

Fellow SWO(N) Warriors –

Greetings from Millington!

In this SWO(N) Gram: Hail & Farewell, FY-26 O-6 Promotion Results, FY-26 CVN Board Results, FY-26 Department Head Results, Changes to Command Qualification, Talent Management Board, COBO Increase, Detailer Travel Schedule, SWO Qual Less Than 18 Months, and PNEO Results.

Hail & Farewell

Please join me in welcoming LCDR Dyuti Das and LT Matt Ponzi to the Community Management Team!

Dye relieved Aaron 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 THEODORE ROOSEVELT (CVN 71) and WEPS aboard USS KIDD (DDG 100). She is excited about her new role and engaging with the community. You can reach LCDR Das at dyuti.das.mil@us.navy.mil. Welcome, Dye!

Matt relieved Ben Miller as the SWO(N) First Tour Division Officer and New Accessions Detailer! Matt joins us after successful tours as RL DIVO aboard GEORGE H.W. BUSH (CVN 77) and STRIKE aboard MITSCHER (DDG 57) as Strike Officer. Looking forward to seeing Matt on the waterfront as he engaged all SWO accessions. You can reach LT Ponzi at matthew.j.ponzi.mil@us.navy.mil. Welcome, Matt!

Fair winds and following seas to Ben! Ben has started the DH pipeline. He did an outstanding job detailing and managing our new accessions for the community and was always there to support the team – he will be missed! We wish him all the best on his DH and PA tours! Thank you, Ben!

Aaron shifted over to PERS-41 as the JO Sea Coordinator before starting his XO training pipeline later this year. He has done a fantastic job being the overseer and manager of Surface Nuclear Programs, ensuring all our policies and programs are efficiently executed. You can still reach LCDR Jean at aaron.a.jean.mil@us.navy.mil. Thank you, Aaron!

FY-26 Captain Selection Results:

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

CAPT(sel) Jessica F. Betz
CAPT(sel) John E. Holthaus
CAPT(sel) John J. Hoy
CAPT(sel) Sameer Khanna
CAPT(sel) Leandra N Kissinger
CAPT(sel) Domonic J. Kramer
CAPT(sel) Yilei Liu
CAPT(sel) Gwendolyn H. Murphy
CAPT(sel) Michael A. Sammataro* (EDO (N))
CAPT(sel) Antonia K. Shey
CAPT(sel) Richard W. Skinnell
CAPT(sel) James L. Smith
CAPT(sel) Justin B. Smith*

CAPT(sel) James A. Steele
CAPT(sel) Arturo Trejo
CAPT(sel) Jamie E. Vandyke
CAPT(sel) Desmond K. Walker
CAPT(sel) Johnathan C. Walker
CAPT(sel) Kari E. Yakubisin

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

The full list of selects may be found here:

https://www.mynavyhr.navy.mil/Portals/55/Messages/ALNAV/ALN2025/ALN25030.pdf?ver=Knx7x_1SuvdzASUBlvdORQ%3d%3d

FY-26 CVN Board Results:

Please congratulate the below officers selected for these significant career milestones. These are the future leaders of our CVN Reactor Departments!

CVN Principal Assistant:

LT Alvin A. Abes
LT Mark A. Brown
LT Tyeler S. Brown
LT Tayler J. Davidson
LT Mikal A. Geyer
LT Erica M. Hampton
LT Caitlin E. Holliday
LT Justin D. Jachetta
LT Abigail M. Kaiser
LT Thaddeus R. Kieser
LT Kasey J. Landry
LT Crystan S. McLymore
LT Joseph J. Page
LT Laura J. Palombella
LT David P. Pry
LT Elizabeth A. Rose
LT Kevin M. Schreiber
LT Eric P. Van Note
LT Ethan J. Zebron
LT Stephanie L. Hoover (Alternate)
LT Alexander S. Marmon (Alternate)
LT Venus Y. Rebholz (Alternate)

LT Brittany J. Barfield (EDO (N))
LT Avi Chatterjee (EDO (N))
LCDR Matthew T. Kruse (EDO (N))
LT Barada A. Moncravie (EDO (N))
LCDR Kayla L. Lovelady (EDO (N)) (Alternate)

Assistant Reactor Officer:

LCDR David Bradley
LCDR Anthony Guy
CDR Brian J. Karlo
LCDR Donita L. Lozada
LCDR Michael A. Schillaci
CDR Tyler A. Spindler
LCDR Ian H. Taylor
LCDR Graham D. Ziemba

EDO(N) Continuation:

LCDR Julia E. Cumming
LCDR Austin R. Jolley
LCDR Travis J. Norrell

Selects list can be found here:

https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Detailers/SWO-N/FY26_CVN_BOARD_SELECTS.pdf?ver=UO_DoBUfizfTC0qjaLNz5g%3d%3d

FY-26 Department Head Results can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Career/Detailing/Officer/SurfaceWarfare/Documents/FY26%20DEPT%20HEAD%20BOARD%20SWO%20LIST%20OF%20SELECTS.pdf?ver=JTZmHaDZJd5z63-tebRdEQ%3d%3d>

Changes to Command Qualification:

Surface Warfare Command Leadership Assessment (SWCLA) replaced the legacy Command Oral Board. The SEAL and EOD communities have been using this model as part of their command qualification process and is being introduced into the SWO community. The SWCLA board will evaluate whether an officer can lead with integrity, courage, and humility. The assessment is conducted by an operational psychologist and debriefed by a panel. The Command Qualification Exam (CQE) and Command Qualification Card are still required.

SWO(N) SWCLA Process:

- When possible, the SWO(N) Detailer will add SWCLA between 1DH and CVN PA tours.
 - Due to limited SWCLA convenings, this is not always available.
 - If an officer does not have SWCLA assigned between 1DH and CVN PA or is already on their CVN PA tour, the CVN is required to coordinate to send the officer to SWCLA.
- If an officer fails SWCLA, a 12-month remediation period is required.
- To schedule SWCLA, officers should work with their commands and contact the following distribution lists for a quota at least 90-120 days prior to convening (CNSP: CNSP_SWCLA@us.navy.mil or CNSL: SURFLANT_SWCLA@us.navy.mil).

COMNAVSURFORINST 1412.1 – Surface Warfare Command Leadership Assessment (SWCLA) is attached for additional information. Additionally, the Command Qualification section of the SWO(N)

Community Brief is attached. Reach out to the SWO(N) Community Management team if you have any further questions.

COMNAVSURFORINST 1412.7B – Updated 6 May 2025 includes revisions regarding SWCLA, as well.

Talent Management Board:

The FY 26 Talent Management Board is tentatively 08 August 2025. Last year, submissions to the board were due on 22 July. Though the official notification for this year's board is not published, plan on similar submission timelines.

This is a free opportunity to compete for fantastic shore duty options. You can apply for the specific programs or billets once the list is published. If you are awarded the program or billet, you have seven days to submit a Department Head contract to accept. If you choose not to, it will be awarded to the next applicant. SWO(N)s do extremely well as several opportunities are academically based and we typically have higher GPAs. I highly recommend applying!

Previous announcement can be found and expecting early June for a new announcement to be posted in the link below:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Detailers/412-Division/>

Please contact LCDR VanSice at kara.vansice.mil@us.navy.mil if interested in any of the Talent Management Board opportunities!

Continuation Bonus (COBO) Increase:

COBO has increased to \$50K and \$60K for serving/served Major Commanders! Details can be found in the NAVADMIN linked below but highlights are as follows:

- Annual rate for all contract lengths is raised to \$50K except for serving Major Commanders (MC) and Major Program Managers (MPM) to include MC Fleet up billets
- For serving or served MCs or MPMs to include MC Fleet up billets:
 - Contracts of ≥ 2 years are raised to \$60K
 - Must obligate to post-MC or MPM assignment
- Contracts signed prior to 3 FEB 2025 are not eligible to receive the updated rate for this cycle. You should still negotiate to receive the higher rate next cycle.

We are now accepting all new contracts and May 2025 contracts are still being processed. If you have already submitted your new contract for the increased rate but have not received a confirmation letter, it is still being processed. You may initially receive your previous contract rate amount, and this is to be expected. You will receive the remaining amount when processed. Please contact LCDR Das at dyuti.das.mil@us.navy.mil if you have not received your increased amount and confirmation letter 3 weeks after your contract effective date. We will get you the full amount earned!

NAVADMIN 087/25 can be found here:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/NAVADMIN/NAV2025/NAV25087.pdf?ver=z8aSMUSX-I8jdaPBwXFpQ%3d%3d>

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!

3-6 June 2025: Charleston (NNPTC/NPTU)

16-18 June 2025: Mayport, FL with PERS-41

9-12 June 2025: Everett/Bremerton with PERS-41

13-15 June 2025: Pearl Harbor with PERS-41

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!

ENS Elisabeth Aigeldinger

ENS Malinda Beason

LTJG Matthew Beauchamp

ENS Marissa Bell

ENS Matthew Bernard

ENS Austin Cusumano

ENS Christopher Harris

ENS Oliver Hasler

ENS Joshua Hill

ENS Sebastian Massimini

ENS Justice Mermerian

ENS Isabella Olaes

ENS Sahil Pesari

ENS Nathan Poches

ENS Nicholas Pohlabein

ENS Jacob Proctor

ENS Malcolm Rivers

ENS Sebastiao Vale De Gato

ENS Ghate Virendra

ENS Tanner Wildasin

PNEO Results:

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

January Exams:

LT Kayla Banks

LT Elliott Craynor

LT Craig Gleason

LT Corinna Lyon
LT Chad Meece

February Exams:

LT William Burdge
LT Seth Colby
LT Mary Cole
LT Vincenzo Freschi*
LT Rachel Goh
LT Robert Guild*
LT Cameron Ridley
LT John Taft

March Exams:

LT Lauren Bartholemy
LT Dylan Eberhard
LT Jackson Herget
LT Preston Hoover
LT Isaac Melendez
LT Zachary Reid*
LT Aaron Sessions*

April Exams:

LT Grant Tribble
LT Jessica Cedrone
LT Matthew Elia*
LT Joseph Garcia
LT William Gilchrist
LT Maxon Hicks
LT Hugo Lara
LT Jordan Stickelman
LT William Williams
LT Stacey Zuppa
LT Kevin Fine
LT Mason Frazier*
LT Paul Greenbaum*
LT Joshua Krog
LT Anastasia Malamphy
LT Aidan McDaid
LT Nicholas Paraiso
LT Ashley Sweet
LT Joshua Waits
LT Tyler Philp
LT Tyler Jones
LT Elise Hermes

*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!

V/r,
Justin