



MARINE AVIATION LOGISTICS SQUADRON 39

(MALS-39)

HELLHOUNDS

COMMAND PHILOSOPHY



HELLHOUNDS – READY – FIGHT

Our mission is to provide aviation logistics support and oversight to Marine Aircraft Group (MAG) squadrons.

The Legends that make up this squadron have stewarded a long and storied legacy in combat and readiness for nearly 60 years. My priorities for continuing this legacy are as follows:

- **Hellhounds** – We are our brothers' and sisters' keeper. The strength of our Marines, Sailors, and families is the foundation of success. Hellhounds uphold standards and hold one another accountable — engagement nurtures our growth. By supporting each other and investing in our people and families, we build a resilient force ready for today and prepared for tomorrow.
- **Ready** – The threat in the Indo-Pacific Theater is real. We must be ready to deploy and operate in a contested environment west of the International Dateline at a moment's notice. Marines and Sailors will be individually prepared to deploy. Leaders at every level will ensure their Marines and Sailors are professionally, physically, medically, and administratively ready to answer the call.
- **Fight** – We fix, provide, and build critical capabilities to ensure MAG-39 remains lethal. We are the Center of Gravity — without our constant support, the Marines, munitions, and aircraft do not fly. This is our mission. Our tasks must continuously evolve to meet the needs of the MAG and its flying squadrons.

You are Legends. What the Hellhounds have done — and continue to do — is Legendary. Continue to embody that Legend. It is an honor and a privilege to serve alongside you.

Semper Fidelis,

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



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COMMANDER'S CRITICAL INFORMATION REQUIREMENTS (CCIRs)



WHAT DO I KNOW? – WHO NEEDS TO KNOW? – HAVE I TOLD THEM?

Notified regardless of time through the chain of command:

1. Death or serious injury of any Marine or Sailor.
2. Any threat to the assets, resources, members, or families of MALS-39.
3. Breach of either physical or operational security that involves a Hellhound. This includes any loss or potential compromise of classified information or controlled cryptographic information.
4. Event that could jeopardize the professionalism of the squadron or generate negative or positive civilian media interest and/or coverage.
5. Arrest by civilian or military authority and all incidents involving Hellhounds and law enforcement or other local authorities.
6. Any suicide attempt of suicidal ideation.
7. Any **UNRESTRICTED** report of sexual assault within the squadron.
8. Any event requiring a PCR (MCO 3040.4) or OPREP-3 SIR (MCO 3504.2A).
9. Any incident that triggers a MAG-39 CCIR reportable to the MAG CO.
10. Any Hellhound hospitalized due to illness or injury.
11. Red Cross message regarding a Hellhound's immediate family.
12. Early return of personnel from forward deployed detachments.
13. Missing, lost, or negligently damaged serialized equipment.
14. Significant event involving a spouse, dependent, or immediate family member to include death, arrest, hospitalization, or removal of child from the home by Child Protective Services.
15. Any General Officer or Flag Officer communication and/or visitation.

When in doubt, there is no doubt. Notify me at any time, day or night.

Semper Fidelis,

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



**MARINE AVIATION
LOGISTICS SQUADRON 39
(MALS-39)
HELLHOUNDS
SAFETY POLICY LETTER**



Warfare and military aviation are inherently unforgiving. These risks are compounded by the complexity of our maintenance and logistics operations. As Hellhounds, we cannot afford to introduce additional danger through avoidable errors, complacency, or disregard for established procedures. Safety is not a “priority” that shifts — it is a core value embedded in our culture, discipline, and leadership.

- **Standards:** Every Hellhound is expected to execute tasks in accordance with established standards: NAMP, NOMP, MCOs, IETMs, SOPs, Local Command Procedures, etc. We do not cut corners or accept shortcuts. Leaders at all levels must ensure Marines and Sailors are properly trained, supervised, equipped, and given adequate time to perform tasks correctly and safely. Every individual is empowered — and obligated — to halt an evolution if it becomes unsafe.
- **Risk:** Risk is inherent in our mission but must be actively managed. We accept only those risks necessary to accomplish the mission, and then only at the appropriate level. Risk mitigation must be deliberate and continuous, whether during maintenance, operations, training, or off-duty conduct. If there is doubt about safety, there is no doubt — stop and reassess.
- **Support your Fellow Hellhound:** The strength of MALS-39 lies in our people. Look out for your fellow Hellhounds. Be courageous enough to speak up, to intervene, and to report unsafe acts. The cost of silence is too high. Our readiness depends on your vigilance, judgment, and professionalism.

We must fully embrace the Marine Corps Safety Management System (MCSMS) and incorporate it into everything we do. Safety is the byproduct of disciplined execution. It enables us to generate combat power, protect our force, and get after the mission.

Semper Fidelis,

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 06



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HELLHOUNDS

UNIT, PERSONNEL AND FAMILY
READINESS PROGRAM (UPFRP)
POLICY LETTER



Hellhounds — our strength starts with our people. The resilience of our Marines, Sailors, and families underpins our readiness and defines who we are. The Unit, Personnel, and Family Readiness Program (UPFRP) is our commitment to supporting the entire Hellhound family through every challenge — training cycles, deployments, and the unexpected. Our UPFRP is built around four focus areas:

- **Deployment Support** – Deployments test every family in unique ways. UPFRP resources will help prepare, sustain, and reconnect families through the entire deployment cycle. You are not alone—we are in this together.
- **Official Communication** – Staying informed builds trust and confidence. We'll keep our Hellhound family in the loop through regular updates via email and posted information around the command.
- **Readiness and Resource Support** – When needs exceed what the command can provide, we will connect you with local, regional, and national resources to get the right help at the right time.
- **Volunteer Management** – Volunteers strengthen the fabric of our squadron. If you want to give back, we'll find opportunities that match your interests and availability.

The Uniformed Readiness Coordinator (URC), alongside the OSCAR team, medical staff, chaplain, and key volunteers, is your direct link to help and information. Look for their contact details posted throughout the squadron.

A ready force starts with ready families. Invest in one another, ask for help when needed, and take care of your teammates. Our mission demands it. Our people deserve it.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "Chris Seemayer".

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



**MARINE AVIATION
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(MALS-39)
HELLHOUNDS**



**SEXUAL ASSAULT PREVENTION AND
RESPONSE (SAPR) PROGRAM POLICY
LETTER**

Sexual assault is a crime. It violates our core values, erodes trust, and undermines the discipline and cohesion essential to mission success. It is a betrayal of the sacred commitment we make to one another as Marines and Sailors. The safety, dignity, and well-being of every Hellhound is paramount — there is no room for complacency. Sexual assault includes intentional sexual contact involving force, threats, abuse of authority, or when the victim is unable to consent. Survivors must know they are not alone and will be treated with respect, confidentiality, and care. Our commitment is to protect survivors, honor their reporting choices, and ensure swift and just action against offenders.

We honor both Restricted and Unrestricted reporting options. **Restricted** reports can be made confidentially to a SAPR Victim Advocate (VA) or the Sexual Assault Response Coordinator (SARC). A victim may speak to a SAPR VA, SARC, the Installation 24/7 Sexual Assault Support Line (760-500-1707), Chaplain, Military Healthcare Provider (MTF), or 24/7 DoD Safe Help Line (877-995-5247), Victim's Legal Counsel, and maintain a restricted report. **Unrestricted** reports allow a victim to seek medical, advocacy support, legal assistance, counseling services, command and law enforcement involvement. **Expanded eligibility to file restricted reports**, victims are eligible to file restricted reports, providing they did not personally report the sexual assault incident to law enforcement, to include MCIOs, and they did not previously elect to make a unrestricted report by signing DD2910, with a SARC or SAPR VA on the same sexual assault incident. Victims are eligible to file even if a) they disclosed the sexual assault incident to their commander or to personnel in the chain of command; b) there is an ongoing MCIO investigation into the sexual assault incident initiated by a third party and not due to the victim's disclosure to law enforcement; c) the MCIO investigation into the sexual assault incident has been closed.

Survivors who have the courage to report must feel confident that their personal safety will be protected and that they will not be re-victimized by the organization. Marines and Sailors who are sexually assaulted are physically, mentally, and emotionally traumatized. They deserve to be treated with sensitivity, care, and respect. They will receive appropriate medical, emotional, psychological, and social services. Care will be given to ensure the identity of a survivor is released only to those who have a need-to-know. Survivors who choose to make a Restricted Report or Unrestricted Report will have that choice honored to the fullest extent.

Leadership at every level will know and implement the guidance in MCO 1752.5C. SAPR VAs and the MAG-39 SARC will support annual training and ensure survivors receive access to appropriate medical, psychological, and social services. We will protect survivor privacy and restrict disclosure to those with a strict need to know.

Sexual assault is a complete and total contradiction to the core values that we all embrace. Eliminating sexual assault will take a dedicated community effort. All Hellhounds must be willing to speak out against sexual violence and to intervene when necessary. I challenge each leader and individual to accept responsibility for achieving this goal. Our Hellhound family deserves nothing less than our complete dedication to this cause.

Semper Fidelis,

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



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SUICIDE PREVENTION
POLICY LETTER



Hellhounds – the strength of our unit lies in the health, resilience, and unity of our Marines, Sailors, and families. Suicide is a permanent response to temporary challenges, and preventing it is a moral and operational imperative. Our responsibility is clear: support our people, recognize warning signs, and act without delay or stigma.

Leaders at every level must bring urgency, empathy, and moral courage to this issue. Suicide prevention is not just a checkbox or training requirement — it is a leadership obligation. It demands engaged presence, knowing your people, and being alert to shifts in behavior, mood, or performance. Leaders must foster an environment where Marines feel seen, valued, and safe asking for help. That starts with us.

Our Marines and Sailors don't need perfection — they need purpose, connection, and trust in their leadership. Speak candidly. Intervene early. Ask the hard questions. Set the tone that it is not only okay to seek help — it is expected. Make clear that vulnerability is not weakness; it is human. And that taking action to save a life will never be second-guessed.

There is no more important leadership task than ensuring every Hellhound knows they matter. Not one of them should ever feel alone in this fight. That's the standard. Hold it. Live it.

Semper Fidelis,

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Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



**MARINE AVIATION
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**COMBAT AND OPERATIONAL STRESS
CONTROL (COSC) POLICY LETTER**



Hellhounds — our ability to support aviation operations depends on the resilience and readiness of our Marines, Sailors, and families. Combat and operational stress are constant elements of military life. Per MCO 5351.1, our COSC program will preserve force readiness through early identification, intervention, and reintegration, while reducing the stigma of seeking help.

The five core COSC functions — Strengthen, Mitigate, Identify, Treat, Reintegrate (SMITR) — will guide our actions. We will build strength through realistic training, unit cohesion, and proactive leadership. We will mitigate stress by managing workloads, enabling recovery, and promoting work-life balance. Leaders will identify early signs of stress using the Stress Continuum and act decisively to provide support. Marines requiring help will receive access to confidential care, from COSFA peer support to professional services. Reintegrated Marines will be welcomed with dignity, mentorship, and trust.

All Hellhounds must foster a climate of trust and empathy. The courage to seek help is a sign of strength—not weakness. We are each other's keeper, and our success depends on preserving the health and resilience of every Marine and Sailor.

Semper Fidelis,

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



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SUBSTANCE ABUSE POLICY LETTER



Substance abuse poses a significant threat to the health and safety of our Marines, Sailors, and families. It erodes judgment, impairs readiness, and diminishes trust within our team. Beyond the risk of injury or mission failure, substance abuse can result in devastating personal and professional consequences—including legal action, administrative separation, or irreversible harm to one's reputation, career, or relationships.

The misuse of any substance — legal or illegal — compromises our ability to fight and win. This includes alcohol, marijuana (regardless of state legality), controlled prescriptions, and illicit drugs. Alcohol misuse remains the most common and culturally tolerated form of abuse, yet its impacts are often the most destructive. Alcohol-involved incidents routinely correlate with sexual assault, domestic violence, hazing, and other forms of misconduct. We will hold the line on what is acceptable — our mission and our Marines demand nothing less.

Prevention starts with leadership and personal responsibility. Understanding the risks, setting the example, and looking out for your fellow Hellhound are essential. If you plan to drink — **Have a Plan. Stick to the Plan. Look out for your Marines.** Leaders at every level must foster a climate where accountability, discipline, and seeking help coexist.

We will educate, identify, intervene early, and when required, take decisive action. If you or someone you know is struggling, seek help through the chain of command, SACO team, Chaplain, or medical providers. You are not alone — we are stronger together.

Keep doing your part. Be worthy of the trust our Nation has placed in us.

Semper Fidelis,

A handwritten signature in black ink, which appears to read "Chris Seemayer". The signature is fluid and cursive, with a long horizontal stroke at the end.

Christopher R. Seemayer
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer // Hellhound 6



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**PROHIBITED ACTIVITIES AND
CONDUCT (PAC) PREVENTION AND
RESPONSE POLICY LETTER**



The Marine Corps has always stood at the forefront in defending the principles of dignity, discipline, and respect for all. We are an elite warfighting institution — our cohesion and effectiveness demand that every Marine and Sailor is treated with honor, regardless of race, color, sex, creed, sexual orientation, or national origin. No one should ever be made to feel they are unwelcome or cannot succeed on our team.

The Marine Corps prohibits harassment (including sexual harassment); unlawful discrimination; hazing; bullying; ostracism; retaliation. These behaviors corrode trust, violate our values, and undermine readiness. They are fundamentally incompatible with our warfighting mission.

Leaders at every level will ensure that Hellhounds are educated on prohibited conduct and understand their responsibility to intervene, report, and hold one another accountable. Reports will be handled with impartiality, urgency, and respect for the dignity of all involved. Complainants will be shielded from reprisal and offered full access to medical, psychological, and support services.

We must foster a professional climate built on trust — where all Marines and Sailors can thrive based on merit, commitment, and performance. We are each other's keeper. PAC violations are not just failures of discipline — they are betrayals of our legacy. Our team, our mission, and our honor depend on vigilance and moral courage. Every Hellhound must uphold these standards.

Semper Fidelis,

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Christopher R. Seemayer
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