



UNITED STATES MARINE CORPS
TRAINING COMMAND
2300 LOUIS ROAD
QUANTICO, VA 22134

1650
C47

MAR 23 2023

THIRD ENDORSEMENT on Company Commander, RTC ltr 1650 of 1 Mar 23

From: Commanding General

To: Commandant of the Marine Corps (DIVPA/PAC)

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN CASE OF
STAFF SERGEANT [REDACTED] 0321 USMC

1. Forwarded, recommending with enthusiasm.

2. The point of contact for this matter is the Administration Chief, [REDACTED]
[REDACTED]

[REDACTED]



UNITED STATES MARINE CORPS
SCHOOL OF INFANTRY (WEST)
TRAINING COMMAND
P.O. BOX 555061
CAMP PENDLETON, CA 92055-5061

IN REPLY REFER TO
1650
CO
16 Mar 23

SECOND ENDORSEMENT on Company Commander, RTC ltr 1650 of 1 Mar 23

From: Commanding Officer, School of Infantry (West)
To: Commandant of the Marine Corps (DIVA/PAC)
Via: Commanding General, Training Command

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN THE CASE
OF STAFF SERGEANT [REDACTED]/0321 USMC

1. Staff Sergeant [REDACTED] is being forwarded for this award with utmost enthusiasm. His efforts have been critical in the continued development and evolution of precision marksmanship within the Marine Reconnaissance Community, specifically the development of the Reconnaissance Sniper Course. A program of instruction (POI) designed to bring the most critical parts of the infantry's Scout Sniper Course and combining it with additional reconnaissance skills built by the foundation of the Basic Reconnaissance Course. Staff Sergeant [REDACTED] and his staff oversaw the development, experimentation, and official POI approval of the Reconnaissance Sniper Course. As Force Design 2030 continues in implementation, the repository of knowledge which will be maintained because of Staff Sergeant [REDACTED] superb work and the establishment of the Reconnaissance Sniper Course, will be invaluable for not only Marine Reconnaissance but the future of precision marksmanship within the service.

2. The point of contact in this matter is [REDACTED]
at [REDACTED].

[REDACTED]



UNITED STATES MARINE CORPS
ADVANCED INFANTRY TRAINING BATTALION
SCHOOL OF INFANTRY (WEST)
P.O. BOX 555061
CAMP PENDLETON, CA 92055-5061

IN REPLY REFER TO
1650
CO
9 Mar 23

FIRST ENDORSEMENT on Company Commander ltr 1650 RTC of 1 Mar 23

From: Commanding Officer, Advanced Infantry Training Battalion
To: Commandant of the Marine Corps (DIVA/PAC)
Via: (1) Commanding Officer, School of Infantry (West)
(2) Commanding General, Training Command

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN
CASE OF STAFF SERGEANT [REDACTED]/0321 USMC

1. Forwarded with my highest recommendation.
2. Staff Sergeant [REDACTED] contributions to the Marine Corps Sniper Community and the Marine Corps advanced marksmanship program over the past year, have been awe-inspiring. His performance as part of the team who earned second place at the international sniper competition despite having a full-time job as an instructor and lacking some of the advanced equipment of his competitors is a testament to his skill as a marksman and competitor. His ability to seamlessly share that knowledge and skill with students, peers, and higher-ranking individuals is what makes him inspirational and clearly deserving of such recognition.
3. Staff Sergeant [REDACTED] innate ability as a leader and consummate display of professionalism led to him being hand selected to create the Reconnaissance Sniper Course (RSC). RSC, an aspect of Force Design 2030, and a direct answer to a capability shortfall in the reconnaissance community, was masterfully designed and implemented by Staff Sergeant [REDACTED] and a strong team of instructors. Under his leadership, supervision, and through his initiative, students were able to enhance their marksmanship by utilizing technological advancements that had never been incorporated before at the School of Infantry. These advancements included electronic feedback mechanisms that provided immediate responses to students' marksmanship. Since its inception, the Reconnaissance Sniper Course has been a sought-after opportunity for its primary audience, the Marine Reconnaissance community, but also continues to be sought by the special operations community for the effectiveness and efficiency of the course. Staff Sergeant [REDACTED] efforts have truly positively impacted the joint force. Through his unwavering dedication and ingenuity, a new standard for advanced precision marksmanship for the Service has been created.





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ADVANCED INFANTRY TRAINING BATTALION
SCHOOL OF INFANTRY (WEST)
P.O. BOX 555061
CAMP PENDLETON, CA 92055-5061

IN REPLY REFER TO
1650
MTJ
1 Mar 23

From: Company Commander, Reconnaissance Training Company
To: Commandant of the Marine Corps (DIVA/PAC)
Via: (1) Commanding Officer, Advanced Infantry Training Battalion
(2) Commanding Officer, School of Infantry (West)
(3) Commanding General, Training Command

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN
CASE OF STAFF SERGEANT [REDACTED]/0321 USMC

Ref: (a) MARADMIN 094/23

Encl: (1) Biography
(2) Signed Statement of Consent

1. Per the reference, the following personal information is provided:
 - a. Full name, rank, and MOS code:
 - (1) [REDACTED] Staff Sergeant, 0321/0317
 - b. Current duty station and assignment:
 - (1) Reconnaissance Training Company, Advanced Infantry Training Battalion, School of Infantry (West).
 - (2) Reconnaissance Sniper Course (RSC) Primary Instructor.
 - c. Current duty address, work email, telephone, and fax number:
 - (1) Reconnaissance Training Company
Advanced Infantry Training Battalion
School of Infantry (West)
P.O. Box 555061
Camp Pendleton, CA 92055-5061
 - (2) Work email: [REDACTED]@usmc.mil
 - (3) Work telephone number: (760) [REDACTED]
 - d. Time in service:
 - (1) 7 years 6 months
 - e. Name and address of unit during contribution:
 - (1) Reconnaissance Training Company
Advanced Infantry Training Battalion
School of Infantry (West)
Box 555061
Camp Pendleton, CA 92055-5061

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN
CASE OF STAFF SERGEANT [REDACTED] /0321 USMC

f. Unit Point of Contact

(1) Major [REDACTED]

g. Home of Record City and State:

(1) [REDACTED]

2. Staff Sergeant [REDACTED] is enthusiastically recommended for the Gunnery Sergeant Carlos N. Hathcock II Award for his outstanding contribution to the Marine Corps Sniper Community and Marine Corps advanced marksmanship program through the creation of the Reconnaissance Sniper Course (RSC) from 1 January 2022 to 31 December 2022. RSC, a product of Force Design 2030 and the necessity to maintain a sniper capability within the reconnaissance community, has greatly impacted and improved the overall marksmanship training for the Service. Highlights of his accomplishments include:

a. Staff Sergeant [REDACTED] is the embodiment of both a Scout Sniper and a Reconnaissance Marine. He is respected by Marines of every rank from private first class to master gunnery sergeant. Since his arrival at Reconnaissance Training Company, Staff Sergeant [REDACTED] has fostered a culture of professionalism that is unmatched across the command. He is a natural born leader and teacher who consistently stands out amongst his peers. Upon being tasked to create RSC with no increase to instructor staff, Reconnaissance Training Company began to look among its ranks for the most qualified Marines to serve as instructors. Staff Sergeant [REDACTED] was the first instructor identified based on his technical and tactical expertise and proven track record of performance.

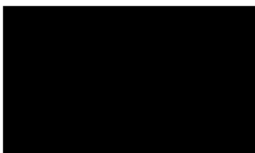
b. As the Primary Instructor for marksmanship, Staff Sergeant [REDACTED] was a critical part of the planning, coordination, and execution of the first-ever RSC and has excelled in this key role through current execution of the sixth iteration. He ensured that each student received detailed instruction in the art and fundamentals of marksmanship and advanced sniper operations, teaching and evaluating to meet or exceed all previous standards. He ensured that students were constantly observed, evaluated, and mentored on their progress. Through his direct mentoring and coaching, RSC has maintained an overall graduation rate of 83% despite the introduction of more advanced marksmanship skills. This is a credit to his commitment to excellence in the art and science of advanced precision marksmanship.

c. Staff Sergeant [REDACTED] was instrumental in the implementation of advanced marksmanship techniques into the program of instruction (POI) to bridge the gap between the Reconnaissance Sniper Course and the Expeditionary Operations Training Group (EOTG) Sniper Course. This gave each RSC student an understanding and baseline of the advanced level training they would receive in follow-on courses, as well as enabled them to immediately enhance the mission success of their supported unit without requiring follow-on training. Reaching outside of the norm, Staff Sergeant [REDACTED] implemented a multitude of techniques to advance and enhance each shooter's capability. These included the utilization of trigger cameras, electronic spotting scopes for playbacks, and utilizing bore cameras to understand the internals of each weapon systems more thoroughly. Advanced marksmanship techniques implemented in RSC include the loophole formula, one shot one kill drills, command and time drills, and sniper engagement planning. Additionally, as a testament to his expertise and proficiency as a sniper, Staff Sergeant [REDACTED] attended and graduated the EOTG Sniper Course as the class honor graduate during [REDACTED]

Subj: NOMINATION FOR GUNNERY SERGEANT CARLOS N. HATHCOCK II AWARD IN
CASE OF STAFF SERGEANT [REDACTED]/0321 USMC

d. Under Staff Sergeant [REDACTED] mentorship, all RSC students were constantly observed, evaluated, and mentored on their individual progress by the instructor staff. Dedicated to the success of his students, Staff Sergeant [REDACTED] would often stay well after normal hours to work with students on the fundamentals needed for the mastery of the art of precision marksmanship. Staff Sergeant [REDACTED] ability to implement the application of the 21st Century Adult Learning models into the course using Explain, Demonstrate, Imitate, Practice, and stealth evaluation has greatly impacted each student's abilities to learn and maintain all knowledge. As a result, 18 of 24 periods of instruction are taught on the range to maximize hands on learning and practical application. Through the utilization of his teaching style and his above and beyond approach to marksmanship, Staff Sergeant [REDACTED] is directly responsible for producing a more capable and lethal sniper for the Fleet Marine Force.

e. Staff Sergeant [REDACTED] consistently demonstrates what it takes to be a consummate professional through his character, work ethic, high standards, and passion for the art of advanced marksmanship training. He has truly infused and maintained the highest standards of both the Reconnaissance and the Scout Sniper communities and built upon them to create the Reconnaissance Sniper Course from the ground up. His exceptional efforts have improved marksmanship training for the Service and have shaped the way advanced marksmanship training will be conducted across the Service in the future. Staff Sergeant [REDACTED] has my highest recommendation for the 2023 Gunnery Sergeant Carlos N. Hathcock II award.



Staff Sergeant [REDACTED]

Reconnaissance Sniper Course Primary Instructor

Reconnaissance Training Company

Staff Sergeant [REDACTED] was born on [REDACTED] and graduated from [REDACTED] High School in 2015. He enlisted in the Marine Corps in [REDACTED] at the age of 17 in December 2014. He reported for recruit training at Marine Corps Recruit Depot Parris Island, SC in September 2015 where he would graduate with Alpha Company in December 2015.

Upon completion of Recruit Training, Private First Class [REDACTED] reported to School of Infantry (East), Infantry Training Battalion, Camp Geiger, NC. There Private First Class [REDACTED] would earn the Military Occupational Specialty 0311 Rifleman. Upon graduating with Charlie Company from the School of Infantry (East), Private First Class [REDACTED] received orders to 3rd Battalion, 4th Marines in Twentynine Palms, CA where he would be assigned to Kilo Company, 2nd Platoon.

Private First Class [REDACTED] was Promoted to Lance Corporal on 1 June 2016. In September 2016, Lance Corporal [REDACTED] attended the 3rd Battalion, 4th Marines Scout Sniper Platoon screener and was selected and moved to Weapons Company, Scout Sniper Platoon. In April 2017, Lance Corporal [REDACTED] deployed with 3rd Battalion, 4th Marines on a JDP to Darwin, Australia where he would serve as his Scout Sniper teams [REDACTED]. In October 2017, Lance Corporal [REDACTED] attended the 1st Marine Division, Pre-Scout Sniper course in Camp Margarita, Camp Pendleton, CA.

On 1 February 2018, Lance Corporal [REDACTED] was promoted to Corporal. On 6 February 2018, Corporal [REDACTED] attended Scout Sniper Basic Course in Camp Pendleton, CA where he would graduate as [REDACTED] and receive the BMOS of 0317. In July 2018, Corporal [REDACTED] attended Scout Sniper Advanced Course in Quantico, VA followed by a deployment to Al Taqqadum, Iraq in support of Operation Inherent Resolve, from October 2018 to April 2019 where he would serve as a Scout Sniper team leader attached to [REDACTED]. Corporal [REDACTED] was promoted to Sergeant on 1 November 2019. In December 2019, Sergeant [REDACTED] received orders to School of Infantry (West), Camp Pendleton, CA and reported to Combat Instructor School on 6 January 2020.

Sergeant [REDACTED] reported to Advanced Infantry Battalion, Scout Sniper School where he taught two classes before attending and graduating the Basic Reconnaissance Course class 4-20 and obtaining the primary MOS of 0321. After graduating the Basic Reconnaissance Course, Sergeant [REDACTED] reported back to Scout Sniper School and finished his time as a Scout Sniper Instructor. In 2021 Sergeant [REDACTED] assisted in the creation of the Reconnaissance Sniper Course. While an instructor at the Reconnaissance Sniper Course, Sergeant [REDACTED] has attended numerous courses: the 2021 International Sniper Competition taking home [REDACTED] 1st EOTG Urban Sniper Course, where he graduated as [REDACTED], the Army Airborne Course, the Multi Mission Parachute Course, the 2022 International Sniper Competition taking [REDACTED] and served as a Dutch Marine Sniper Course guest instructor. Sergeant [REDACTED] has taught a total of 6 Reconnaissance Sniper Course classes. Sergeant [REDACTED] was promoted to the rank of Staff Sergeant in March of 2023.

Staff Sergeant [REDACTED] Personal awards include the Navy and Marine Corps Achievement Medal, Good Conduct Medal, and 2 Meritorious Masts.

Recommended Citation

For service as set forth in the following:

FOR HIS OUTSTANDING CONTRIBUTION TO THE MARINE CORPS SNIPER COMMUNITY AND MARINE CORPS ADVANCED MARKSMANSHIP PROGRAM THROUGH THE CREATION OF THE RECONNAISSANCE SNIPER COURSE (RSC) FROM 1 JANUAR 2022 TO 31 DECEMBER 2022. RSC, A PRODUCT OF FORCE DESIGN 2030 AND THE NECESSITY TO MAINTAIN A SNIPER CAPABILITY WITHIN THE RECONNAISSANCE COMMUNITY, HAS GREATLY IMPACTED AND IMPROVED THE OVERALL MARKSMANSHIP TRAINING FOR THE SERVICE. AS THE PRIMARY INSTRUCTOR FOR MARKSMANSHIP, STAFF SERGEANT [REDACTED] WAS A CRITICAL PART OF THE PLANNING, COORDINATION, AND EXECUTION OF THE FIRST-EVER RSC AND HAS EXCELLED IN THIS KEY ROLE THROUGH CURRENT EXECUTION OF THE SIXTH ITERATION. HE ENSURED STUDENTS WERE CONSTANTLY OBSERVED, EVALUATED, AND MENTORED ON THEIR PROGRESS. THROUGH HIS DIRECT MENTORING AND COACHING, RSC HAS MAINTAINED AN OVERALL GRADUATION RATE OF 83% DESPITE THE INTRODUCTION OF MORE ADVANCED MARKSMANSHIP SKILLS. STAFF SERGEANT [REDACTED] ABILITY TO IMPLEMENT THE APPLICATION OF THE 21ST CENTURY ADULT LEARNING MODELS INTO THE COURSE USING EXPLAIN, DEMONSTRATE, IMITATE, PRACTICE, AND STEALTH EVALUATION HAS GREATLY IMPACTED EACH STUDENT'S ABILITIES TO LEARN AND MAINTAIN ALL KNOWLEDGE. AS A RESULT, 18 OF 24 PERIODS OF INSTRUCTION ARE TAUGHT ON THE RANGE TO MAXIMIZE HANDS-ON LEARNING AND PRACTICAL APPLICATION. THROUGH CONSISTENT DEMONSTRATION OF PROFESSIONALISM, WORK ETHIC, HIGH STANDARDS, AND PASSION FOR THE ART OF ADVANCED MARKSMANSHIP TRAINING, HE HAS INFUSED AND MAINTAINED THE HIGHEST STANDARDS OF BOTH THE RECONNAISSANCE AND SCOUT SNIPER COMMUNITIES AND BUILT UPON THEM TO CREATE THE RECONNAISSANCE SNIPER COURSE FROM THE GROUND UP. HIS EXCEPTIONAL EFFORTS HAVE IMPROVED MARKSMANSHIP TRAINING FOR THE SERVICE AND HAVE SHAPED THE WAY ADVANCED MARKSMANSHIP TRAINING WILL BE CONDUCTED ACROSS THE SERVICE IN THE FUTURE. STAFF SERGEANT [REDACTED] INITIATIVE, PERSEVERANCE, AND TOTAL DEDICATION TO DUTY REFLECTED CREDIT UPON HIM AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE MARINE CORPS AND THE UNITED STATES NAVAL SERVICE.

STATEMENT OF CONSENT

I, Staff Sergeant [REDACTED] do hereby authorize the release of all information enclosed in this nomination package to those persons involved in the selection process.

[REDACTED]

2-07-30306

Signature

Date