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MARINE CORPS BULLETIN

From: Commandant of the Marine Corps  
To: Distribution List  
  
Subj: PERSONNEL RECOVERY AND REINTEGRATION

Ref:

- (a) DOD Directive 3002.01 "Personnel Recovery in the Department of Defense," Apr 16, 2009, w/Change 1 Apr 4, 2013
- (b) National Security Presidential Directive-12, Annex 1 "United States Policy on Personnel Recovery and the Prevention of U.S. Hostage-Taking and Other Isolating Events" Dec 4, 2008
- (c) DoD Instruction 3002.03, "DoD Personnel Recovery-Reintegration of Recovered Personnel," Jul 15, 2013
- (d) DoD Instruction 1300.21, "Code of Conduct (CoC) Training and Education," Jan 8, 2001
- (e) DoD Instruction 1300.23, "Isolated Personnel Training for DoD Civilians and Contractors," Aug 20, 2003
- (f) CJCSI 3270.01A (S)
- (g) Title 10, USC
- (h) JP 3-50, "Joint Doctrine for Personnel Recovery," Dec 20, 2011
- (i) SECNAV M-5210.1

1. Purpose

a. To issue interim policy and procedural guidance on Personnel Recovery (PR) and Reintegration. Joint requirements regarding the development of policy and procedures related to PR, reintegration, and the establishment of related-training programs are contained in references (a) through (hi).

b. This Bulletin directs commanders to develop policies and procedures in concert with applicable combatant command regulations, this Bulletin, and all applicable references for PR and reintegration in support of Marines and other personnel authorized to accompany the force.

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## 2. Background

a. DOD Policy. In accordance with reference (a), preserving the lives and well-being of U.S. military, DOD civilians, and DOD contractor personnel authorized to accompany the U.S. Armed Forces who are in danger of becoming, or already are, beleaguered, besieged, captured, detained, interned, or otherwise missing or evading capture (hereafter referred to as "isolated") while participating in U.S. sponsored activities or missions, is one of the highest priorities of the DOD. The DOD has an obligation to train, equip, and protect its personnel, prevent their capture and exploitation by adversaries, and reduce the potential for using isolated personnel as leverage against U.S. security objectives.

b. U.S. Marine Corps Office of Primary Responsibility (OPR). CMC assigned Deputy Commandant, Plans, Policies, and Operations (DC PP&O) as the USMC OPR for PR and reintegration matters. DC PP&O in turn assigned responsibility for PR to the Special Operations Directorate (PO-SOD). An officer whose primary duty is PR is specifically assigned to PO-SOD, PR Section.

## 3. Execution

### a. Commander's Intent and Concept of Operations

#### (1) Commander's Intent

(a) The Marine Corps lives by the adage, "Marines Take Care of Their Own." At no time will this be more important than when Marines become isolated and face the threat of or become captured, detained, or held hostage by an enemy or other hostile entity. Immediate action will be taken to recover Marines that have been isolated in areas of risk due to mishap or hostile action. In the event the Marine Corps cannot immediately and internally recover a Marine and that Marine is captured or detained, the Marine Corps will leverage capabilities at all levels of the U.S. Government and DOD to affect the Marine's successful recovery. The Marine Corps will maintain contact with the isolated Marine's family throughout the process. Once the Marine is returned to U.S. control, the focus will be on attending to the well-being of the returnee and family in order to facilitate post isolation reintegration and timely return to full duty.

(b) Commanders will ensure the appropriate level of Code of Conduct (CoC) training is conducted prior to deployment of personnel to a theater, according to the applicable combatant commander's guidance and in concert with references (d) and (e). When examining the need for higher levels of CoC training, an individual's risk of capture and exploitation are the determining factors. The specific identification of "at risk personnel" who require higher levels of training will be the responsibility of commanders acting in concert with combatant command guidance and guidance given in this Bulletin.

(2) Concept of Operations

(a) Commanders will develop policies and procedures in concert with applicable combatant command regulations, this Bulletin, and all applicable references for the recovery and reintegration of Marines and other personnel serving with the Marine Corps. The reintegration process consists of three distinct phases with flexible timelines, dependent on the specific needs of the recovered person and the operational mission. Phase I begins immediately following the recovered person's return to friendly control and Phase II begins when the recovered person arrives at a theater transition location. Phases I and II are initiated by the combatant command and are complete when the Phase II reintegration team chief transfers the reintegration mission to the Service for Phase III reintegration. While combatant commands initiate Phases I and II of reintegration upon recovery of personnel, the Service is responsible for tracking the status of their personnel in each phase and continuing with Phase III of the reintegration process as required.

(b) Commanders will ensure their Marines are trained per guidance contained in references (d) and (e) regarding the duties, responsibilities, and conduct of personnel who have become Prisoners of War (POWs), government detainees, or hostages. This will include Survival, Evasion, Resistance, and Escape (SERE) training and PR training for commanders and staff. Commanders will also ensure assigned DOD government civilians and contract personnel are trained as required. In particular, commanders will ensure all deploying personnel have received PR and SERE training in accordance with the requirements of the gaining combatant command.

b. Tasks

(1) Deputy Commandant for Plans, Policies, and Operations (DC PP&O)

(a) Act as the Marine Corps' principal member of the Office of the Secretary of Defense (OSD) sponsored Personnel Recovery Advisory Group (PRAG).

(b) Act as the USMC OPR for all matters pertaining to PR and reintegration activities.

(c) Per reference (c), coordinate all preparations for processing returned USMC personnel, DOD civilians, and contractor personnel serving with the Marine Corps and reintegration-related events with the Marine Forces (MARFORs) and Joint Personnel Recovery Agency (JPRA), in advance, to ensure successful reintegration and debriefing outcome.

(2) Deputy Commandant for Aviation (DC AVN)

(a) Provide a representative(s) to the OSD-sponsored Personnel Recovery Technology Working Group (PRTWG) and Personnel Recovery Technology Integrated Process Team (PRTIPT).

(b) Upon request, provide a representative with operational expertise to advise the Defense Prisoner of War (POW)/Missing Personnel Office (DPMO) representative at all meetings of the National Search and Rescue Committee.

(c) Coordinate with appropriate U.S. Navy aviation counterparts to ensure visibility into policies and programs related to PR that affect the Marine Corps.

(3) Deputy Commandant for Manpower and Reserve Affairs (DC M&RA)

(a) Assist the MARFORs with casualty assistance matters pertaining to isolated personnel, as well as the reintegration of returned personnel.

(b) In coordination with local Casualty Assistance Calls Officer (CACO), be responsible for all contacts with and assistance to returnees' next of kin (NOK) and for military and civilian matters applicable to reintegrating returned personnel. Associated responsibilities include:

1. Establish procedures to notify NOK when personnel become isolated, when they are subsequently released from captivity or otherwise recovered, and keep the families of isolated personnel advised of processing activities and releasable information on status determination.

2. Incorporate PR into CACO education and training in order to provide requisite skills to support the family members of isolated personnel during an isolation event.

3. Provide additional support, as directed, to facilitate orderly, expeditious, and considerate processing of returned personnel and ensure efficient operation of all related activities.

(c) Assist the Public Affairs Office, as required, in planning public affairs (PA) assistance for the returnee and his/her family, consistent with the principles of information while respecting individual privacy.

(d) To the extent allowed by applicable law and regulations, facilitate the transportation and billeting of family members or others recommended by the Reintegration Team Chief to aid decompression efforts of recovered personnel to Phase III reintegration processing location.

(4) Commanding General, Training and Education Command (CG, TECOM)

(a) Validate and accredit all USMC PR, SERE, and reintegration training to ensure it conforms to the policies in references (d) and (e). This will include instruction in the methods of survival, evasion, resistance, and escape under varying degrees of hostile exploitation. Specifically:

1. Assist commanders in the conduct of appropriate level SERE training as required by combatant commanders.

2. In coordination with DC PP&O, DC AVN, and the MARFORs, work with JPRA, the U.S. Navy's SERE Schools, and other services, organizations, and agencies as required, to determine quota requirements and ensure attendance of Marines in high-risk-of-capture (SERE Level C) training courses. Ensure adequate funding is available to support the quota plan.

3. In coordination with DC PP&O, the MARFORs, and JPRA determine quota requirements for PR-related training at JPRA (PR Academy (PRA) and PR Education and Training Center (PRETC)), U.S. Navy, and other accredited courses.

4. Ensure course codes are developed for PR courses conducted by PRA and PRETC so this training can be entered into Marine Corps Training Information Management System (MCTIMS), Total Workforce Management System (TWMS), and Marine Corps Total Forces System (MCTFS).

5. In concert with reference (d), and this Bulletin, ensure common training standards are developed for CoC training programs.

(b) Ensure common training standards are developed for Tactical Recovery of Aircraft and Personnel (TRAP) and peacetime search and rescue (SAR) missions.

(5) Director, Intelligence (DirInt)

(a) Provide oversight and direction for the conduct of returnee debriefings and identify and train reintegration team intelligence debriefer(s). Per references (a) and (h), returnee debriefing procedures will take into consideration the following:

1. Once safety, security, and immediate medical concerns have been addressed, intelligence personnel will conduct tactical debriefings of isolated personnel. These debriefings will be limited strictly to perishable tactical information the returnee may possess, such as time-sensitive information on U.S. personnel last seen alive in a POW camp system, but still in an unaccounted for status.

2. Intelligence personnel will conduct more detailed debriefings during later phases of reintegration as deemed necessary. Initiation of such briefings will be coordinated with attending medical personnel to ensure returnees are ready and fully capable of participating.

3. Debriefings shall be treated as privileged information under the provisions of section 1506 of reference (g), and shall not be released to the public. DD Form 2810, Promise of Confidentiality, shall be used to inform returnees that debriefings will remain confidential to the extent authorized by law. Prior to starting the debriefing process, the returnee shall be given an opportunity to sign this form.

(6) Staff Judge Advocate to the Commandant of the Marine Corps.  
Consistent with section 1044 of reference (g) coordinate authorized legal assistance support for returned personnel and their families in matters concerning their personal civil legal affairs.

(7) Medical Officer of the Marine Corps/Health Services

(a) Provide overall guidance and instruction on the medical aspects of the reintegration process.

(b) Assist the MARFORs, as required, with ensuring that applicable medical arrangements associated with returnee processing are in place before reintegration, consistent with applicable law and regulations.

(c) Support Navy Medicine and M&RA in determining the adequate required numbers of SERE-trained psychologists to support psychological and mental health portions of reintegration debriefings.

(d) Support the MARFORs in determining specific installations with adequate debriefing facilities, security, logistical support, and minimum requirements identified in reference (e) that can be designated as suitable locations for Phase III reintegration in continental United States (CONUS).

(8) Chaplain of the Marine Corps

(a) Develop and maintain awareness among chaplains of the reintegration process and procedures identified in the DOD Directives/Instructions and this Bulletin; the sensitivities of issues surrounding POWs, hostages, peacetime governmental detainees, evaders, and other isolated or missing personnel; as well as rehabilitation and readjustment challenges that returned personnel and their families may experience.

(b) Consistent with applicable laws and regulations, ensure sufficient chaplains and religious support personnel are available at CONUS and outside the continental United States (OCONUS) reintegration locations to meet the spiritual and religious ministry needs of returned personnel and their families.

(c) In coordination with M&RA, and the MARFORs, ensure chaplains are available and prepared to assist in conveying potentially distressing news to returned personnel and their families, as well as the families of isolated personnel.

(9) Director, Public Affairs

(a) Ensure public affairs (PA) personnel are available to advise and support returned personnel and their families.

(b) Serve as the focal point on matters pertaining to public communication and media interest.

(c) Coordinate with the Assistant Secretary of Defense for Public Affairs (OASD(PA)) and serve as Marine Corps release authority for all official, attributable communication and visual information submitted to publicly accessible repositories.

(10) Commander, Marine Corps Forces Command (COMMARFORCOM); Commander, Marine Corps Forces Pacific (COMMARFORPAC); and Commander, Marine Corps Forces Reserve (COMMARFORRES)

(a) Training

1. In accordance with the guidance of the gaining combatant command(s), references (d) and (e), and this bulletin, ensure the appropriate level of CoC training is conducted for all Marines and personnel authorized to accompany the Force.

2. Ensure that completion of all CoC/SERE training is entered into MCTFS. Updates should be entered to reflect completion of required refresher/continuation training.

3. Conduct periodic inspections of unit SERE/CoC and TRAP training programs to ensure they conform to applicable orders and directives.

4. Identify personnel involved in PR activities in their command and personnel currently serving, or who will serve in PR billets, and ensure they attend available training.

(b) Recovery

1. In concert with references (a), (f) and (h), and applicable combatant command regulations, ensure that all operational plans address the recovery of personnel. Organize, train, and equip appropriate forces for TRAP missions in support of operations, exercises, and contingencies. Coordinate with TECOM on training standards. Ensure that such recovery plans and missions are periodically exercised and evaluated.

2. In concert with reference (h) and applicable combatant command regulations, plans and procedures, establish USMC PR Coordination Centers (PRCCs) during exercises and operations as required. Be prepared to augment U.S. Navy PRCCs with USMC personnel, as required. Be prepared to augment theater Joint PR Centers (JPRC) with USMC personnel as required. Ensure adequate numbers of personnel are trained in the plans, procedures, and architecture of PR within the applicable theater(s).

3. Be prepared to assign forces, units, and equipment to joint recovery operations and to lead such operations when directed.

4. Assess capabilities and identify any shortfalls in the areas of PR and reintegration to the USMC PR OPR.

5. Assign Marines to non-conventional assisted recovery (NAR) operations as required. Train personnel on NAR procedures as required.

(c) Reintegration

1. Commanders of USMC units and/or personnel making initial contact with returnees shall attend to their immediate safety, security, and well being. As the situation dictates, they will ensure that returnees are evacuated as quickly as possible to a secure location. Recovered personnel should be immediately assessed and treated by available medical personnel.

2. Ensure subordinate commanders have established procedures for the reintegration of personnel in accordance with reference (c). Ensure supporting plans and directives are prepared and issued before reintegration of personnel. Coordinate each reintegration event with DC PP&O in advance to ensure successful reintegration and debriefing outcome.

3. Appoint, in writing, a Phase III reintegration team chief (O-6) who shall be the central coordinator and point of contact for all preparations and activities related to the reintegration of the isolated individual. Report this information to the USMC PR OPR as required.

4. Commanders, in coordination with JPRA representatives and key medical staff, shall control access to the returnee; paying special attention to arrival, hospital stay, debriefings, and time spent at reintegration facilities.

5. In coordination with Medical Officer of the Marine Corps, designate specific CONUS installations as potential reintegration locations and ensure adequate medical arrangements associated with conducting reintegration are in place prior to execution.

6. In coordination with the HQMC Public Affairs Office, plan PA assistance for the returnee and his/her family consistent with the principles of information while respecting individual privacy.

7. In coordination with the Chaplain of the Marine Corps, ensure sufficient Chaplain and religious support personnel are available at both CONUS and OCONUS reintegration locations to meet the spiritual needs of returned personnel and their families.

8. Coordinate with M&RA's Casualty Assistance Branch, to develop casualty assistance procedures pertaining to isolated personnel and for reintegrating returnees.

c. Coordinating Instructions

(1) Training

(a) There are three levels of CoC/SERE training (A, B, and C). The levels focus the training on the service member's understanding of the six articles found in the CoC, from an entry level understanding at Level A to a greater and more in-depth understanding of the articles and of SERE techniques in Levels B and C. The three differing orientations are aimed at teaching personnel appropriate

behavior depending on their status and the identity and intentions of their captors. Per reference (d), the levels of training are defined as follows:

1. Level A education and training provides the minimum level of SERE and CoC knowledge and training necessary to meet baseline worldwide theater entry requirements common to all combatant commands.

2. Level B training is determined by the Service and is specifically tailored and focused for DOD personnel who require capabilities exceeding Level A based on their functional duties or increased risk of exploitation as determined by commanders.

3. Level C is the minimum level of understanding for military service members whose military jobs, specialties, or assignments entail significant or high risk of capture and exploitation. This group of personnel should not be limited to those whose position, rank, seniority, or exposure to top secret or higher classified information makes them vulnerable to greater-than-average exploitation efforts by a captor.

a. While combatant command guidance may identify additional requirements for Level C training, the Marine Corps specifically requires this level for the following, at a minimum, personnel who routinely over-fly hostile territory or operate forward of the main battle area. This includes, but is not limited to: naval aviators; naval flight officers; enlisted aircrews; force reconnaissance and reconnaissance battalion personnel assigned to reconnaissance teams; radio battalion personnel assigned to radio reconnaissance platoons; scout snipers; personnel assigned to firepower control teams; Counterintelligence/Human Source Intelligence (CI/HUMINT) personnel conducting operations where risk of capture is high; personnel assigned to Surveillance Sensor Operator platoons; and MARSOC Critical Skills Operators (CSO). Training shall be conducted for such service members as soon as they assume duties or responsibilities that make them eligible. Commanders have the discretion to identify and train such other personnel at Level C as they deem necessary, but should carefully consider an individual's billet assignment, sensitive knowledge, and their risk of capture and exploitation in determining whether or not they actually require this level of training.

b. Level C training consists of academic classroom, laboratory, and field/hands-on training. Level C training will only be conducted at service SERE schools or other locations approved by JPRA.

(b) The appropriate level of CoC training will be conducted for all personnel, as required by the gaining combatant command, whether they are deploying individually or by unit, and whether they are military, DOD civilian, or contractor.

(c) Per reference (d), the commanders of the combatant commands shall determine the minimum level of training required of personnel entering the command's area of operation and identify these in the theater entry requirements (TER). As described in reference (a), the degree of knowledge military members require concerning the CoC is dictated by the service member's susceptibility to capture, the amount of sensitive information the service member has, and the potential captor's or detaining power's likely assessment of the service member's usefulness and value in terms of exploitability. The combatant commanders' interpretation of this may result in requirements for training that are more stringent than the minimums described in paragraphs 3c(1)(a) 2 and 3 of this order. In such cases, the combatant commanders' guidance will take priority.

(d) The Marine Corps is responsible for identifying and qualifying CoC and SERE training specialists. The Navy SERE schoolhouse is responsible for accrediting these trainers. For example, because Marines attend the Navy's SERE schools, there are Marine detachments assigned to each of them that provide accredited instructors and other personnel to augment their staffs. PR training for commanders and staffs along with reintegration issues and concepts are addressed in JPRA PR resident courses, and training conducted in the field, by designated JPRA PR and reintegration subject matter experts (SMEs).

(e) It is critical to record an individual's completion of CoC/PR training so that their status can immediately be determined and accurately reported to combatant commanders upon request as per reference (d). Recording such information also ensures that supplementary and/or refresher training is provided when required. As an individual completes various levels of CoC training, and receives refresher/continuation training, this will be entered into the MCTFS.

## (2) Recovery

(a) The Services are responsible for conducting Personnel Recovery in support of their own operations consistent with capabilities and assigned functions and in accordance with the requirements of the supported combatant commander. The Marine Corps meets this requirement through the training and employment of forces for the TRAP mission. TRAP provides the MAGTF both a self-recovery capability and may also be executed in support of other forces/elements during joint operations. TRAP is coordinated and initiated by local commanders per their standard operating procedures and in concert with theater recovery plans. TRAP can be further described as follows:

1. TRAP is an implied task for all MAGTF operations.
2. Forces are trained and designated but not dedicated solely to the TRAP mission alone.
3. TRAP missions emphasize detailed planning. The planning process reduces uncertainty and confusion during mission execution.

(b) The combatant commander has primary authority and responsibility for personnel recovery in support of U.S. Forces within the area of responsibility (AOR) per reference (a). Reference (a) also specifically requires combatant commanders to establish a JPRC, or its equivalent, to coordinate and integrate PR planning and operations capabilities within the AOR. The combatant commander may task a component commander to designate the component PR Coordination Center (PRCC) as the JPRC.

1. The PRCC (also called the Rescue Coordination Team (RCT) by the U.S. Navy) is the primary component search and rescue facility for coordinating and controlling search and rescue and/or combat search and rescue operations. Personnel of a single service or component normally operate this facility unilaterally. The Tactical Air Command Center (TACC), when established, normally assumes the duties as the Marine Corps' PRCC.

2. The service/component PRCC must have the means to conduct planning, coordinate with the JPRC and other service/component rescue centers, and execute and control personnel recovery operations per combatant command plans and procedures.

(c) Upon successfully recovering an individual, the recovering force will immediately treat any life-threatening injuries and coordinate with the JPRC to deliver the individual into the planned reintegration process as soon as possible.

### (3) Reintegration

(a) Returnees should be transported to an evaluation site or "safe area" as soon as possible. The following should be accomplished at safe area:

1. Returnee will be met by a unit command representative and receive necessary medical treatment. Ideally a SERE psychologist working in concert with a JPRA SME will be immediately available to conduct a screening. A psychological assessment will be used to determine the pace and duration of reintegration.

2. Once medically cleared, intelligence personnel will obtain critical, time-sensitive, operational information from returnee before they continue reintegration.

(b) Each returnee's situation will be different and the reintegration process will vary depending on the individual's circumstance.

1. If the returnee was psychologically or physically injured, reintegration will accommodate the appropriate level and duration of treatment/rehabilitation. The Reintegration Team Chief will work closely with appropriate medical authorities to determine the schedule used to reintegrate individuals. Attempts to debrief the returnee to gain information may be inappropriate and may be suspended until the returnee is able to participate in debriefing.

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2. Reintegration should focus on how to best prepare returnees to transition back to full duty. This is accomplished while gaining necessary medical, operational, and other specific information about the isolating event while respecting the individual's needs.

(c) If the returnee desires, every effort will be made to facilitate contact with a family member by phone as soon as practical and with appropriate reintegration team support to handle psychological impacts of such a potentially emotional event.

(d) The reintegration team will ensure the returnees privacy from non-critical DOD individuals and organizations, the press, and other outside agencies or individuals.

(e) Once returnee completes reintegration he/she will proceed depending on their unique situation.

1. The individual may return to full duty status without further action.

2. The individual may require medical treatment for some period of time prior to family visit and return to unit for duty.

3. Circumstances may warrant the movement of the individual to a specified location for family reunion, more intelligence debriefings, more detailed discussion of the individual's detention/captivity experiences, and/or required follow-up medical care. The desired outcome is that upon completion of stateside medical care and debriefings, the Marines will return to full duty.

4. Reserve Applicability. This Bulletin is applicable to the Marine Corps Total Force.

5. Administration and Logistics. Records created as a result of this Bulletin shall be managed according to National Archives and Records Administration approved dispositions per reference (i) to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium.

6. Cancellation Contingency. This Bulletin is cancelled one year from the date of publication or when MCO for Personnel Recovery and Reintegration is republished, whichever occurs first.



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