

SALUTE



PSNS & IMF

DISTINGUISHED VISITOR

Adm. Daryl Caudle, Chief of Naval Operations, briefed on shipyard operations during command visit • PAGES 6-7



Team PSNS & IMF,

The shipyard is moving through one of its busiest seasons with full steam ahead. The energy is undeniable. Throughout all levels of our organization — from welders and pipefitters, engineers and technicians to mechanics, masons, painters and support staff — every member of our team is contributing greatly to a mission, which arguably, is much greater than ours. Together we are maintaining Naval readiness. Together we are enabling strength and stamina beyond our shores. Together we are ensuring the Nation's defense. This is inspiring. We are charging hard; executing tasks, meeting deadlines and sustaining operations. We are not only holding ourselves and each other accountable, but it is because of your dedication, expertise and willingness to push beyond the comfortable, that our Nation is protected, defended and secure.

But with this heightened activity comes an increased responsibility to stay alert and prioritize your safety, and the safety of your teammates. When schedules tighten and workloads grow, it can be tempting to rush or overlook small details. Yet these are the moments when caution matters most. Every step taken with care, every piece of protective equipment worn, and every protocol followed helps ensure that everyone goes home safely at the end of the day. Amid the busy pace, maintaining a strong safety culture is not just a requirement, it is a commitment to each other. By staying aware, communicating clearly, and watching out for potential hazards, the shipyard team can continue to perform exceptional work while protecting the wellbeing of every individual on site.

To that end, on June 24, PSNS & IMF will host the annual Summer Safety Campaign. I encourage you to come out and join us. Let's demonstrate that safety is not a one-off task, but a long-term priority and a culture worthy of our commitment. Stay tuned for additional information in NYCU and look out for the two-hour time-off award details.

Two weeks ago, we had the honor and privilege of hosting the Chief of Naval Operations Adm. Daryl Caudle and Master Chief Petty Officer of the Navy John J. Perryman. Their visit did more than focus on buildings, dry docks, infrastructure and innovations, they were here to see you. They were here to see firsthand your skill, dedication, and craftsmanship that keep our ships fit to fight. The CNO's first visit here was not a formality, it was a clear recognition of the expertise and commitment that defines our team. His visit underscored the importance of the work we do every day, and an opportunity to showcase our people, our progress, and our commitment to excellence.

As we move forward into another productive stretch, I want to take a moment to recognize the extraordinary momentum building across our shipyard. Every day, your dedication, craftsmanship, and pride drive us toward new levels of excellence, and people are taking notice. From the top tiers of Navy leadership there is more focus on our work than ever before, not because of pressure, but because of the trust they place in us and the progress we continue to demonstrate. We are growing, evolving, and proving that this team can meet every challenge placed before us. Stay motivated, stay focused, and remember that each effort you make contributes to something larger than any single job or milestone. We directly support the warfighters. We are shaping the future of our Navy, and I could not be more proud to serve with you.

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

Captain JD Crinklaw
Commander, PSNS & IMF

In this issue:



Command working to ease childcare challenges



Code 510.2 employee honored for her service



Command employees help clean up shipyard

On the cover:

Adm. Daryl Caudle, Chief of Naval Operations, visited PSNS & IMF, June 3, for an official call with command senior leadership and a tour of shipyard operations.

(U.S. Navy photo by Wendy Hallmark)



ABOVE: Representatives from Shop 67, Electronics Technicians, help answer questions for local job seekers June 10, during a two-day PSNS & IMF Hiring Fair at the Kitsap Conference Center in downtown Bremerton. (U.S. Navy photos by Jeb Fach)

IN SEARCH OF OPPORTUNITY

Thousands of local job seekers attend PSNS & IMF Hiring Fair

By Ben Hutto
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility held a two-day hiring fair at the Kitsap Conference Center in downtown Bremerton, June 10 and 11. Approximately 1,930 job seekers came through the doors, resulting in 299 on-the-spot job offers during the event.

It was the first hiring fair in 2026, with all participating shops accepting résumés seeking candidates with a variety of skillsets and experience levels, including those with no previous trade skills or experience.

"We are always looking for good people," said Luke Smith, supervisor, Shop 71, Painters. "Events like this help us find people who are eager to work. It's early, but we are getting a lot of people who are eager to learn. They are asking a lot of questions. It's a good thing."

See 'HIRING FAIR' on page 9



ABOVE: Approximately 1,930 local job seekers attended the two-day PSNS & IMF Hiring Fair, June 10-11, at the Kitsap Conference Center in downtown Bremerton.

Command working to ease childcare challenges for shipyard employees

\$6.2 million appropriation to help make new Early Learning Center a reality

By Ben Hutto
PSNS & IMF Public Affairs

For working parents at Puget Sound Naval Shipyard & Intermediate Maintenance Facility, the difficulty of finding affordable and accessible childcare is a significant challenge. Washington State has the unfortunate distinction of being one of the least affordable in the country for childcare. Also, scarcity is a major concern, with a significant percentage of children in need of care not having access to a licensed provider.

Finding a solution is uniquely challenging due to the nature of shipyard work. Hands-on tasks on the deck plates mean that options like flexible shifts and teleworking are often impossible.

"We are lucky because we have our in-laws to help out when something happens," said Darren Norwood, a shipwright training leader in Shop 64; Wood, Shipwrights, Insulators and Plastic Fabricators. "When they are not available, my wife and I have to make hard choices. Who goes to work and who has to stay at home and look after our child? It's tough."



ABOVE: NBBJ consultant Dawn Fisher listens as command employees offer insights on childcare options available to the workforce Feb. 5, during a focus group session at PSNS & IMF. (U.S. Navy photo by Jeb Fach)

Norwood is not alone. When he shared his challenges with other members of a focus group in February, which was part of an ongoing PSNS & IMF childcare feasibility study, other parents nodded knowingly. Colleagues in multiple focus groups, representing a gamut of jobs across a variety of shops and codes, shared similar stories. All speaking to the same urgent need for reliable childcare.

According to Jennifer Herbig, PSNS & IMF executive director, these financial and logistical burdens have a direct impact on the workforce. Increased stress levels, as reflected in last year's Defense Organizational Climate Survey results, are linked to the high costs of childcare, parking, and the general cost of living in Kitsap County.

To address these critical concerns, the command has designated childcare as a strategic priority for 2026.

"Childcare isn't just a parents' issue," said Herbig. "The effects ripple throughout the shipyard, impacting work schedules, parking, and transportation logistics for everyone."

Several initiatives are underway to support the workforce and ease these challenges, which directly affect the shipyard's ability to accomplish its mission.

New early learning center

A major step forward is a planned early learning center in Bremerton. The project, which has been in development for over two years, is the result of a strong partnership among PSNS & IMF, Sound West Group (manager of the Bremer Family Trust), the YMCA, the International Federation of Professional and Technical Engineers, and the Bremerton Metal Trades Council. The project was strongly supported by results from a childcare survey conducted a few years ago by the former PSNS & IMF Family Matters Employee Resource Group.

"It will have a particular focus on meeting the urgent need for childcare from the workforce at PSNS & IMF," explained Herbig. "The project recently received a significant boost with a \$6.2 million appropriation earmarked by Sen. Patty Murray. This funding will make the ELC a reality."

"The launch of the Early Learning Center is an incredible achievement, and I could not be more thrilled to see it come to fruition," Herbig said. "This success is

a powerful testament to the fact that complex challenges like childcare accessibility are only solved when we work together."

Childcare Feasibility Study

Another key PSNS & IMF initiative is the comprehensive Childcare Feasibility Study. PSNS & IMF has partnered with the General Services Administration to analyze the workforce's needs and the accessibility of childcare in and around Bremerton.

Nearly 5,000 workers participated in a survey late last year, and an additional 200—including Norwood—took part in ten focus groups in February to share their experiences.

The results of this study, expected this summer, will provide recommendations and enable the command to advocate for further support, which could include the development of a dedicated PSNS & IMF childcare center.

"We want to maintain our workforce and have workers who stay and support the mission here for their entire careers," said Katie Perry, command support agreements manager. "To do that, we will need help in supporting them through the different seasons of their life. A big part of that for some, is raising children."

"We're lucky because we have our in-laws to help out when something happens. When they're not available, my wife and I have to make hard choices. Who goes to work and who has to stay at home and look after our child? It's tough."

Darren Norwood,
Training Leader,
Shop 64, Shipwrights



ABOVE: NBBJ consultant Kelly Griffin leads a discussion on the difficulties command workforce members sometimes have finding good childcare in the region. Several initiatives are underway at PSNS & IMF to help support employees and ease their childcare challenges. (U.S. Navy photo by Jeb Fach)

CNO briefed on shipyard operations during his command visit

PSNS & IMF Public Affairs

Chief of Naval Operations Adm. Daryl Caudle and Master Chief Petty Officer of the Navy John J. Perryman visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility, June 3, as part of their visit to the Pacific Northwest region. While at PSNS & IMF, the team discussed several key projects and initiatives including multi-million-dollar infrastructure improvements, investments in emerging technologies and innovations; and they took a tour of Dry Docks 3 and 4.

Capt. JD Crinklaw, commander, PSNS & IMF, greeted Caudle and Perryman upon their arrival outside Building 850, along with Cmdr. Anthony Oxendine, deputy shipyard commander, and Master Chief Shelly Williams, PSNS & IMF command master chief.

"This high-level visit emphasizes the critical nature of our work to support naval operations and strengthen military readiness," Crinklaw said. "This is a pivotal point in the history of the shipyard. We are experiencing unprecedented growth in our operational tempo, and hosting the CNO and MCPON reinforces the significance of the work we do here, and the importance of investing in our people, programs and processes."

The afternoon visit included Shipyard Infrastructure Optimization Program tours of Dry Docks 3 and 4, and stops at Buildings 431, 850 and 857, where the CNO was briefed on the command's emerging technologies, including Model Lines and artificial intelligence.

In a recent C-NOte, Caudle referred to 'Excellence Ashore.'

"The Foundry is the bedrock of our naval power," he wrote. "Our ability to project force, sustain combat operations, and win our Nation's wars begins not at sea, but ashore—at the pier, on the flightline, in the shipyard, and at the gates of our installations. Our shore enterprise generates the readiness, capacity, and endurance that makes maritime dominance possible. Ships, aircraft, and weapons do not become combat power on their own. They are built, trained, maintained, supplied, and made ready by the Foundry. If we are to fight and win, we must demand excellence not only in the Fleet, but across every installation that generates it."

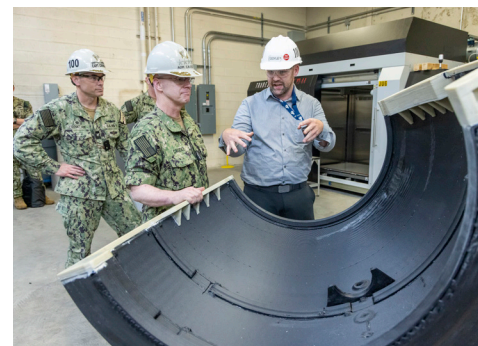


ABOVE: Adm. Daryl Caudle, Chief of Naval Operations, meets with Capt. JD Crinklaw, commander, PSNS & IMF, and senior leadership during his command visit, June 3. The team discussed several key initiatives during the visit.

AT RIGHT: Chris Doyle, nuclear engineer, Code 100TO, Transformation Office, leads Adm. Daryl Caudle on a tour of Building 857, June 3.

FAR RIGHT: Dave Sweet, PSNS & IMF SIOP director, leads Adm. Daryl Caudle, Chief of Naval Operations, on tours of Dry Docks 3 and 4 during the CNO's command visit to PSNS & IMF, June 3. Adm. Caudle was briefed on infrastructure improvements and seismic upgrades during the tour.

(U.S. Navy photos by Wendy Hallmark)



TOP RIGHT: Adm. Daryl Caudle, Chief of Naval Operations, is briefed on ongoing projects while touring Building 431 at PSNS & IMF, June 3.

ABOVE RIGHT: Adm. Daryl Caudle, Chief of Naval Operations, and Capt. JD Crinklaw, commander, PSNS & IMF, exchange command coins at the conclusion of the CNO's visit, June 3.

BOTTOM RIGHT: Adm. Daryl Caudle, Chief of Naval Operations, is briefed on recent Dry Dock 4 seismic upgrades by Naval Facilities Engineering Systems Command Northwest employees June 3, during his command visit to PSNS & IMF.

(U.S. Navy photos by Wendy Hallmark)

SURGEMAIN SAILORS PROVIDE VALUABLE SUPPORT

PSNS & IMF Public Affairs

The U.S. Navy Reserve demonstrated its critical role in fleet and warfighter readiness in Fiscal Year 2026 by supporting operations at Puget Sound Naval Shipyard & Intermediate Maintenance Facility and its detachments.

There are more than 350 Reserve billets across PSNS & IMF in Bremerton, Washington, and its various detachments. Code 900Z, SurgeMain Office, serves as the principal liaison between PSNS & IMF and Navy Reserve units and personnel.

The SurgeMain program consists primarily of enlisted engineering rates and Engineering Duty Officers. These Reservists primarily support operations among Code 200, Engineering and Planning; Code 300, Operations; and Code 900, Production Resources.

Wherever the important work of the Navy is done, Reservists are there to support the mission. Established in 2005, SurgeMain comprises more than 1,800 Reserve Sailors across the NAVSEA enterprise. Created to augment the Navy's civilian shipyard workforce in times of need, SurgeMain Sailors possess technical and trade backgrounds that allow them to have an immediate, positive impact on operations.

In addition to their direct work on maintenance availabilities, SurgeMain Sailors provide valuable technical overhead support. They use skills from their civilian experience to perform critical machinery maintenance, return needed equipment to service, and fill key supervisory roles within the shipyard. Some SurgeMain Sailors are employees at the shipyards and commands they support while on Reserve duty.

Throughout Fiscal Year 2026, Reservists supported and actively contributed to operations across multiple locations. Supported vessels and stations included:

- **PSNS & IMF in Bremerton:** USS Ronald Reagan (CVN 76), USS Michigan (SSGN 727), and USS Connecticut (SSN 22)
- **Everett Detachment:** USS John S. McCain (DDG 56) and USS Savannah (LCS 28)
- **Yokosuka (Japan) Detachment:** USS George Washington (CVN 73)

"The SurgeMain program at PSNS & IMF provides strategic wartime depth to the command's mission, while also providing industry-leading experts from the private sector to share best practices and integrate with the Shipyard team," said Lt. Cmdr. Thielka, PSNS & IMF SurgeMain officer in charge, Code 900Z.

Two PSNS & IMF employees who also serve as SurgeMain Sailors reached milestones in their Navy Reserve careers. George Chang, an assistant lead test engineer who works in Code 246, Test and Work Control Engineering Division, was promoted to master chief petty officer in a ceremony April 16, atop the shipyard's iconic Hammerhead Crane. Jane Lin, Code 2330, Control Engineering Division, re-enlisted June 5 to continue her Reserve career and support the SurgeMain mission.

Chang made history with his promotion. He is now the first master chief for the Machinist's Mate (Auxiliary) rate in the Navy Reserve, representing the senior-most echelon of his rating.

"Making it to the pinnacle of master chief is a goal for every enlisted member in the Reserve and active component," Thielka said. "MMACM Chang is setting the standard for his rate and leading by example. He is paving the way for future Sailors to follow in his footsteps."

If you are interested in learning more about how you or your team can leverage or request Reserve support, please contact Lt. Cdr. Tim R. Thielka in Code 900Z.



ABOVE: U.S. Navy Reserve Sailors played a critical support role during a recent SurgeMain reserve exercise in support of PSNS & IMF operations in Bremerton, Everett and Yokosuka, Japan (above). (U.S. Navy photos by Mass Communications Specialist 1st Class Jeffrey J. Hanshaw)

'HIRING FAIR' from page 3

Smith was one of several shipyard employees who manned one of the 32 booths from the various shops and codes looking to hire. Each booth provided applicants with details about job openings, career advice and an opportunity to submit résumés for future positions that may open in the future.

Gavin Lackey, a resident of Belfair, was one of the applicants looking for work on the first day of the event. Lackey, who had previously been attending Olympic College, said he hopes the event leads to him being hired.

"My father was in the Navy and working here would be my opportunity to serve my country," he said. "Working at the shipyard would open a lot of opportunities. I'd love to travel TDY and see the world. I'd like the chance to expand my skills. Working at the shipyard would be the perfect opportunity to do all of that and serve my country. I'm hopeful."

In addition to booths offering jobs, there were booths staffed by representatives from Command University, the PSNS & IMF Apprentice Program, and the PSNS & IMF Career Counseling Center, to highlight some of the unique services and benefits available to PSNS & IMF employees.

According to Amber Hayes, personnel security specialist, Code 1120, PSNS & IMF Security Division, applicants should be prepared for a potentially lengthy background check before they start; depending on where they are hired to work and their past.



ABOVE: Andrea Abrams, student programs coordinator, PSNS & IMF Apprentice Program, answers questions for Santosh Overy, Gig Harbor, during the PSNS & IMF Hiring Fair, June 10, at the Kitsap Conference Center in downtown Bremerton. (U.S. Navy photo by Jeb Fach)

"It can depend on a number of things," she explained. "Once we get the packet, human resources can set up the security interviews. It's important that applicants provide all the required documents and answer questions honestly."

According to Hayes, one of the main hurdles during background checks occurs when applicants fail to provide reliable ways to be

reached as the background check progresses.

"Applicants need to be reachable," she stressed. "Answer the phone and emails when we reach out. When we are unable to contact someone, the process stops. It's frustrating for everyone. By having everything submitted correctly and being ready, it helps the background check move more quickly, and gets people hired quicker."



Event staff needed to help with various tasks during '2026 Friends & Family Day'

AT LEFT: Cmdr. Anthony Oxendine, deputy commander, PSNS & IMF, and Jason Sippel, branch head, Code 2308, Nuclear Planning and Estimating, hand out 2026 Friends & Family Day flyers inside the State Street Gate, June 10, to notify command employees that help is still needed for the July 25 celebration. Event organizers are looking for employees to serve as event staff during the celebration, helping with safety, security, directing guests and clean up after the event. Benefits include: front-of-the-line entry, choice of work hours, rotating between roles and earning additional work hours (compensation for additional work hours is based on shop/code policy). See 'News You Can Use' for more information.

(U.S. Navy photo by Jeb Fach)



ABOVE: Capt. JD Crinklaw, commander, PSNS & IMF, congratulates Teresa Sayers, strategic analysis and non-nuclear processes, Code 510.2, Strategic Analysis Branch, after presenting her with the Navy Meritorious Civilian Service Award for professional achievement and superior performance, May 18, during a ceremony in the commander's conference room in Building 850.

AT LEFT: Teresa Sayers and Capt. Ronald Hoak, Code 500, Supply & Logistics Department, examine the citation that accompanied Sayer's Navy Meritorious Civilian Service Award, May 18.

(U.S. Navy photos by Jeb Fach)



SR3 near Gorst

CLOSURE

JUNE 13-29

See NYCU for additional info.

UPCOMING EVENTS

June 21

- **Father's Day:** The annual Father's Day observance is June 21.

June 24



- **Safety Campaign:** The command will conduct a Summer Safety Stand-Down June 24.

July 4



- **Fourth of July:** The annual Independence Day celebration is July 4.

July 25



- **Friends & Family Day:** The command will celebrate 2026 Friends & Family Day July 25.

Corrective Actions

During the month of **May 2026**, the command had **46 actions**. The following are examples and associated behaviors.

- 6 SUSPENSIONS** (Supervisors & non-supervisors) for careless workmanship, failure to follow instruction, failure to follow written/verbal instruction, failure to fulfill supervisor responsibilities, inappropriate conduct, inattention to duty.
- 9 REPRIMANDS** (Supervisors & non-supervisors) for failure to follow instruction, failure to follow written instruction, other, unacceptable conduct, wasting time.
- 2 REMOVALS** (Non-supervisors) for failure to follow instruction, unauthorized absence.

The remaining **29 ACTIONS** consisted of:

- Indefinite Suspensions (3); Leave Abuse Letter (1); Letters of Caution (9); Medical Certification Letters (15); Terminations (1).

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.

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ASBP

Armed Services Blood Program

1st WEDNESDAY OF THE MONTH
July 1, 2026

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

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

GIVE A GIFT OF LIFE — DONATE BLOOD

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.

<p>Code 101.33 Peter Rita</p> <p>Code 105.6 Shelly Germaine</p> <p>Code 109 Shawn Fellows</p> <p>Code 244.1 Mikayla Taxacher</p> <p>Code 246.1 Shawna Pappas</p> <p>Code 246.1 Michael Larsen</p> <p>Code 246.2 Christian Carlson</p>	<p>Code 270.1 Jason Rogers</p> <p>Code 350 Markham Sage</p> <p>Code 610.4 Sokthary Montgomery</p> <p>Code 1102 Robyn Rogers</p> <p>Code 1166 Carie Hagins</p>	<p>Code 2305.24 Jennifer Garrett</p> <p>Shop 06 Shawn Duffy</p> <p>Shop 11 Douglas Willis</p> <p>Shop 11 Lee Warren</p> <p>Shop 26 Thomas Finn</p> <p>Shop 38 MaryJane Gordon</p>	<p>Shop 51 Catherine Derry</p> <p>Shop 51 Robert Wallace</p> <p>Shop 52 Karen Reeves</p> <p>Shop 56 Jordan Swisher</p> <p>Shop 57 Aunoa Iokia</p> <p>Shop 64 Jesse Peirce</p>
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AROUND THE YARD

COMMAND EMPLOYEES SHOW PRIDE IN THEIR WORKPLACE DURING SHIPYARD CLEAN-UP DAY



TOP: Christopher Allen, supervisor, and Mark Wheeler, mechanic, both Shop 38, Marine Machinery Mechanics, help clean out Building 1106 June 1, during Shipyard Clean-Up Day at PSNS & IMF. (U.S. Navy photo by Wendy Hallmark)

ABOVE LEFT: Patrick McIlhagga, trade instructor, and Travis Gurr, apprentice electrician, both Shop 51, Electricians, carry loads of bulk items to a designated dropoff area, June 1. (U.S. Navy photo by Wendy Hallmark)

ABOVE RIGHT: Stephanie Kohler, Shop 71, and Carl Henry, Code 730, carry an old work table to a designated dropoff area along Farragut Avenue June 1, during Shipyard Clean-Up Day at PSNS & IMF. (U.S. Navy photo by Jeb Fach)