

COMMANDER'S CORNER | From the desk of Capt. JD Crinklaw



In this issue:



Dry dock fishing helps save endangered species



 Security detail begins for new batch of Marines



Connect to Mission: Underway with USS Nimitz

On the cover:

Ladante Taylor, supervisor, and Elizabeth Adapon, painter, Shop 71, Painters, Blasters, Tilesetters, use a laser ablation tool to remove paint coating and corrosion aboard USS Ronald Reagan (CVN 76), May 22.

(U.S. Navy photo by Wendy Hallmark)

Team PSNS & IMF,

When we talk about our mission, we often hear one phrase more than any other: getting boats out on time. And while meeting our deadlines is a vital part of what we do, it is not the only measure of success. As we head into our Summer Safety Week June 22–25, I want to shift our focus to the bigger picture, one that includes not just timelines and milestones, but how we accomplish the work and how we protect the people doing it.

The bigger picture means understanding how your daily efforts connect to the overall success. It is not just about delivering a finished product. It is about making sure that product meets the high standards of safety, quality, and reliability that our shipyard is known for. Whether you are planning a job, updating a schedule, processing a parts order, training a new team member, or executing the work itself, your actions are shaping the outcome. Every step matters—and each one happens within a larger system that extends beyond your team, beyond me, and even beyond this command. Your contribution is part of something much bigger—supporting a mission of national importance and keeping our Navy ready.

Big-picture thinking is not limited to any one job title. It applies to every person on this team, from the deck plates to the administrative offices. Whether you are coordinating training, writing documentation, issuing safety gear, or building a repair plan, your decisions ripple outward. When each of us understands the "why" behind our actions, we are better positioned to anticipate challenges, support each other, and make smarter choices that move the mission forward.

Getting boats out safely is just as important as getting them out on time. But success isn't only about safety—it's also about understanding the ripple effects of the decisions you make every day. Whether you're on the deck plate, behind a desk, or leading a team, you are empowered to make decisions in your domain—because you are the expert in that space. But with that empowerment comes the responsibility to consider the bigger picture. Your choices influence more than just your immediate task—they affect teams, timelines, and outcomes across the shipyard and the Navy. It's not just your supervisor's job to connect the dots—it's yours. Seek out context, ask questions, and make informed decisions that reflect both your technical knowledge and your awareness of the broader mission. That's how we build a stronger, more aligned organization—one decision at a time.

For our tradespeople, risk might look like pausing to verify that the right tools, procedures, and personal protective equipment are in place. For someone in a support role, it might mean double-checking the accuracy of information in a planning document or taking the time to ensure a training session meets current safety standards. Each task carries its own potential impact.

When we tie risk assessment back to the bigger picture, we start to see how small oversights can create larger consequences. Slowing down to ask, "Is this the safest, most effective way to proceed?" is not a delay, it is a demonstration of leadership and accountability. These moments of awareness and care are what make us a stronger team.

As we prepare for Summer Safety Week, I encourage each of us to reflect on how risk—and responsibility—shows up in our daily work. Are we asking the right questions early enough? Are we setting our teams up for success through clear expectations, preparation, and communication? And importantly, are we taking the time to understand how our individual actions connect to the broader mission? Each decision we make is part of something larger, and recognizing that connection is key to both safety and operational excellence.

This is how we build readiness. This is how we protect each other. And this is how we deliver excellence across the command.

Thank you for everything you do.

Humility, honesty and dedication, always.



Command to focus on employee safety during week-long series of briefings, activities

By Ben Hutto PSNS & IMF Public Affairs

As the Summer season heats up, Puget Sound Naval Shipyard & Intermediate Maintenance Facility is scheduled to host a 2025 Summer Safety Event, June 23-27.

This year's theme, "Safety is a Journey, Not a Destination," reiterates the shipyard's commitment to helping its employees remain safe as they continue to maintain and retire the U.S. Navy's fleet.

The week-long event is set to help PSNS & IMF refocus on maintaining safety in the workplace, while driving to and from work and during the upcoming holidays. The event will be held in conjunction with the Department of Defense's "101 Critical Days of Summer" campaign, which kicks off the first day of June and runs through the end of August. During the summer months, injury rates typically rise as employees enjoy the warmer weather by spending more time outside and traveling.

In addition to the 101 Critical Days of Summer campaign, the event will also set aside three days for workforce members to consider Operational Risk Management, Psychological Safety and Situational Awareness as they navigate their workday. Leaders will conduct more in-depth Safety Shares to help remind employees to keep their own wellbeing in mind throughout the workday.

"We hope this event will provide our coworkers with the resources to internalize safety in their everyday routines," said Tanzie Gooch, co-lead Summer Safety Event, Shop 71, Painters. "Safety is what gets you home and back every day, not production. Production helps fulfill our mission, but our teammates are our most valuable resource."

Employees will have the opportunity to complete a trail guide throughout the week to earn a two-hour time off award. Before every shift, supervisors and team leads will be encouraged to have discussions about summer safety, water safety, workplace safety and ways they can practice safety in their homes.

One of the highlights of the event will be the Safety Fair, in front of Bldg. 850 and

Bldg. 850A, June 25, from 11 a.m. to 1 p.m. The fair will feature tables sponsored by command resources, including more than 60 safety vendors showcasing safety equipment and a car show. A free lunch will be served while supplies last. In addition, recreation committees will be on hand to raise money for their organizations. Everything sold by the recreation committees, such as shop swag, will be cash only.

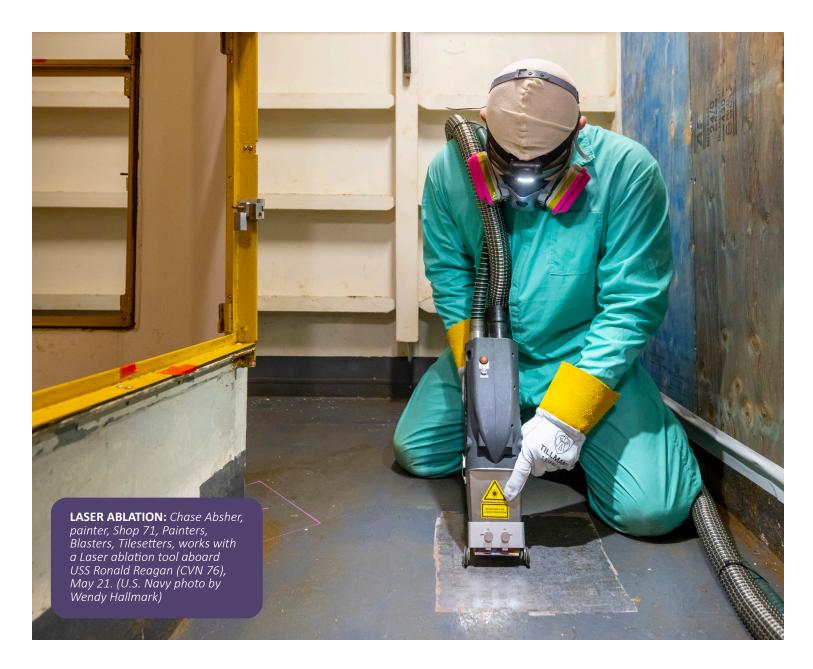
For employees on swing shift, an alternate event will be held in the northern end of Bldg. 1106, from 7 p.m. to 8 p.m. They will also be given a free lunch, while supplies last, and bonus activities will be available for employee participation.

Employees are encouraged to visit the Safety Toolbox on Homeport for information, bonus activities, campfire conversation resources and more. Those on temporary duty, or located at the shipyard's detachments, can participate in the Summer Safety Event through the site as well.

To volunteer or donate, contact lydia.g. of the event will be henson.civ@us.navy.mil or Alicia.a.gooch. civ@us.navy.mil



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AT LEFT: Chase Absher, painter, Shop 71, Painters, Blasters, Tilesetters, adjusts the settings and parameters on the Adapt Laser CL 1000 machine, which is used to power the laser ablation tool, May 22, while working aboard USS Ronald Reagan (CVN 76).

ABOVE: Laser ablation, a widely-used commercial process for removing coatings and corrosion, is undergoing testing on USS Ronald Reagan surfaces for shipyard use. Laser ablation has the potential to be a cleaner, quieter process with less vibration.

(U.S. Navy photos by Wendy Hallmark)

The future of laser ablation

Testing of widely-used commercial process for removal of coatings, corrosion looks promising

By Max Maxfield PSNS & IMF Public Affairs

sing lasers to remove coatings and corrosion from U.S. naval vessels may soon become a reality based on recent testing conducted by Shop 71, Painters, Blasters, Tilesetters, at Puget Sound Naval Shipyard & Intermediate Maintenance Facility.

Laser ablation, which is widely used in the commercial automotive and aerospace industries, is proving to be easy to perform, while being cleaner, quieter and reducing

the amount of vibration mechanics are exposed to versus legacy methods.

According to Jeff Wood, process improvement manager, Shop 71, commercial-off-the-shelf laser ablation tools have certain advantages over methods such as needle guns, wire wheels, scraping, sanding, power sanding, chemical paint strippers and abrasive blasting. Noise reduction is one major advantage of using a laser ablation tool versus using a needle gun.

"Based on the levels we were seeing in our recent test, hearing protection was required within five feet of the laser operation, compared to 95 feet for the needle gun operation," said Wood. "The reduction in noise levels may help reduce noise exposure and the risk of hearing loss for our people." Wood said vibration reduction and debris reduction were also important factors discovered during testing.

"There is practically no vibration felt by the operator when performing laser ablation work," he said. "Needle gunning often requires employees to wear anti-vibration gloves and even then, employees still need to regularly stop and stretch out their hands due to the vibration from the tools."

"Laser ablation is also very clean," he continued. "Unlike other processes that create dust and debris, the laser vaporizes the coating or corrosion, and a fume extractor mounted to the unit ensures the byproduct is not spread around the work area."

The recent round of testing is part of a longstanding effort to determine if laser ablation is a viable solution for work on U.S. Navy vessels. Shop 71 first performed laser ablation on USS Carl Vinson (CVN 70) in 2019. They conducted more testing on USS Ronald Reagan (CVN 76) a couple of years later.

"Since then, we have committed to procuring several

laser units and are working through creating a dedicated laser booth for our inside shop work," Wood said. "Scott Castro (Code 368 zone manager), Brandon Talley (Shop 71 painter general foreman), Shane Eddy (Shop 71 nuclear general foreman), and I have continued to research the implementation of this technology."

According to Wood, Ladante Taylor, supervisor, Shop 71; Shop 71 mechanics Myles Crawford, Chase Absher, Elizabeth Adapon, Michael Aguada and Shaun Gazay; along with Drew Wheeler, nuclear engineer, Code 2310.2, Reactor Engineering Division; Mark Davidson, engineering technician (Naval Architecture), Code 250; Franz Magallanes, Laser Safety Officer Code 106, Environment, Safety and Health Programs; Ken Hill, zone manager, Ronald Reagan Project; as well as with Nick Bankus and Max Larsen, both mechanical engineers with Naval Undersea Warfare Center-Keyport, were all instrumental in the planning and execution of the testing aboard Reagan.

Wood said other public shipyards, warfare centers, and

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Story by Ben Hutto, PSNS & IMF Public Affairs; U.S. Navy photos by Wendy Hallmark

t's just after sunrise May
29, as Jessica Evans and
Christina Nedbalek pull on
rubber waders and begin
their work day at Puget
Sound Naval Shipyard &
Intermediate Maintenance
Facility. The Code 106.32,
Water Environmental
Planning, employees carry
fishing nets and five-gallon
buckets as they carefully
make their way down the steps
to the bottom of Dry dock 2.

Stepping into the knee-deep water, bright overhead lights illuminate everything in sight, as Evans and Nedbalek begin searching the murky pool for endangered marine life. It's a process that plays out every time a vessel enters a dry dock at PSNS & IMF.

While maintaining and retiring the U.S. Navy's fleet is the Command's main mission, employees like Evans, an environmental protections specialist, and Nedbalek, an environmental engineer, help to ensure that mission doesn't harm the local ecology, specifically, the Chinook salmon that call Puget Sound home.

Before a vessel enters a drydock at PSNS & IMF, a flood of bubbles erupts, filling the opening of the caisson. This "bubble curtain" is designed to deter juvenile salmon from entering. In addition, an exit drain located inside the dry dock is also effective at drawing smaller marine life away from the dry dock and into Puget Sound before they get trapped. Still, some stragglers find a way to get through.

"We've saved a lot of different species,"
Evans said. "We've rescued dog sharks,
octopi, jelly fish, crabs, and forage fish. It's
important to me to pull out anything that's
alive. It's a big morale boost for all the dock
workers."

See **'FISHING'** on page 8





ABOVE: Christina Nedbalek, environmental engineer, and Jessica Evans, environmental protections specialist, Code 106.32, Water Environmental Planning, patrol Dry dock 2, May 29, after a docking in search of trapped marine life.

AT LEFT: Jessica Evans and Christina Nedbalek prepare to return the day's catch back to Puget Sound.

OPPOSITE: Christina Nedbalek wades through ankle-deep water inside Dry Dock 2, looking for trapped marine life May 29. Team members often find endangered species, such as salmon and octpus, along with the usual forage fish, jellyfish and shrimp (inset).

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Can federal employees work second jobs or own side businesses while working at the shipyard?

Code 107, Office of Counsel

Any federal employee who's thinking of taking on a second job or starting a side business—in addition to their current government employment—should consider some important ethical boundaries before doing so in order to avoid possible criminal or civil liability.

Three scenarios

- Sam works at the shipyard and wants to make some extra money. He decides to start a side business as a residential electrician.
- Diane also wants to make some extra money. She decides to take on work in the evenings and weekends as a real estate agent.
- Norm is a Puget Sound Naval Shipyard & Intermediate Maintenance Facility engineer taking the DRP. He wants to work for a contractor and sit at PSNS & IMF to continue writing TWDs as a contractor while on administrative leave.

Can Sam, Diane and Norm work second jobs while still employed at the shipyard?

Yes, it's perfectly fine to own a business or work a second job while holding a government position—within limits. There are important ethical boundaries to navigate to avoid criminal or civil liability. Any outside business activity must not conflict with your government duties, be conducted entirely on your own time, and without the use of government resources such as phones, email, or computers. So, Diane may not schedule house showings from her PSNS & IMF desk, whether during lunch or not.

You are obligated to avoid any appearance that your business or second job is endorsed by the Department of Defense. This means that, in promoting your private business or second job, you may not refer to your government affiliation or title. So, Sam may not mention that he is trusted by the Navy to work on submarines. Similarly, in your role as a DoD employee, you may not make reference to or otherwise appear to promote or funnel business to your outside business or any outside business where you, a close relative, or household member has a financial interest.

Additionally, federal law prohibits government employees from representing external organizations before the government. So, Norm may not sit at PSNS & IMF as a contractor while on administrative leave interacting with PSNS & IMF employees as he writes TWDs. He may be able to do it from the contractor's office if the company has someone else that will interface with the government. Similarly, federal law prohibits the government from contracting with a business owned or substantially owned or controlled by a federal employee. So, if you or Sam are thinking of marketing to or contracting with the government, you both will need to wait until after your public service ends.

Remember, confidential financial disclosure filers are required to obtain approval of outside employment and business activities. However, since there are criminal and civil penalties associated with conflict-of-interest violations, it may be wise for employees to seek an ethics opinion as well.

To learn more, call 360-476-6597.

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Each "search and rescue" mission takes about an hour, but it's all in a day's work for the Code 106.32 team.

Searching for trapped marine life today is much different than when the shipyard first began operating, when those salmon could easily have found their way to someone's grill. Along with overfishing, trapped salmon in dry docks also contributed to the toll on one of Puget Sound's most important residents: the local orca population.

"Southern resident orcas prefer Chinook salmon," Evans said. "As those fish have lost habitat and their numbers have decreased, it's made it harder on our local orcas to find the food they need to survive. By doing these fishing trips, we are helping ensure they survive and that everyone can enjoy them."

In 2004, the National Marine Fishing Service consulted with PSNS & IMF to develop the current plan, ensuring that marine wildlife are protected during shipyard operations. As someone who grew up here, Evans said she's happy to help keep Sinclair Inlet teeming with life.

"I like that I have the opportunity to protect the quality of life here," she said. "The wildlife in Sinclair Inlet contributes to tourism and our quality of life. The fact we have an industrial complex and still have a beautiful place that people want to come visit is a big priority for me."

'LASER ABLATION' from page 5

Trident Refit Facilities are already working on implementing this technology as well.

"NAVSEA is committed to helping us with this effort," he said. "They have purchased laser ablation units for the other shipyards and Trident Refit Facilities. Deniz Ferrin at NAVSEA04XT leads the Corrosion Control and Repair Technology Focus Team. We use this group as a medium to share information, ideas, plans for laser ablation and use cases. The team is full of people committed to improving the way we perform corrosion control on Navy ships."

Wood said the potential for laser ablation to save time, money, and wear and tear on people and naval vessels makes pursuing it worthwhile.

"Using this technology on areas where the use of power tools is not authorized — think pad eye inspections and certain pipe inspections — or coating removals on certain cast metal parts would be a good start," he said. "Another good use for this technology is on parts or systems with foreign material exclusion installed, and on more delicate materials such as fiberglass, where we currently hand sand or abrasive blast with plastic media. We can use laser ablation around those riskier areas and abrasive blast the remaining areas, reducing the risk of introducing blast grit into a system."

Wood said laser ablation isn't a total replacement for all of the tools and processes Shop 71 currently uses. If it turns out to not be the best tool for certain jobs, legacy methods and tools can still be used.

"This is an emerging technology that will get better and better as time goes on," he said. "There may be roadblocks and hurdles that seem daunting at the moment, but as we spend more time getting familiar with it, we will streamline the process and really figure out where it shines. We have plans to conduct more research and tests with this equipment in the meantime."

Wood said it is encouraging to see the support from the highest levels of leadership at PSNS & IMF, and NAVSEA. This allows large groups of problem solvers to collaborate to figure out solutions for any obstacle they run into.

"It is also nice to see project management getting involved," he said. "Collaboration across the enterprise is helping get funding, resolution to problems, and real-world experience with the technology. There are a lot of people smarter than me making this all possible."

Discounted tickets still available for Mariners vs. Pirates game

Join us for a summer afternoon at the ballpark during the annual Employee Appreciation Event. This year, we'll get together Sunday, July 6, 1:10 p.m., as the Seattle Mariners battle the Pittsburgh Pirates at T-Mobile Park in Seattle.

PSNS & IMF Public Affairs

Discounted tickets are available at two price points (Main Level \$59 or View Level \$37), and our PSNS & IMF team will be seated together in locations around the park.

The deadline to purchase tickets is 5 p.m., July 3. Visit mariners.com/psnsimf to purchase tickets.

Don't start your day at the ballpark on the wrong foot by attempting to bring a prohibited item into the ballpark. The following items are not allowed during Mariners games at T-Mobile Park:

PROHIBTED ITEMS

- Non-clear (opaque) backpacks, multi-compartment bags, duffle bags and purses larger than 4.5" x 6.5" are NOT permitted. Exceptions will be made for medically necessary items or single compartment diaper bags (child must be present). Tell the screener the bag is for a child or is a medical bag. It will be searched and tagged.
- Non-clear (opaque) bags larger than 4.5" x 6.5" cannot be rolled up or folded and put into a pocket, or inside a larger clear bag.
- Non-sealed water bottles, metal/ aluminum bottles, glass bottles, or any bottle larger than 32 ounces in size is prohibited.
- Weapons of any kind guns, pocket knives, multi-tools, self-defense spray, brass or plastic knuckles, stun guns,

- Tasers, cork screws, box cutters, razor blades, scissors, etc.
- Even tiny scissors, tiny knives and tiny self-defense spray cans on key chains are prohibited.
- Aerosol containers/bottles (i.e. sunscreen, self-defense spray, hair spray, shaving cream, air freshener, spray paint, etc.)
- Outside beverages other than one factory-sealed water bottle. Soda/ cola, coffee or other beverages are not allowed.
- Hoverboards/skateboards/roller skates/roller blades
- Obscene, offensive, or indecent clothing

For a full list of both permitted and prohibited items, or for more information, visit mlb.com/mariners/ballpark/gate-bag-policy-faq.



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WELCOME ABOARD | Marines arrive for security duty



ABOVE: Capt. JD Crinklaw, commander, PSNS & IMF, greets new arrivals from 3rd Battalion, 4th Marines, 1st Marine Division (REIN) FMF, Marine Corps Air Ground Combat Center, Twentynine Palms, Calif., June 9. Marines are periodically assigned to the shipyard to provide security. They are a handpicked group of highly-skilled personnel who are authorized to use deadly force — when necessary — to carry out of their duties. (U.S. Navy photo by Ben Hutto)

Corrective Actions

During the month of May 2024, the command had 51 actions. The following are examples and associated behaviors.

SUSPENSIONS (Supervisors & nonsupervisors) for failure to follow written/ verbal instructions, inappropriate conduct, inattention to duty, other, unacceptable

(Non-supervisors) for inappropriate

REPRIMANDS

(Supervisors & nonsupervisors) for careless to follow written/verbal instructions, failure to fulfill supervisor responsibilities, inappropriate conduct, unacceptable conduct. unauthorized absence,

unexcused tardiness.

Indefinate Suspensions (3): Letters of Caution (5): Medical Certification

UPCOMING EVENTS

June 21

 Summer Begins: The annual Summer Solstice is June 21.

July 1

• NAVSEA birthday: Naval Sea Systems Command was founded July 1, 1974.

July 2

Blood Drive: The monthly Armed Services Blood Drive will take place July 2, in Building 850A, room 160, 9 a.m.-3 p.m.

July 4



Independence Day: The annual Independence Day holiday observance is July 4.

July 6



Employee Appreciation: PSNS & IMF Employee Appreciation Day with the Seattle Mariners is July 6, 1:10 p.m., at T-Mobile Park.

July 29

• USS Forrestal fire: Fire breaks out aboard USS Forrestal (CV 59) July 29, 1967.



During June 2025, the following employees with a combined 276 years of corporate knowledge retired. We thank them for their dedicated service.



Robert W. Bell, Shop 67 Donald J. McKnight, Code 900J Bobby R. Meek, Shop 31 John E. Parrish, Code 200 Kurt A. Pendt. Code 130 John M. Poe, Code 200 Ivy L. Rohrbaugh, Shop 38

Rideshare

Pierce Transit Vanpool: Picks up at Tacoma Community College at 6:10 a.m. Departs shipyard (G-Lot) at 4:10 p.m. Call 253-226-5586.

Tacoma Vanpool: Picks up at the Narrows Park & Ride at 5 a.m., dropping off at FISC Building and Vanpool parking. Departs shipyard at 3 p.m. Call 360-627-3560.

Thurston/Pierce Vanpool:

Picks up at Tumwater/ Olympia at 4:10 a.m. and Tacoma Community College at 4:50 a.m. Departs shipyard (State Street Gate) at 2 p.m. Call 407-459-0260.

Rideshare policy: To post a Rideshare ad, email psns.pao.fct@us.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.

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Next issue: July 3, 2025

Commander Captain JD Crinklaw

Executive Director Jennifer Herbig

Public Affairs Officer John Monroe

Editor Scott Hansen

Facebook: Facebook.com/ PSNSandIMFontheWaterfront Flickr: Flickr.com/PSNSandIMF X: Twitter.com/PSNSandIMF

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Website: navsea.navv.mil/ Home/Shipyards/PSNS-IMF Salute online: dvidshub.net/

publication/1101/salute Phone: 360-476-2544

Email:psns.pao.fct@us.navy.mil Mailing address: 1400 Farragut Ave. Stop 2072 Bremerton, WA 98314-2072

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Wilbur Hinman Tim Thompson Catherine Haskins Gray Shop 64 Sherman Geeslin Michael Norgaard Robert Wallace

1st WEDNESDAY OF THE MONTH

July 2, 2025

9AM - 3PM, BLDG, 850A, RM 160

For full details, visit News You Can Use on the PSNS & IMF

SharePoint home page

This program authorizes federal employees

or have any questions, please contact the

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Letters (8); Terminations (3).

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USS NIMITZ (CVN 68) CONDUCTS ROUTINE OPERATIONS IN THE SOUTH CHINA SEA







ABOVE LEFT: A pair of E/A-18G Growlers pass over USS Nimitz (CVN 68) in the South China Sea, May 27. (U.S. Navy photo by Mass Communication Specialist 2nd Class Hannah Kantner)

AT LEFT: U.S. Navy pilots prepare for a training mission aboard USS Nimitz (CVN 68), May 27. (U.S. Navy photo by Mass Communication Specialist 2nd Class Hannah Kantner)

ABOVE RIGHT: A squadron of E/A-18G Growlers perform a change of command ceremony over USS Nimitz (CVN 68) in the South China Sea, May 27. (U.S. Navy photo by Mass Communication Specialist Seaman Matthew C. Wolf)

ABOVE: Aviation Structural Mechanic 2nd Class Brian Kleven and Aviation Safety Equipment Structural Mechanic 3rd Class Retnata Valdes conduct maintenance on an F/A-18F Super Hornet, May 28. (U.S. Navy Photo by Mass Communication Specialist Seaman Apprentice Franklyn M. Guage)

