



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-0000

MSCCN  
Addison, Texas 7500

BUPERS  
PERS-00B  
4 NOV 04

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
BUREAU OF NAVAL PERSONNEL  
AND  
MILITARY SPOUSE CORPORATE CAREER NETWORK

Subj: MEMORANDUM OF UNDERSTANDING

1. Purpose

a. The purpose of this Memorandum of Understanding (MOU) is to promote efforts between the Department of the Navy (DON) and Military Spouse Corporate Career Network to improve the quality of life for military spouses as well as reservists, exiting military and their families, and to enhance the quality of the American labor force. The patriotic services provided by military members and their families around the world have made the global economy possible and America the leading nation in the GLOBAL economy. The goal of this joint effort by DON and Concentra is to enhance recruitment and retention for the military services, to facilitate readiness of the military services, and to assist the transition and reentry of military personnel into the 21<sup>st</sup> Century workforce. In addition to enhancing retention of and services to military personnel, this cooperative effort seeks to promote opportunities for training, education, and employment for military spouses.

b. On a cooperative basis hereunder, DON and Concentra intend to work to evaluate and address public policy issues related to quality of life and employment for military spouses, reservists, exiting military and their families, and to explore areas for collaboration. This MOU defines in general terms the basis on which the parties will cooperate to study potential activities of mutual interest in connection with these subjects and eliminate duplication and waste in achieving these common goals.

## 2. Background

a. The DON 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 DON promotes policy and business practices to attract, retain and motivate a high quality, diverse and sufficiently-sized force to help meet mission requirements and implement programs and services to enhance the quality of life for service members, their families, and retirees across the human resource life cycle.

b. DON shares with Concentra a particular interest in promoting and facilitating endeavors that relate to and support the following:

- (1) Recruitment,
- (2) Retention,
- (3) Readiness,
- (4) Quality of Life and Career Opportunities, and
- (5) Re-entry to Civilian Life.

c. Concentra recognizes that the recruitment and retention of military personnel are essential to military readiness and the security of the Nation.

d. Concentra and the DON are entering into this MOU to leverage their individual and combined resources and to promote and facilitate activities necessary to meet common goals described herein. This MOU establishes the general framework required for parties' cooperative efforts as set forth herein.

## 3. Responsibilities

a. Department of Navy will:

- (1) Inform the Navy service delivery sites of this MOU and its purpose and intent.

(2) Encourage Leaders to identify and establish collaborative endeavors in meeting the stated purposes of this MOU.

(3) Assign staff to participate as point of contact pertaining to the coordination and implementation of this MOU.

b. Concentra will:

(1) Inform its personnel, facilities, and partnering companies of this MOU and its purpose and intent.

(2) Encourage other companies to identify and establish collaborative endeavors in meeting the stated purpose of this MOU.

(3) Assign staff to participate as point of contact pertaining to the coordination and implementation of this MOU.

4. Effective Date. This MOU is effective as described in the first paragraph above and shall continue in force indefinitely. It may be terminated at any time upon written notice by either party to the other at the address set forth with its signature below.

5. Effect

a. Nothing in this MOU shall be interpreted as limiting, superseding, or otherwise affecting the way 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.

b. 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 any party.

5. Effective Date. This MOU is entered into between the

Department of the Navy and Military Spouse Corporate Career Network, and is effective as of the last date of signature set forth below

*Richard Klappel*  
Military Spouse Corporate  
Career Network  
5080 Spectrum Drive,  
Suite 400 - West Tower  
Addison, Texas 75001

Date: *November 01, 2004*

*John W. Townes, III*  
J. W. TOWNES, III  
Rear Admiral, U.S. Navy  
Deputy Chief of Naval Personnel

Date: November 4, 2004