

Marc Garduno
VFW, Assistant Quartermaster General
Candidate for Quartermaster General
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Summary

Marc Garduno joined the VFW in 2005 and maintains his Gold Legacy Life Membership at Post 3238, Camden, DE. He is an experienced supervisor and manager with over 27 years in the organizational management career field. Marc is skilled at supervising diverse staff populations with varying levels of knowledge and abilities. He applies analytical techniques to planning, project prioritization, and team development. Lastly, he possesses the ability to resolve complex problems, manage employee relations and build cost-effective management strategies with team members who are mission-focused. Marc is married to Hyun-Ju and they have two grown children, Marc Jr. (26) and Aaron (24).

Education

Marc holds a Master of Science degree in Nonprofit Management, conferred in 2021 with a 4.0 GPA, from Wilmington University in Delaware. He additionally holds a Bachelor of Science degree in Organizational Management. The areas of emphasis in these curriculums pertinent to this position include managerial finance & accounting, fund development & fundraising, organizational theory & design, organizational strategy, project management, principles of administrative law, and legal & ethical environment in business. Marc is an inducted member of the Sigma Beta Delta Honor Society of business, management, and administration students.

Relative Work Experience

For over seven years, Marc served as a Project Manager with Capstone Corporation, a Virginia-based Department of Defense contracting agency, performing general services on Dover AFB at the Joint Personnel Effects Depot. He was the company's principal on-site representative for program execution with full authority to obligate the company and managed the day-to-day administrative and operational support services of this federal contract worth over \$14.4 million. At the height of operations, he managed a workforce of 117 employees while coordinating their efforts across 20 separate functional work areas. In addition to providing primary input for the annual budget, he provided the technical operations plan for the company's contract proposals that led to two successful contract recompete acquisitions. In 2015, Marc was selected as Division Employee of the year and corporate-wide President's Award Winner for exceptional performance.

Marc is a retired Army Chief Warrant Officer 3 who served over 20 years in the Human Resources career field. Among various leadership roles and responsibilities, he served as the principal operations officer responsible for supervising a regional personnel agency with a staff of 68 personnel providing service and support across eight separate functional areas. Among various personnel-related responsibilities, he was required to know, follow, and analyze the implications of federal fiscal policy on personnel movement, travel, and related allowances. A great accomplishment for Marc was the effective management and marketing of a theater assignment incentive program designed to reduce attrition and offer assignment stabilization. It resulted in a cost savings of over \$22 million to the Army after only the first year of implementation. Marc's assignments include the Army's 2d Infantry Division, the 82d Airborne Division, the Joint Readiness Training Center, and the 8th United States Army.

Veterans of Foreign Wars

In addition to several accolades, Marc is a VFW All-American Triple Crown Commander and led a VFW Outstanding Community Service Post in 2016. As State Commander, he directed the development of much-needed organizational financial operating procedures to ensure standards were formally established and maintained and created an investment oversight committee to ensure the Department's fiscal interests are pursued. Most recently, he accepted responsibility for creating the Department's Foundation by preparing and filing the articles of incorporation and writing the new organization's bylaws.