

**MARINE MEDIUM TILTROTOR SQUADRON 163**  
**“EVIL EYES”**  
**COMMANDERS CRITICAL INFORMATION REQUIREMENTS**

***First Available Notification:*** Notify Chain of Command between the hours of 0600 to LPOD/2100, whichever is later.

***Immediate Notification:*** Notify immediately (CO, XO, SgtMaj) regardless of time.

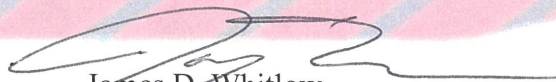
**First Available Notification**

- Any event that results in a squadron member being taken into custody by military or civilian law enforcement regardless of whether charges were filed, or citations were issued.
- Flash Reports to include TFOAs.
- Inability to support approved FRAG or denial of tasked FRAG.
- Any event with potential for media attention.
- Loss of a weapon, NVGs, or a negligent discharge.
- Significant health/welfare issues WRT barracks rooms.

**Immediate Notification**

- Loss of life or serious injury to VMM-163 personnel or their immediate family members.
- Suicide attempt by a Marine or Sailor.
- Any aircraft that does not recover as scheduled.
- Aircraft mishap or damage to an aircraft.
- Loss or compromise of classified material, information, or EKMS equipment.
- Any event that requires notification of MAG-16, 3D MAW, I MEF, or MARFORPAC.
- Any incident that is reportable IAW CMC or HQMC policies.
- Any occurrence that has the potential for general/flag officer interest.
- Significant threat to our squadron personnel or assets.
- Any situation that the SDO deems requires the Commander's immediate attention.
- Any impending or occurring natural disaster that pose a serious threat to life or property.

**Evil Eye Excellence!**

  
James D. Whitlow

Lieutenant Colonel, United States Marine Corps  
Commanding Officer, Marine Medium Tiltrotor Squadron 163



**MARINE MEDIUM TILTROTOR SQUADRON 163**  
**“EVIL EYES”**  
**COMMANDERS PHILOSOPHY**

As an assault support squadron, we must never lose sight of our purpose and those we serve. The success of our mission is paramount for the Evil Eyes, and it will always be our foremost objective. As a leading squadron on the front lines of the world's most capable fighting force, we each have a role to play and a responsibility to bear in defense of our nation and the Constitution we've pledged to protect. To that end, my command philosophy is built on three essential pillars: People, Respect and Knowledge.

**People:** The heart of the Evil Eye Family lies in its people. Without the people, the squadron and its aircraft hold no value. Mentorship and strong personal connections are essential to ensuring that every member is supported and cared for. Mentorship must occur at every level of leadership to maximize potential and achieve growth. As an organization we will succeed because we invest in each other.

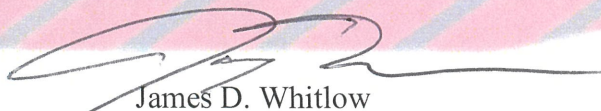
**Respect:** In this unit, respect is non-negotiable. Every Marine will be treated with dignity, I will not tolerate mistreatment of any kind. Such behavior has no place in our Marine Corps. Remember the Golden Rule: “Do unto others as you would have them do unto you.” These are words to live by, both in and out of uniform.

**Knowledge:** Evil Eye Excellence stems from our knowledge and proficiency. I expect every Marine to relentlessly pursue mastery of the fundamentals in their MOS. Once we've mastered the basics, I encourage innovative thinking to tackle complex challenges. This will keep us sharp and adaptable in the evolving battlefields of tomorrow. As operational demands increase, our success will depend on how proficiently we execute our duties, especially during a deployment.

By focusing on these three pillars and holding one another accountable, I am confident our unit will thrive—both in accomplishing the mission and in our personal lives. Through investing in our people, cultivating a culture of respect, and consistently expanding our knowledge, we will ensure that the Evil Eyes remain mission-ready and equipped for success, no matter the challenges ahead.

Finally, have fun and be proud of what you do and appreciate the privilege of working with the most dedicated professionals in the world. The Evil Eyes have a legacy of being the finest in Marine aviation and I am extremely proud to serve with you and continue that legacy!

**Evil Eye Excellence!**



James D. Whitlow  
Lieutenant Colonel, United States Marine Corps  
Commanding Officer, Marine Medium Tiltrotor Squadron 163



**MARINE MEDIUM TILTROTOR SQUADRON 163**  
**"EVIL EYES"**  
**VMM-163 POLICY STATEMENTS**

The *Evil Eyes* are composed of the finest Marines and Sailors, and together we will foster a mission-driven environment that promotes growth, excellence, and continuous improvement. Our goal is to remain the best at what we do. Being an *Evil Eye* is a privilege, and with that comes the responsibility to uphold the highest standards of respect, dignity, and professional courtesy standards set forth by our service and our culture. We must always honor our core values and remember what sets us apart as United States Marines!

**Family Readiness:**

Family is the foundation of VMM-163 and the essence of the Evil Eye's culture. Every Marine and Sailor must promote engaged leadership, focusing on communication and genuine care for our families. We will find that success is deeply tied to how we support each other and our loved ones. A strong commitment to supporting our families is essential for accomplishing our mission. The Evil Eyes family is strong when we take care of each other! MCO 1754.9B

**Prohibited Activities and Conduct (PAC):**

Harassment, hazing, bullying, ostracism, retaliation, distribution of intimate images, and supremacist activity are absolutely prohibited. Every Marine and Sailor will be treated with dignity and respect—no exceptions. We will not tolerate any behavior that is cruel, abusive, or harmful. On duty or off, we will live above reproach. MCO 5354.1G

**Sexual Assault:**

Sexual assault is not compatible with our values and the standards of the Marine Corps. It is a crime, and we will not tolerate it. Every member of this command is morally obligated to prevent and confront any behavior that could lead to sexual assault. Victims must be treated with the utmost sensitivity and respect. Resources, including Uniformed Victim Advocates, Sexual Assault Response Coordinators, and chaplains, are available 24/7. See SAPR VA for reporting options. MCO 1752.5C

**Alcohol and Substance Abuse:**


Alcohol misuse is linked to many disciplinary problems, criminal behavior, and violations of the UCMJ. We will actively prevent alcohol abuse and take corrective action when necessary. This is a team effort. The use of illegal drugs is a crime and will not be tolerated. MCO 1700.22G and 5300.17A

**Equal Opportunity:**

VMM-163 operates as a performance-based meritocracy. Every individual in this unit is entitled to fair treatment and equal opportunity, free from discrimination based on race, religion, gender, age, sexual orientation, or national origin. Discrimination in any form will not be tolerated. MCO 5354.1G

**Suicide Prevention:**

Suicide is the leading cause of death among U.S. service members. We must know our Marines and Sailors well enough to recognize the warning signs of someone in crisis. No one will be left behind. We will promote awareness of the resources available to help. Do not hesitate to seek help or intervene if you see someone struggling. MCO 1720.2A

  
James D. Whitlow  
Lieutenant Colonel, United States Marine Corps  
Commanding Officer, Marine Medium Tiltrotor Squadron 163



**MARINE MEDIUM TILTROTOR SQUADRON 163**  
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**COMMANDERS SAFETY POLICY**

Our commitment to safety is a fundamental part of our operational and professional ethos. We pledge to execute our mission with precision and care, prioritizing the protection of both our Marines and the equipment under our stewardship. Safety enhances operational excellence and supports our tactical integrity. It is never a barrier to success but rather an integral aspect of it.


**People**

- **Are Our Strength:** Our success relies on the skills and dedication of our personnel. Leaders at all levels must inspire, and every member must understand their how their contributions impact the whole.
- **Commitment to Excellence:** Adhere strictly to publications, procedures, SOPs, and directives to ensure excellence. Suggest improvements to enhance our organization.
- **Prevent Deviations:** Correct deviations from standard procedures and address complacency to maintain high standards.
- **Professionalism:** Each member of Evil Eyes is a professional in their MOS, embodying our core values of honor, courage, and commitment. Master and teach your profession, align with directives, and balance personal and professional life while continuously seeking risk-mitigation strategies.

**Risk**

- **Integrate Safety into Actions:** Make risk management a key part of all plans and actions both on and off duty. Your commitment to safety impacts the entire unit.
- **Stay Vigilant:** Continuously address and mitigate risks to an acceptable level in all operations. Make risk management a core aspect of every operation and activity.
- **Proactive Hazard Management:** Identify, assess, and address hazards. Apply Operational Risk Management (ORM) principles in all aspects of work and life.
- **Apply TEM and CRM:** Implement Threat and Error Management (TEM) and Crew Resource Management (CRM) in all activities.
- **Lead in Safety:** Everyone should lead by example in safety. Speak up, identify risks, and prioritize both personnel and mission excellence.

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