and expectations have evolved, this small but iconic detail reflects a larger truth: Marines have always adapted to meet the demands of their time. Just as today's Marines are shaping the future of the Corps, those who came before left their mark in ways both large and small, each contributing to the legacy we continue to capture and preserve.

*"Montezuma Red" Elizabeth Arden advertisement.  
Vogue 103, no. 8, 15 April 1944, 115*

<https://www.usmcu.edu/Outreach/Marine-Corps-University-Press/MCH/Marine-Corps-History-Summer-2022/Beauty-Isnt-Prerequisite-for-Girl-Marines/>

*Montezuma Red*

Elizabeth Arden's newest lipstick color — Montezuma Red . . . inspired by the brave, true red of the hat cord, scarf and chevrons of the Women in the Marines.

A vivid red to wear with black, white, gray, beige, navy and tweeds. A tribute to some of the bravest men and women in the world.

Complete Montezuma Red Makeup:  
Montezuma Red Lipstick, 1.50 (refills .75)  
Montezuma Red Cream Rouge, 1.25 and 1.75  
Montezuma Red Nail Polish, .75  
All Day Foundation, Dark Roset, 1.00  
Illusion Powder, Special Mat Fondé, 1.75 and 3.00  
Cameo Powder, Rose Beige, 1.75 and 3.00  
Eye Shado, Malachite, 1.25  
Eyelash Pomade, Dark, 1.00 and 2.00  
(prices plus taxes)

Free a Marine to Fight! Share the great traditions of the Marines. Join the U. S. Marine Corps Women's Reserve


*Elizabeth Arden*

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# TELL US WHAT YOU WANT: WE WANT TO HEAR FROM YOU!



*What do you want to see in future newsletters? How can we serve YOU better? Send us a note:*

 [www.manpower.marines.mil/Divisions/Reserve-Affairs-Division/Career-Management-Team-CMT](http://www.manpower.marines.mil/Divisions/Reserve-Affairs-Division/Career-Management-Team-CMT)

 [SMB\\_CMT@USMC.MIL](mailto:SMB_CMT@USMC.MIL)

 703.784.0557 / 703.784.0583

# FIND A JOB! OPEN BILLETS

*Looking for your next Reserve billet or to serve on Active Duty orders? Marine Forces Reserve Sourcing Cell is the place to find info.*



 [www.marforres.marines.mil/General-Special-Staff/G1](http://www.marforres.marines.mil/General-Special-Staff/G1)



*U.S. Marines with 4th Law Enforcement Battalion, Force Headquarters Group hike up a mountain in Elvegardsmoen, Norway, March 2, 2026. The hike helped familiarize the Marines with the Norwegian terrain during exercise Cold Responses 26. A key component of NATO's enhanced vigilance activity Arctic Sentry, exercise Cold Response 26 is a Norwegian-led winter military exercise designed to enhance collective defense capabilities and ensure U.S. readiness to rapidly deploy and seamlessly operate alongside NATO Allies in challenging arctic conditions. (U.S. Marine Corps photo by Sgt. Emily De La Torre)*