



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
PERSONAL AND FAMILY READINESS DIVISION (MR)
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103
AND
MILITARY SPOUSE CORPORATE CAREER NETWORK
5080 SPECTRUM DRIVE
SUITE 1200 WEST
ADDISON, TEXAS 75001

MR
1000

MSCCN

MEMORANDUM OF UNDERSTANDING
BETWEEN
PERSONAL AND FAMILY READINESS DIVISION
UNITED STATES MARINE CORPS
AND
MILITARY SPOUSE CORPORATE CAREER NETWORK

Subj: MEMORANDUM OF UNDERSTANDING

Ref: (a) 10 U.S.C. sec. 1784(f)
(b) 10 U.S.C., Ch. 58
(c) Dept of Navy and MSCCN MOU dated 10 Nov 04
(d) MCO 5030.3B (Unofficial Use of the Seal, Emblem, Names
or Initials of the Marine Corps)

1. Purpose. Pursuant to references (a), (b), and (c), the purpose of this Memorandum of Understanding (MOU) is to promote efforts between the United States Marine Corps (USMC) and the Military Spouse Corporate Career Network (MSCCN) in order to improve the quality of life for military spouses, eligible military personnel, and family members. The goal of this joint effort is to enhance recruitment and retention in the military, to facilitate readiness of the military, and to assist the transition and re-entry of military personnel, their spouses, and family members into the civilian workforce.

2. Problem.

a. The USMC provides for the common defense of the nation with the primary task to deter conflict, but should deterrence fail, to fight and win the nation's armed conflicts. The core of the military force is comprised of individuals of exceptional dedication and ability - people of outstanding character committed to an ethic of selfless service. The USMC promotes policy and

business practices to attract, retain, and motivate a high quality, diverse, and sufficiently sized force to help meet mission requirements. The USMC realizes that it is vital to its mission to implement programs and services that enhance the quality of life for Service members and their families.

b. The USMC shares with the MSCCN a particular interest in promoting and facilitating endeavors that relate to and support recruitment, retention, readiness, quality of life, career opportunities, and re-entry into civilian life. The USMC and the MSCCN recognize that recruitment and retention of military personnel are essential to military readiness and the security of the nation.

3. Scope.

a. The Personal and Family Readiness Division (MR), Headquarters, U.S. Marine Corps, is the program sponsor for Marine Corps Community Services (MCCS), responsible for resource planning and policy oversight. MCCS provides commanders with an integrated organization for the development and delivery of Quality of Life programs and services.

b. MSCCN is a non-profit corporation, initially founded by Concentra Incorporated, dedicated to developing a network of corporate employers (sponsors) to enhance and create employment opportunities for military spouses, eligible military personnel and family members. There is no cost to the USMC or military spouses, eligible military personnel, or family members for using MSCCN services.

c. The USMC and the MSCCN intend to leverage their individual and combined resources to meet common goals described herein, and strive to eliminate duplication of effort and resources.

4. Agreement/Understanding.

a. Personal and Family Readiness Division (MR), Marine and Family Services Branch (MRR), Headquarters, United States Marine Corps will inform the Marine Corps service delivery sites of this MOU and its purpose and intent.

b. The MSCCN will inform its personnel, facilities, and partnering companies of this MOU and its purpose and intent. The MSCCN will encourage corporate sponsors to identify and establish collaborative endeavors in meeting the stated purpose of this MOU. The MSCCN will assign staff to participate as points of contact pertaining to the coordination and implementation of this MOU.

c. Pursuant to reference (d), the MSCCN may use the USMC emblem (eagle, globe, and anchor), but not the official USMC seal, on their website and in their literature, but only insofar as it furthers the purpose of this MOU.

d. If the MSCCN website will also contain commercial advertisements, then the MSCCN will add a disclaimer that the USMC does not endorse these commercial endeavors. This disclaimer will state: "Neither the United States Marine Corps nor any other component of the Department of Defense has approved, endorsed, or authorized this product (or promotion, or service, or activity)." The USMC reserves the right to withdraw permission to use the USMC emblem at any time.


e. Nothing in this MOU shall be interpreted as limiting, superseding, or otherwise affecting either party's normal operations or decisions in performing its legal duties. This MOU does not limit or restrict either party from participating in similar activities or arrangements with other persons or entities.

f. This MOU reflects the intention of the parties to cooperate in areas of mutual interest. It is not intended to confer any legal rights or impose any legal obligations on either party or any person.

5. Effective Date and Termination. This MOU will be effective on the date specified below and will continue in force indefinitely, unless sooner terminated by the parties. Upon 60 days written notification, either party may terminate this agreement for any or no cause. Either party may terminate this agreement immediately for good cause shown. Modifications will be made bilaterally in writing, and with sufficient advance notification. Minor changes in writing, initialed by both parties, may be made at any time by correcting the existing document or attaching a memorandum.

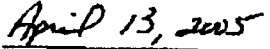
6. Effective Date. This MOU will be effective as of the last date of signature set forth below.

DEBORAH KLOEPPPEL
President
Military Spouse Corporate
Career Network



MICHAEL P. DOWNS
Director
Personal and Family
Readiness Division

Date



Date