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ABOVE: On the Cover:

A TRFB team member and a new hire ring the bell, announcing the new employee's status at the August, 2024 job fair in Silverdale. (U.S. Navy photo by Lonnie Collier, TRFB Public Affairs)

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REFIT REVIEW

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Team TRF Bangor,

I want to wish everyone here at TRFB a Happy New Year! I hope everyone got a chance to spend the holiday season with their family and friends. This is a great time of year for us all to recharge our batteries and harness that energy to forge our path into 2025 – which, like 2024, will be a pivotal year for TRFB as we resume Extended Refit Periods and have 8 SSBNs operating out of Bangor for the first time since the 90's. You can look to the waterfront to see how we are preparing for the challenge – the paint enclosure which should be installed on the Delta North unit until February demonstrates innovative ways we are tackling the unique challenge that confronts us.

As we all filter back in to work, we have had many changes with some long-time team members leaving, some new personnel joining us, and we have had shifts in our department heads and executive leadership. I want you all to know that even when our people change, the mission never does. We have one of the most important jobs in the Navy. We keep these boats mission-ready and get them quickly back in the water to protect our nation – and if we do it right it can be rewarding, even fun.

International news and events are making the Pacific Ocean the most strategic region in the world. TRFB will continue to be one of the most impactful commands in 2025 and the coming years as we maintain the Ohio class and prepare for Columbia. While you may not read about us much in the press-

To start 2025, I like to reflect on pieces of our Naval history.

- January 21 will mark the anniversary of the launch of the USS Nautilus (SSN 571) in 1954. The Nautilus was the world's first nuclear-powered submarine.
- The ability of the nuclear-powered ship to stay submerged for long periods of time allowed the US to travel the frozen northern oceans and gain access to the previously protected waters of the Soviet Union.
- In recognition of her pioneering role in the practical use of nuclear power, Nautilus was designated a National Historic Landmark by the Secretary of the Interior on 20 May 1982.

At the end of January, we will have our next CO call. I hope many of your questions from previous CO's Calls have been answered and I look forward to hearing what's on everyone's

mind in the new year – perhaps even some topics other than Delta Pier parking.

Since Winter is still in full swing, I encourage everyone to get on Everbridge. I highly encourage you to sign-up to receive the most up to date information about gate closures, work delays etc. You can do so by texting TRFB to 888-777 with your mobile devices. You can also sign up for base AtHoc messages at <https://cnrnw.cnic.navy.mil/Installations/NAVBASE-Kitsap/> and follow us on social media @trfbangor to receive the most up-to-date information.

I am proud of this team and your dedication to our mission. Please continue to exercise your good decision-making skills, the amazing work-ethic, and innovative thinking that I have come to expect from such an exceptional team, stay safe and I'll see you on the "deckplates"!

V/R,

CAPT Mike Eberlein
 Commanding Officer
 Trident Refit Facility Bangor

TRFB Remains Consistent in Recruiting Goals

Article by: Nick Scott, photos by Lonnie Collier, TRFB Public Affairs



TRFB Command Recruiter, Jill Langdon and Brody Denis, from the TRFB Lifting and Handling Department attend a job fair.

Nearly 1,000 people poured through the doors of the NewLife Events Center in Silverdale, Wash., on the weekend of August 9 and 10, 2024. This was the biggest hiring event turnout Trident Refit Facility, Bangor had held to date.

From those nearly 1,000 people, mostly locals to Kitsap County, Wash., 152 received job offers on the spot.

The mastermind behind this hiring event is Jillyan Langdon, TRFB command recruiter.

Langdon, who came from the private sector to TRFB in July, 2023, was handed the monumental task of increasing the TRFB workforce in a highly competitive region.

TRFB not only competes with private sector jobs, TRFB also competes with other federal entities in the area.

According to Langdon, even though it feels like an uphill battle, recruiting to critical roles at TRFB is more important than ever.

“The only thing that’s consistent in recruitment is

change and that rings true even at TRFB,” said Langdon.

“The high-demand roles are always changing,” said Langdon. “Every single one of our shops is vital to our mission, but it’s the unique roles we offer at the command that truly ignite excitement during our hiring process.”

As the only refit facility of its kind on the west coast, increasing the workforce will continue to be of the utmost importance moving forward according to command leadership.

“The work we do at our command is meticulous and very demanding – both physically and mentally, if we’re understaffed it can

have a significant impact on our mission,” said Langdon. “A limited work force leads to many things – hindering productivity, increased employee burnout and attrition, leading to missed deadlines, impacting quality control and potentially reduced

output; ultimately limiting TRFB’s ability to grow and operate at our full capacity.”

For Langdon to be successful, a big part of her job is community outreach. Community outreach and involvement are integral to any recruitment.

“My full title is ‘Command Outreach and Recruitment Program Manager’ and my role truly is broken down into two separate programs, however, recruitment cannot be successful without robust partnerships and involvement in our community,” said Langdon.

Langdon said she has built relationships with Accelerated Training in Defense Manufacturing (ATDM) in Danville, VA, Kitsap County Chamber of Commerce, across multiple campuses of Washington State University, Olympic College, Washington State Youth Academy, Bainbridge Island High School, North Kitsap High School, Central Kitsap High School, Olympic High School, Bremerton High School, Klahowya Secondary School, South Kitsap High School, the Wounded Warrior Project, WorkSource Kitsap – and will add any more that present themselves in the future.

“Also, establishing a digital presence is absolutely essential,” said Langdon. “I’ve created a Linktree account for TRFB which is a one stop shop for all of our digital platforms, LinkedIn, Facebook, Instagram, the TRFB homepage, and any open USA Jobs announcements.

A key part of advertising is reaching the community in ways that are easily accessible. Social engagement breaks down into three different categories; reach, engagement and interactions.”

And those engagements have increased exponentially. Due to Langdon and other departmental initiatives, TRFB’s reach has increased by 454 percent, engagement has increased by 170 percent and interactions have increased

by 277 percent.

These numbers show correlation with the increase in attendance to TRFB direct hire events. August 2023 drew 220 total job seekers with 22 offers. January 2024 saw 458 total job seekers with 45 job offers. And of course, the biggest to date, August 2024 direct hire event brought 945 total job seekers with 152 job offers.

According to Langdon, these numbers should continue to increase in upcoming direct hire events as well as department specific events.

“Consistently, the priority work we need in recruitment is always aligned with what is needed to get our submarines out on time,” said Langdon. “I’ve seen the hard work our deckplate workers put in daily, and it’s vital to continue that work.”

TRFB will continue to post all upcoming direct hire events on social media pages. Anyone interested in submitting a resume can also go to the TRFB careers page at, <https://www.navsea.navy.mil/Home/TRFB/Careers/>.



TRFB team members and new hires pose for a photo at the end of the August, 2024, job fair in Silverdale.



A TRFB team member and a new hire prepare to ring the bell, announcing the new employee’s status at the August, 2024, job fair in Silverdale.

THROUGH THE LENS

U.S. Navy Photos by MC1 Adora Okafor and Lonnie Collier, TRFB Public Affairs



Vice Adm. Richard Correll, Deputy Commander of U.S. Strategic Command, meets with TRFB leadership.



TRFB, Naval Base Kitsap and U.S. Navy Region Northwest prepare for a local game at Lumen Field before the Army vs. Navy Flag Football Game.



Vice Adm. Richard Correll, Deputy Commander of U.S. Strategic Command, tours TRFB.



The TRFB command team tour the Lifting and Handling Department's Rigger Shop at TRFB.



Fair winds and following seas to Command Master Chief Chase Krause, who accepted his meritorious service award, presented by Capt. Michael Eberlein, commanding officer, TRFB, in December.



Congratulations to Rusty Staub, TRFB's Employee of the Quarter, 4th Quarter, FY 24, as he accepts his award presented by Capt. Michael Eberlein, TRFB commanding officer, at TRFB, in December.



Empowering Growth: How TRFB's Training Initiatives Foster Development

Article and photos by: MC1 Adora Okafor, TRFB Public Affairs

At Trident Refit Facility, Bangor (TRFB), professional development isn't just a check in the box, it's a comprehensive strategy to empower employees, strengthen leadership, and drive command excellence.

TRFB requires a skilled, knowledgeable, competent workforce with employees who are adaptive, flexible, and focused on the future. While the responsibility of a successful training program lies with each department, the Command Training Division was established to assist departments in meeting their training needs. Training Analyst Nicole Whitener, a member of the training division, is a passionate advocate for growth and development within the organization.

Whitener's role as a training analyst is multi-faceted.

"I vet vendors and see who is best suited to deliver the training for our command," she explains.

Her responsibilities don't stop there. Whitener also tracks spending, supports the development of key leadership programs, and co-teaches a class titled "Four Lenses" with her colleague Jennifer Bailey. Four Lenses is a temperament-based communication style training that helps participants understand how people process information and communicate.

"Four Lenses is about seeing things from different perspectives, whether it's your personal life or at work," said Whitener. "This training not only helps you to understand your communication style, but also helps you

understand others and how they process information. Ultimately, this course teaches necessary skills that will help people communicate more efficiently with others, and understand their various perspectives based on how they process information through communication.

For Whitener, the purpose of training is simple, we train for growth.

"The purpose of training is to develop yourself," she stated. "It's extremely important that we keep growing, because we simply don't know what we don't know."

Whitener believes that training and development doesn't just create better employees, it creates more fulfilled people. This approach fosters well-rounded individuals who thrive in both their personal and professional lives.

"It is a full-circle process that we believe in here," said Whitener. "If you have the right, high-efficient training that provides the tools that you need to develop yourself in your career, then you're a

better employee and a happier person. It hits all aspects of your life. So, a 'full-circle employee' can use the trainings we provide to develop themselves both personally and professionally."

TRFB's commitment to training is evident in their financial investment. In Fiscal Year (FY) 2024, the command allocated over \$276,000 to departmental training, which assisted in certifying 220 employees and ensuring team members have the necessary skills to operate safely



A TRFB team member works at Delta Pier.

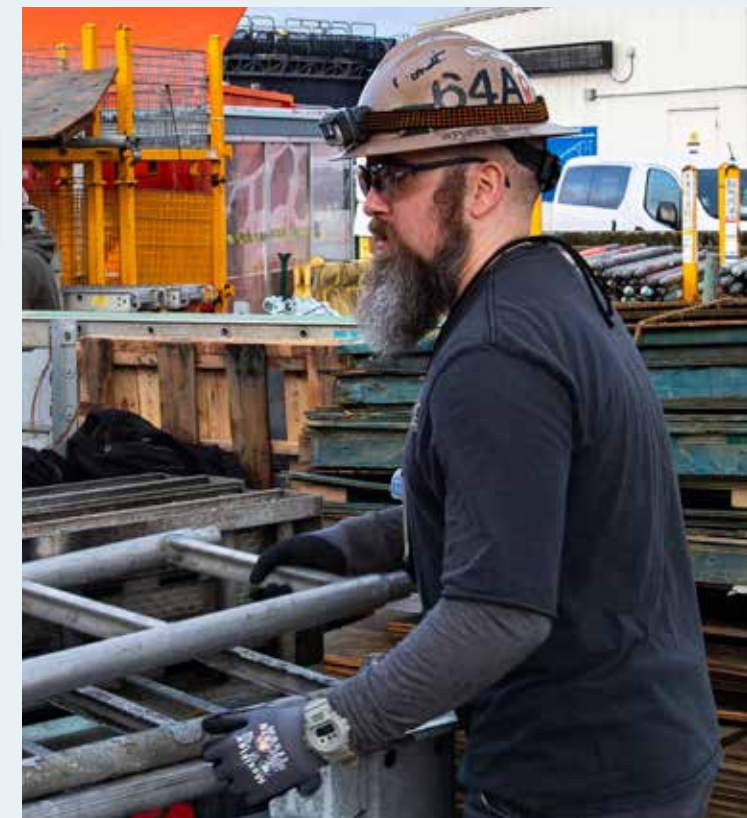
and efficiently in their respective workspaces. An estimated \$197,316 was allocated to command training, which tends to focus on self-development initiatives. In FY24, 440 TRFB employees utilized the courses offered to all employees. Additionally, \$28,582 was invested in the development of 65 TRFB supervisors in FY24. In total, that's slightly over half a million invested in the development of TRFB employees.

Although exact data on training's impact on retention is difficult to quantify, Whitener sees a clear connection. However, one of the biggest challenges at TRFB is ensuring that all employees are aware of the ongoing training opportunities. While many receive the notifications about training through e-mails, the Delta Dispatch, and Waypoints, some shop workers face barriers to access.

"Sometimes they don't hear about training until it's already passed," says Whitener. "We're working on solutions, such as encouraging supervisors to communicate opportunities

during musters and team meetings."

As TRFB looks to the future, the training team aims to introduce more flexible training options that work with the diverse schedules of TRFB's workforce. This enforces the command's commitment to investing in the development of their employees. Through creating accessible opportunities for learning and leadership development, TRFB strengthens its workforce and builds a culture where everyone, from new hires to seasoned leaders, can thrive.



A TRFB team member works at Delta Pier.



A TRFB team member works at Building 7000.

BRAVO ZULU & OBSERVANCES

U.S. Navy Photos and graphics by MC1 Adora Okafor, MC2 Sarah Christoph and Lonnie Collier, TRFB Public Affairs



BZ to Gerald McClosky, TRFB Quality Assurance Inspector General Foreman, on 40 years of government service!



BZ to Aaron Joseph, who was selected as TRFB's 2024 FWS Supervisor of the Year.



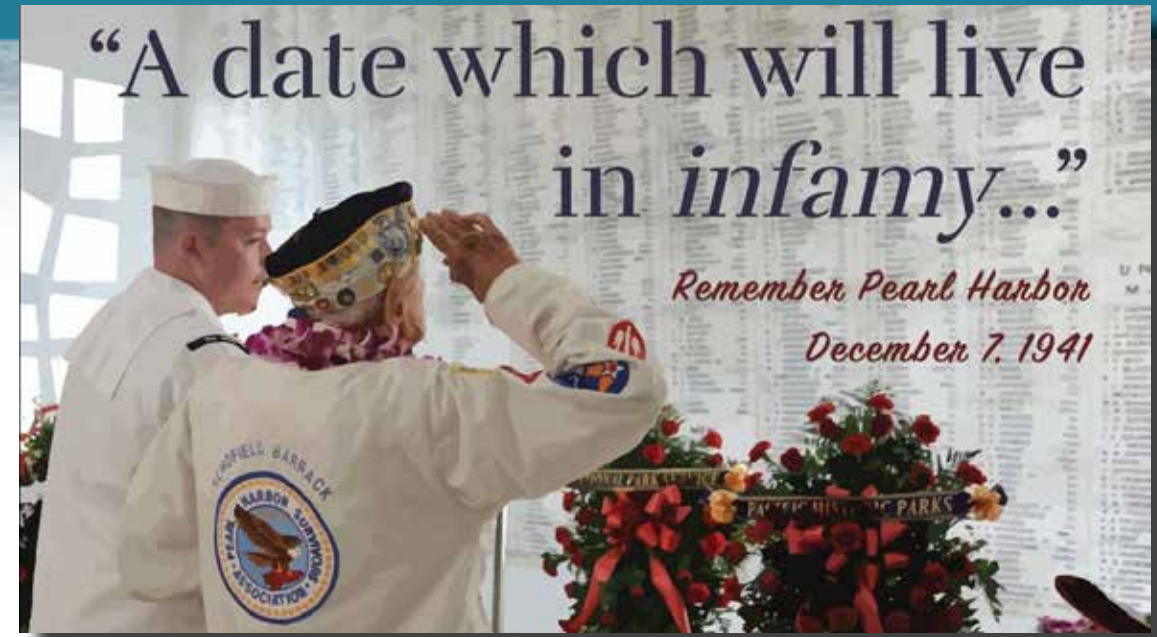
BZ to Stacy Skodje, who was selected as one of TRFB's FY 2024 Supervisors of the Year.



BZ to ETN1 Dougherty, who was recently awarded a Navy and Marine Corps Commendation Medal.



BZ to MC2 Sarah Christoph, who was recently awarded the Navy and Marine Corps Achievement Medal.



National Pearl Harbor Remembrance Day, also referred to as Pearl Harbor Remembrance Day or Pearl Harbor Day, is observed annually in the United States on December 7, to remember and honor the 2,403 Americans who were killed in the Japanese surprise attack on Pearl Harbor in Hawaii on December 7, 1941, which led to the United States declaring war on Japan the next day and thus entering World War II.

Christmas

Christmas is an annual festival commemorating the birth of Jesus Christ, observed primarily on December 25 as a religious and cultural celebration among billions of people around the world. A liturgical feast central to Christianity, Christmas preparation begins on the First Sunday of Advent and it is followed by Christmastide, which historically in the West lasts twelve days and culminates on Twelfth Night.

Hanukkah

Hanukkah is a Jewish festival commemorating the recovery of Jerusalem and subsequent rededication of the Second Temple at the beginning of the Maccabean Revolt against the Seleucid Empire in the 2nd century BCE. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from November 28 to December 27 in the Gregorian calendar.

Kwanzaa

Kwanzaa is an annual celebration of African-American culture from December 26 to January 1, culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga based on African harvest festival traditions from various parts of West, East, as well as Southeast Africa. There is even an acknowledgement of the customs of the Mizrahi Jewish people from Northern Africa. Kwanzaa was first celebrated in 1966.

Looking for portrait or photo support, public affairs guidance, graphic or flyer design, or other command-related media requests? Stop by the Public Affairs office to make a request or appointment today!

Studio portrait walk-ins are held on Wednesdays from 0800-0900. Studio times may be adjusted to suit your schedule. Remember to bring the prescribed uniform, cover, and package instruction for the specific type of studio portrait requested.



President James Earl Carter Jr., 1924-2024

On Eternal Patrol

