



## UNITED STATES MARINE CORPS

COMPANY H  
MARINE CRYPTOLOGIC SUPPORT BATTALION  
7700-7 POTRANCO ROAD  
SAN ANTONIO TEXAS 78251

IN REPLY REFER TO:  
CO  
13 Jun 2019

From: Commanding Officer  
To: All Hands

Subj: COMMAND PHILOSOPHY, GUIDANCE & EXPECTATIONS

1. Marines and families of Company H, my philosophy of command and on leadership is simple: "Take care of Marines and their families and they will take care of the rest." Our unit's priorities remain support to our assigned national security mission, individual and unit training and readiness, and professional & personal development.

2. It has been an absolute privilege to serve as your Executive Officer for the past two years, and an even greater honor now to serve as your Company Commander. Regardless of our backgrounds, as Marines, we share a common bond. We answered our nation's call and all strive to be the best every day...to live up to the expectations placed upon us by our friends, families, nation and allies around the world. With the right leadership, support from family, training, and guidance, Marines have accomplished remarkable feats throughout history, and I have no doubt we will continue to build upon our common legacy. I challenge all Marines within Company H to help me in establishing a climate that builds trust, reinforces our values of honor, courage and commitment, and sets an example for our joint service and civilian team members to emulate.

3. What "*right looks like*" to me is a unit where we all know our *job*, how we support the *mission*, and understand our *role* within the larger organization. Further, we take care of one another and we lead through our own personal example with firmness, fairness, dignity and compassion regardless of rank. A unit where senior leaders are *committed 24/7* to ensuring all Marines reach their full potential. We do this through continuous mentorship, counseling, teaching, planning, training, physical conditioning, learning and most importantly, *accountability* – of our Marines and ourselves. We remember that we are *warfighters* and must remain mentally and physically tough. We *exceed* minimum standards – period. We make no excuses for substandard performance, and we embrace our leadership traits and principles. We follow orders, meet deadlines, respect our fellow Marines, and constantly strive to be the best in everything we do. We add *value* to our team, regardless of size and scope of the task, and carry out all duties to the best of our abilities – everyday. We accept mistakes, learn from them, and drive on. Never complacent, we are committed to maintaining personal and professional readiness with the understanding that as Marines we may be called upon to deploy to any part of the globe in support of combat operations. Last, our success demands that we honor our commitments – to our beliefs, our family, our service, our nation and to ourselves.

4. Marines, what you do each day individually and collectively is important. Regardless of MOS, you all help to protect American lives, defeat our nation's enemies, and support our allies around the world. Each one of you is critical to those ends – never forget that. To the families, your support is vital to our unit's morale and ability to carry out our mission, and I thank you for your commitment to our Marines. Serving as your Company Commander is an honor and a privilege – and I look forward to the challenges and successes ahead as we continue to drive on. *Semper Fidelis.*

C. A. REITHMANN