

The official publication of USS Emory S. Land

LANDMARK

AN EMORY S. LAND (AS 39) MEDIA DIVISION PRODUCTION

RISING TO THE CHALLENGE

FEATURING A QUESTIONS AND ANSWERS SEGMENT FROM THE
COMMANDING OFFICER, EXECUTIVE OFFICER, AND COMMAND MASTER CHIEF

TENDER LOVE & CARE

A TWO-PAGE SPREAD SPOTLIGHTING THE WORK OF THE EMORY S. LAND'S
EXCEPTIONAL CREW THROUGH THE LENS

UNEXPECTED HIGH SCHOOL REUNION

FEBRUARY
2020

VOLUME XI
ISSUE 1

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LANDMARK MAGAZINE

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ESL is manned by an integrated crew of Sailors and civilian mariners under the administrative control of Commander, Submarine Force, U.S. Pacific Fleet, Pearl Harbor, Hawaii, and operational control of the Commander, Task Force 74. As a forward-deployed naval force, ESL is tasked to provide expeditionary, intermediate-level maintenance and repairs, hotel services, and logistics support to deployed Guided-Missile and Fast-Attack submarines deployed in the 5th, 6th and 7th Fleet areas of operation.

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Capt. Michael Luckett

Commanding Officer, USS Emory S. Land

The Battle of Iwo Jima happened 75 years ago this month. What was the importance of the U.S. Navy's involvement in that battle?

The Battle of Iwo Jima was obviously a really important battle, particularly if you're a Marine. From a Navy perspective, it's probably not one of the more notable battles, because there wasn't a Japanese opposing force effectively for the Navy. The U.S. Navy had already established dominance in the area, both from sea control and from an air perspective, so there wasn't really any opportunity for the Japanese air forces or naval forces to intervene. The eventual outcome of the battle was essentially a forgone conclusion. The Japanese would lose, and the Americans would win. The only question that was left was 'what would the cost be?' The Japanese general in charge of the defense of Iwo Jima recognized his strategic situation. He was defending an undefendable position in the long term and made some really shrewd tactical choices in how he could maximize the defenses he had available to inflict the maximum amount of damage on the invading American force. Unfortunately, he was very effective at that, and we had quite a few casualties while taking that island. From the American perspective, we were rather surprised because the Japanese used some very innovative tactics that were different than they had done in previous island campaigns, which led to significantly greater loss of lives in Iwo Jima. One of the things that has been debated at the time and since has been 'what was the strategic value of capturing Iwo Jima?' That's a discussion that's been open to debate

by historians ever since, and from arm chair generals and admirals as they second guess the decisions of the commanders at the time. One of the things I'd like to say about that is that if you're one of the unit commanders or one of those Sailors or Marines that's involved in that operation, you may not understand what the bigger strategic significance of it is. Your ship may be directed to go escort this task group here, or land these troops in that place, or go stand an anti-aircraft picket in a particular location, or do naval gun fire onto the beach, but you don't really know how your efforts fit into the bigger picture. That's one of the truisms of military life in general. We don't always see at the unit level and at the individual level how our efforts fit into the larger strategic objectives of the Navy, the organization or the fleet. To tie this into our operations on deployment, I often get questions of why are we doing these port visits here. What's the importance of coming to a particular port in Japan or Korea or doing a particular exercise with an ally? It's not always apparent what the value is if you look at that one event in isolation. But we have to have confidence that there is a bigger picture; there is a bigger plan. Our bosses at the task force level and the fleet level and at the combatant commander level have larger perspectives and larger plans for how we do exercises and engagements with our allies, and they're all designed to support the campaign plan for the particular theater. All the little things that we do on a day-to-day basis are connected and feed into that. For example, working with a particular ally we strengthen that relationship with that ally, and that may open a door for

another exercise later. So where we didn't have that opportunity to have that joint event with this ally or partner before, we can in the future because we were able to do that small step here with the Emory S. Land. There are bigger pictures that we may not always see at the deck plate or see on the ship, but our efforts contribute to a larger plan, and what we do out here on a day-to-day basis does matter. It matters to our fleet commander, it matters to our nation's defense, and it matters to our allies and our partners. What you guys do on the deck plate is an important contributor to that, whether you are able to see it directly or not.

How do you feel about the performance of our crew in regards to the exercises we have completed with other navies during this deployment?

I've been very pleased with how those events have gone. That is a really important part of our deployment this time. We have very close and long ties with both the Japan Maritime Self-Defense Force (JMSDF) and the Korean Navy, and we work very closely with both of those partners. We have been able to execute some joint operations here by bringing the Japanese sub alongside in Kure and bringing the Korean sub alongside in Chinhae. We did some things that haven't been done very often with the Japanese, and with the Koreans that they have never done in recent memory, like doing a combined mooring operation with a U.S. tender and a Korean submarine. It helps build a better understanding of how our allies operate, paves the way for us to support them in times

of crisis, and increases our ability to work well with our allies. I've been really pleased with how the crew has pulled together on that. In particular, the event in Korea, was the first time ever bringing a Korean submarine alongside a U.S. submarine tender. We didn't have a play book to start from, so the team from operations department, deck department and engineering department basically had to write that plan from a blank piece of paper. It took us several days of intense discussions with the crew of Chang Bogo, the Korean submarine, as well as our team, as we figured it out by drawing on the white boards, deciding how the line configurations were going to go, figuring out where the fenders were going to be, coming up with the communications and the plan. We really built this one from scratch. I was really impressed. We came up with a very good plan and were able to safely execute and successfully do something that hasn't been done before.

What has been your most memorable moment during this deployment?

There has been a couple, but I'll emphasize two. The first one is the execution of the event with the Chang Bogo, the Korean submarine. We had the Korean Submarine Force Commander onboard standing on the side of the ship, watching his unit do that for the first time. He and the squadron commodore were both watching as our team and the Chang Bogo team executed that exercise for the first time ever. I found it really professionally rewarding for our team to say, 'yeah we pulled this together in just a couple of days.' We were able to work internally, amongst the ESL between the civilian mariners and the Navy personnel that were required to make that happen, and with our allies to build that plan, and be able to essentially flawlessly execute it. I think it was a really rewarding experience for all that were involved with that. A little closer to home, this morning I had the opportunity to walk around the ship and pass out the meritorious advancements for this cycle, so I was able to promote several of our Sailors. That's always a great feeling. Obviously, the Sailors that get promoted are really happy to see that. It's a good thing for the division and the crew. I find it's valuable to be able to reward good performance and give someone that tangible recognition. Even more than a medal or letter of commendation, that MAP really means something concrete to each and every Sailor. There were a lot of great candidates this year. If I had more quotas to give I would've promoted some more people. Unfortunately, they have limits on how many we're able to select. We did our best to select the people that the chief's quarters, the wardroom, CMC, the XO

and I felt were the best examples of the top performing Sailors on the ship to give them that immediate recognition and advancement. I would challenge those of you who didn't get selected to keep charging, keep pushing, and maybe it will be your time next time. For those of you who did get selected, keep up the good work, keep behaving as that role model for those who work around you and continue to be that good example.

What was the importance of our port visit in Kure?

Again, that was one that contributed to our mission objective of engagement with our allies. There we were at the JMSDF base. Just the interactions there build our understanding of how to operate with our allies. We had the Japanese submarine come alongside and we conducted that tended unit mooring evolution also, where we demonstrated our ability to provide support if we needed to. In the process, we did a lot of work with the Japanese submarine force, had some great conversations, built some relationships, improved our understanding of their operations and how they do business, and improved their understanding of what we do, how we operate and what we bring to the table. By doing that, we furthered our inter-operability with JMSDF and further strengthened our alliance with the Japanese people.

Do you believe the crew has been meeting your expectations?

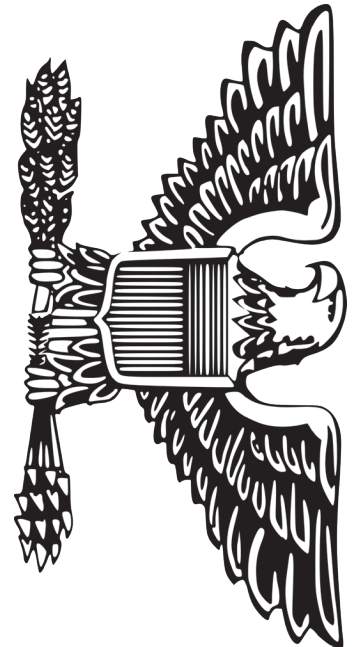
We've been making some great progress here. I think the crew has been doing good work. I've mentioned the allied engagements we've had. We've also had a lot of the crew that have supported the tours and the face-to-face discussions that we've had with our allies in these ports. I'd like to call out the Repair Department for doing some great work as well. We've been here in Sasebo now for two weeks and they've worked on seven ships in the time that we've been here. Hundreds of man hours of good quality maintenance work is being done on the amphibious ships and the mine sweepers here in Sasebo. Our teams have really been able to make a huge difference in the material readiness of the ships here. I'd also like to say I've been really happy with how health services department has responded to all the new requirements that have come down with respect to the COVID outbreaks. That's been a continually moving target and they've risen to the challenge and done things well in a very trying environment. They've been doing great work.

How do you feel about the progress of our mission this deployment?

I think we've been making good progress, we've had a couple of key objectives here working with our Japanese and Korean allies and doing some maintenance work for the U.S. forward-deployed naval forces here in Japan. So far we've been able to achieve those objectives. As I look forward at the back half of the deployment, the crystal ball gets a little cloudier once we leave Sasebo. I'm hopeful we'll be able to do some of the other engagement activities that we have planned and support U.S. submarine operations, but we will just have to see how the schedule plays out and what opportunities present themselves. So far, I'd say we're on a good glide slope. We're doing what we need to do out here. We're meeting the commander's objectives and we'll see how the rest of it goes.

What did you like most about our travels to Japan this deployment?

I enjoyed eating some of the different varieties of food that are available here in Japan, some of the regional varieties that you see in some of the different places as well. I did have the opportunity to visit Hiroshima and Nagasaki while we were there and go to both of the atomic bomb sites. They are valuable places people should visit when they have the opportunity and I think that that's an important thing that we're aware of that part of our history.





Cmdr. Ritchie Taylor

Executive Officer, USS Emory S. Land

How is the Navy different now from when you were a junior Sailor?

I can tell you that it was much more physical back then. We've learned a lot on how to treat Sailors properly. There was a lot more skylarking and hazing. It was accepted though, because it was 'tradition' -- at least that's what it was called. Sometimes instead of having some good ol' college fun, someone would get hurt and that's when we learned to crack down on that. That's one of the things that has changed the most since I've been in.

If you were CNO for a day, what would you do?

I would make one set of uniforms and never change them again!

What is one thing that you wish junior Sailors understood about your job?

I wish they understood how hard we work for them. I used to think the same thing, but they think that it's easy to make decisions: 'why can't they change the schedule' or 'why can't they stay consistent', 'why can't they do this or do that?' It's easy at that level to look up and say, 'why are you doing that? It's the wrong thing to do, and they don't care about us,' and it's really hard for the whole crew, but we listen to the crew a lot and we try to do it if it's feasible, everything down to the CO's comment cards, CMC brings those to us every day. We have a lot of responsibility and

authority to do those things. We are trying to be as fair as possible. I know that they might think that we have favoritism, but we have to look at all the cases, all the Sailors and past history, and there are a lot of legalities in that too, so I wish that they knew how hard we are working with everything from awards to evals and liberty, you name it.

Who are your mentors or role models? Why?

My main role models are my parents. I'm lucky enough to have three parents, my mom remarried my stepdad, who was a mustang in the Marine Corps. They set the foundation for the person that I am today, and I think it's important for Sailors to have their family to establish who they are going to be. Mentors change throughout your career. I was fortunate enough to have a lot of great COs, but specifically, I think of my XO on my second sub, USS Pasadena (SSN 752), retired Capt. Jon H. Kan, who was a commander at the time. He was always there for me. When I was a first class he had me sit in his office and he talked to me, and then when I made chief he made me sit down again, and when I got selected for commissioning we sat down and had a cigar. He has always cared and always told me to never change. What you're doing is what made you, there's no magic pill or switch just keep doing what you're doing and you will be fine.

Why is it important to have mentors in the Navy?

It's human nature. We all need reassurances and someone to tell you you're not quite on the right track, and there's no doubt that you're just as smart as me, I just have more time in the Navy. When you're here, you're going to be telling someone what to do or not to do, that's what a mentor does, they take the experiences they've had and they try to help someone avoid mistakes or point them down an easier path. They aren't trying to make you them, they are just sharing life experience both professionally and personally.

Looking back on what has happened on this deployment so far, what would you change if you could, or what could we have done better?

We learned a lot from Winter Patrol 2018, and liberty-wise, we adjusted. At first, everyone had the same liberty times, and it caused a lot of people coming back at the same time. So we looked at what other ships have done, like the tiered-liberty, and it's nice, it works, and it made it easier for everyone to cross the quarterdeck swiftly and safely. Sometimes privileges come with rank. As far as doing better, I think that I will jump on the bandwagon that the rest of the Sailors are on, it would have been nice to not

change the schedule, but it's just unrealistic. I've never seen it happen, but it would be nice.

What have you enjoyed the most on this deployment?

I know it sounds corny, I like seeing the crew enjoy themselves. At this stage in the game, I just enjoy the crew having a good time and having experiences. Like just the other day, at the Navy Exchange, I saw a bunch of Sailors buying the Japanese dishes and cups, and it was the same thing that I did 20 years ago, and I don't need to buy them, because I already did it. It's good to see that they are getting the same experiences and getting to see this side of the world is a once in a lifetime opportunity.

What is something that most people don't know about you?

Most people don't know that I am an only child.

Is there anything else you'd like to add?

XO is tired. I miss my family and I'm sure the rest of the crew does too. Keep the main thing the main thing and do the right thing because it's the right thing to do.





CMDCM Nicholas Wallace

Command Master Chief, USS Emory S. Land

What made you want to become a Sailor?

Through my high school years, I was very interested in becoming a firefighter. I did a bunch of ride alongs, hung out at the fire station, and did a lot of fire department stuff growing up in high school. I thought it would better my chances of getting on the Chicago Fire Department if I join the Navy for four years, and then came out and applied for the Chicago Fire Department. So that's how I ended up joining the Navy, but then also the movie, "The Hunt for Red October," is what pushed me over the edge to volunteer on submarines.

What do you think it takes to be an effective leader?

There are so many different qualities that are needed to be an effective leader. One of the biggest ones, I think, is just being able to listen -- being able to listen and not jump to conclusions. As a leader, people are going to come to you with so many issues, so many problems and solutions, and just being able to listen to that person, I think that is key. You have to be able to adapt. Adapt to the different types of personalities that are out there. This goes with the different hats of leadership, which is the key. As a leader, you can't just sit here and be the hammer dropper every single day, you may have to wear the hat of a counselor, a supporter, a cheerleader to cheer for that Sailor, or you may have to wear the good order and discipline hat.

What is your favorite part about being CMC of ESL?

Being CMC is a privilege and a blessing every day. I truly feel it is a privilege to lead, it's not a right, and it is a privilege to be in this position. My favorite part is just talking to Sailors. I was in the machine shop watching Sailors in action supporting the forward deployed naval forces (FDNF) ships in the engraving shop, down in the R-1 shop, and the R-4 shop. They were doing work and supporting the FDNF Navy and just seeing them in action doing the do. Seeing operations department putting a boat in the water, and seeing very junior Sailors, some who only have less than two years in, driving RHIBs, E-4s and E-3s entrusted with this equipment. That's one of my favorite things. Obviously, advancements and promotions are another favorite thing, and meeting the families. There are so many things that are the awesomeness of being the CMC, but it is a privilege to lead America's sons and daughters. Every day is a blessing.

Do you have any words of encouragement for the Sailors taking the advancement exam this cycle?

Study, study, study. Quotas are getting slim right now and Sailors that are coming in the Navy today are a lot smarter technologically and just smarter overall

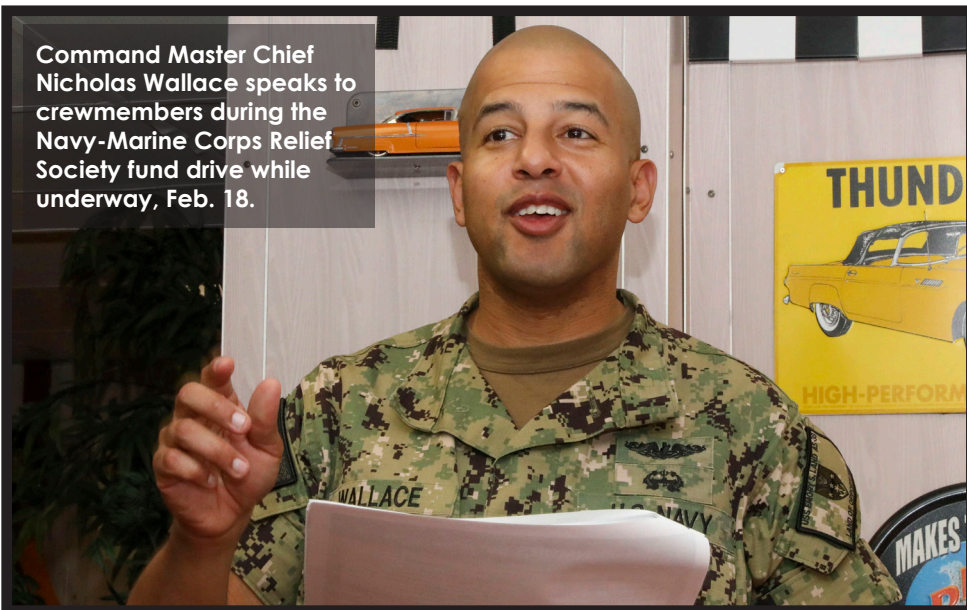
than when I came in. It's getting harder and harder to advance off of the exams. You have to really make it worthwhile when you take your exam getting all the points you can and not leaving any on the table. If you don't make it now, the minute those bibs come out start studying. If you study for one hour a day between when the bibs come out and the exam timeframe, you should pass. If you're having trouble finding your in-rate material, ask. Ask us, ask your chief, ask somebody, come ask me. I was just talking to a Sailor the other day and he didn't realize we have a full-blown tech library aboard the ship, which even though you're a surface Sailor, they probably have a link to get you whatever you need to study.

So far, what do you think are some of the highlights from this half of the deployment?

There are so many highlights from this deployment. It was the first time bringing alongside a JMSDF submarine, that's huge, and the first time bringing alongside a Korean submarine. The outreach and stuff we're doing with different nations is key, and the work that we're doing here supporting the FDNF is huge. The along sides and the work we're doing now are some of the big highlights from this deployment.



Command Master Chief Nicholas Wallace speaks to crewmembers during the Navy-Marine Corps Relief Society fund drive while underway, Feb. 18.



GIVING BACK

Navy Announces Return of HARP Duty

Story by Mass Communication Specialist 1st Class Steven Khor

The Navy recently announced the return of the Hometown Area Recruiting Program (HARP), Officer Hometown Area Recruiting Program (OHARP), Bluejacket Hometown Area Recruiting Program (BJHARP) and Senior Military Assistance to Recruiting (SEMINAR) programs to the fleet.

HARP is a non-funded program in which enlisted personnel return to their hometowns for 12 days on no-cost temporary additional duty orders or while on leave in conjunction with permanent change of station orders to assist local recruiters by relating their Navy experiences to their peers. They visit high schools, prior places of employment and community locations where peers gather to discuss Navy opportunities while wearing the uniform of the day.

"As it's getting harder and harder for the Navy to compete with various companies and organizations, we have to get creative with our recruiting techniques," said Command Master Chief Nicholas Wallace, assigned to the submarine tender USS Emory S. Land (AS 39). "Sending Sailors from that town back to their hometown to talk about all the great things of the Navy, I think it's key. "It works out, it helps out the Sailor, it helps out the Navy, and it helps out everyone."

OHARP returns Navy officers to their hometown areas for 14 to 90 days to assist officer recruiters in locating individuals for Navy officer programs. Participants accompany the Navy recruiting districts officer recruiters on visits to colleges and universities, centers of influence and community events. They wear the uniform of the day and discuss Navy opportunities and career paths in the officer ranks.

"To have the opportunity to return home and have a hand in recruiting future Sailors from your own community is rewarding," said Chief Navy Counselor Roxanne Canada. "Sailors from my previous duty stations that have experienced HARP duty state the program is both personally and professionally fulfilling."



BJHARP is a funded program in which outstanding junior enlisted personnel are given the opportunity to return to their hometowns for a minimum of 10 working days. Participants are expected to identify and assist recruiters in contacting potential prospects, provide names of referrals and accompany the recruiter on the referral visit.

Also, the SEMINAR program provides assistance to the Navy in its efforts to recruit more African-American, Hispanic and Asian-Pacific Islander applicants and to enhance the Navy's image in these communities. SEMINAR temporarily returns highly-qualified African-American, Hispanic and Asian-Pacific Islander officers and senior enlisted personnel to their home communities for 20 days to meet with local influential community members and to discuss the vast educational, career and advancement opportunities the Navy offers.

"HARP is a good program, it offered me the opportunity to gain insight on being a Navy recruiter and allowed me the ability to give insight to future Sailors in the delayed entry program," said Hull Maintenance Technician 1st Class Mike Lee.

Canada believes preparation is important to success in these programs.

"Familiarize yourself with the program for which you are applying for by visiting the MyNavy Portal quick links," said Canada. "Additionally, effective communication, organizational and time management skills are vital traits for a candidate returning home under HARP, BJHARP, OHARP or SEMINAR. Honing these skills early will contribute to successful participation in these programs."

BUPERSINST 1150.1C governs the policies and administrative procedures for these programs. For detailed requirements for each program please visit the CNRC webpage at MyNavy Portal at <https://my.navy.mil>.

ENDER LOVE & CARE

Story by Mass Communication Specialist 3rd Class Chase Stephens

In the Navy, there can be a lot of oddities: some good, some bad, and some heartwarming. On the Navy's only two submarine tenders, a couple of officers bring a new meaning into the phrase, "Team Tender."

Lts. Will Price and Stephanie Price work together as a married couple and as undersea medical officers (UMO) aboard USS Emory S. Land (AS 39) and USS Frank Cable (AS 40).

When Will Price and Stephanie Price met, they were in medical school at the Oregon Health and Science University and living together with 23 other medical school students. After medical school and marriage, the pair decided to try to go through the UMO pipeline together.

To become an undersea medical officer, a candidate will attend the Naval Undersea Medical Institute in Groton, Conn., and dive school at the Naval Diving and Salvage Training Center in Panama City, Fla.

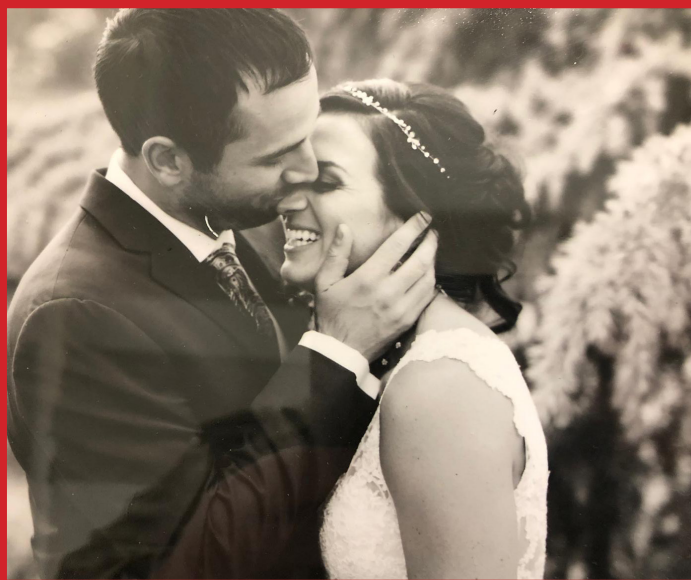
"I love challenges, doing triathlons and pushing my limits physically," said Stephanie Price. "The idea of going to dive school and getting to become a Navy diver really interested me. You will have to ask my husband why he did it, but I would say that he did it so he could keep hanging out with me."

UMO's are the only Navy medical officers allowed to become qualified submarine medical officers.

"The challenge of dive school and the opportunity to practice an operational mission is what made me choose UMO," said Will Price.

Being married in dive school bought them a lot of attention from the instructors. Will Price became "Un-sat (Unsatisfactory) Price" and Stephanie Price became "Sat Price." They were the second married couple to ever go through the UMO pipeline together and the first couple to graduate together.

"Dive school, in particular, was one of the most stressful and biggest bonding experiences in our marriage so far," said Stephanie Price. "I am a strong swimmer, and he is a good land athlete; he basically learned how to swim just so he could go to dive school."



After dive school, they knew that they wanted to co-locate, and they ended up on Guam. Guam is home to four U.S. Los Angeles-class fast attack submarines and the U.S. Navy's only two submarine tenders.

On the submarine tenders, they work as the assigned UMOs on their respective ships.

"It's kind of a double-edged sword," both said.

They work as each other's cover down for a lot of duties, and because they often work with a lot of the same patients, it can be challenging for them to schedule leave or vacation.

"Overall, we are using it to our advantage and letting it strengthen our marriage," said Stephanie Price.

Being married in the same job can come with its own set of difficulties. They said they try to keep work and home separate, but it can be hard sometimes. Since they are working the same position, they consult each other and learn from

each other's experiences. They both expressed that they have learned a lot of lessons and it enables them to do their job better from the information they share with each other.

Working in



the same designator helps the couple empathize with each other because they have similar stressors and roadblocks at work, so they can work together to troubleshoot solutions to their problems.

"He is my constant phone-a-friend," said Stephanie Price.

After their tour as UMOs, the lieutenants are looking forward to completing training and moving on to residency for family medicine and orthopedics respectively.

"He and I are very different with different strengths and weaknesses," said Stephanie Price. "Thankfully, I married someone that compliments me very well. Overall, I feel incredibly lucky to have married someone I get to share this experience with and can truly call my partner."



AN UNEXPECTED HIGH SCHOOL REUNION

Story by Mass Communication Specialist Seaman Zach Grooman

Most people graduate high school believing they'll never see their classmates again. The truth is, you'll never know what circumstances will make you cross paths. The circumstance for Lt. Cmdr. Andrew Jay Hunter and Lt. Ronnie E. Bolden II was getting stationed on the submarine tender USS Emory S. Land AS 39) as the Safety Officer and the Radiation Health Officer.

The two of them attended middle school together and were in the same graduating class of 1998 at Whitehaven High School in Memphis, Tennessee. They both said they had hard upbringings while growing up in a difficult part of Memphis and they struggled to find something to be a part of instead of getting stuck in their hometown like everybody else. Yet, the two had a common future that neither of them expected.

Although they knew each other, the two students associated with different groups. Bolden knew Hunter and his brother David but they were never really in the same groups.

"I was a smart kid, but I was a jock more than anything," said Bolden. "I hung around with people on the sports teams."

Hunter moved to Memphis from Norfolk when he was 5 years old. He and his brother had to raise themselves. Their mother was in the same city, but not always around, but she trusted her sons to be responsible and do the right thing on their own.

"Unfortunately, the crowd I hung out with was a little

misguided," said Hunter. "I knew if I continued down that path I would end up either dead or in jail."

Bolden agreed on the subject.

"Memphis is not an easy town to grow up in," he added. "I've had friends that have died in high school; team mates just walking downtown who got in an altercation and got shot," said Bolden.

He always saw school as a means to an end.

"I never really liked school. I hated it," said Bolden. "But school was a way for me to do things

**"Same junior high,
same high school,
same graduation
year, same
everything. It's like
we've been on the
same path but with
some detours."**

I did enjoy, like playing sports. It wasn't hard, but it felt like a chore."

Hunter's attitude towards school was similar.

"I was an under achiever," said Hunter. "So I spent a lot of my time in high school not focusing. I cut school a lot. I knew I wanted to join the military from day one



of starting high school. I definitely knew college wasn't for me. My grades weren't up to par."

When deciding whether to join the military, the two differed in their approaches. Hunter was set on joining since he was a teenager. A lot of influence came from his father, who served in the Marine Corps during Vietnam, and who also joined the Navy, retiring as a chief. Hunter was in the Marine Corps Delayed Entry Program until his father recommended he research other branches. In the end, Hunter decided the Navy was the best option for him.

Coincidentally, Hunter and Bolden both signed up to be a part of the nuclear field.

"Originally I signed up for the Naval Nuclear Propulsion Program, however, in boot camp they said I failed the color blindness test and ultimately I became a hospital corpsman instead of a 'nuke,' but I view that as a blessing because the path it put me on was better for me," said Hunter. "I even redid the color blindness test and I was good to go."

Bolden took a different route. When Bolden graduated high school he received academic and athletic scholarships from numerous schools.

"Coming from where I am from, that's not something a lot of people my race and my age

would get," he said.

His mom knew he wasn't excited about doing more school but she didn't want him to waste the opportunity.

"So instead, we made a deal that I would do three years of college and when I turned 21, if I still didn't want to do it, I could do whatever I want," said Bolden.

Bolden did three years of engineering at Christian Brothers University in Memphis. His 21st birthday was December 29th and on January 3rd he called all four branches of the services to see what they had to offer. After talking to all four branches, the Navy had the best package for him.

When he originally talked to his recruiter, he wanted to be a Navy SEAL. He was interested in the idea of being covert.

"I always wanted to be a spy," he said.

His recruiter told him he would be able to sign up in boot camp, but in the meantime, Bolden signed up to be a part of the nuclear field because it was the closest to his college major. However, when he arrived at boot camp and asked about becoming a SEAL, they jokingly told him that "nukes need not apply."

As the years passed, Hunter moved up the ranks and became a lieutenant commander and received orders to the Land in fall 2018. When Bolden was speaking to the previous safety officer (SAFO), she mentioned her replacement was from Memphis and his name was Hunter.

"I knew he had joined the military, because they announce when we graduated where

everyone is going," he said. "This whole time I have been in the military and we never crossed paths. So I get here and the outgoing SAFO says, 'yeah you're from Memphis-- well I think my relief is from Memphis. His name is Hunter.'"

He only knew one Hunter from Memphis. She told Bolden his first name is Andrew and he couldn't believe it. The two of them had an unexpected high school reunion.

"They say it's a small Navy," said Hunter. "I just think it's even more unique because we literally graduated in the same year."

Bolden moved up the ranks as well becoming the ship's Radiation Health Officer. He had never run into anybody from his high school or hometown while in the military. For him, it's a reminder of where he came from and how he started on his path to being a Sailor.

"Being in the military and going to so many different places, you get so spaced out from your family and where you're from," he said. "When you run into somebody from the same state and the same city, it's automatically that link. It's like okay, you know a little bit more about what it took for us to get here. It's just awesome. How many times does that really happen? Same junior high, same high school, same graduation year, same everything. It's like we've been on the same path but with some detours."

Hunter is grateful the Navy gave them an opportunity to get out of their bad environment.

"For all the Sailors aboard, think about the military-- they

essentially put you in a good environment to grow and develop," he said. "I think we are both really great examples of how you can start from the very bottom and work your way up."

Bolden said he was also thankful of how his life has turned out.

"There are people from my neighborhood that are still there and have never been outside the city, let alone the state," he said. "My very first tour I went half way around the world. I've been to places my parents haven't been, because I took a chance on what was considered a long shot and it was one of the best decisions I've ever made. Just taking that opportunity is the important step. People get stuck in that comfort zone and they don't want to leave because they feel like they are not going to have that support system or because they have that stable job. You can have a job anywhere, that's what I learned from traveling to all these different countries. A job is just work. It's more about having experiences when you look back over your life. Where did you go? What did you do? How did you impact somebody else's life? Having this job has allowed me to impact other people in other nations, not just my own."

High school lasts only four years and then it's over and people move on. As time passes, the faces also pass, but when these two former classmates met again on the Land, thousands of miles away from home, it reminded them of where they came from and how they ultimately made a life for themselves.

RISING

TO THE

CHALLENGE

TRANSFORMING RECRUITS INTO SAILORS

Story by Mass Communication Specialist 1st Class Jordyn Diomede

“These **recruits** are entrusted to my care,” said Command Master Chief Nicholas Wallace, command master chief of the submarine tender USS Emory S. Land (AS 39), as he recited the first line of the Recruit Division Commander (RDC) Creed.

RDCs are responsible for molding and shaping civilians into United States Navy Sailors at the Navy’s last remaining boot camp, Recruit Training Command (RTC) Great Lakes, following the closings of RTC San Diego and RTC Orlando. The special duty is not one to be taken lightly, and oftentimes, it is a rigorous endeavor for the Sailors who rise to the challenge.

Aboard USS Emory S. Land, Wallace, retired Senior Chief Quartermaster Guy Ziccardi, and Electronics Technician (Communications) 1st Class Lance Tardiff, all served as RDCs throughout three different decades of naval history.

The challenges these Sailors faced haven’t changed much since the days when Ziccardi was a company

commander, now referred to as RDC, at RTC San Diego from 1983 to 1986. Now, he’s the Military Sealift Command Master aboard Land.

More than 30 years have passed since Ziccardi was pushing boots as a company commander. He arrived to RTC as a quartermaster first class and left as a chief, spending his entire time as a first class pushing boots and training America’s next generation of Sailors. In total, he pushed four companies, now referred to as divisions, by himself and he was responsible for developing and molding approximately 350 recruits into Sailors.

One of the biggest challenges for Ziccardi was getting accustomed to the physical and psychological stress of getting the recruits situated for training. Within the first two weeks of being a company commander to a new division, he said he lost 14 pounds.

“The day itself was very physically demanding because RTC

San Diego was really spread out,” he said. “So you were typically marching them around six or seven miles a day, every day. It was just really long days and very stressful.”

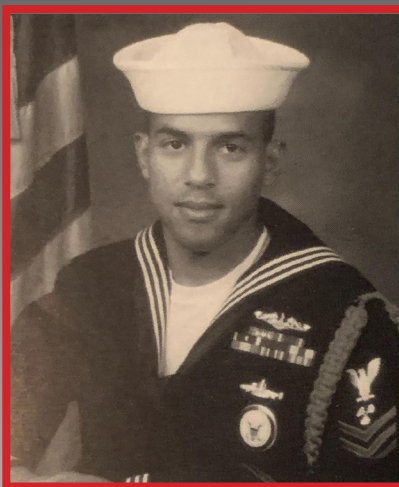
Although the days would start around 3 a.m. and end around 10 p.m., Ziccardi distinctly remembers that he really learned how to manage his time and develop his confidence as a leader of large groups.

When Wallace became a RDC in 2004, he was a machinist mate (auxiliary) second class, but by the time his tour was complete, he left as a chief. When he arrived, he strictly knew the submarine community within the Navy. The hours for him at RTC Great Lakes were much like those aboard the submarines during a standard maintenance period, so for him, the challenge was learning the other sides of the Navy and adjusting to working with women.

“That was probably the biggest thing, was adapting to the other rates of the Navy and then quickly spinning up on what I need to learn,” said Wallace. “I would say coming



QM1 (SW) Guy Ziccardi



MM1 (SS) Nicholas Wallace



ETR1 (SS) Lance Tardiff

from the submarine force -- the time before there were no women on submarines-- to being thrown right into that mix. It was pretty interesting."

In the days when Wallace was a RDC, there were three RDC's for each division. He pushed nine divisions throughout his three and a half year tour, resulting in the transformation of more than 700 recruits into Sailors.

"One thing you learn when you go through RDC School is the different hats of leadership, that there is no clear cookie cutter way of how to deal with a Sailor," he said. "I think that is something I preach hard. Every Sailor is different, every leadership problem is different."

Wallace said that his time at RTC

had an impact on his naval career. He saw many different types of leadership from RDCs who were chiefs, senior chiefs and master chiefs, and he was able to pick up things here and there that shaped his naval career.

Ten years after Wallace arrived to RTC, Tardiff was going through RDC School as a blue rope, prior to earning his red rope upon completion of his training.

When Tardiff arrived at RTC, he was a new first class coming from a submarine.

"It was a drastic change. It was like I grew up as a first class there," he said. "To be at such a high profile place it changes your outlook on things."

He pushed nine divisions

throughout his tour from 2014 to 2017, transforming more than 700 recruits into Sailors.

Although he mentioned the brutal hours associated with being a RDC, his biggest challenge was trying to motivate people to do mundane tasks.

"It's really hard to focus people's mindset on mundane tasks like folding laundry, cleaning, marching, and things that people don't normally do," he said. "You're teaching them things, that to them feel silly, and you want them to do well at it because it reflects on you as an instructor, but to get them to want to do it is the biggest challenge. By the end of it, I felt like they all get it and they all understand, but it takes a few weeks

to instill that.”

By the time he left RTC, he said he saw the bigger picture of how everything he either said or did affected everyone around him. The recruits see everything and RDCs represent their first impression of the military.

These three Sailors experienced the sacrifice and challenges at RTC during different decades. From the early morning wake ups to missed time with family, the sacrifices are not all they remember.

The transition from being a civilian to a United States Navy Sailor is a very significant emotional event, said Ziccardi.

“Being the person that is responsible for effecting that transition and doing it in a way where you have to be with the recruits, you had to let them know that you were in charge,” he said. “But you also had to let them know that you cared about them, that you cared about their well-being. There had to be that mutual trust there.”

He found his reward in the fact that he was the one responsible for taking care of the young people, and getting them to make the transition to Sailor in only two months.

Seeing the transformation from a civilian getting off the bus to putting a Sailor on the bus after completion of boot camp was the most rewarding thing about being a RDC, said Wallace.

“Seeing the Sailors that we saw as civilians with long hair, struggling to do push-ups, and now they’re first classes, Sailor of the Year, chief petty officers, I think that’s the reward,” he said. “It’s not making rank, it’s not the fact that I got lucky, that I hit the times right. That I went from E-5 to chief petty officer in a

short amount of time. It’s seeing the difference, the impact I’ve made on Sailors in the fleet.”

Aside from the rewarding aspects of his time as a RDC, Wallace attributes his successful career to his experience at RTC.

“It was probably one of the most rewarding tours I have ever done in my Navy career,” he said. “I would go back there in a heartbeat. If they said this is the only place we got for you, I’m there. Transforming civilians into Sailors and putting



“Every Sailor is different, every leadership problem is different.”



them on the bus as smartly disciplined, physically fit, basically-trained Sailors, was a privilege and a blessing in my career.”

Tardiff credits RTC for making him an effective leader and a competent teacher.

“You have to be a role model to them,” he said. “You’re a projection of what the Navy should be.”

Recently, the Navy enacted the Advancement-to-Position or A2P policy allowing Sailors who volunteer for special duties, like RDC or recruiting, to advance to the

paygrade of E-6 upon completion of the required training.

“The job of an RDC or recruiter is not easy shore duty. The hours are long, the work is physically challenging,” said Vice Chief of Naval Operations Vice Adm. Robert P. Burke. “Strong character and personal integrity are required throughout the RDCs and recruiters’ work day however; the personal reward of training and preparing Sailors for the fleet is unmatched.”

The policy, enacted in June 2019, received positive feedback from the fleet, resulting in the creation of a permanent program in October.

“I think they made that decision because it is a challenging job,” said Wallace.

He believes the program rewards Sailors for taking on that challenge and entices Sailors to volunteer for the duty.

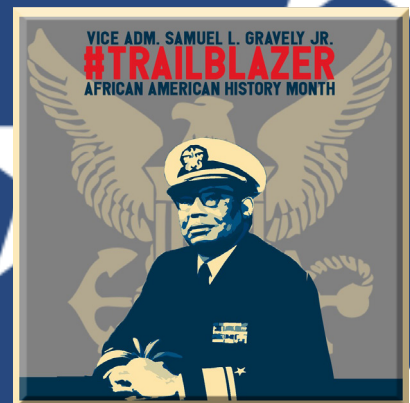
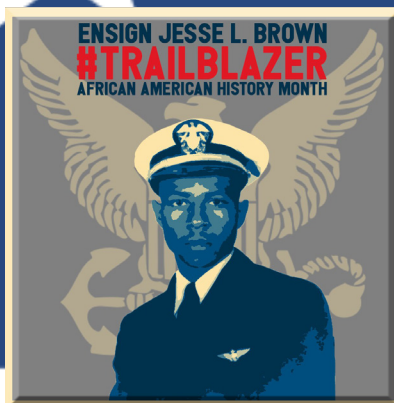
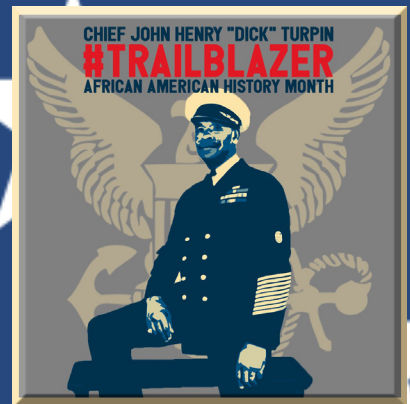
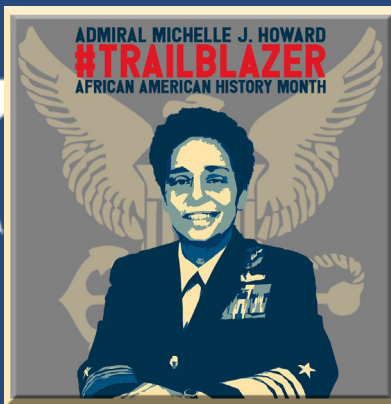
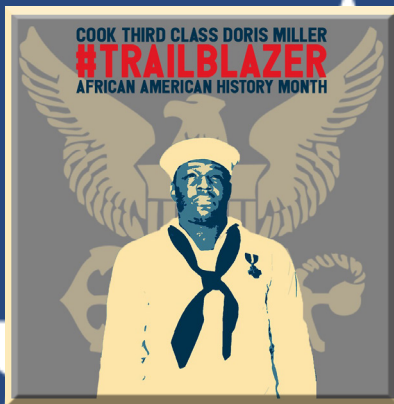
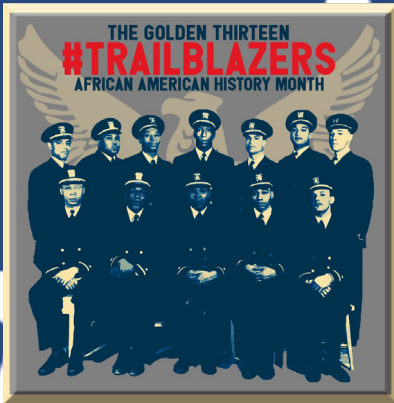
Throughout three different decades, one thing remains true -- without the men and women who rise to the challenge of being RDCs, our Navy wouldn’t be where it is today.

“It is definitely a blessing and a privilege to train America’s sons and daughters from recruits into Sailors,” said Wallace. “These recruits come from all different backgrounds and seeing that transformation is motivating.”

From his time serving as a RDC, to being a leading chief petty officer and now a CMC, Wallace still remembers the first line of the creed he learned 16 years ago in RDC School, however, one thing has changed.

“These **Sailors** are entrusted to my care,” he said. “It’s not a right, it’s a privilege, and it should not be taken lightly.”

African American History Month



DO THE RIGHT THING

Because it's the Right Thing to do

Story by Mass Communication Specialist 1st Class Jason Behnke

Shipmates helping shipmates; that's the motto of the Coalition of Sailors Against Destructive Decisions (CSADD). Junior Sailors aboard USS Emory S. Land (AS 39) recently stood up a local chapter of CSADD.

Since being founded in 2010, CSADD has spread across the fleet, with local chapters now at hundreds of commands.

"The program is important because there are Sailors who don't have alternative decisions, or they don't probably make the right decisions," said Hospital Corpsman 2nd Class Diane Stewart, ESL's CSADD secretary. "This particular command collateral would help Sailors, especially with all the incidents we've been having onboard, it would help hopefully minimize that by giving Sailors ideas to do other things besides go out drinking and partying."

CSADD is designed to operate through peer-to-peer mentorship. Members are E-5 and below Sailors who are 18-25 years old. The program

empowers those Sailors to hold each other accountable for their actions and provide each other alternative decisions.


"It's run by junior Sailors, for junior Sailors. It's not like a chief or a first class or an officer is saying, 'hey, everybody come around, we're going to go snowboarding today, or we're going to go for a run today,' because no one wants to hang out with their chief, no one wants to go hang out with a lieutenant, their leading petty officer," said Command Master Chief Nicholas Wallace, ESL's command master chief. "The E-5s and E-4s saying 'hey, come alongside, let's go do something together, let's go do something different.' It also builds camaraderie in the ranks."

Although the senior ranks of the Navy aren't immune to poor decision-making in their lives and careers, junior Sailors aged 18-25 remain a critical at-risk group. Whether it be binge drinking, texting and driving, or a myriad of other

potentially harmful decisions, ESL CSADD members are helping to intervene with their peers to ensure they hold each other to a higher standard.

"I think it is a very beneficial program because they give Sailors opportunities to do something other than going down a path making destructive decisions," Wallace said. "I think back to the days before a good MWR program on a base and a good CSADD program, and there was a lot of times when all you did was got off work, you went to the bar, you went home and slept and the next day it was like wash, rinse, repeat."

Despite the best efforts of the military to deglamorize alcohol, a recent study which used data gathered by the Centers for Disease Control and Prevention found that military members drink more days out of the year than any other career field. A third of all service members interviewed for a 2018 Rand study reported binge drinking within the last 30 days. CSADD



uses several approaches to discuss and discourage these harmful behaviors and encourage more positive actions, including social events, community service and social media sites to ensure their message reaches everyone it can.

"CSADD is designed for Sailors to have alternative decisions to do things that are nondestructive and team building," Stewart said. "It helps with their leadership skills. It also helps them as an individual, and it helps them professionally and personally as well."

ESL's CSADD plans on holding 26 meetings a year. The meetings will often feature guest speakers and discussions. The group also plans on holding other events like history month celebrations, remembrance ceremonies and study groups.

According to ESL CSADD by-laws, officer positions can be held for no more than six months. That means they are always looking for new members to fill the ranks and move the program forward.

"First, you have to help yourself before you can help others," Stewart said. "So, if you want to be that role model Sailor for others, take a look in the mirror, and then make sure so you can reflect that to the Sailors out there who are under you or maybe just people who are looking at you. Because if Sailors who want to join see the committee members not doing the right thing or exhibiting themselves inappropriately out in town or on the ship, they're not going to take you or the program seriously."

Although it's impossible to completely eradicate destructive behavior in the Navy, CSADD is a powerful tool that enables peers to intervene before some Sailors go down the wrong path. If you want to be that role model, or if you need some help to change your potentially destructive behaviors, contact a CSADD board member or attend an upcoming meeting.

THROUGH THE LENS



PHOTOS BY USS EMORY S. LAND PUBLIC AFFAIRS





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