

# SALUTE



PSNS & IMF

## A WINDOW INTO THE FUTURE

Shipyards machinists use cutting-edge technology to repair the 'unrepairable' - PAGES 6-7



Team PSNS & IMF,

The warmer temperatures lately are an unmistakable sign that Springtime has arrived in the Pacific Northwest, and for me this is a stark reminder of how quickly 2026 is moving. Here at Puget Sound Naval Shipyard & Intermediate Maintenance Facility, we've likewise been moving quickly. In our urgency we are losing sight of some fundamental safety procedures. Let me center on this for a moment. In recent weeks we've seen an uptick in finger fractures across the workforce. As you know, above all else, your safety is our top priority. The work we do here each day is vitally important to the defense of our nation. When employees are injured and unable to perform their duties, the team suffers, creating ripple effects that impact readiness, timelines and outcomes across the shipyard and the Navy. To ensure the success of our critical mission, we need every member of the workforce performing at their best, pulling together in common purpose. Let's maintain rigor in our readiness for work, and personal safety in our actions. Assess before you act. Remember, every decision you make is part of something bigger. By keeping yourself and those around you safe, we win as a team!

Speaking of wins, there is nothing more gratifying than celebrating you and your hard work. So, please join me in extending a hearty 'Hooyah' to the winners and nominees for the 2025 Employee of the Year. Your hard work and dedication over the past year have been shining examples of the values and commitment to excellence that have guided our shipyard for more than 134 years. Your consistent and unwavering commitment to our mission has set the standard. Thank you for all you do each day. We could not complete our vital Navy mission without teammates like you leading the way.

Staying with the topic of victories, you may have noticed a slightly different photo in this week's Commander's Corner. This is my Army buddy and a fellow shipyard colleague, Mr. Deane Shephard, an engineer in Code 710T/SP. Prior to last year's Army-Navy football game, we made a gentleman's bet. As tends to happen, Navy came away with the "W." Fast forward to today, and Mr. Shephard is seen pictured above making good on our friendly wager. Thank you for being such a great sport. Go Navy, Beat Army!

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

  
Captain JD Crinklaw  
Commander, PSNS & IMF

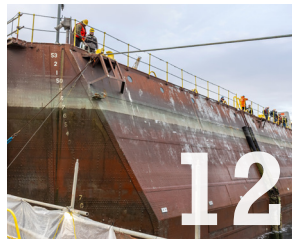
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On the cover:

Paul Dixon, cold spray operator, Shop 31, Inside Machinist, checks the nozzle clearance, April 14, inside the cold spray booth in Building 431 at PSNS & IMF.

(U.S. Navy photo by Jeb Fach)

# YOUR MENTAL HEALTH MATTERS

A series of informational pop-up events is planned for command employees during Mental Health Awareness Month

By Ben Hutto  
PSNS & IMF Public Affairs

The Command Counseling Program, in collaboration with the C700/900 Well-Being Program and the Department of the Navy's Civilian Employee Assistance Program, will sponsor a series of pop-up events throughout the month of May in support of Mental Health Awareness Month.

The 2026 campaign, "More Good Days Together," is designed to foster positive dialogue and engagement among employees at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. The command is using these activities to increase awareness of the various facets of wellbeing and to reduce the social stigma surrounding mental health.

This year's theme encourages the workforce to reflect on what a "good" day looks like for both individuals and the community. Organizers aim to use that insight to connect people to the right support at the right time while shaping advocacy, education, and community engagement.

"No one wants to feel alone and isolated," said Tracy Middleton, counselor, Command Counseling Program. "What we hope this month answers is the question, 'What does working together look like at PSNS, and how can we offer support to each other to have a good day?'"

The shipyard's mental health teams have scheduled three events from 10:30 a.m. to noon at different locations to provide all workers the opportunity to attend. The first event will take place May 6, outside Building 850A. A second

"No one wants to feel alone and isolated. What we hope this month answers is the question, 'What does working together look like at PSNS & IMF, and how can we offer support to each other to have a good day?'"

Tracy Middleton,  
Counselor, Command Counseling Program

pop-up is scheduled for May 12, outside Building 1124, and the final session will be held May 20, outside Building 290.

The events will focus on techniques to shift the intensity of emotional stress and frustration, while helping connect workers with mental health services.

"Sometimes people don't know how to help and other times we don't understand how to let others help us," said Brie McConkle, counselor, Command Counseling Program. "A 'good day' isn't always about feeling good. Many times, a 'good day' is just

making it through a shift or finding ways to stay focused on your job instead of giving up. These pop-ups will give workers strategies to help people help themselves and the people around them."



Command Counseling Program



You matter. We care. Reach out.



# 2026 Friends & Family Day

# Let's celebrate!

Event to honor workforce for its contributions to the U.S. Navy

By Ben Hutto  
PSNS & IMF Public Affairs

**P**udget Sound Naval Shipyard & Intermediate Maintenance Facility will help honor the nation's 250th birthday July 25, during a special daylong "2026 Friends & Family Day" celebration at the shipyard in downtown Bremerton.

This special event, from 10 a.m. to 3 p.m., will provide a unique opportunity to celebrate the many contributions of the U.S. Navy and the men and women who contribute to its success. There are a variety of activities planned, including opportunities to view an industrial crane up close, tours of various shipyard facilities, a demonstration from military working dogs, STEM learning activities for children and a diving demonstration from Sailors assigned to the Bangor Dive Locker.

Since its founding in 1891, PSNS & IMF has played an important role in Navy history, from building and repairing ships for two world wars, to supporting current missions in the Pacific and beyond. Generations of Kitsap County residents have played a part in keeping our Nation's fleet strong and ready.

"We are excited to open the shipyard to our friends and families to showcase the

## TO LEARN MORE

For more information, including a list of Frequently Asked Questions, visit our PSNS & IMF public website at, [navsea.navy.mil/Home/Shipyards/PSNS-IMF/Family-Day](http://navsea.navy.mil/Home/Shipyards/PSNS-IMF/Family-Day)

For additional Family Day questions: email [psnsimf-pao@us.navy.mil](mailto:psnsimf-pao@us.navy.mil)

incredible work our team accomplishes, day in and day out," said Cmdr. Anthony W. Oxendine Jr., deputy commander, PSNS & IMF. "Every civilian employee and Sailor—on our tended units and in our PSNS & IMF shops—plan and execute the Navy's most complex and mission-critical work with exceptional pride and determination to maximize our Fleet's combat lethality. A job we have been doing proudly since 1891. We are all Navy, and we're proud to celebrate our Nation's 250th birthday with our friends and families."

The Online Registration Form will be available via Homeport in the coming weeks. All sponsors must register their five allotted guests via the online registration form. This registration form feeds a database that will be used as the official guest roster. That roster will be used to verify guest registration the day of the event.

As we celebrate this important milestone, please remember that safety and security are still paramount.

## Things to remember

- Anything brought onto Naval Base Kitsap or into the shipyard is subject to search. That includes vehicles at the NBK gates, and any items carried into the industrial area.
- If a prohibited item is detected by security scanners or in your possession, you will be denied entry.

## What to bring

- Escort must have their CAC, NAVSEA badge and copy of the signed registration form.
- Photo ID (passport, REAL ID, Dependant DOD ID card) for those 16 and older (no ID is required for children under 16). Washington state driver's license is acceptable.

## What to wear

- Long pants, jeans, shorts or capris.
- Tennis shoes or other rubber soled, closed toed, closed heel shoes.

## What's prohibited

- Cameras, camera phones or any photo or video recording device.
- Weapons or ammunition (e.g., guns, Taser, mace or pepper spray).
- Alcohol or illegal substances, including cannabis products.
- Backpacks or large bags (purses, diaper bags, small lunch bags, medical supply pouches are okay—subject to search).
- Clothing that contains profanity (verbal or visible), obscenities, hate speech, or sexually suggestive language.

## When is 2026 Friends & Family Day?

The event will be on Saturday, July 25, 2026, from 10 a.m. to 3 p.m. Attendees will not be allowed to enter the shipyard after 2 p.m., and ambassadors will begin directing attendees toward the exit gates at approximately 2:30 p.m.

## Errors when registering online

The 2026 PSNS & IMF's Friends & Family Day: America's 250th Birthday Celebration registration link is currently NOT ACTIVE, while final requirements are being confirmed. Updates are being coordinated with security to ensure all information is accurate and complete.

The registration link will go live as soon as it's ready to receive submissions. Additional details will be published in News You Can Use once the link is active.

The Online Registration Form will be available via Homeport. All sponsors must register their guests (max of five per sponsor) via the online registration form. This registration form feeds a database that will be used as the official guest roster, and that roster will be used to verify guest registration the day of the event.

## When is the registration deadline?

The deadline for submitting or modifying registration forms is June 25, 2026, at 12:30 p.m. This is to allow security personnel sufficient time to screen guests for access. Late submissions will NOT be accepted.

## How to update registration forms

To update a registration form that has been submitted, return to the registration link provided and click "Self Registration." Next, click on the "Update" button in the upper right of the screen.

Note: This will delete your previously uploaded PDF from the system.

After updating your information, click "Complete" to submit the updated registration information. Using the "Prefilled PDF" button in the upper right corner of the screen, download the updated PDF, and digitally sign this document in Adobe Acrobat. Upload the signed registration PDF by selecting it in the "File Picker" and clicking "Upload." A green circle with a check mark indicates your form has been uploaded successfully.

## Updated forms must be printed, signed, and re-uploaded

Sponsors must bring a physical copy of this signed and uploaded registration form the day of the event. The deadline for updating forms is 12:30 p.m., June 25. No updates will be accepted after.

## Are hand-written changes acceptable?

No. Registration forms with hand-written

additions or changes will not be accepted on the day of the event or at any time prior. All changes/updates need to be submitted electronically.

## Can I update my registration form prior to the event?

No. Registration forms cannot be updated after the registration deadline. If a guest you previously registered is no longer able to attend, you do not need to update your form or notify security in advance. See question above for how to modify your form prior to the deadline. After the deadline, you cannot replace a previously registered guest

with a new guest who was not previously registered.

## Can I bring more than five guests, or guests not listed on my registration form?

Only guests specified on your approved registration form (maximum of five guests per sponsor) will be allowed access into the shipyard. Do not bring anyone you did not register in advance. Sponsors attempting to bring in someone who was not listed on the approved registration form will be denied access to the Controlled Industrial Area and

See 'CELEBRATE' on page 10



ABOVE: An employee shows family members a cut-up section of a decommissioned submarine near Dry Dock 3 during Family Day 2023 at PSNS & IMF. (U.S. Navy photo by Wendy Hallmark)



See 'News You Can Use' for more information.



**COLD SPRAY:** Paul Dixon, left, cold spray operator, Shop 31, Inside Machinist, and Robin Mesa, contractor, Shop 31, Inside Machinist, make preparations for spraying, April 14, inside the cold spray booth in Building 431.

(U.S. Navy photo by Jeb Fach)



**ABOVE:** Paul Dixon, right, cold spray operator, Shop 31, Inside Machinist, takes measurements with shipyard contractor Robin Mesa in preparation for a repair, April 14, inside the cold spray booth in Building 431 at PSNS & IMF. (U.S. Navy photos by Jeb Fach)

# ON THE CUTTING EDGE

Cold spray process helps machinists repair the 'unrepairable'

By Max Maxfield  
PSNS & IMF Public Affairs

**P**uget Sound Naval Shipyard & Intermediate Maintenance Facility is adding a repair method known as cold spray to repair items that electroplating and welding can't always fix. Not only will it complement previous repair methods, this added capability will even allow cold spray technicians to repair many items that were previously unrepairable.

According to Seth Haskins, Additive Manufacturing general foreman, Shop 31, Inside Machinist, the ongoing cold spray program at PSNS & IMF is a combined effort among Shop 31; Code 260, Fluid & Mechanical

See 'COLD SPRAY' on page 9



**ABOVE:** Cold spray, also known as supersonic particle deposition, is a cutting-edge repair process that uses a high-speed gas jet to spray metal powders onto a surface.



**ABOVE:** Robert Nantz, instructor, Shop 11, Shipfitters, talks with a group of Work Studies Program employees March 5, during the fourth-annual PSNS & IMF Apprentice Program Knowledge Share Fair for command employees. (U.S. Navy photo by Jeb Fach)

## Apprentice application deadline is fast approaching

By Ben Hutto  
PSNS & IMF Public Affairs

**P**uget Sound Naval Shipyard & Intermediate Maintenance Facility has extended the application period for candidates to apply to become a part of the October 2026 Apprentice Class through May 1.

The PSNS & IMF Apprentice program has been an avenue for shipyard workers to advance their skills and build a rewarding, long-term career since its inception back in 1901. Selections will be made using the Management Identification of Candidates (MIoC) process.

The four-year program works in conjunction with Olympic Community College to help students earn an Associate of Tech Arts degree at the same time as they become journey level mechanics. The college comes to PSNS & IMF to instruct, eliminating the need for students to travel to the OCC campus in Bremerton.

To be eligible, applicants must be a current career or career-conditional PSNS & IMF employee serving in a position from WG-01 through WG-09.

To be accepted into the program, candidates must submit proof of their Olympic College placement eligibility (current Accuplacer or Next Generation scores). To be eligible, scores must be dated September 2024 or later.

Candidates can deliver their documents to the Code 900 Administrative Office front desk, located in Building 435, Floor 2A. No submissions can be accepted after the official announcement period.

To be considered for the program, candidates must meet the following minimum scores on the Next Generation Accuplacer test:

- Math/Arithmetic: 275+ (or 235+ with QAS)
- Reading: 260+
- Writing: 260+

Employees on temporary duty during the announcement period should email their documentation to Peter Breach at peter.w.breach.civ@us.navy.mil or Jolynn Warner at jolynn.s.warner.civ@us.navy.mil.

### 'COLD SPRAY' from page 7

Engineering & Planning; and Code 138, Weld Engineers & NDT Examiners. Cold spray allows technicians to add metal to a part or surface at a much lower temperature than welding or flame spray, which can deform or melt certain materials.

Cold spray is "metallurgically cold," but not cold to the touch. Smashing metallic powder against a metal object at Mach 3 does generate some heat, just not nearly as much as other methods.

"Cold spray, which is also known as supersonic particle deposition, is a cutting-edge repair process that uses a high-speed gas jet to spray metal powders onto a surface," Haskins said. "The particles impact the substrate with such force that they bond metallurgically through plastic deformation without melting. It isn't constrained by the same thickness boundaries as electroplating. We can spray much, much thicker."

Haskins said the ability to repair parts versus ordering new ones saves time and money.

"It gives us the ability to repair components that were previously unrepairable, meaning that we won't be waiting so often for a replacement part, he said. "Even if the wait for a part isn't long, it's generally much cheaper to repair instead of replacing. Once a Qualified Spray Procedure is developed, we can repair a component in hours that would take days with other alternatives."

"The only biproducts are nitrogen, which comprises 78.2 percent of our atmosphere, and residual metal powder that goes through our water filtered dust collector. We anticipate disposing of approximately one 55-gallon drum of waste powder every two-to-four years," Haskins explained.

Cold spray can be used on a variety of materials, with cold spray powder available for most standard-use Navy metals.

"We currently have nickel-copper aluminum, Monel and several other types of powders," Haskins said. "There are also many available that we currently do not use such as titanium, tin, bronze, steel, etc. Powder manufacturers are always adding to their libraries."

PSNS & IMF has been working with NAVSEA 05 for several years to ensure cold spray is a viable solution that meets the Navy's high standards for quality repairs. The command's cold spray booth was commissioned last year when PSNS & IMF secured all needed authorizations, qualifications and approvals to perform production work.

According to Haskins, all four U.S. Navy shipyards are conducting cold spray repairs. There is a Cold Spray Community of Practice that helps the shipyards, warfare centers



**ABOVE:** Alan Tomlinson, right, additive manufacturing supervisor, Shop 31, Inside Machinist, works with shipyard contractor Robin Mesa April 14, during a recent repair procedure inside the cold spray booth in Building 431 at PSNS & IMF. (U.S. Navy photos by Jeb Fach)

and Trident Refit Facilities to collaborate and share best practices, lessons learned, and to help determine the way ahead for cold spray.

Haskins said cold spray is only one piece of Shop 31's continual efforts to improve how

they support their customers.

"We're constantly, actively working to improve and modernize our capabilities," Haskins said. "Adding the cold spray capability demonstrates our commitment to that improvement."

the incident will be considered an "integrity violation" that could impact the sponsor's security clearance.

**Can I bring guests who are not U.S. citizens?**

No, only U.S. citizens will be allowed to access the event. Sponsors are responsible for ensuring they do not submit foreign nationals on their registration form.

**I am a shipyard employee who did not register. Can I still attend the event?**

Shipyard employees who wish to attend the 2026 Friends & Family Day, who are not sponsoring guests may access the event through any pedestrian turnstiles not otherwise open to event access (State Street, Farragut Avenue, Decatur, etc.).

**Which gates will be open for entry?**

Bremerton, Burwell and Wycoff Gates will be open for Sponsors to enter with their guests on the day of the event. Do not use the turnstiles to enter with a guest (yes, Burwell gate has an access gate that is not a turnstile).

**What should I anticipate coming through security at the gates?**

Have your photo IDs and a printed copy of your registration form ready. Anything you bring onto NBK or into the shipyard is subject to search. That includes your vehicle at NBK gates.

If a prohibited item is detected by our scanners or observed in your possession, you will have to return the item to your vehicle and get back in line.

**How do we exit the shipyard?**

Any of the normal pedestrian designated gates or turnstiles may be used to exit as you depart the shipyard. NAVFAC shuttles will be available outside the entry control checkpoint at Wycoff Gate to return guests to designated parking locations on NBK (shuttles do not leave the naval installation).

For guests with disabilities, busses will be available within the CIA to transit to the handicapped-designated parking on NBK.

**Do I need to remain with my guests?**

All guests must remain within sight of their sponsor at all times while inside the CIA.

**What else do we need to bring?**

In addition to proper identification, sponsors MUST bring a physical (printed) copy of their signed 2026 PSNS & IMF's Friends & Family Day registration form with them on the day of the event. Having this ready will help alleviate congestion at the gates. Employees who are unable to print

a copy of their registration should contact their Resource Manager or Admin for a physical copy of their signed and uploaded registration form.

**Can I bring a stroller or mobility device?**

Yes, strollers and/or mobility devices are allowed into the CIA. Anything brought onto NBK or into the shipyard is subject to search

**Are there things my guests cannot bring into the shipyard?**

Guests are not allowed to bring in any personal electronic devices into the CIA.

**What are the standards of conduct?**

Yes. All rules regarding conduct at the Shipyard apply. Anyone known to be under the influence of drugs or intoxicating substances will not be allowed entry. Horseplay, scuffling, and all other acts which tend to have an adverse influence on the safety or well-being of others are prohibited.

**Are all buildings open to everyone?**

No. Certain buildings will be open to everyone. However, some designated, pre-approved workspaces are open to employees who work in those spaces and their escorted guests only. Badged employees who work in these areas will be responsible for their guests while visiting these and other spaces.

Workspaces visited should be restricted to the space that the badged employee works in and/or is assigned. Some buildings will be closed for 2026 PSNS & IMF's Friends & Family Day and may not be accessed even by employees who work in those spaces.

**Where can we park?**

On-base and off-base parking will be available. You can park in Montgomery Lot on NBK. There are more than 1,500 stalls available on a first-come, first-served basis. Keep in mind we are not allowed to solely reserve the use of any parking on NBK for the event, so plan ahead.

Shuttle buses will begin picking up guests from NBK parking locations at 9 a.m.

These buses will not drive into the CIA. All passengers will need to disembark the bus and walk through the entry control checkpoint at Wycoff Gate.

DO NOT PARK at the commissary, Navy exchange or gym parking lots on NBK.

Those with a PSNS & IMF NAVSEA badge may also park in the Navy parking garage between 4th and 5th streets on Park Avenue in downtown Bremerton.

You can also pay to park in any commercial parking lot in downtown Bremerton. Do not park in downtown business parking lots (e.g. banks, restaurants). If you choose to park on city streets, you must obey the city's parking regulations and time limits.

**UPCOMING EVENTS**

**May 10**

- **Mother's Day:** The annual Mother's Day observance is May 10.

**May 16**



- **Armed Forces Day:** The annual Armed Forces Day celebration is May 16.

**May 25**

- **Memorial Day:** The federal Memorial Day holiday is May 25.

**June 6**



- **D-Day:** The annual D-Day observance is June 6 (1944).

**June 6-7**



- **The Battle of Midway:** The Battle of Midway took place June 6-7, 1942.

**Corrective Actions**

During the month of **March 2026**, the command had **63 actions**. The following are examples and associated behaviors.

**8 SUSPENSIONS** (Non-supervisors) for failure to follow verbal instructions, inappropriate conduct, inattention to duty, loss of govt/others property, other, unacceptable conduct, unauthorized absence.

**20 REPRIMANDS** (Non-supervisors) for careless workmanship, disgraceful conduct, disrespectful conduct, failure to follow instruction, inappropriate conduct, inattention to duty, LEA.

**3 REMOVALS** (Non-supervisors) for conduct toward others, failure to follow instruction, unauthorized absence.

The remaining **32 ACTIONS** consisted of:

Abeyance of Contract/Decision (3); Demotion (1); Letters of Caution (8); Medical Certification Letters (16); Proposed Indefinite Suspension (1); Return to Work Letter (1); Termination (2).

**ASBP**  
Armed Services Blood Program



GIVE A GIFT OF LIFE —  
DONATE BLOOD

**1st WEDNESDAY OF THE MONTH**  
May 6, 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**



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.

**Code 105.3**

Tara Wilson

**Code 105.6**

Shelly Germaine

**Code 109**

Shawn Fellows

Mikayla Taxacher

**Code 244.1**

Shawna Pappas

Paul Rohrer

**Code 246.1**

Michael Larsen

**Code 246.2**

Christian Carlson

**Code 270.1**

Jason Rogers

**Code 1102**

Robyn Rogers

**Code 1166**

Carie Hagins

**Code 2305.24**

Jennifer Garrett

**Shop 06**

Shawn Duffy

Douglas Willis

**Shop 11**

Lee Warren

**Shop 26**

Thomas Finn

**Shop 38**

Wilbur Hinman

Hannah McGraw

MaryJane Gordon

**Shop 51**

Catherine Derry

Robert Wallace

**Shop 56**

Alexander Glaser

Jordan Swisher

**Shop 57**

Aunoa Iokia

**Shop 64**

Jesse Peirce



**REMINDER:**

Use of the camera feature on your personal cell phone in any capacity, including QR Code scanning, FaceTime, Google Chat or any video conferencing apps, is strictly prohibited in any PSNS & IMF space. See 'News You Can Use' for more information.

**SALUTE**

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**Commander**  
Captain JD Crinklaw

**Executive Director**  
Jennifer Herbig

**Public Affairs Officer**  
Catherine Cruz Norton

**Editor**  
Scott Hansen

**Facebook:** Facebook.com/PSNSandIMFontheWaterfront

**Flickr:** Flickr.com/PSNSandIMF

**X:** Twitter.com/PSNSandIMF

**YouTube:** YouTube.com/JoeShipyardWorker

**Website:** navsea.navy.mil/Home/Shipyards/PSNS-IMF

**Salute online:** dvidshub.net/publication/1101/salute

**Phone:** 360-476-2544

**Email:** psnsimf-pao@us.navy.mil

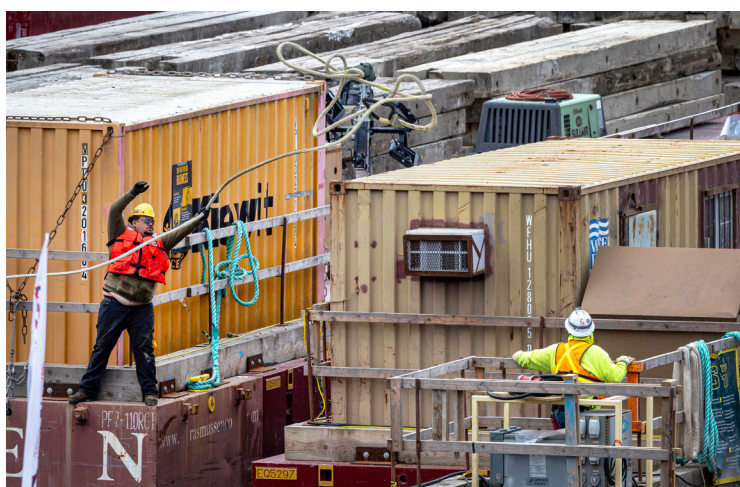
**Mailing address:**  
1400 Farragut Ave. Stop 2072  
Bremerton, WA 98314-2072

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# AROUND THE YARD

SEISMIC RETROFIT PROJECT INSIDE DRY DOCK 4 HAS COMPLETED ITS ORIGINAL SCOPE OF WORK



**TOP:** Contractor equipment is moved via barge out of Dry Dock 4 at PSNS & IMF, April 3, as the months-long Seismic Retrofit Project, spearheaded by NAVFAC Northwest, completes its original scope of work. (U.S. Navy photo by Scott Hansen)

**ABOVE LEFT:** A Code 740, Rigger, teams with a Kiewit-Alberici contractor to move a barge loaded with equipment from Dry Dock 4, April 3, as the shipyard Seismic Retrofit Project completes its original scope of work. (U.S. Navy photo by Scott Hansen)

**ABOVE RIGHT:** Code 740, Riggers, team with Kiewit-Alberici contractors to move a barge loaded with equipment out of Dry Dock 4, April 3, as the NAVFAC Northwest project completes its original scope of work. (U.S. Navy photo by Jeb Fach)