



# SALUTE

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

Feb. 6, 2020  
Vol. XII No. 3

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**Women in Trades  
Employee Resource Group  
explores Calibration Lab**





Guiding us every day

You may remember, in October 2019, we rolled out an updated Strategic Framework. First developed in 2017, the Strategic Framework has been a model for us to follow, describing why the shipyard exists, where we are headed and how we are getting there. Since the rollout of Strategic Framework 2.0, we have been focusing each month on explaining the different Strategies that are helping us to be successful as these areas are targeted to get us closer to our Vision – to deliver on time, every time to preserve our national security. We are a more effective and capable shipyard when we communicate and are aligned in our mission and vision.

Starting in this issue – our focus is shifting to our Command Guiding Principles. One of the outcomes of the Strategic Framework update was to place greater attention on the Command Guiding Principles. It’s one of the reasons you now see them displayed with our triangle. If there is a framework posted, it should have the Command Guiding Principles and the Nuclear Program Principles right next to it. Leading us to the framework.


As you will read in Salute, principles are permanent, unchanging and universal. Principles provide stability. They set boundaries for us to operate within. Just like how they are the sides of the Strategic Framework, the Command Guiding Principles and the Nuclear Program Principles lead us from our mission to our vision. Principles ensure we are all working together to support our efforts to maintain, modernize and retire our Navy’s fleet and deliver on time, every time to preserve national security.

Focusing on our principles is way for us to hold ourselves accountable to desired behavior and ideals, while deepening our understanding of the framework. They are that important. They are what guides our behavior and actions. They should be a part of what leads us every day. It’s also a step towards sustainment with our efforts to provide an environment where everyone is treated with dignity and respect. Always.

My request is for all of you to approach this learning experience with an open mind and self-awareness; take the time to read every article and understand why these are our Command Guiding Principles. Each one was chosen for a specific reason and it’s imperative we understand them. One principle may resonate with you more than another. That’s ok. We come from different backgrounds and have different experiences. What matters is that we understand our Command Guiding Principles enough to let them guide us in our work – to win as a team, seek excellence in all we do and strive to always get better.

We must believe in ourselves, believe in those around us and work to uphold these fundamental truths. This is how we meet the mission, support the fleet and be the shipyard our nation needs.

ONE MISSION—ONE TEAM!

  
Captain Dianna Wolfson  
Commander, PSNS & IMF



METHODS OF REPORTING

- PSNS & IMF Harassment Hotline (reports can be anonymous): 360.979.3886
- Your supervisor, manager or someone in your chain of command.
- A union representative: BMTC: 360.476.8032/2125, IFPTE: 360.476.4334
- EEO Office: 360.476.2077
- Report via email: PSNSIMF.Code100i\_Investigations.fct@navy.mil
- Suggestions and concerns: psnsimfanti-hara.fct@navy.mil

Women in Trades Employee Resource Group explores Calibration Lab

Aime Lykins, PSNS & IMF Public Affairs

Under the bright blue awning of Building 661’s Tunnel Three, 13 women and men of Puget Sound Naval Shipyard & Intermediate Maintenance Facility’s Women in Trades employee resource group, a subcommittee of the shipyard’s Professional Women’s Employee Networking Group, gathered before venturing down into the converted bomb shelter to explore the precision work performed in the underground calibration lab, Jan. 23.

Women in Trades is a network of like-minded employees interested in creating a comfortable place to share, provide outreach, find resources, motivate, inspire and progress leadership development across the shipyard.

“Being able to meet other women makes the shipyard a better place for me and for women who are growing their careers here,” said Riley Poole, waterfront safety advocate, Shop 38. “Women in Trades has given us a chance to see things we wouldn’t normally see in our daily routines. We’ve engaged with Command University, the new Command Career Center and we’ll continue to keep providing development opportunities.”

Encapsulated in the five-foot thick, rebar enforced concrete-walled tunnels, the calibration lab is home to some of the most sophisticated, precision tools within the shipyard. Shop 52, Regional Calibration Shop, has approximately 70 employees whose meticulous, high accuracy and electrical measurements provide support to nearly every shop and code in the shipyard, as well as Naval Undersea Warfare Center, Keyport, Naval Air Station Whidbey Island and PSNS & IMF’s Everett detachment.

The tour, led by Royal Vichi, a calibration lab supervisor, lasted approximately 90 minutes and gave participants the chance to observe technologically advanced equipment being used by Shop 52 personnel.

“When folks on the waterfront see the calibration stickers on their equipment, it’s more than just a sticker,” said Roy Lindberry, calibration director. “It’s a statement of accuracy and tells our



ABOVE: Members of the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Woman in Trades group participate in a field trip to the Calibration Lab. Leading the tour is Royal Vichi, calibration support supervisor. (PSNS & IMF photo by Wendy Hallmark)

people they can be confident in the tools and instruments they are using to get the job done right.”

While tours of the Calibration Lab are typically given in support of waterfront safety and apprentice classes, Women in Trades is the first Employee Resource Group to tour the space, which has been the centralized location for calibration work for more than 10 years.

Michelle Berger, insulator supervisor and Women in Trades co-lead, arranged the tour and has recently been recognized by Leadership Kitsap for her outstanding contributions to the community. Berger has worked at the shipyard for nearly nine years, and through her involvement with Women in Trades, she shares information with shipyard employees on how to build a competitive resume, how to apply for

jobs, and to help employees find the right job in their preferred department.

“I had no idea of the work going on down here,” said Talisha Faith, pipe insulator, Shop 57. “It’s so cool to see this and I don’t think I would have come down if it weren’t for the tour today.”

Women in Trades meets the fourth Thursday of the month and is open to all shipyard employees, regardless of gender identity. February speakers will be Dirk Johnson, assistant program coordinator for the shipyard’s apprentice program and Jeff McGloin, deputy apprentice program administrator. They will be addressing some of the requirements of applying for the apprentice program and what to expect after being selected. For more information or to get involved, contact PSNS-IMF.WIT.FCT@navy.mil.

On the cover:

Members of the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Woman in Trades group participate in a field trip to the Calibration Lab. Leading the tour is Royal Vichi, calibration support supervisor. (PSNS & IMF photo by Wendy Hallmark)



# Employee competes in elite Spartan Races after life-changing combat injury



ABOVE: Jason Steinmetz, radiological control technician at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photo by Wendy Hallmark)

*Anna Taylor, PSNS & IMF Public Affairs*

In 2009, Sgt. Jason Steinmetz and his team were ambushed during a patrol along the Pech River Valley in Kunar Province, Afghanistan. Steinmetz suffered permanent nerve damage to the right side of his body as a result of the attack and was medically retired. He earned a Purple Heart because of his injuries and is rated 100 percent disabled by the Department of Veterans Affairs. After leaving the Army, he wasn’t done serving, and in 2015, following brief employment as a battery salesman and ski patroller, Steinmetz joined the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Code 105.3, Radiological Monitoring Division apprentice program. Today he is a radiological controls technician focused on training others, constantly working to improve the performance of his team. Looking at him now, you’d never know Steinmetz experienced a life-changing injury just 11 years ago, and in November, he will compete in the Ultra World Championship Spartan Race in Sweden, tackling more than 30 miles of challenging, mountainous terrain and 120 obstacles.

He began running races after he left the Army, essentially starting from scratch to rebuild endurance and get back into shape after completing his recovery. “I’d done races before, usually half marathons and things like that, but I wanted something more challenging,” he explained. “In any of these groups, there’s a real comradery, and even just with running, which is a solitary sport, you still have a lot of comradery, which is nice because it’s similar to when you’re serving [on active duty].” He encounters plenty of other disabled veterans along the way, too. “You’ll see them a lot,” he said. “Sometimes they’re in full kit or body armor, and even gas masks, and they’ll be helping guys go through the course in that gear. I’ve seen people who are missing one or both legs, and I encountered one guy in Ohio who was completely blind. If they can do it, I have no reason to complain.” Steinmetz completes four to seven Spartan races a year, and says he’ll throw in a few half marathons here or there to keep himself conditioned. He has completed races around the country in Washington, Oregon, California, Utah, Ohio and Texas. Even so, the competition in Sweden will be intense. “They’ve really upped the ante. You have to do a minimum of 30 miles [six five-mile loops] and the most mileage wins. It’s 2,000 feet of vertical gain per five-mile loop, plus all the obstacles.” At the shipyard, Steinmetz isn’t boastful of his off-duty achievements. “I don’t talk too much about the races unless someone else has a Spartan shirt on, or they ask about my Spartan Race hat or something,” he said. “A lot of my coworkers also probably don’t even realize half my body is covered in scars, it’s not something I try to emphasize.” He said the mental fortitude developed during his time in the Army serves him well when he’s training and racing, and that positive affirmations go a long way, especially early in the year when many are making New Year’s resolutions. “People get discouraged,” he said. “I see that a lot this time of year, when people are trying to lose weight or get into running or whatever it is.

## A first for PSNS & IMF

Steinmetz was the first PSNS & IMF employee to complete the Code 105.3, Radiological Monitoring Division, apprentice program. “Jason was instrumental in the success of the program,” said Code 105.3 Division Head Susan Cook. Cook said the program was designed for people with a passion for math and science but who lacked the requisite college credits to be hired. “Jason was brought on prior to the first apprentice class in 2014 and was asked to help turn paper into reality,” she explained. “He shied away from nothing, recognizing needs and taking action. It didn’t matter that he was new and didn’t understand administrative processes and procedures. As a new employee, he was challenged to make this program successful.” “They essentially sent me through the apprentice program as they developed each phase,” said Steinmetz. “I was able to tell them what worked and what didn’t. Just a few years later and it’s provided a lot of career opportunities to a lot of people who previously may have been limited based on not having a degree.” According to Cook, two groups of apprentices have now completed the program and a third is into its qualification journey. “Recognizing the success of this program, Norfolk Naval Shipyard adopted it, allowing the Navy to benefit from a program that increases diversity and provides immediate resource support to workload demand on both coasts,” she said. The apprentice program is currently not hiring but positions may open up in the future, so keep an eye out for announcements on USAJobs.gov.

They second guess themselves, or tell themselves they can’t do it. What you tell yourself is what happens. If you say you can’t do it, then you won’t. Have that optimism. Nothing is unachievable, you just have to work at it. You’ll realize in the end it will feel so much better if you really worked for it.”

# Applied math STEM students float their boats

*Local shipyard partnerships buoy student interest in STEM fields*



ABOVE: Science, Technology, Engineering and Mathematics Outreach Coordinator Steve Mastel stands by while 13-year-old Brayden Gucene-Staatz takes his cardboard boat for a time trial in the Bremerton YMCA pool. Student teams built and designed their own cardboard boats with duct tape and cardboard. This is the first of a planned annual cardboard boat project. (PSNS & IMF photo by Wendy Hallmark)

*Aime Lykins, PSNS & IMF Public Affairs*

Splashing water, excited cheers and exuberant squeals echoed through the pool area at the Bremerton YMCA Jan. 8, as eighth-grade Science, Technology, Engineering and Math students from Mountain View Middle School raced their self-constructed cardboard boats in the school’s inaugural competition. Twenty students in the school’s applied math course worked in teams comprised of their classmates to construct functional vessels made entirely of cardboard and duct tape. Boats were required to be no more than five feet long and hold up to two passengers. Scoring was based on the boat’s ability to stay afloat during three passes across the width of the pool. “Our design came from the idea of D-Day boats since they really had to do their job of not sinking,” said Brayden Gucene-Staatz, 13, who piloted the winning boat. “We reinforced the sides with triangle pieces inside so it wouldn’t bend in the middle when I started paddling.” His teammates Konnor Platt, Ben Beecham and Sean Treadwell worked on their design for approximately three weeks prior to its sail across the pool. The students were so dedicated to their project that they designated Beecham as their lead engineer and spent time outside the classroom designing their cardboard craft. “We want to show kids math is applicable to the real world and can also be fun,” explained Corrine Beach, Puget South Naval Shipyard & Intermediate Maintenance Facility STEM coordinator and Naval Sea Systems Command student engagement lead. “It’s about helping them understand the engineering process - that it’s okay to fail. It encourages them to learn, modify their ideas and make adjustments based on outcomes.” PSNS & IMF began supporting STEM in 2008 and earned Navy-wide recognition for its educational STEM outreach program in 2016. By partnering with Naval Undersea Warfare Division



ABOVE: Science, Technology, Engineering and Mathematics (STEM) PSNS & IMF Outreach Coordinators Corinne Beach and Steve Mastel assist 14-year-olds Lala Hale and Izzy Garcia-Kurzroc during a time trial in the Bremerton YMCA pool. Student teams built and designed boats with duct tape and cardboard. (PSNS & IMF photo by Wendy Hallmark)

Keyport, Puget Sound Navy Museum and U.S. Naval Undersea Museum, the shipyard’s 126 mentors have reached more than 5,000 local students in 46 schools across seven participating school districts. “My favorite thing has always been seeing the light bulb of understanding illuminate behind a child’s eyes and I don’t think that will ever change,” said Stephen Mastel, PSNS & IMF STEM outreach coordinator, who provided support from the water as the children navigated their boats. “I have met a lot of people, here in the shipyard and in the community as a result of STEM-event coordination, that I would not have encountered otherwise.” There were seven boats in total and each was decorated to reflect the personalities of their budding-engineer creators. Geometry principles were the primary driver of the exercise and students had to scale drawings, create designs and work together to engineer their boats. “It was fun and I’d do it again,” said Platt. “I’m glad to be doing something outside of school and my team helped me learn.” While students competed against each other for bragging rights, there was a sense of comradery as a result of the shared experience. Brian Seelye, applied math and robotics teacher at Mountain View Middle School, gathered the children after the race to enjoy a pizza party to celebrate their accomplishments. “The kids put a lot of effort into their boats,” shared Seelye. “It’s so beneficial for them to experience geometry in a fun and interesting way. I think they will remember this experience.” The day event wasn’t entirely about math and science though. “Confidence building and enjoying school is one of our goals,” said Beach. “We saw students, who have historically been hesitant to participate in group activities engage, contribute and be more social while working on their boats. It’s encouraging to see that.”



A new emphasis within the Strategic Framework

(On Oct. 30, 2019, the command unveiled Strategic Framework 2.0. This introductory article is the first in a series covering the Command Guiding Principles. Subsequent monthly articles will cover the principles in detail.)

Puget Sound Naval Shipyard & Intermediate Maintenance Facility released Strategic Framework 2.0 last fall. Not only were the command’s strategies and focus areas clearly outlined, emphasis was added to the Command Guiding Principles. Basically, how the entire team aligns with and models behaviors to ensure the expectations delineated in the triangle are met.

Principles are permanent, unchanging and universal. Principles also predict and govern outcomes, and sustainable results depend upon the degree to which our command and our systems align to the principles. The importance of all of us understanding and adhering to the guiding principles is essential to the team meeting our vision and mission to maintain, modernize and retire the Navy’s fleet on time, every time to preserve our national security.

As leadership immerses itself in training and awareness of the guiding principles, the workforce will have the opportunity to engage with them and build their team’s understanding of the guiding principles - learning and practicing together:

For more information about the Command Guiding Principles and the Strategic Framework, visit <https://homeportnw.psns.navy.mil/Projects/StrategicFramework/WpPages/Principles.aspx>.

Win as a team

- Respect every individual
- Lead with humility
- Create constancy of purpose
- Systems thinking

Excellence in all we do

- Assure quality at the source
- Seek perfection
- Create value for our customer

Always get better

- Keep improving
- Plan-do-check-act
- Improve workflow

In the coming months, Salute articles will delve into each principle, explaining what it stands for, the supporting ideas of that principle, what the principle looks like in action and what behaviors teammates can expect to see from their supervisors.

Command Guiding Principles

**Respect Every Individual:** Respect must become something that is deeply felt for and by every person in the organization. It manifests in the employees being trusted and empowered and recognizes that all human beings have worth and potential. When we practice respect for every individual, honoring their diverse backgrounds, we assure a safe environment, invest in personal development and develop systems that manage work in a way that respects people.

**Lead with Humility:** Humility is an enabling principle that precedes learning and improvement. It creates an environment that has a willingness to seek input, listen carefully to hear all perspectives and continuously learn as a team. When we lead with humility we empower, involve everyone and discover solutions we wouldn’t find alone.

**Create Constancy of Purpose:** A clear vision of why we exist, where we are going and how we will get there must be communicated to everyone. When we create constancy of purpose, we align improvements to our work and organization with principles and focus on the long term.

**Systems Thinking:** By understanding the relationships in a system, we see the big picture, how systems interconnect and impact people and we are better able to make changes that improve the system. When we focus on systems thinking, all of us make better decisions.

**Assure Quality at the Source:** Perfect quality can only be achieved when every part of work is done right the first time. When we assure quality at the source, we identify and resolve problems early and keep work flowing.

**Seek Perfection:** This is a mindset, not a final destination, and creates a culture of continuous improvement. When we seek perfection, improvement is our work.

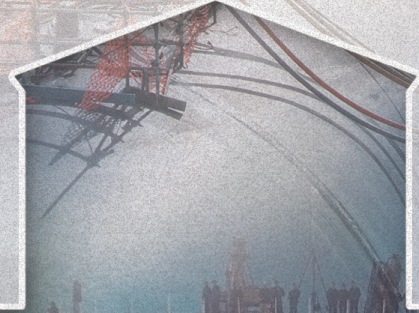
**Create Value for our Customer:** We need to know what the customer wants and strive to deliver it both effectively and efficiently. When we create value for our customer, we measure what matters.

**Keep Improving our Processes:** We can’t produce consistent results with poor processes. Strive to improve the processes to improve the results. When we focus on process, we establish standard work that supports constant improvement.

**Plan-Do-Check-Act:** Innovation and improvement are the results of repeated cycles, exploring new ideas, including failures, and embracing learning to refine our craft. When we embrace scientific thinking, we rely on data and facts to identify improvements.

**Improve Work Flow:** We create the most value in our work when we have continuous and uninterrupted flow in our work. When we focus on flow, we maximize value to the customer as we identify and remove anything that disrupts the continuous flow of work.

*“Our Command Guiding Principles are what guide our behaviors and actions. They are why I have been talking so much about respect every individual. They should be a part of what guides us every day, they must be engrained in our culture.”*  
— Capt. Dianna Wolfson, commander, PSNS & IMF







## Resist the urge — don't click that link!

Code 109, Information Technology

Don't click that link! If you don't know the source, don't click that link. If someone is promising something amazing by simply clicking a link, don't click that link. It's that simple.

If you click a questionable link at work, you could be redirected to a fake website that appears legitimate, and it may ask you to give your personal information.

You may inadvertently download a virus or malware, or trigger a security alert, which could shut down your computer and disable your accounts.

- A disabled account could take two to three weeks to re-enable.
- Your government-owned system will be removed for rebuilding and wiping.
- You will have to attend CAC 2020 Training.
- A Statement of Fact will have to be submitted and signed by you and your department head.
- Your name will be submitted to the PSNS & IMF Commander's weekly report until the incident is resolved.

What can you do? Delete the link. Legitimate companies won't send you a link asking for sensitive information Report spam to NMCI. Use good security practices and a trusted anti-virus and malware remover.

Be cautious about opening any attachments or downloading files from emails. Don't open an email attachment unless you are expecting it or know what it is. If you send an email with an attachment, explain what it is.

Download free software from sites you trust. It can be appealing to download free software, like games, file-sharing programs, and toolbars. However, free software programs may contain malware.

Source: [consumer.ftc.gov](http://consumer.ftc.gov)



## Hard Hat Heroes—shining a spotlight on high-performing teammates



In Episode 15 of Hard Hat Heroes, we meet teammates from Shop 31, the Inside Machine Shop, who have been conducting critical path work on the rudders of USS Carl Vinson (CVN 70), including conducting a series of blue checks, ensuring the rudder stocks and blades are precisely aligned and contact is evenly distributed in order to safely steer an aircraft carrier.

## Cultural Competency in the Workplace

**PSNS & IMF  
Black History Month Luncheon**  
Wednesday, February 19, 2020  
11 a.m. - 12:45 p.m.  
Kitsap Conference Center  
**\$25**  
Time allowed pending supervisor approval.  
Sponsored by PSNS & IMF DLC, AAERG, NAS Association

## Don't click 'that' link!

- If you don't know the source, don't click on the link
- An unknown link may contain a virus or malware
- Clicking a bad link could trigger a security alert, shut down your computer, and disable your accounts

For more information:  
Code 109.21 Cybersecurity  
[BREM.PSNS.InfoSec.FCT@navy.mil](mailto:BREM.PSNS.InfoSec.FCT@navy.mil)

**Click Here!**

## Volunteers needed!

Interested in volunteering with the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Science, Technology, Engineering and Math outreach program? No experience is necessary and training will be provided. Time-allowed is available for events or classes during our normal work day with supervisor approval. Prior to volunteering at a school, employees will complete a background check with the district. After-hours events are on a volunteer basis. See below for upcoming STEM opportunities.

**Feb. 11- Mar 20 (once per week):** 9:55 - 11:45 a.m., Remotely Operated Vehicle Build, Cedar Heights Middle School

**Feb. 5:** 5:15 - 7 p.m.STEM Night, Crownhill Elementary

**Feb. 12:** 4:45 - 6:30 p.m., STEM Night, West Hills STEM Academy

**Feb. 19:** 9:30 - 11 a.m., Science Fair Judging, Naval Avenue Elementary

**Feb. 22:** 10 a.m. - 2 p.m., E Day, US Naval Undersea Museum

**Feb. 24 & 25:** 10:30 a.m. - 12:30 p.m., Elementary ROV build, Sunnyslope Elementary

**Feb. 28:** 5:45 - 8 p.m., STEM Night, Sunnyslope Elementary

**March 3:** 5:30 - 7:30 p.m., STEM Night, Artondale Elementary

**March 14:** 3 - 5 p.m., Pi Day, Bangor Community Center

Call 360-340-5114 if you are interested in supporting any of these events.

## Voluntary Leave Transfer Program recipients in need of leave

This program authorizes federal service employees to donate annual leave to other civilian employees who are experiencing a medical emergency or medical condition for themselves or a family member. If you wish to donate annual leave or have questions about leave donation, please contact the Human Resources Office, 360-476-2553 or visit Building 850, fifth floor, room 511; or fax your donation form to 360-476-6669. Teammates currently in need of donations:

**Code 105**

Mark Hernandez

**Code 109**

Kendra Fitch

**Code 120**

Meghan Moore

**Code 125**

Colton Snyder

**Code 200**

Caitlin Earl

**Code 300**

Robert Gray

Alexander Reyes

Adrienne Draper

**Code 400**

Matthew Stubblefield

**Code 600**

Raelynn Luce

**Code 700**

Jesse Hannawacker

Michael Rasmussen

**Code 1100**

Katie Marcucci

Rebecca Phillips

**Code 2300**

Norene Hermanson-Baker

James Morgan

Allexondra Noble

Collin Smith

**Code 900**

Marianne Macdonald

**Shop 06**

Spencer Harris

**Shop 26**

Kali Coughtry

Riley Hazard

Joshua Hubbell

Leah Ober

Zachary Pearson

Andrea Skinner

Joshua Wagner

**Shop 31**

Shaun Yeadon

Megan Steiner

**Shop 38**

Holly Bean

Sherman Geeslin

Paige Gumm

Robert Zick

**Shop 51**

Carter Gallimore

Kimberly Renner

**Shop 56**

Erin Avery

Rick Olmstead

**Shop 57**

Zachary Solaita

**Shop 64**

Trenton Murray

Frances Pryor-Swanson

Shawn Walsh

**Shop 67**

Sarah Alvarez

**Shop 71**

Ashley Caldwell

Kaylie Contraro

Emily Frankowski

Alexander Rosen

Michael Swain II

**Shop 99**

Justin Coppinger

Crystal Frigillana

Natasha Keolanui



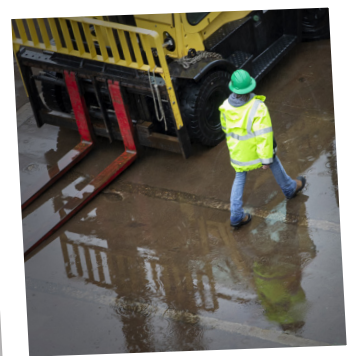
## Expand the Advantage



**Getting to 5 times/10 times (5X/10X) Improvement with Urgency**

1. Challenge all assumptions
2. Think differently about how to solve problems
3. Take on measured & targeted risk
4. Know your priorities – stop doing things that add no value

"Empowerment Without Alignment is **Anarchy**." – VADM Tom Moore



## Record rain soaks Puget Sound

In this region of the country, residents are used to long periods of gloom and rain. But Western Washington's recent spout of wet weather blew old January records out of the water. According to the National Weather Service, Seattle typically experiences about 15 rainy days in January. In 2020, Seattle tied its all-time record with 28 rainy days in January. At the shipyard, safety is a top priority, but it must be balanced with our duty to meet the mission, even when it's wet outside. (PSNS & IMF photos by Wendy Hallmark)



# January Retirees

During January, 34 personnel with a collective 1,206 years of corporate knowledge retired from the command. We thank them for their dedicated service.

- Steven M. Andrus, Shop 31
- Michael S. Barry, Code 240
- David R. Bonwell, Shop 26
- Daniel J. Browning, Code 106.3
- Mary C. Cruz, Code 1122
- Scott C. Doran, Shop 51
- Edward C. Friend, Code 300.1
- Arthur A. Gabo, Code 2380
- Craig A. Gooding, Code 244.9
- Jeffrey A. Hase, Code 740
- Rodney J. Hayward, Code 260.4
- Renae M. Herman, Code 900P
- Mark L. Huxford, Code 740
- Robert M. Kellogg, Code 270
- Robert E. Kluge, Code 250.1
- Philip J. Kostelac, Code 270TS
- Burness L. Lawrence, Code 900.6
- Larry W. Lewis, Code 392
- Patrick W. Mahoney, Shop 99
- Patrick C. McCorkle, Code 392
- Michael J. Myhre, Code 411
- Michael E. Nennemann, Shop 26
- Teresa L. Otis, Code 300WIM
- Pamela K. Pappas, Code 900T
- Douglas E. Peters, Shop 56
- Rick W. Reed, Shop 99
- Marcus F. Sweet, Code 109
- Michael D. Thomas, Code 980.1
- Destinie L. Towne, Code 900A
- Randy J. Twiss, Code 740
- Edgar D. Ware, Code 312
- Randall A. Woodby, Shop 26
- Leo M. Young, Code 290EE
- Stephen J. Zimmer, Code 100PI

## Courtesy Reminder

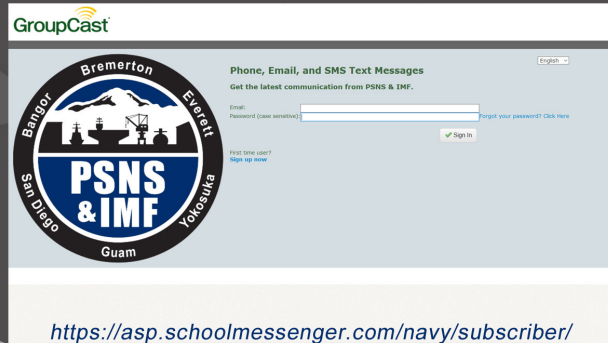
Kitsap Transit wants each passenger to have a safe and comfortable ride. Please make it possible for other passengers to sit down quickly and safely. Only bring drinks on the bus that have secure lids — most spills are completely avoidable. Pack it in, pack it out — take your trash with you. Remember, you share the bus with other people. Be kind and courteous.

# GroupCast

For more info call  
360-476-7111

Receive important command news including delays due to inclement weather.

Receive info via phone call, text and email.





## COMMAND CAREER CENTER

Explore opportunities for your career!

Located on the first floor of trailer M14415, next to Building 427.

Questions?  
PSNSCareerCenter.fct@navy.mil  
360.801.2156

# BLOOD DRIVE

The Armed Services Blood Bank Center

March 4	Aug. 5
April 1	Sept. 2
May 6	Oct. 7
June 3	Nov. 4
July 8	Dec. 2

Blood drives are held at Building 1106, second floor, room 214 from 9 a.m. - 3 p.m. each month. All civilian and military personnel may attend. Day shift employees are encouraged to come prior to 3 p.m. so swing shift employees have time to donate. Time is allowed with supervisor approval. **Save a life. Give the gift of blood.**

360-476-3809 • [www.militarydonor.com](http://www.militarydonor.com)



## Recreation & Rideshare

**Swing Shift Tacoma Vanpool:** Depart 6th Avenue Safeway at 2:15 p.m. and drop off at the shipyard at 3 p.m. Depart shipyard at 12:05 a.m. and arrive at Safeway at 12:45 a.m. Call 253-226-5586.

**Tacoma Vanpool:** Need riders; depart at 6 a.m. from 56th and Alaska Street in Tacoma and G lot at 4:10 p.m. Text 253-324-7555.

**Tacoma Vanpool:** Need rider/driver; depart Tacoma Community College at 5:35 a.m., arrive at 6:20 a.m. Depart shipyard at 3:50 p.m., arrive TCC at 4:40 p.m. Call or text 408-858-2861.

**Federal Way Vanpool:** Need riders. Depart Federal Way Twin Lakes at 5:30 a.m. and G Lot at 4:10 p.m. Email john.imm@navy.mil.

### Rideshare ad policy

To post a Rideshare ad, email psns.pao.fct@navy.mil or come to Building 850, fifth floor, Congressional and Public Affairs Office to fill out an ad form. All information is subject to use in Salute — print and online.

### Recreation opportunities

DoD civilians and their escorted guests can enjoy recreational services on base including bowling alleys, movie theaters and restaurants. Upcoming opportunities:

**DIY Decadent Desserts:** 6 - 8 p.m., Feb. 11, NBK-Bangor Recreation Center. Celebrate National Chocolate Lovers Month by learning to make chocolate-covered strawberries and other delectable desserts. \$15/person.

**Snowshoe 101 Class:** 6 - 8 p.m., Feb. 13, NBK-Bremerton & Bangor Recreation Centers. Learn the basics of snowshoeing and equipment safety to prepare for a snowshoe adventure. Free!

**Tubing at Snoqualmie:** 10 a.m. - 8 p.m., Feb. 29. Enjoy an afternoon of tubing down some incredible runs. No special skills required for this fun-for-all-ages romp. \$59/adults 13+, \$57/ages 6-12, \$34/ages 5 & under.

To register or see more opportunities, visit [kitsap.navylifepnw](http://kitsap.navylifepnw).

# 2019 Employee of the Year call for nominations



It's time to recognize the shipyard's outstanding employees by nominating them for the 2019 Employee of the Year Awards. These awards provide an opportunity for you to let employees know their hard work and dedication are appreciated. Departments are strongly encouraged to submit nominations in all appropriate categories to ensure a broad base of recognition.

The 2019 Employee of the Year Nomination Packet must be submitted for each nominee. Submit nominations (hardcopy only, with original signature) via

your chain of command to Code 1102.4, Awards Branch, by close of business Feb. 7. Code 1102.4 is located in Building 850, fifth floor, in the Code 1102 Office.

The 2019 Employee of the Year Nomination Packet and instructions are available on SharePoint under the Forms/Insts tab and the Awards and Forms page.

All nominees for PSNS & IMF Employee of the Year will be honored at a formal ceremony April 14 at the Admiral Theatre, 515 Pacific Avenue, Bremerton, 1 p.m.

For more information, call 360-476-3012 or 360-476-4946.



# BLACK HISTORY MONTH



**HONORING THE PAST,  
SECURING THE FUTURE!**

