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MARINE CORPS ORDER 3460.3

From: Commandant of the Marine Corps
To: Distribution List

Subj: POLICY FOR PERSONNEL RECOVERY (PR)

- Ref: (a) DoD Directive 3002.01, "Personnel Recovery in the Department of Defense", April 4, 2013. Incorporating Change 1, April 4, 2013.
- (b) Presidential Policy Directive (PPD)-30, "U.S. Nationals Taken Hostage Abroad and Personnel Recovery Efforts", June 24, 2015.
- (c) MCO 5311.6
- (d) DoD Instruction 3002.03, "DoD Personnel Recovery - Reintegration of Recovered Personnel", July 15, 2013.
- (e) DoD Instruction 0-3002.05, "DoD Personnel Recovery - Reintegration of Recovered Personnel," July 15, 2013.
- (f) DoD Instruction 2310.05, "Accounting for Missing Persons", March 14, 2008.
- (g) Title 10; Subtitle A, Part II, Chapter 47-UCMJ.
- (h) Joint Pub 3-50, "Joint Doctrine for Personnel Recovery", July 19, 2004.
- (i) DoD Instruction 3020.41, "Operational Contract Support (OCS)", December 20, 2011.
- (j) DoD Instruction 1300.18, "Department of Defense (DoD) Personnel Casualty Matters, Policies, and Procedures", August 14, 2009.
- (k) "DoD Personnel Recovery Strategic Communication Guidance", April 4, 2009.
- (l) CJCSM 3500.11, "The Department of Defense Survival, Evasion, Resistance, and Escape Psychology Program", November 29, 2013.
- (m) DoD Instruction 3115.10E, "Intelligence Support to Personnel Recovery", March 24, 2006.
- (n) 10 U.S. Code 1056a, "Reintegration of Recovered DoD Personnel; Post-Isolation Support Activities for Other Recovered Personnel," January 3, 2012.
- (o) "Guidance for Department of Defense (DoD), Survival, Evasion, Resistance and Escape (SERE) Education and Training in support of the Articles of the Military Code of Conduct (CoC)", February 11, 2014. <https://public.jptra.smil.mil/Guidance/Forms/AllItems.aspx>
- (p) "Guidance on Joint Standards for SERE Training Role-Play Activities in support of the CoC", December 1, 2010. <https://public.jptra.smil.mil/Guidance/Forms/AllItems.aspx>
- (q) Personnel Recovery Security Classification Guide, June 15, 2011.
- (r) CJCSI 3270.01B Personnel Recovery, "Responsibilities and Procedures for Personnel Recovery", January 23, 2015.
- (s) CJCSI 3270.01B-1, "Classified Supplement to Responsibilities for Personnel Recovery", January 23, 2015.

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- (t) DoD Directive 5111.10, "Assistant Secretary of Defense for Special Operations/Low Intensity Conflict (ASD (SO/LIC))", October 2, 2011.
- (u) SECNAV M-5210.1
- (v) SECNAVINST 5211.5E
- (w) 5 U.S.C. 552a

Encl: (1) JPRA-Sponsored PR Training Available to Marines

1. Situation. This Order meets joint requirements concerning the development of Service policies for Personnel Recovery (PR). This includes preparation, planning, and training for the recovery and reintegration of isolated personnel. The Department of Defense (DoD) Service policies for PR is contained in reference (a). This Order is effective upon approval and signature, and supersedes MARADMIN 627/12, February 28, 2013 which cancelled MCO 3460.2 "Personnel Recovery and Repatriation".

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, to prevent their capture and exploitation by adversaries, and to reduce the potential for the use of isolated personnel as leverage against U.S. security objectives. PR is the sum of military, diplomatic, and civil efforts to prepare for and execute the recovery and reintegration of isolated personnel.

b. Principal Staff Assistant/Civilian Advisor to the Secretary of Defense and Office of Primary Responsibility (OPR). This Order is in accordance with reference (t). Deputy Under Secretary of Defense for Policy Integration and Chief of Staff serves as the principal staff assistant and civilian advisor to the Secretary of Defense and Under Secretary of Defense for Policy on PR. The Under Secretary of Defense for Policy (USD (o)) has designated the Assistant Secretary of Defense for Special Operations/Low Intensity Conflict as the OPR for integration and de-confliction of PR policy and strategy. In accordance with reference (t).

c. The Joint Personnel Recovery Agency (JPRA). JPRA is a chairman's controlled activity. JPRA is designated as the DoD's OPR for DoD-wide PR matters, less policy. The agency assesses, advises, and evaluates PR curriculum and establishes Joint PR standards in collaboration with the DoD Components for formal Joint PR training, including Code of Conduct and Survive, Evade, Resist and Escape (SERE).

d. Office of Primary Responsibility (OPR). This Order is in accordance with reference (c). Commandant of the Marine Corps assigned Deputy Commandant, Plans, Policies, and Operations (DC PP&O) as the Service advocate for PR under the functional areas of Protection and Special Operations. DC PP&O in turn assigned the Special Operations Directorate (PO-SOD) as the proponent for PR. An officer, whose primary duties are PR, is specifically assigned to PO-SOD, PR Section to serve as the Service PR OPR.

e. Responsibilities. The references contain information and instructions for use by all parties involved in various aspects of PR. In addition, they also identify and direct specific responsibilities for

reintegration procedures and Joint Personnel Recovery Agency (JPRA)-sponsored PR training for Marines, enclosure (1).

2. Mission. Issue the Marine Corps' policy regarding PR, and establish requirements for related training.

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 critical than when our personnel become isolated. Commanders at all levels will prepare, plan for, and execute/support recovery operations by ensuring individuals are trained to contend with an isolating event, assigned forces are capable of recovering personnel, and staffs can react quickly to the situation in accordance with standing plans and procedures to prevent loss of life, capture, and exploitation. Immediate action will be taken to support and recover personnel isolated in areas of risk due to mishap or hostile action. In the event that an immediate recovery is not possible due to the need to evade pursuing forces or capture or detainment is the ultimate outcome, the Service will work within the Joint PR architecture leveraging all available national assets/organizations to quickly recover or secure the release of our isolated personnel. Additionally, the Service will maintain contact, and provide support for the isolated personnel's family throughout the process. Once positive control of the isolated person(s) is achieved, the focus is to the well-being of the returnee and support to Next of Kin (NOK) and/or identified family members, and to facilitate the reintegration and timely return of the individual to full duty.

(b) Recovery and reintegration may occur in wartime, contingencies, and/or during military operations. Reintegration processing may vary for individuals depending on the circumstances and the duration of their absence from U.S. control. For example, some personnel may have spent time in harm's way after an incident or mishap occurs without any contact with enemy personnel or other hostile entities. Additionally, some personnel may have been captured and confined in a hostile environment in which they were maltreated, while others may have been detained for some period of time in a neutral or benign setting. Unit commanders, Marine Corps Forces (MARFOR), and the Service need to ensure procedures are established to allow for the proper handling of returnees from across this spectrum of experiences.

(c) Recovered personnel may not be limited to Service personnel. Due to the Service's forward presence, units may encounter returnees from a variety of services, agencies, allied partners, and/or organizations that have become separated while participating in a US-sponsored military activity or mission. Commanders will ensure close coordination with other services, agencies, and/or organizations to return recovered personnel for further reintegration efforts.

(d) This Order is in accordance with reference (e). Commanders will ensure the appropriate level of Code of Conduct (CoC) and SERE training is conducted prior to deployment of personnel to a theater, according to the applicable combatant commander's guidance. When examining the need for

higher levels of CoC training, an individual's risk of isolation and exploitation are the determining factors. Identification of personnel who are considered at a higher risk of isolation, and therefore require a higher level of training, will be the responsibility of commanders acting in accordance with combatant command guidance and this Order.

(2) Concept of Operations

(a) MARFOR's that execute Service responsibilities to source, train and equip forward deploying Marine Air Ground Task Force (MAGTF) will develop policies and procedures, in accordance with applicable combatant command regulations, this Order, all applicable references, and to ensure personnel, including commanders and their staffs, are organized, trained, and equipped to support personnel recovery and CoC in accordance with reference (a), that support the four PR Functions of preparation, planning, execution, and adaptation in order to accomplish the five PR execution tasks (report, locate, support, recover and reintegrate) when an isolation event occurs.

(b) This Order is in accordance with references (e), (l), and (o). Commanders will ensure the appropriate level of CoC and SERE training is conducted prior to deployment of personnel to include deploying DoD government civilians and contract personnel, to a theater, according to the applicable combatant commander's guidance. When examining the need for higher levels of SERE training, an individual's risk of isolation 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 accordance with combatant command guidance and this Order.

(c) This Order is in accordance with references (a) through (t). MARFOR Commanders will ensure assigned forces are trained and proficient in the conduct of tasked missions that support recovery operations, e.g., Lost Marine Standard Operating Procedures (SOPs) and Tactics, Techniques, and Procedures (TTPs), Quick Reaction Force operations or Tactical Recover of Aircraft and Personnel (TRAP) force operations.

(d) MARFOR Commanders will ensure staffs receive appropriate training in the planning and execution of the five PR tasks. All MAGTFs will maintain the capability to execute the functions of a Personnel Recovery Coordination Cell (PRCC). All Joint Task Force (JTF) Headquarters capable MAGTFs will maintain the capability execute the function of a Joint Personnel Recovery Center (JPRC).

(e) The three phases of reintegration are: phase I begins when the returnee first comes under U.S. military control; phase II begins upon arrival at the designated theater treatment and processing facility; phase III begins when returnee control is relinquished by the Combatant Commander with the returnee arriving at a Service designated phase III location. While phase I and phase II reintegration are the responsibility of the respective Combatant Commands (CCMD), the Service is responsible for tracking the status of their personnel, and other personnel serving with the Marine Corps or recovered by MARFOR, in each phase and the continuation of the reintegration process as required. Commanders will evaluate their need to maintain trained reintegration personnel in accordance with references (d), (h), (n), and (q) in support of phase I through III reintegration operations.

(f) Commanders will establish a mission essential task list for all missions applicable to PR. Identify standards and conditions appropriate for each task, and report applicable readiness and resource data for personnel recovery in the Defense Readiness Reporting System in accordance with reference (a).

b. Subordinate Element Missions

(1) Deputy Commandant for Plans, Policies, and Operations

(a) Act as the Marine Corps' principal member of the Office of the Secretary of Defense (OSD) sponsored Joint Personnel Recovery Capabilities Working Group (JPRCWG), per reference (a).

(b) Provide a representative(s) to the OSD-sponsored JPRCWG.

(c) Act as the Service OPR for all matters pertaining to PR activities, per references (a).

(d) Coordinate all preparations for processing returned Service personnel, DoD civilians and contractor personnel serving with the Marine Corps. Coordinate reintegration-related events with regional MARFORs and JPRA, ensuring a successful reintegration and debriefing outcome, per reference (d).

(e) Designate a specific installation as a suitable processing location for support to executable requirements during Phase III reintegration in Continental United States (CONUS). Ensure the installation provides adequate facilities for debriefing, security, logistical support, and minimum requirements as identified, per reference (d).

(2) Deputy Commandant for Aviation

(a) Provide a representative(s) to the OSD-sponsored JPRCWG.

(b) Upon request provide a representative with operational expertise to advise the Defense Prisoner of War/Missing in Action Accounting Agency representative at all meetings of the National Search and Rescue (SAR) Committee.

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

(3) Deputy Commandant for Manpower and Reserve Affairs

(a) Determine and program for joint manning requirements for JPRA, per reference (f).

(b) Support regional MARFORs with casualty assistance matters pertaining to POWs, hostages, peacetime government detainees, evaders, and other isolated or missing personnel, as well as processing and reintegrating returned personnel.

(c) In coordination with local Casualty Assistance Calls Officers (CACO), be responsible for all contacts with and assistance to, returnees'

NOK and for military and civilian matters applicable to processing returned personnel. Associated responsibilities include:

1. Establish procedures to contact, advise, and maintain communications with the isolated personnel's designated NOK or others as necessary for when personnel become isolated and are subsequently released from captivity or otherwise recovered. Advise the NOK and/or family members of POWs, hostages, peacetime government detainees, evaders, and other missing personnel not released or recovered from captivity, of processing activities and releasable status information.

2. Incorporate PR into CACO education and training to provide requisite skills to support NOK and/or family members of the isolated personnel during the PR effort.

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

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

(e) Funding responsibility for military personnel, DoD civilians, or Contractor personnel should be aligned with the commander who approves actions or is administratively responsible for the individual recovered.

(f) Facilitate the transportation and billeting of NOK and/or family members, or others the reintegration team chief recommends aiding the decompression efforts of recovered personnel to the Phase III reintegration processing location. In accordance with reference (o), the total NOK and/or family members that can travel to support returned isolated personnel during Phase III reintegration is limited to three (3) individuals.

(g) Administer the Marine Corps program regarding accounting for missing persons in accordance with references (f) and (g), sections 1501-1513.

(4) Commanding General, Training and Education Command

(a) Ensure policies and procedures are in place to identify and track personnel who have received Service and JPRA-conducted PR training in accordance with reference (a). In accordance with references (e) and (o) ensure initial CoC training is conducted for all Marines entering service. Produce and maintain a SERE level-A Training Support Package (TSP) that conforms to the SERE level-A training elements and training standards in reference (l). Maintain this TSP in the Pre-deployment Training Program (PTP) Tool Kit for use by deploying units in meeting their pre-deployment PR training requirements as per this Order. Validate and accredit all applicable PR education and training ensuring conformity to the policies in reference (e). The joint SERE training standards in reference (l) and the CoC training guidance in reference (o) require SERE training that will prepare Marines for isolation through any scenario in the spectrum of captivity. Specifically:

1. When requested, and on a not to interfere basis with the primary mission of the Marine Detachments at Navy SERE School East and West, assist commanders in conducting SERE level-B training in accordance with this Order.

2. Coordinate with DC PP&O, DC Aviation, and the regional MARFORs in identifying level-CoC/SERE service members whose military jobs, specialties, or assignments entail a significant or high risk. Work with JPRA, the U.S. Navy's SERE Schools, and other services, organizations, and agencies as required, to determine quota requirements that support attendance of Marines in high-risk-of-capture (SERE level-C) training courses. Ensure adequate funding is available to support the quota plan.

3. Ensure Course Identification Codes or Training Event Codes (TEC), as appropriate, are developed to track SERE level -A and level-C training completion all JPRA sponsored advanced SERE courses utilized by the Service, e.g., SERE-245 and all Personnel Recovery Education and Training Center (PRETC) sponsored PR Commander and Staff training courses utilized by the Service. Ensure course completions are entered into Marine Corps Training Information Management System.

4. Ensure common training standards are developed for PR education and training programs in accordance with reference (e) and (p) this Order.

5. Ensure common training standards are developed for the conduct of TRAP, and peacetime SAR missions.

(5) Director, Intelligence

(a) Provide a representative to attend periodic DoDs PR Intelligence Steering Group meetings, per reference (a). Identify and provide core training for intelligence personnel whose duties will or are likely to involve PR activities. All other intelligence personnel shall be familiarized with the intelligence processes used to support PR in accordance with reference (m).

(b) Provide oversight and direction for the conduct of returnee intelligence and SERE debriefings. Identify and train Service personnel as team intelligence and SERE de-briefer(s), in accordance with references (a) and (h). Returnee(s) debriefing procedures will take into consideration the following:

1. Once safety, security, and immediate medical concerns are addressed, intelligence personnel will conduct tactical debriefings. Debriefings will be limited to strictly perishable tactical information the returnee may possess, such as information on U.S. personnel last seen alive, in a POW camp system, or still in an unaccounted for status.

2. Intelligence personnel will conduct additional detailed debriefings during later phases of reintegration. Additional debriefings will be coordinated with the SERE psychologists supporting reintegration to ensure returnees are ready and fully capable of participating.

3. Returnee debriefings shall be obtained under an express written Promise of Confidentiality. Debriefings will be treated as privileged information under the provisions of reference (g), section 1506(d)

(1). Property of the DoD and shall not be released to the public. Use DD Form 2810, Promise of Confidentiality, which informs returnees that debriefings are confidential. Prior to starting the debriefing process, the returnee will be given an opportunity to sign this requisite form.

(6) Staff Judge Advocate to the Commandant of the Marine Corps.

(a) Consistent with 10 U.S.C. section 1044, coordinate authorized legal assistance support for returning personnel and their families in matters concerning their personal civil legal affairs throughout the reintegration process.

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

(a) Provide overall guidance, instruction and support regarding medical aspects associated with the reintegration process.

(b) As required, assist the MARFORs to ensure applicable medical arrangements are coordinated before reintegration begins, consistent with applicable law and regulations.

(c) Support Navy Medicine and M&RA in determining the adequate required number of SERE-trained psychologists to support reintegration.

(8) Chaplain of the Marine Corps

(a) Develop and maintain awareness among Chaplains of the reintegration process, and procedures identified in the DoD directives and this order. 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 supporting religious personnel are available at CONUS and Outside Continental United States (OCONUS) identifying reintegration locations to meet the religious ministry needs of returned personnel, NOK and/or their families throughout reintegration.

(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, NOK and/or their families, as well as the NOK and/or families of POWs, hostages, peacetime governmental detainees, evaders, and other missing personnel.

(9) Director, Public Affairs.

(a) Ensure PA personnel are available to serve as communication advisors to designate reintegration teams, returned personnel, NOK and/or their families, and to serve as the focal point on matters pertaining to public communication and media interest.

(10) Force Providing MARFORs: (Commander, Marine Corps Forces Commander (COMMARFORCOM); Commander, Marine Corps Forces Pacific (COMMARFORPAC); and Commander, Marine Corps Forces Reserve (COMMARFORRES))

(a) Training

1. In accordance with references (e) and (p) and this Order. Marine Expeditionary Force (MEF) and Marine Expeditionary Brigade (MEB) are required to standup and execute the functions of a PRCC as part of a Joint Task Force (JTF). When applicable, be prepared to execute and/or support the functions of a JPRC.

2. Marine Expeditionary Unit (MEU), and Special Purpose Marine-Air, Ground Task Force-Crisis Response (SPMAGTF-CR) are required to identify PR Point of Contact (POC) staff personnel that are capable of executing the functions of a Personnel Recovery Coordination Cell (PRCC), when required.

3. To ensure official notification, coordination efforts and dissemination of information is conducted during an isolating event; designated personnel within the operations (G-3) and intelligence (G-2) offices are required to be trained in PRCC functions and assigned collateral duties. Respective units need to ensure proper annotation of PRCC collateral billet responsibilities are reflected on current Tables of Organization.

a. Per reference (g), the PRCC ideally consists of a PRCC Chief and enough trained personnel to coordinate PR missions on a 24-hour basis, when required. The PRCC staff members should be trained and experienced in joint and component PR doctrine and TTPs, and be graduates of appropriate PR courses. Enclosure (1) outlines the primary JPRA-sponsored training courses available to Marines.

4. In accordance with the guidance of the gaining CCMD's, references (e), (l), and (o) of this Order; ensure the appropriate level of CoC/SERE training is conducted for all personnel. Specifically:

a. Conduct SERE Level-A training for all personnel in accordance with CCMD's Theater Entry Requirements (TERs).

b. Identify high-risk-of-isolation/exploitation personnel in accordance with paragraph [(1) 3] of the Coordinating Instructions of this Order, applicable TERs, and ensure that personnel attend SERE Level-C training. Ensure that refresher/continuation or additional pre-deployment training such as completion of High Risk of Isolation brief is conducted for this level, as required by the gaining CCMD.

c. In accordance with references (a) and (h) ensure that assigned DoD civilians and DoD contractors authorized to accompany the force receive applicable levels of CoC/SERE education and training commensurate with CCMD's requirements prior to deployment, or assignment at overseas locations. As with military members; a civilian's billet assignment, access to sensitive knowledge and information, and, in particular, their risk of isolation/exploitation, are the determining factors in deciding on the need for, and level of, required training.

d. Ensure completion of all CoC/SERE training is entered into Marine Corps Total Force System. Updates will also be entered to reflect completion of required refresher/continuation training.

5. Coordinate with DC PP&O, the MARFORs, and JPRA in determining quota requirements for PR-related training at JPRA, PR Academy

(PRA) and PRETC, U.S. Navy SERE schools and other accredited courses. Ensure adequate funding is available to support the quota plan.

6. Experienced-based SERE resistance training and high-risk role-play activities (including experienced-based, post-capture training) outside of Service approved SERE education and training programs is prohibited without approval and JPRA cognizance in accordance with references (l) and (p).

7. Marine Corps experience-based SERE resistance training and high-risk role-play scenarios may only use the approved physical and psychological pressures and must comply with the requirements identified in this Order.

8. Ensure personnel supporting or attending experienced-based SERE resistance training understand they are prohibited from using SERE training physical pressures on personnel captured or detained by U.S. forces.

9. Identify command personnel involved in PR activities who are currently serving, or will serve in those billets. Ensure personnel attend available training. Enclosure (1) outlines the primary JPRA-sponsored training courses available to Marines.

10. An Isolated Personnel Report (ISOPREP) will be completed or updated on all Marines, and entered into the Personnel Recovery Mission Software (PRMS) upon initial check-in to their respective unit. Units are directed to complete ISOPREPs for assigned civilians or Contractor Personnel Authorized to Accompany the Force (CAAF) that deploy with the unit or conduct official business travel OCONUS. The ISOPREP will be prior to deployment or travel outside of CONUS, or to provide yearly changes. PRMS can be accessed via the SIPRNET site: <https://PRMSGlobal.prms.af.smil.mil>.

(b) Recovery

1. Organize, train, and equip appropriate forces in the conduct of recovery missions, supporting operations, exercises, and contingencies. Coordinate with TECOM on training standards. Ensure that such recovery plans and missions are exercised and evaluated in conjunction with PTP, and incorporated into PTP exercises.

2. Ensure adequate numbers of personnel are trained in plans, procedures, and architecture of PR within deploying forces as necessary to contribute to Personnel Recovery.

3. Be prepared to augment U.S Navy PRCCs and JPRC with Service personnel, as required, reference (h) applies.

(c) Reintegration

1. When tasked, appoint in writing, a phase III Reintegration Team Chief (O-6) or higher. Report this information to DC P&PO and notify the Service PR OPR (PP&O, PO-SOD), as required.

2. Execute phase III reintegration efforts if required. Advance coordination for each phase III event is required with DC PP&O. This ensures the service understands the ongoing procedures and debriefing outcome.

(11) Geographic and Functional Service Components: MARFORs, Commander Marine Corps forces Africa (COMMARFORAF); Commander, Marine Corps Forces Europe (COMMARFOREUR); Commander Marine Corps Forces North (COMMARFORNORTH); Commander Marine Corps Forces Pacific (COMMARFORPAC); Commander Marine Corps Forces South (COMMARFORSOUTH); Marine Forces Strategic (MARFORSTRAT); Marine Forces Special Operations (MARFORSOC); Marine Forces Cyber (MARFORCYBER).

(a) Training

1. ISOPREP shall be verified or updated on all personnel (Marine, Civilian, and Contractors) and entered into the JPRA hosted PRMS upon deployment into a CCMD Joint Operational Area. PRMS can be accessed via SIPR site: <https://PRMSGlobal.prms.af.smil.mil>.

(b) Recovery

1. In concert with references (a) and (f), and applicable combatant command regulations, ensure that all operational plans address the recovery of personnel.

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

3. Be prepared to augment U.S Navy PRCCs and the Theater JPRC with Service personnel, through established USMC sourcing processes as required. Reference (h) applies.

4. Assign specifically trained Marines to support non-conventional assisted recovery (NAR) operations as required. Train personnel on NAR procedures as required.

(c) Reintegration

1. Ensure subordinate Service commanders assigned or attached to CCMD operating outside the domestic Area of Responsibility (AOR) establish Phase I and II procedures for the reintegration of personnel in accordance with reference (d). Ensure supporting plans and directives are prepared and issued before the reintegration of recovered personnel.

c. Coordinating Instructions

(1) Training

(a) Enclosure (1) describes in-resident courses and Mobile Training Teams (MTTs) available to Marines in the execution and coordination of necessary PR functions. Available training for Service personnel is required for plan for PR and performs the functions of a PRCC or JPRC, when required.

1. Minimum requirements for designated personnel assigned as a MARFOR PR OPR are PR 301-Personnel Recovery Planning and Operations and the PR 401-Personnel Recovery OPR Course (in-resident). PR 102-Personnel Recovery Fundamentals (available on Joint Knowledge Online (JKO)), is a pre-requisite for enrollment in PRETC in-resident courses.

2. Commanders and staffs are encouraged to complete PR 290-Joint Personnel Recovery for Commanders and Staffs (MTT) or PR 292-Joint Personnel Recovery Execution for Components (MTT). Historically, these courses are combined into a single five-day MTT to execute both case-study practical exercises and hands-on practical exercises.

3. Minimum requirements PR planners is PR-301 PR Planning and Operations for designated personnel assigned JPRC or PRCC collateral duties are PR 301-Personnel Recovery Execution (in-resident) and PR 309-Intelligence Operations and Planning for Personnel Recovery (in-resident). PR 102-Personnel Recovery Fundamentals (available on JKO) is a pre-requisite for enrollment in PRETC are required courses.

4. When required, commanders may require designated personnel to accomplish additional training in the execution of PR functions related to reintegration, debriefing and NAR. Enclosure (1) provides course descriptions.

5. Minimum training for personnel supporting reintegration is PR 106-Reintegration Team Responsibilities (available on JKO). Minimum training for personnel assigned as a PR debriefer is PR 297-Joint Personnel Recovery Debriefing or PR 397-Joint Personnel Recovery Advanced Debriefing.

(b) CCMD's in coordination with the Service establish levels of risk-of-isolation/exploitation associated with the location, mission, or other identified criteria. The Service identifies personnel to receive the appropriate level of SERE training commensurate with the CCMD's identified level of risk. Per references (c), (e), (n), and (q), there are three levels of SERE education and training in support of the CoC (A, B, and C) that are described below:

1. SERE Level-A training provides the minimum level of CoC/SERE knowledge and training necessary to meet baseline worldwide TERS common to all CCMD's. In accordance with this Order, SERE 100.1 is the primary method of accomplishing the SERE Level-A training for active and reserve military personnel. SERE 100.1 "Civilians Only Course" is the primary method of accomplishing the SERE Level-A training for Civilians and CAAF. Both courses can be accessed through JKO.

a. Completed SERE Level-A training will be recorded in the Marine Corps Training Information Management System (MCTIMS) for all Marines, and in the Total Workforce Management Services for all civilians and is good for 36 months.

b. SERE level A refresher training (Only for USPACOM TER) is required every three years for all personnel no matter what previous SERE level of training was received.

2. SERE Level-B training is provided to personnel who are determined by their command to be at an increased or moderate risk-of-isolation/exploitation or are deemed to have greater exploitation value, thus

requiring additional SERE education and training that exceeds SERE Level-A, but is less than SERE Level-C.

a. SERE Level-B training is not a service directed or mandatory training requirement. Commanders have the discretion to identify and require SERE Level-B for personnel, as they deem necessary based on mission and risk mitigation requirements. However, CCMD's may specify SERE Level-B or moderate risk-of-isolation/exploitation training for personnel entering their theater.

b SERE Level-B is delivered by a certified SERE instructor and includes all the elements of SERE Level-A for both military and/or non-military personnel and includes additional SERE training elements identified by the service as necessary for a moderate risk-of-isolation/exploitation SERE course. SERE Level-B can be tailored to include theater or country specific SERE training, intelligence, friendly and adversary TTPs, special equipment training, and practical application and scenario based training. SERE Level-B can be conducted at the unclassified For Official Use Only or secret classification level based on the training audience.

c. In lieu of SERE Level-A training, deploying commands can train all their personnel to SERE Level-B standards to exceed CCMD minimum SERE training requirements. SERE Level-B is unit funded and will only be provided to units that have deployment orders. Coordinate SERE Level-B training through unit regional TECOM Training Support Center .

3. SERE Level-C is the minimum level of understanding for military service members whose military jobs, specialties, or assignments entail significant or high-risk-of-isolation/exploitation. Personnel should not be limited to individuals 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. CCMD guidance may identify additional requirements for SERE Level-C training, the Service specifically requires SERE Level-C for the following personnel: 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 personnel conducting operations where risk of capture is high, personnel assigned to Surveillance Sensor Operator platoons, Marine Corps Special Operations Command, Critical Skills Operator , Special Operations Officer, and Special Operations Capabilities-Specialists. The execution of training for such Service members is to be conducted as soon as they assume their current duties or responsibilities. Commanders have the discretion to identify and train other personnel at SERE Level-C as deemed necessary, but should carefully consider an individual's billet assignment, sensitive knowledge, and risk of capture and exploitation to determine if personnel require SERE Level-C.

b. SERE Level-C consists of experiential education and training. The SERE schools will receive initial and recurring evaluations

from JPRA to ensure adequacy and compliance with DoD PR policy and guidance, joint doctrine and in accordance with references (a), (e), (l) and (o).

(c) Per references (a) and (e), the combatant commanders' shall determine the minimum level of training required of personnel entering the command's area of operation and identify these requirements in the TERs. In accordance with reference (e), the degree of knowledge military members require concerning the PR Education and Training 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 of exploitation. The combatant commanders' interpretation of these factors may result in requirements more stringent than the minimums described above in paragraph [3c(1)(b) 1, 2 and 3]. As such, the combatant commanders' guidance will take priority.

(d) ISOPREP Unit Managers and ISOPREP Managers will ensure all required information is entered in an individual's ISOPREP to include the individual's most recent CoC/SERE training in order to pass appropriate information to staff PR planners and recovery forces if an isolation event occurs.

(e) PRMS Component Manager accounts are established at the MARFOR and MEF level. MEF Component Managers may establish unit managers at the Major Subordinate Command level and below to assist in administration of the program, in accordance with this Order.

(f) To register for PR courses, unit operations office will register for classes utilizing MCTIMS. Registration with the PRETC can be accomplished at <https://pretcregistration.jpma.mil/SORS/>. Individuals are required to create an account with PRETC to complete registration for individual courses. All registrations must be submitted to the Service PR OPR office no later than 45 days prior to the first training day of the course.

(g) The PRETC FY course catalog can be obtained from the Service PR OPR (PP&O, PO-SOD) office or via the PRETC website at <https://prpublic.jpma.mil/PRETC/default.aspx>.

(2) Recovery

(a) The Marine Corps views PR as an implicit requirement in all combat operations. All elements of the MAGTF possess the ability to support PR operations, or participate in the recovery of isolated personnel through the conduct of TRAP operations. Isolated personnel have a responsibility to facilitate their own recovery to the maximum extent possible. When this is not possible an Immediate, Deliberate or Externally Supported Recovery mission will be planned and executed to affect the recovery of isolated personnel.

1. Immediate Recovery occurs as soon as commanders or staffs recognize there is an accountability issue with a Marine under their command. This can occur as a result of the daily personnel reports, missed checkpoints, overdue aircraft or vehicles, or even during consolidation and reorganization in the middle of combat operations. It is the sum of actions that local or on-site commanders and staff take to immediately report an isolating situation and execute the locate and recover phases within their

assigned areas of operation. Recovery efforts should be tempered by considering the effects an immediate recovery would have on assigned mission accomplishment. The ideal time to execute a recovery mission is immediately after the incident occurs. Immediate recovery is most desirable because friendly forces may still be in the area, adversary forces may not have had an opportunity to react, and required medical treatment can be rendered quickly.

2. Deliberate Recovery or is the sum of plans and actions that occur across the Marine component capability beginning with an isolating incident report. Deliberate recovery is the direct use of a particular unit or type of force, such as the TRAP force. It includes a variety of integrated capabilities including air, ground, and maritime. Marine operations centers or PRCCs are responsible to conduct multi-echelon coordination and de-confliction internal and external to Marine forces. This continues until the isolated personnel are recovered successfully regardless of the recovery capability. In many instances, a delayed recovery may be necessary because of assigned mission requirements or the adversary threat. Upon completion of an assigned mission, TRAP-capable resources may then be directed to plan and conduct the delayed recovery. In the face of an overwhelming adversary threat, isolated personnel may be directed to evade to a viable recovery area.

3. Externally Supported Recovery is the sum of coordination and support provided by any entity external to the Marine Corps. This is the responsibility of the PRCC, and the commander's staff coordinating recovery operations. Routinely, components of a joint force have arranged for various national and operational level supports to conduct PR. This support should be cited in the joint Concept of Operations for PR and should be exercised and rehearsed routinely.

(b) As described above, TRAP provides the MAGTF with a self-recovery capability and can be executed in support of other forces/elements during joint operations. TRAP is coordinated and initiated by local commanders per unit SOP 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, conform to theater SOPs and are developed as contingency plans for each tactical mission. The TRAP concept of operations is concise and developed in conformity to Theater SOPs with an emphasis on complementing other force capabilities.

4. There is no extended search phase in TRAP; the location of the survivor must be known within one (1) nautical mile and there must be reasonable assurance that the survivor is alive and not in imminent danger of capture; Forces are trained and designated, but not dedicated, to the mission, and there is an emphasis on combat power and deliberate execution in accomplishing the recovery. TRAP is a proven and viable form of recovery that complements other PR capabilities.

a. A TRAP mission is planned and executed as a form of tactical raid and involves thorough maneuver, fire support, and contingency planning. A TRAP force is capable of securing and holding a site until rescue of personnel and recovery, repair, and/or destruction of equipment is completed. The force is task-organized to accomplish all of these tasks as required.

(c) The Joint Force Commander has primary authority and responsibility for PR in support of U.S. forces within the AOR per references (a). Reference (h) requires Joint Force Commanders to establish a JPRC to coordinate and integrate PR planning and operations capabilities within the AOR. The Joint Force Commander can task a component commander to designate the component's PRCC as the JPRC, as required.

1. The PRCC is the primary component facility for coordinating and controlling SAR and/or combat SAR operations. Personnel of a single Service or component normally operate this facility unilaterally. The Tactical Air Command Center, when established, normally assumes the duties as the Service component's PRCC.

2. The Service component PRCC must have the means (staffing, communications, and authority) to conduct planning and coordination with the JPRC and other Service component rescue centers to execute and control PR operations per CCMD plans and procedures.

(d) Commanders of Service units and/or personnel assigned to regional MARFOR making initial contact with returnees shall attend to their immediate safety, security, and well-being. As the situation dictates and direction from commanders, the unit must 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, and a SERE psychologist as necessary.

(3) Reintegration

(a) Reintegration is the task that allows DoD to provide medical care and protect the well-being of recovered personnel through decompression, while conducting debriefings to gather necessary intelligence and SERE information. This task begins when the report notification is received and there is a possibility the recovered person will enter the reintegration process. The reintegration task employs systematic and controlled methods to process recovered isolated personnel from the time they are recovered until they are fully reintegrated with their Service, their family, and society, in accordance with references (d) and (h).

(b) The execution of reintegration requires the cooperative efforts of the CCMD staff, the Components, and the Services. Generally, the responsibilities for phase I and II of reintegration belong to the CCMD, or are split between the CCMD and the subordinate Joint Force Command (JFC), if there is a JFC assigned. The Services are responsible for phase III reintegration procedures, in accordance with reference (h).

(c) The Service will establish reintegration plans incorporating applicable national, DOD, Chairman of the Joint Chiefs of Staff (CJCS), CCMD, and JPRA guidance, and exercise this capability in order to maintain required effectiveness, in accordance with reference (d).

(d) CCMD and subordinate organizations will support higher headquarter and Service reintegration plans. Establish supporting plans, identify reintegration team personnel, coordinate with component medical treatment facilities, and develop procedures for receiving recovered isolated personnel. Be prepared to conduct phase I of reintegration, at a minimum, in accordance with reference (d).

(e) Reintegration phases: The reintegration process consists of three phases. Phase I and II locations are directed by the CCMD in coordination with the Components, and phase III is located in CONUS, at a location selected by the Service. The JFC coordinates through the JPRC, with the Component Commander's PRCC to determine the location(s) of phase I and II.

1. The focus of phase I is medical triage and stabilization, initiation of SERE psychologist support, decompression, and the collection of time-sensitive information. At a minimum, all recovered isolated personnel should undergo an initial reintegration assessment at a phase I location. Before recovered isolated personnel can be returned to duty, they will be medically cleared, complete required debriefs, and have some form of decompression, in accordance with reference (d).

2. Based on reintegration assessment and theater guidance, the CCMD, in coordination with the respective Component Commander, has the authority to return isolated personnel to their DoD duties or transfer them to the next phase of reintegration, in accordance with reference (d).

3. With proper support, all of the essential reintegration activities can occur during Phase I. The recovered isolated personnel can be returned to duty within several days. In some cases, a more comprehensive SERE debriefs, and other lessons learned activities, can be accomplished during a later phase, in accordance with reference (d).

(f) Phase II will be conducted at a theater designated facility where the focus is decompression, structured debriefings, and continuation of necessary medical treatment. Phase II is executed by the CCMD or JFC designated reintegration team and includes services rendered by a SERE psychologist who facilitates decompression and ensures the health and welfare of recovered isolated personnel.

1. CCMD's will support the continuation of the reintegration process into phase II under the guidance and recommendations of phase I medical personnel, initial SERE psychologist recommendations (if available), information attained from intelligence debriefings and based on known circumstances surrounding the recovered personnel isolation/captivity event(s).

2. CCMD designated phase II reintegration medical facilities are: AFRICOM/EUCOM-U.S. Army Garrison Rheinland-Pfalz, Landstuhl, Germany; CENTCOM-Al Udeid Air Base, Qatar; NORTHCOM/SOUTHCOM-Joint Base San Antonio (Brooke Army Medical Facility), San Antonio, Texas, USA; PACOM-Tripler U.S. Army Medical Center, Camp Smith, Hawaii, USA

3. CCMD's will coordinate the identification and establishment of the Phase II reintegration team. The composition of a reintegration team will consist of a Reintegration Team Chief (minimum O-6 requirement), SERE psychologist, Medical Officer, Legal Representative,

Chaplain, Public Affairs Officer, Personnel Officer, Service Support Representative, Service Casualty Assistance Representative, SERE Debriefers, Intelligence Debriefers and Assistant Intelligence Debriefers, in accordance with reference (h).

a. Historically, a 2:1 ratio of Intelligence Debriefers(s) to recovered isolated personnel is optional coverage to effectively support intelligence collection requirements.

b. Trained and qualified SERE Debriefers(s) can be sourced via several commands. Sourcing for this reintegration team billet can be achieved by utilizing specifically trained/qualified CCMD, regional MARFOR, and Service personnel or utilization of Navy SERE Schoolhouse instructors that have completed a PRETC SERE Debriefers course, PR 297 or PR 397. Appropriate coordination during the identification of the reintegration team members needs to be conducted to identify sourcing commands.

4. The reintegration team chief determines the completion of phase II and recommends to the CCMD or the JFC the disposition of the recovered isolated personnel. The CCMD or JFC can either return the individual to their parent command or transfer them into phase III where the recovered isolated personnel will come under the control of the Service in CONUS. The respective MARFOR PRCC will be informed on all decisions, in accordance with reference (h).

5. Regional MARFORs are required to notify and update DC PP&O of Phase II reintegration efforts as provided and coordinated through their respective CCMD's. Reintegration efforts are required to be communicated with the Service PR OPR (PP&O, PO-SOD) to ensure understanding and CCMD intentions for continuation of the reintegration process into Phase III.

(g) Based upon the nature of the isolating event, the needs of the recovered isolated personnel, and the recommendation of the phase II reintegration team chief, Phase III may be required. Phase III begins after the phase II reintegration team chief transfers the reintegration mission to the phase III reintegration team chief belonging to the appropriate Service. A personal escort, a member of the reintegration team or Service representative, and a SERE psychologist will accompany the recovered isolated personnel during transition from phase II to the phase III location, in accordance with reference (d).

1. The Service will identify and designate the composition and phase III reintegration team billets, in accordance with reference (d).

2. The reintegration team and recovered isolated personnel will conduct travel to a pre-determined, Service coordinated, and CONUS based phase III reintegration location.

3. Medical care, SERE debriefings, intelligence debriefings and additional reintegration efforts will continue in support of the recovered isolated personnel.

a. The Service will direct the recovered isolated personnel deemed fit for duty and returned to a Service unit or direct the processing of the recovered isolated personnel out of active duty service.

(h) All information collected from the reintegration of recovered isolated personnel and the Command and Control personnel will be forwarded to JPRA for dissemination/sharing, assessment and analysis, and archiving, in accordance with reference (d).

4. Administration and Logistics

a. Administration

(1) Refer to coordinating instructions of this Order.

(2) Records created as a result of this Order shall be managed according to National Archives and Records Administration approved dispositions per references (u) to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium.

(3) Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both civil and criminal penalties. The DON recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities will be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII will be in accordance with the Privacy Act of 1974, as amended (reference (v)) and implemented per reference (w).

b. Logistics

(1) SERE 100.1 and SERE 100.1 "Civilians Only Course", SERE Level-A computer based training courses may be accessed through JKO.

(2) PRETC portal: <https://prpublic.jpma.mil/PRETC/default.aspx>

(3) JPRA portal: <http://www.jpma.mil/>

5. Command and Signal

a. Command. This policy will be effective upon signature.

b. Signal. This Order is applicable to the Marine Corps Total Force.



R. L. Bailey
Deputy Commandant for
Plans, Policies, and Operations

DISTRIBUTION: 10203322000

JPRA-Sponsored PR Training Available to Marines

PR 102 - J3OP-US018 - Fundamentals of Personnel Recovery

Course Description: J3OP-US018 (PR 102) is an online course hosted on the JKO portal. The course includes an overview of the DOD PR system, command and control, roles and responsibilities, PR preparation and planning, Service component capabilities and PR execution. The training includes unit review exercises to provide checks on learning and an end-of-course test. J3OP-US018 (PR102) is a prerequisite for most PRETC courses.

Target Audience: All

J3OP-US018 (PR 102) can be taken at JKO <https://jkodirect.jten.mil>

PR 289 - Personnel Recovery Responsibilities for Senior Leaders and Commanders (Mobile Training Team (MTT*))

Course Description: PR 289 is a tailored seminar for senior leaders to help them meet their specific PR roles and responsibilities. The seminar offers a dedicated forum for senior leaders and invited guests to discuss PR policies, response procedures, and lessons learned.

Target Audience: Key commanders, senior leaders, and their staffs who are or will be responsible for joint PR worldwide.

PR 290 - Joint Personnel Recovery for Commanders and Staffs (MTT*)

Course Description: PR 290 is an adaptable two and a half day course that elevates awareness of personnel recovery policies, response procedures, and lessons learned. PR 290 course content includes: requirements and tasks, recovery force planning, command and control, intelligence support, JPRC/PRCC, information management, mission management, reintegration, and tabletop exercises. This course is also highly adaptable to an audience's training requirements and (upon request) can integrate additional content with special emphasis on intelligence, joint operations centers, interagency/multi-national considerations, NAR, planning, reintegration, and debriefing. Evaluation is through an end of course written exam.

Target Audience: Commanders and staff members who may be assigned to joint staffs, Service/functional component staffs, command and control architecture, JTFs (including personnel, intelligence, operations, logistics, and special/personal staffs) and other organizations requiring adapted or focused PR training.

PR 292 - Joint Personnel Recovery Execution for Components (MTT)

Course Description: PR 292 is an adaptable two and a half day course that familiarizes groups of relatively inexperienced PR specialists with JPRC and PRCC operations. The course content includes: PR fundamentals review, PR history, the five PR execution tasks, command and control, JPRC/PRCC roles and responsibilities, information management, interagency coordination, and mission coordination. Additionally, a closely facilitated practical exercise provides participation-based examples of JPRC and PRCC operations. This course is adaptable to a target audience's specific regional responsibilities through tailored practical exercises. Evaluation is conducted through observation during practical exercises and an end-of-course written test.

Target Audience: Personnel whose duties include preparing for and coordinating component personnel recovery execution under the direction of JPRC and PRCC leaders.

PR 294 - Joint Personnel Recovery Fundamentals for Commanders and Staffs (Emphasis: Non-Conventional Assisted Recovery (NAR)) (MTT*)

Course Description: PR 294 is a two and a half day course that prepares DoD and other government agency personnel to perform NAR. The course content includes: PR fundamentals, NAR requirements, NAR force planning, unconventional assisted recovery (UAR), NAR command and control, intelligence support to NAR, JPRC, PRCC, and UARCC, NAR information management, reintegration, and NAR mission management. Case studies are used to illustrate learning objectives. Evaluation is through an end of course written exam.

Target Audience: Personnel assigned to a CCMD, JPRC, PRCC, Theater Special Operations Command (TSOC), Joint Special Operations Task Force (JSOTF), or SOCOM units who will be involved in the planning and execution of NAR at the operational level.

PR 296 - Reintegration Team Responsibilities (MTT*)

Course Description: PR 296 is a one day course that provides an understanding of the purpose, goals, and basic reintegration processes, as well as some nuances that occur when dealing with reintegrating DOD civilians, DOD contractors, other US personnel, and coalition partners. The course content highlights policy guidance, requirements-based team composition, logistics, and legal considerations. PR 296 incorporates techniques used to support the family of isolated personnel, provides a family support template and outlines methods to assist the family in dealing with the media. It will also assist potential team members in identifying team scheduling requirements and limitations, and reintegration planning preparation and review.

Target Audience: Reintegration and debriefing team members, casualty affairs officers, PR OPRs, PROs, and JPRC/PRCC staff members.

PR 297 - Joint Personnel Recovery Debriefing (MTT*)

Course Description: PR 297 is a three day course that covers the elements of PR debriefing of commanders and staffs, recovery forces and recovered isolated persons. It highlights the importance of organizing and formulating the debriefing process and how it ultimately affects information gathering as well as contributing to the adaptation of PR operations and reintegration. Evaluation is through written exam and practical exercise.

Target Audience: Potential PR debriefers and those who supervise, plan, coordinate, support, or are otherwise involved in PR debriefing.

PR 300 - Personnel Recovery Execution (In-residence)

Course Description: PR 300 is a five day course that focuses on coordinating the five PR execution tasks in a JPRC or PRCC. PR 300 uses academic lessons, sample events, practical exercises, and guided discussions. Course content includes PR fundamentals review, the five PR execution tasks, command and control, JPRC/PRCC roles and responsibilities, information management, interagency coordination, multinational force considerations, and mission coordination. PR 300 culminates in a comprehensive command post exercise (CPX), where students coordinate PR execution tasks from a network of

simulated PR nodes within a mix of military, interagency and multinational exercise scenarios. Evaluation is through practical exercise.

Target Audience: U. S. military non-commissioned officers, company grade officers as well as interagency and multinational-force personnel whose duties include coordinating PR execution across the range of military operations.

PR 301 - Personnel Recovery Planning and Operations (In-residence)

Course Description: PR 301 is a ten day course that will enable the individual joint PR planner to assist the JTF commander and staff in preparing the joint force for PR success. PR 301 is focused on PR operational level planning, and is taught in a dynamic environment with realistic and challenging problem solving exercises and rigorous academic analysis. The course provides comprehensive academic lessons, and includes DOD and inter-agency guest speakers with their unique insights and equities. A planning exercise is featured to develop mission analysis, course of action (COA) and plan writing skills. A command post exercise (CPX) is used to emphasize the importance of quality planning. Evaluation is through observation during the planning exercise and CPX, and an end of course written exam.

Target Audience: Planners and operations personnel at any level who may need to plan, integrate, or coordinate PR plans or pro-grams into DOD operations. Examples include (but are not limited to) combatant command, JTF, component, Service and major command PR OPRs, and Directors of JPRCs, PRCCs, and UARCCs.

PR 303 - Non-Conventional Assisted Recovery (NAR) Plans and Operations (In-residence)

Course Description: PR 303 is an 8 day course that prepares DOD and other government agency personnel to conduct NAR planning and execution duties. The course content includes: PR fundamentals; NAR lessons learned and case studies, specified tasks of NAR; NAR forces; unconventional assisted recovery (UAR); interagency components; strategic NAR planning; intelligence support to NAR; NAR information management; NAR command, control, and coordination considerations; and NAR mission management and an unconventional assisted recovery coordination center (UARCC) command post exercise (CPX). The scope of training includes practical evaluations requiring students to develop recovery mechanism requirements at the operational level of planning and to set up and operate a UARCC during a practical exercise. Evaluation is through observation during the CPX and an end of course written exam.

Target Audience: Personnel directly involved in strategic and operational NAR planning and operations, as well as the coordination and execution of NAR at the operational level.

PR 309 - Intelligence Operations and Planning for Personnel Recovery (In-residence)

Course Description: PR 309 is a five day course that includes instruction and practice in PR-related application of predictive analysis, human terrain analysis, time sensitive targeting methodologies, and mission analysis/threat mission analysis. Emphasis is on deliberate planning, anticipatory aptitude, and adaptation. Additionally, the course emphasizes developing agile and deliberate contingency planning confidence, consistent with irregular warfare and whole of government operational settings. Students will be evaluated using performance checklists and through products developed during practical exercises.

Target Audience: Intelligence professionals who will or may support PR plans and operations.

PR 397 - Joint Personnel Recovery Advanced Debriefing (In-residence)

Course Description: PR 397 is a five day course. The course covers the elements of PR debriefing including commanders and staffs, recovery forces, and recovered isolated persons. It highlights the importance of organizing and formulating the debriefing process and how it ultimately affects information gathering as well as contributing to the adaptation of PR operations and reintegration. The course includes advanced practical exercises. Evaluation is conducted through practical exercises.

Target Audience: PR debriefers as well as those responsible for conducting, coordinating, and supervising PR debriefing operations, including Brigade PROs, PRCC Directors/Deputy Directors, Reintegration Team Chiefs, SERE Psychologists, JPRC Directors/Deputy Directors, and SERE personnel.

PR 401 - Personnel Recovery Office of Primary Responsibility Course (In-residence)

Course Description: PR 401 is a four day course that increases PR OPR understanding of joint PR responsibilities, tasks and processes at the CCMD and Service level. It focuses on PR guidance, planning, funding/resources, and assessment responsibilities. Attendees also take away a practical collection of references, job aids, and networking information. The course was developed for persons with a PR-301 level of knowledge of shared subjects.

Target Audience: CCMD, Service, and Component PR OPRs.

***MTT:**

All MTT requests can be coordinated either through formal message traffic or with a memorandum signed by an O-6 with request forwarded from the unit, to the component, to the Service/CCMD and then to JPRA, with info copy to the Joint Staff J7.

Note: For unit funded MTT requests, the requesting organization is responsible for funding transportation, billeting, per diem costs for instructors, and course material shipping charges.