

# SALUTE



PSNS & IMF

## **FORGING THEIR FUTURES**

Southwest  
Regional  
Apprentice  
Program  
participants  
receive their  
certificates  
of completion

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Team PSNS & IMF,

You may have noticed a steady stream of visits lately—from senior Navy leaders to members of Congress. That's not a coincidence. The attention our shipyard is receiving is a direct reflection of your importance—of the work you do, the skill you bring, and the mission you carry out each day. When these leaders walk through these gates, they aren't here just touring infrastructure. They are here to see you. To understand your challenges, celebrate your accomplishments, and determine how they can better support you.

These visits aren't just tours or photo ops. They're focused engagements. Our visitors are asking questions, listening to your experiences, and looking closely at what you need to succeed—whether that's infrastructure upgrades, process improvements, or greater investment in the workforce itself. And the reason they're coming is because they know what we do here matters. A lot.

As the tempo increases, it can be easy to see these visits as just another thing added to an already full plate. But I ask you to see them as a signal—a clear one—that what you do is being seen and valued at the highest levels. They're coming here because this shipyard is a cornerstone of the Navy's future, and because your work plays a central role in getting ships and submarines back to the fight.

When we show them who we are—skilled, innovative, and committed—it helps make the case for continued investment. That includes modernized facilities, updated tools and processes, and support programs that help you do your jobs safely and well. It also means recognizing your input as critical to the long-term success of shipyard modernization.

You don't have to prepare a briefing or lead a tour to be part of this. Just continuing to do your work with precision and purpose sends a message. Maintaining clean work areas, following safe practices, and helping teammates succeed speaks volumes. Those small things build the bigger picture, and every visitor sees it.

We're going to keep welcoming leadership here. That's a good thing. It means our voice is being heard—and it's because of you. The shipyard you walk into every day is becoming more visible on the national stage. Let's keep showing up the way we always do: focused, capable, and united in what we deliver.

Thank you for making that possible.

A Ready Team Defines Us. Quality Drives Us. Mission Unites Us.

Captain JD Crinklaw  
Commander, PSNS & IMF

In this issue:



Apprentices earn their certificates of completion



VCNO gets firsthand look at shipyard operations



Command employees receive EDP certificates

On the cover:

Six apprentices with PSNS & IMF San Diego Detachment pose for a photo Jan. 22, following the 2026 Southwest Regional Apprentice Program graduation ceremony at Southwestern College, Chula Vista, Calif.

(U.S. Navy photo by Wendy Hallmark)

# Shop 26 leader honored for his 'commitment to excellence'

PSNS & IMF Public Affairs

The National Association of Superintendents has selected Steve Dibert as its 2025 Superintendent of the Year, according to a recent NAS announcement.

Dibert, welding superintendent, Shop 26, Welders, was selected for his "extraordinary leadership" and "commitment to excellence" at Puget Sound Naval Shipyard & Intermediate Maintenance Facility, according to the announcement.

"[Steve] is a recognized leader in broader efforts across PSNS, dedicating himself to the effective coordination of personnel and resources necessary for national defense. This tireless service, demonstrated by his leadership and contributions to the industrial efforts of the shipyard, is what makes him deserving of this distinction," according to the announcement.

A committee of past awardess, including 2024 recipient Chris Klinkert, director, Code 700, Lifting and Handling Department, convened to select this year's award winner.

"[Steve] is an exceptional leader who

embodies our core principles of service, skill, and unwavering support for our employees and his peers. He is a visionary who has demonstrated extraordinary leadership, mentorship, and a deep commitment to excellence. His tireless service, managerial skill, and strategic support have been instrumental in advancing our mission and maintaining the readiness of our nation's naval power," Klinkert said.

In making the selection, NAS committee members noted Dibert's expertise in managing the complexities of an entire



Steve Dibert

trade shop while turning operational challenges into successful outcomes.

"He possesses the skill to lead people, coordinate efforts across multiple projects, and successfully execute major repairs and

modernization efforts," according to the announcement.

Dibert's dedication and loyalty were also key to his selection as NAS Superintendent of the Year, according to the announcement.

"[Steve] ensures that a vital trade is not only productive but fully aligned with the Shipyard's overarching mission to sustain the fleet. His dedication and loyalty, demonstrated through his active role in the PSNS & IMF NAS Chapter, ensure that the shipyard maintains its position as a critical asset, providing reliable support to the military and to our country," according to the NAS announcement.

## Alternative Dispute Resolution

Did you know the ADR program is expanding to offer conflict coaching services, in addition to mediation, conciliation, and group facilitations?

Benefits of ADR include:

- Communications are confidential.
- Future-focused on results and collaboration, not fault and blame.
- ADR keeps decision-making control with the parties (mutually agreeable resolution).

To learn more or request ADR, call 360-476-2077 or email [cpf-eeo-nw-adr@us.navy.mil](mailto:cpf-eeo-nw-adr@us.navy.mil)



**GRADUATION DAY:** Sinatala Filemoni, marine machinery mechanic, Southwest Regional Maintenance Center, addresses class members Jan. 22, during the program graduation ceremony at Southwestern College in Chula Vista, Calif.

(U.S. Navy photo by Wendy Hallmark)

# HONORED GRADUATES

Thirteen apprentices receive their certificates of completion during the annual ceremony



**ABOVE:** Nutchapol Williams, production machinery electrician, PSNS & IMF San Diego Detachment, poses for photos with family, Jan. 22, following the 2026 Southwest Regional Apprentice Program graduation ceremony. (U.S. Navy photos by Wendy Hallmark)

By Ben Hutto  
PSNS & IMF Public Affairs

**A**pprentices from Puget Sound Naval Shipyard & Intermediate Maintenance Facility Detachment San Diego, Fleet Readiness Center Southwest, Portsmouth Naval Shipyard San Diego and Southwest Regional Maintenance Center, were celebrated during a graduation ceremony at Southwestern College at the WESA building, in Chula Vista, Calif., Jan. 23.

Thirteen graduates walked the stage to receive their degrees in honor of their successful completion of the Southwest Regional Apprentice Program.

The Scholastic Achievement Award was presented to David Cannon, marine machinery mechanic, SWRMC, for maintaining a 4.0 grade point average. Sinatala Filemoni, marine machinery mechanic, SWRMC, was selected as

See 'APPRENTICE' on page 8



**ABOVE:** David Cannon, marine machinery mechanic, Southwest Regional Maintenance Center, receives the 2026 Apprenticeship Scholastic Award, Jan. 22.

# VCNO briefed on shipyard operations during his daylong visit

PSNS & IMF Public Affairs

**A**dm. James Kilby, Vice Chief of Naval Operations, visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Jan. 23, for a command brief and a tour of shipyard operations.

Capt. JD Crinklaw, commander, PSNS & IMF, announced the VCNO's visit to members of the command workforce in a recent All-Hands: Welcome Back (2026) message.

"[Adm. Kilby's] visit is an opportunity to highlight the outstanding work [we] do and to have meaningful discussions about both our successes and the challenges we face," Crinklaw said. "We look forward to sharing takeaways with the workforce afterward as we navigate a period of significant change across the Navy and the defense industrial base."

The daylong visit included stops at Buildings 107, 427, 431, 460, 462 and 850A, and tours of Dry Docks 3, 4 and 6.

Other distinguished guests included: Rear Adm. Scott Brown, deputy commander, Industrial Operations, Naval Sea Systems Command; Rear Adm. Christopher Nash, commander, Submarine Group Nine; Capt. Keith Floyd, senior military advisor, Vice Chief of Naval Operations; Clint Carroll, audit special advisor, Vice Chief of Naval Operations; Cmdr. Alex "Panda" Yu-Rank, deputy executive assistant, Vice Chief of Naval Operations; Lt. Cmdr. Sean Garfola, flag aide, Vice Chief of Naval Operations; and Information Technician Petty Officer First Class Juan Munozrentas, Vice Chief of Naval Operations.

**ABOVE RIGHT:** Adm. James Kilby, Vice Chief of Naval Operations, tours Building 431 with Tom Duncan, nuclear director, Shop 31, Inside Machinist, Jan. 23.

**AT RIGHT:** Adm. James Kilby (middle) and Rear Adm. Christopher Nash, commander, Submarine Group Nine, meet with Capt. JD Crinklaw, commander, PSNS & IMF, Jan. 23.

**FAR RIGHT:** Adm. James Kilby is briefed on Dry Dock 4 upgrades, Sept. 23.



**TOP RIGHT:** Adm. James Kilby, Vice Chief of Naval Operations, tours Dry Dock 6, Jan. 23

**ABOVE:** Adm. James Kilby tests a virtual reality simulator with the help of Jason Fraser, deputy engineering & planning, Code 201, Engineering & Planning.

**FAR LEFT:** Adm. James Kilby receives a briefing on the progress of the Dry Dock 4 Retrofit Project, Jan. 23.

**AT LEFT:** Adm. James Kilby, Vice Chief of Naval Operations, poses for a group photo with senior leaders and members of the official party, Jan. 23.

(U.S. Navy photos by Jeb Fach)





**ABOVE:** Trent Michel, marine electrician, PSNS & IMF San Diego Detachment, receives a congratulatory lei, Jan. 22, following the 2026 Southwest Regional Apprenticeship Program graduation ceremony at Southwestern College, Chula Vista, Calif. (U.S. Navy photos by Wendy Hallmark)

**'APPRENTICE'** from page 5

Apprentice of the Year. Filemoni was also chosen by his classmates to be the class speaker for the graduation ceremony.

In her remarks, Filemoni, reflected on the journey she and classmates went through as they completed the program, and what they have taken away from it.

"As we move forward into the workforce as journey workers, the responsibility now shifts to us," Filemoni said. "Our Sailors depend on the work we do. Our shops depend on our professionalism. And, future apprentices will look to us just as we once looked at the classes who came before us. The standard we set now—the quality we uphold, the leadership we show, and the pride we take in our trades—will shape not only our careers, but the legacy of this program."

Among this year's graduating class were students trained as production machinery electricians, machinist, marine machinery, marine electricians, pipefitters, riggers and welders.

The featured speaker for the event was Brian Karosich, commanding officer of Southwest Regional Maintenance Center. During his remarks, he challenged the graduates to continue to excel and grow their knowledge base.

"Your entrance to the government workforce comes at a critical time in the nation's history, where the demand for your skills and leadership will only increase," Karosich said. "Use this as an opportunity to build upon the lessons you have learned during your apprenticeship to expand your expertise. Continue to be curious and seek further knowledge. Challenge yourself to solve new problems that will foster growth through experience."



**ABOVE:** Mitchell Lamb, right, marine electrician, PSNS & IMF San Diego Detachment, receives his certificate, Jan. 22.



Accidents, pass closures and other winter events can mean unexpected time spent in your car. Be prepared, and pick up these items on your next shopping run. Remember to pack them into your vehicle. It's better to have these items and not need them, then need them and not have them.

### Supply Checklist

Buy	Packed	Buy	Packed
<input type="checkbox"/>	<input type="checkbox"/> Flashlight	<input type="checkbox"/>	<input type="checkbox"/> Tire chains
<input type="checkbox"/>	<input type="checkbox"/> Extra batteries	<input type="checkbox"/>	<input type="checkbox"/> Water
<input type="checkbox"/>	<input type="checkbox"/> Blanket	<input type="checkbox"/>	<input type="checkbox"/> Ice scraper/snowbrush
<input type="checkbox"/>	<input type="checkbox"/> Nonperishable food items	<input type="checkbox"/>	<input type="checkbox"/> Jumper cables
<input type="checkbox"/>	<input type="checkbox"/> Gloves	<input type="checkbox"/>	<input type="checkbox"/> Flares/warning triangles
<input type="checkbox"/>	<input type="checkbox"/> Boots	<input type="checkbox"/>	<input type="checkbox"/> Kitty litter/sand for traction
<input type="checkbox"/>	<input type="checkbox"/> Cell phone charger or battery booster	<input type="checkbox"/>	<input type="checkbox"/> Whistle to signal for help
<input type="checkbox"/>	<input type="checkbox"/> First aid kit	<input type="checkbox"/>	<input type="checkbox"/> Small snow shovel

If you find yourself stuck or stranded, stay in your car, put on your flashers, call for help and wait until it arrives. For more information and helpful tips, visit [wsdot.gov](http://wsdot.gov).

**GRADUATION DAY** | Command employees receive their certificates after completing the 2025 Executive Development Program



**ABOVE:** Capt. JD Crinklaw (middle), commander, PSNS & IMF, poses for photos with 2025 Executive Development Program graduates (from left) Dylan Lovett, Code 2305; Gregory Larson, Code 900F, Production Department Facilities and Plant Equipment; Nanette Smith, Code 101.33, Waterfront Operations, Everett, Business Office Program; and Jason Lasater, Code 135, Non-destructive Testing Division, Jan. 23, during a commencement ceremony in the Shipyard Auditorium.

**AT LEFT:** Capt. JD Crinklaw, commander, PSNS & IMF, congratulates members of the 2025 Executive Development Program, Cadre 36 class Jan. 23, during a graduation ceremony in the Shipyard Auditorium.

(U.S. Navy photos by Jeb Fach)



**UPCOMING EVENTS**

**Feb. 14**



• **Valentine's Day:** The annual Valentine's Day observance is Feb. 14.

**Feb. 16**

• **Presidents' Day:** The federal Presidents' Day holiday observance is Feb. 16.

**Feb. 22-28**

• **Engineers Week:** National Engineers Week is Feb. 22-28.

**March 3**

• **Navy Reserve Birthday:** The Navy Reserve Birthday is March 3.

**March 17**

• **St. Patrick's Day:** The annual St. Patrick's Day observance is March 17.

**March 25**

• **Medal of Honor Day:** The annual Medal of Honor Day observance is March 25.

**April. 10**



• **USS Thresher:** USS Thresher (SSN 593) was lost at sea April 10 (1963).

**REMINDER:**

**PED Policy and QR Codes**

- QR codes are prohibited for use on all shipyard graphics.
- Activating camera phones inside the CIA is a violation of PED Policy.

**ASBP**  
Armed Services Blood Program

**1st WEDNESDAY OF THE MONTH**  
Feb. 4, 2026  
**9AM - 3PM, BLDG. 850A, RM 160**

For full details, visit News You Can Use on the PSNS & IMF SharePoint home page.

**VOLUNTARY Leave Transfer PROGRAM**

<b>Code 101.31</b> David Leonard	<b>Code 2305.24</b> Jennifer Garrett	<b>Shop 51</b> Robert Wallace
<b>Code 105.3</b> Tara Wilson	<b>Shop 06</b> Shawn Duffy	<b>Daniel Gosney</b>
<b>Code 109</b> Shawn Fellows	<b>Shop 11</b> Lee Warren	<b>Shop 56</b> Dakota McIntosh
<b>Code 246.1</b> Michael Larsen	<b>Shop 38</b> Wilbur Hinman	<b>Alexander Glaser</b>
<b>Code 246.2</b> Christian Carlson	<b>Code 1166</b> Carie Hagins	<b>Shop 64</b> Jesse Peirce
		<b>Edward Deven</b>
		<b>Ryan Wade</b>

This program authorizes federal employees to donate annual leave to other civilian federal employees. If you wish to donate annual leave or have any questions, please contact the Human Resources Office at 360-476-8289/7015, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.

**Rideshare**

**Pierce Transit Vanpool:** Picks up at Parkland Park & Ride at 4:50 a.m. and 6th Avenue Park & Ride at 5:05 a.m. Departs shipyard at 2:45 p.m. Call 253-777-7538.

**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.

**Rideshare policy:** To post a Rideshare ad, email psnsimf-pao@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.

**SALUTE**

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**DID YOU KNOW?**

PSNS & IMF will reimburse employees up to **\$5,000** for qualifying college tuition per fiscal year.

**LEARN MORE OR SIGN UP TODAY!**

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*Puget Sound Naval Shipyard & Intermediate Maintenance Facility*

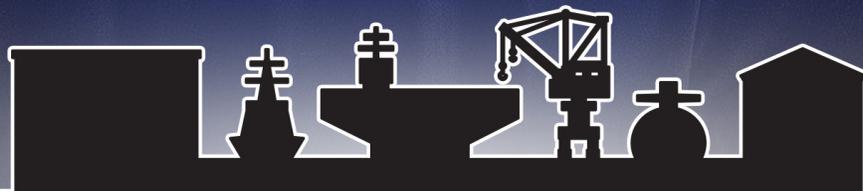
# 2025 Employee of the Year Awards

It's time to let your teammates know just how much you've appreciated their hard work and dedication over the past year.



## Nominations due Feb. 20, 2026

*Employee nomination packets and instructions are available on SharePoint under the Forms/Insts tab and the Awards and Forms page. Two nomination workshops will also be offered, Feb. 5, 9:30 a.m., and Feb. 11, 1 p.m., in the Shipyard Auditorium.*



**See 'News You Can Use' for more information.**