

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: Hail & Farewell, FY-26 O-5 Promotion Results, Changes to AQD Management Policy, AIP Policy changes, PERS-41 TMB Results Delayed, Detailer Travel Schedule, SWO Qual Less Than 18 Months, and PNEO Results.

Congratulations to all our SWO(N)s selected for Command and XO-milestone. Results will be included in the next SWO Gram.

Hail & Farewell

Our team recently had some transitions. Please join me in welcoming LCDR Audrey Michelli to the Community Management Team!

Audrey is in the process of turning over with Dye as the Surface Nuclear Programs Administration and Execution (previously known as the SWO(N) Community Manager) and joins us after a successful tour as RTA aboard GEORGE H. W. BUSH (CVN 77) and OPS aboard USS CARNEY (DDG 64). She is excited about her new role and engaging with the community. You can reach LCDR Michelli at audrey.michelli.mil@us.navy.mil. Welcome, Audrey.

LCDR Dyuti “Dye” Das has transitioned to the PERS-412N SWO(N) Detailer while continuing to serve as PERS-424A (previously 42D1) Surface Nuclear Programs Administration and Execution until Audrey gets up to speed. Please expect delayed responses while she covers both desks. You can reach LCDR Das at dyuti.das.mil@us.navy.mil. Please LCDR Audrey Michelli, audrey.michelli.mil@us.navy.mil on all PERS-42D1 correspondence.

Fair winds and following seas to Kara! Kara is on maternity leave after welcoming her new baby boy to the family. After maternity leave, Kara will shift over to PERS-41 as the Junior Officer Shore Coordinator before starting the XO/CO training pipeline. She has done an outstanding job detailing and managing our SWO(N) Community – she will be missed! We wish her all the best and look forward to continued time with her in the office after maternity leave! You can still reach LCDR VanSice at kara.vansice.mil@us.navy.mil. Thank you, Kara!

FY-26 Commander Selection Results:

Please join me in congratulating the following officers who were selected:

CDR(sel) David M. Allen
CDR(sel) Kyle W. Bolton*
CDR(sel) David A. Bradley
CDR(sel) Julia E. Cumming – EDO(N)
CDR(sel) Emily A. Curran* – EDO(N)
CDR(sel) Nicholas J. Detweiler*
CDR(sel) Claire S. Eudy
CDR(sel) James A. Friedlander
CDR(sel) McLaren K. Gilmore
CDR(sel) Hamilton R. Gubanc

CDR(sel) Austin R. Jolley – EDO(N)
CDR(sel) Justin E. Kowatch
CDR(sel) Michael R. Laski
CDR(sel) Heather I. Lee
CDR(sel) Donita L. Lozada
CDR(sel) Sarah B. Miller
CDR(sel) Ryan D. Mullen
CDR(sel) Travis J. Norrell* – EDO(N)
CDR(sel) Sierra G. Rooney
CDR(sel) Cody C. White – EDO(N)
CDR(sel) Brett R. Williams
CDR(sel) Patrick Z. X. Yu**
CDR(sel) Graham D. Ziemba

*Indicates the selectee was merit reordered to the top of the promotion list

**Officer selected below zone

The full list of selects may be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/ALNAV/ALN2025/ALN25045.pdf?ver=NzMaL7Hr8aLo58V9ZTj-ag%3d%3d>

Changes to AQD Management Policy:

Effective 07 MAY 2025: Nuclear AQDs shall be removed effective an officer's 9 YCS anniversary date unless they are due course, slated to a nuclear super-DIVO tour, or upon transfer from a nuclear-coded billet. Due course is defined as serving as or slated to serve as a department head or CVN PA.

Changes to Annual Incentive Pay (AIP) Policy:

Effective 01 OCT 2026: Nuclear qualified Officers will become eligible for AIP after YCS 10. Officers with less than 10 YCS currently eligible for AIP will receive their last payment on 30 SEP 2026.

PERS-41 Talent Management Board Results Delayed:

PERS-41 Talent Management Board (TMB) Results are delayed while awaiting approval of the FY26-27 Strategic Education Alignment (SEA) Plan. We expect to have TMB results available in late October for release. Officers will have a week to accept their results. Good luck to our SWO(N) applicants!

SWO(N) Detailer Travel Schedule:

We look forward to executing the travel schedule below (dates subject to change) and seeing you on the waterfront and at the socials!

12-16 Jan 2026: Washington, D.C (SNA National)
4-6 Feb 2026: Annapolis, MD (Ship Selection)
9-13 Feb 2026: Norfolk, VA

SWO Qual Less Than 18 Months:

Qualifying for SWO is a major accomplishment and we want to take the time to highlight those officers qualifying in <18 months. Congratulations to all those below!

LTJG Jacqueline Allen
ENS John Burke
LTJG Alexander Carter
ENS Sophia Clements
LTJG Adrianmark Cruz
LTJG Robert Felmler
LTJG Jasmine Forbes
ENS Connor Funk
ENS Joshua Hill
ENS Lauren Langenberg
LTJG Carl Laux
ENS Isaac Lindskov
ENS Jackson Manship
ENS Sebastian Massimini
ENS Justice Mermerian
ENS Jacob Proctor
ENS Isabella Reddish
ENS Katherine Skeen – Earned her SWO Pin in 11 months!
LTJG Shawn Stern
LTJG Kyle Tang

PNEO Results:

Congratulations to the following officers for passing their Nuclear Engineer Officer's exam:

May Exams:

LT William Anderson*
LT Justin Calimlim
LT Justin Cunningham
LT Joshua Johnson
LT John Peterson*
LT Grayson Sigler*
LT Samuel Smith*
LT Christopher Zagone*

June Exams:

LT Madeline Angeli*
LT Lauren Bartlett
LT Nathan Garnett
LT Quinn Hansen
LT Jacques Henot

LT Lillian Jones
LT Gregory Laird
LT Bridget Ralph
LT Benjamin Stankovic
LT Daniel Toth*
LT Lindsay Verrico
LT Robert Jones

July Exams:

LT Tyler Chema
LT Samuel Klein*
LT John Orozco
LT Timothy Shea
LT Chesley Stiker*
LT Joshua Wolcott

August Exams:

LT Andrew Chaney*
LT Katya Cope
LT Tera Geoffroy
LT Catlen Goss
LT Michael Hommer
LT August Kasten*
LT Tyler Reasner
LT Eli Roberts

September Exams:

LT Godwin Cuevas
LT Lucas Goodson
LT Kristine Gurcan
LT Jacob Kang
LT Emma Knapp
LT Jessica Mazzeo
LT Kaitlin Parker
LT Xinhe Zhu*

October Exams:

LT Kara Davis
LT Ethan Greene
LT Brandon Jackson
LT Spencer McVeigh*
LT Jonathan Pham
LT Daniel Reidy

*Indicates Excellent Performance

Get connected with our team on social media!

**Join our NEW SWO(N) Instagram: PERS41N_SWO_NUC_WARRIORS

Also make sure to join our Facebook Page: SWO(N) Mentorship Network

Our phone numbers are listed on our website and happy to take your calls!

My team and I are standing by to address any needs, concerns, ideas, or questions that you may have. Please don't hesitate to reach out to us or your Geographic Lead as we are here to assist you on shore. Fair winds to our shipmates at sea and Happy holidays!

V/r,
Justin