

The following list contains the entire submission submitted December 23, 2024 08:15:08pm ET, and is formatted for ease of viewing and printing.

Contact information

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Request

Request ID	1797536
Confirmation ID	1800991

Request description

Dear FOIA Officer, Pursuant to the Freedom of Information Act, 5 U.S.C. § 552, and the implementing FOIA regulations of the agency, I respectfully request the following: Documents sufficient to account for: 1) Documentation or records identifying any personnel who transitioned from Schedule C appointments to SES positions within the last year, including the dates and circumstances of such transitions. 2) A complete list of all SES employees hired in the last year, or promoted to SES in the last year. The resume provided by the individual to the agency in connection with determining the appropriate salary for the individual, or if that is not available, a recent resume contained within the agency's records. Copies of any SF-50 forms for the individual reflecting any change in position, title, or salary, including when the employee starts or leaves a position. 3) The most recent organizational and hierarchy charts published or disseminated internally by the agency or subordinate organizational entity. Search Instructions: Please limit all searches in response to this Request from January 1, 2024, to the present. Please include the full email chain and attachments relevant to any responsive documents to provide further context. To further narrow down the scope of the request, requester does not seek correspondence that merely forwards press clippings, such as news accounts or opinion pieces, newsletters, and published or docketed materials, if that correspondence has no comment or no substantive comment added by any party in the thread. The terms “pertaining to,” “referring,” “relating,” or “concerning” with respect to any given subject means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with, or is in any manner whatsoever pertinent to that subject. The term “record” means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, inter-office and intra-office communications, electronic mail (emails), MMS or SMS text messages, instant messages, messaging systems (such as iMessage, Microsoft Teams, WhatsApp, Telegram, Signal, Google Chat, Twitter direct messages, Lync, Slack, and Facebook Messenger), contracts, cables, telexes, notations of any type of conversation, telephone call, voicemail, meeting or other communication. Please comply fully with 5 U.S.C. § 552(b). Accordingly, without limitation to the foregoing, if any portion of this request is denied

Supporting documentation

Fees

Request category ID

media

Fee waiver

yes

This request is primarily and fundamentally for non-commercial purposes, as it seeks to examine the actions of federal employees potentially opposing the personnel and hiring policies of the incoming Trump administration, a matter of significant public interest and essential government transparency. Further, this is amplified by the slow processing times and understaffing of the agency's FOIA office, delaying timely release of information by the agency—impeding the ability to inform the public concerning actual or alleged Federal government activity quickly creating circumstances, 'in which there exists possible questions about the integrity of the government that affect public confidence'. Because this is a request by a member of the news media for information of public interest, made in my capacity as a freelance investigative columnist for the Daily Signal (a major news outlet), I actively gather information of potential interest to my audience, and I use my editorial skills to turn raw materials into a distinct work, and I distribute that work to my audience through articles. My latest articles published can be found at the following url:

Explanation

<https://www.dailysignal.com/author/colin-aamot/>. I request that you waive all applicable fees associated with this request. If you deny this request for a fee waiver, please advise me in advance of the estimated charges if they are to exceed . Please send me a detailed and itemized explanation of those charges. Thank you in advance for considering my request. If you have any questions, or feel you need clarification of this request please contact me at colinaamot@protonmail.com.

Willing to pay

50

Expedited processing

Expedited Processing

no

Additional information

attachments_supporting_documentation

Ms. Karen M. Davis

(b)(6)

PROFESSIONAL SUMMARY:

Senior Executive Service (SES) and Defense Acquisition Workforce member experienced in leading high-tempo and demanding professional environments. Demonstrated knowledge and accountability for the development and integration of enterprise efforts within Systems Commands, Program Executive Offices, Special Forces, and Pentagon Secretariats. Resilient in collaborating to create and empower diverse high-performing teams. Professional experience includes:

- Leadership, Team Building and Professional Coaching
- Acquisition and Contracting
- Program Management and Analysis
- System of Systems and Mission Systems Engineering and Integration
- Earned Value Management
- Strategic Thinking and Planning
- Industrial Operations and Sustainment
- DoD Planning, Programming, Budgeting and Execution

EXECUTIVE EXPERIENCE:

Naval Sea Systems Command (NAVSEA) – Washington Navy Yard (WNY), D.C.

July 2022 – Present

Deputy Commander for Supervisors of Shipbuilding & Executive Director of Industrial Operations

- Inaugural Deputy Commander leading strategic efforts for four Shipbuilding Commands and partnering with shipbuilding Program Executive Offices to drive quantifiable, continuous improvement between acquisition and administration of ship and submarine construction and repair projects.
- Leading teams in amplification and resolution of problems pertaining to first-time quality and the corresponding cost and schedule impacts.
- Report to congress annually on all Navy shipbuilding critical metrics and key industrial base issues for over \$170B in contract values.
- Concurrently serving as Industrial Operations senior executive for oversight of nuclear vessel depot maintenance programs and projects exceeding \$15B annually.
- Partner and leader in driving strategy and collaboration for ship and submarine depot maintenance improvements to meet standards of operational availability.
- Leading a geographically dispersed 39K person organization in the resolution of technical and sometimes ambiguous and politically charged problem sets.
- Providing broad supervision, standards, and accountability for programming, budgeting, civilian personnel management, space, asset and records management, information systems, acquisition and contracting.
- Directly leading six senior executives and eight senior military personnel through shared vision, learning and collaboration in highly complex domains of ship construction, maintenance, and repair.

Program Executive Office (PEO) Aircraft Carriers – WNY, D.C.

June 2021 – July 2022

Executive Director for Aircraft Carriers

- Served as the senior civilian for acquisition, construction, product support and sustainment, and deactivation of aircraft carriers.
- Introduced innovative ideas and solutions, set strategic priorities, and led military and civilian personnel teams including three navy program offices with a budget exceeding \$50B.
- Led collaborative efforts to develop and defend aircraft carrier contracting strategies and build profiles and presented results to OSD Cost Analysis and Program Evaluation teams, successfully accounting for the unique impacts to cost, schedule, and performance and the industrial base as the result of moving large capital vessels.
- Served as National Co-Lead for the Navy Program Management Competency and NAVSEA/PEOs Program Management Competency Chair.
- Evolved professional development strategies and policy positions that represented the interests of the Navy's greater than 7K program management competency members.

Office of the Under Secretary of Defense, Acquisition & Sustainment – Pentagon

April 2021 – June 2021

Director for Surface Warfare

- Provided executive guidance of senior personnel in developing and integrating insightful, actionable, and decision-ready information for Defense principals, Joint Staff, Congress, and the White House in support of surface and subsurface naval vessels, air defense systems, vertical lift rotary wing aircraft, unmanned systems, and tactical ground vehicles.
- Interfaced with the Deputy Secretary of Defense and staff on matters pertinent to Major Defense Acquisition Category I programs.

- Results during this brief assignment include: 1) Completion of two acquisition portfolio reviews with Defense stakeholders for holistic views of risks, dependencies, and opportunities; and 2) Collaboration on rapid response to Congressional interest items that included foreign military security and unmanned system components.
- Personally participated in a White House briefing on programs of presidential interest.

U.S. Special Operations Command – Fort Liberty, NC

June 2019 – April 2021

Executive Director for Joint Special Operations Command

- Leader and influencer in a Joint (Army, Navy, Air Force, and Marine Corps) organization including partner agencies executing complex missions to support homeland and global U.S. interests.
- Reporting to an Air Force 3-Star General Officer, as accountable for developing, integrating, and sustaining program priorities of multi-billion-dollar workflows.
- Command's authority for acquisition matters and engagement with Service Acquisition Executive and PEOs.
- Set the vision and guided shaping of major budgetary, contractual, and policy actions for business operations to transform and maintain a cohesive portfolio aligned with national mission force requirements.
- Applied risk management, and systems engineering acumen in problem-solving to ensure operator needs and efforts of reporting forces were integrated, insightful of lower tier impacts, and aligned to overarching priorities.
- Established leadership vision and approved strategies for talent management of a multi-generation, high performing military and civilian workforce across business, technical, operational, and supporting competencies.
- Quickly formed partnerships that included the state of NC university system to cultivate talent through recruiting, developing, and retaining a workforce with competency in national and interagency decision-making processes.

NAVSEA – WNY, D.C.

March 2016 – June 2019

Executive Director for Surface Warfare

- Provided fleet support for over 70% of the Navy's surface ships through executive oversight of \$15B, eight offices of 500 geographically dispersed military and civilian personnel, and thousands of indirect personnel in delivering non-nuclear ships to the fleet on time and operationally ready.
- Led emergency operations center response and rapid support activities for 2 major at-sea ship collisions.
- Developed the Navy's first long-range ship maintenance and modernization plan to inform government and industry planning and investment strategies for in-service vessels to include facilities and capital equipment.
- Provided executive leadership of in-service and modernization program teams.
- Routinely interfaced with Fleet, Industry, Congress, and foreign militaries on systems engineering and acquisition/contracting matters.
- Accomplished first-ever major modernization contract awards for select ship classes; shortened protracted contract awards timelines; awarded emergent/urgent contracts to restore ships involved in major at-sea collisions via a global workforce.
- Championed a multi-generational STEM workforce, including oversight of the Command's Executive Fellows Program of employees selected for increased leadership opportunity and responsibility.

PEO Integrated Warfare Systems – WNY, D.C.

November 2014 – March 2016

Director for Integrated Combat Systems

- Delivered integrated and systems-engineered combat systems, sensors, weapons, and C4I warfighting capabilities for naval vessels. Led mitigation of risks impacting the alignment of programs, systems, and budgets.
- Conceptualized the PEO IWS 30-Year Combat Power Plan.
- Leveraged my experience in developing the Navy's 30-year Shipbuilding Plan to create a similar strategic plan for the acquisition of combat systems.
- Engaged flag/executive leadership in my vision that manifested into the overarching PEO long-term plan for navy combat power encompassing cross-systems and cross-platform capabilities.
- Drove change to enhance cross-organizational ship combat system certification practices by providing new concepts and operating frameworks to implement improvements in areas such as cybersecurity, information assurance compliance, configuration management, and software trouble reporting.
- Served as a liaison with stakeholders such as the Missile Defense Agency for integration matters.
- Executive champion for "Women's Employee Resource Group."
- Introduced global tools such as "Lean In."

ADDITIONAL EXPERIENCE SUMMARY:

Program Manager and Naval Engineer, before selection to the executive level of service. My professional background includes over 20 years as a program manager and engineer as summarized:

- Advanced Technology.
- Marine Corps Information Systems & Infrastructure.

- Navy Shipbuilding and Combat Systems.
- Deputy Program Manager for Aircraft Carrier Construction.
- Assistant Secretary of the Navy (Research, Development and Acquisition) Director for Aircraft Carriers and Amphibious Ships.
- Computer, Electronics, and General Engineer.
- Creation and execution of a various contract types (Sole Source, Fixed and Cost types, etc.).
- Leading teams in shipbuilding and ship systems program development and execution to include design, engineering, research and development, test and evaluation, mission/systems engineering, integration and fielding; and shutdown. Achieving several “first of” results for the Navy.

EDUCATION & CREDENTIALS:

- Active TS / SCI Clearance.
- Business and Professional Coaching Certification, NC State University.
- Program Management and Engineering Certifications, Defense Acquisition University.
- Advanced Flag and Senior Executive Program, Naval Post Graduate School.
- Navy and Industry Acquisition Business Seminars, Kenan-Flagler Business School, UNC Chapel Hill.
- Key Executive Leadership Program, American University.
- The Executive Program, Darden School of Business, University of Virginia.
- M.S. Engineering Management, West Coast University.
- B.S. Computer Engineering, Clemson University.

AWARDS:

- Navy Civilian Superior Service Award.
- Joint Civilian Meritorious Service Award.
- Navy Meritorious Unit Commendation.
- Defense Civilian Meritorious Service Award.

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) Davis, Karen M	2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 10-20-2024
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FIRST ACTION

5-A. Code
145

5-B. Nature of Action
Transfer SES Career

5-C. Code
V6M

5-D. Legal Authority
5 U.S.C. 3395(a)(1)(B)

5-E. Code

5-F. Legal Authority

SECOND ACTION

6-A. Code

6-B. Nature of Action

6-C. Code

6-D. Legal Authority

6-E. Code

6-F. Legal Authority

7. FROM: Position Title and Number

EXECUTIVE DIRECTOR FOR INDUSTRIAL OPERATIONS

DNES-2105 - 1066472

8. Pay Plan ES	9. Occ. Code 0340	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary \$217,857.00	13. Pay Basis PA
12A. Basic Pay \$217,857.00	12B. Locality Adj. \$0	12C. Adj. Basic Pay \$217,857.00	12D. Other Pay \$0		

14. Name and Location of Position's Organization
INDUSTRIAL OPERATIONS DIRECTORATE
NAVSEA OPERATION SUP (FLD GRP) WASH DC

15. TO: Position Title and Number

DEP DIR/CHIEF OPERATING OFFICER

DDES4025 - 1066489

16. Pay Plan ES	17. Occ. Code 1101	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award \$217,857.00	21. Pay Basis PA
20A. Basic Pay \$217,857.00	20B. Locality Adj. \$0	20C. Adj. Basic Pay \$217,857.00	20D. Other Pay \$0		

22. Name and Location of Position's Organization
DECA/HEADQUARTERS
OFFICE OF THE DIRECTOR LB/CC

EMPLOYEE DATA

23. Veterans Preference

(b)(6)	1 - None	3 - 10-Point/Disability	5 - 10-Point/Other
	2 - 5-Point	4 - 10-Point/Compensable	6 - 10-Point/Compensable/30%

24. Tenure

(b)(6)	0 - None	2 - Conditional
	1 - Permanent	3 - Indefinite

25. Agency Use

26. Veterans Pref for RIF

(b)(6)	YES	(b)(6)	NO
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27. FEGLI

(b)(6)	(b)(6)
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28. Annuitant Indicator

(b)(6)	(b)(6)
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29. Pay Rate Determinant

(b)(6)

30. Retirement Plan

(b)(6)	(b)(6)
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31. Service Comp. Date (Leave)

(b)(6)

32. Work Schedule

F	Full-Time
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33. Part-Time Hours Per Biweekly Pay Period

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POSITION DATA

34. Position Occupied

3	1 - Competitive Service	3 - SES General
	2 - Excepted Service	4 - SES Career

35. FLSA Category

E	E - Exempt
	N - Nonexempt

36. Appropriation Code

D

37. Bargaining Unit Status

8888

38. Duty Station Code
511006149

39. Duty Station (City - County - State or Overseas Location)
FORT GREGG-ADAMS / PRINCE GEORGE / VIRGINIA

40. AGENCY DATA (b)(6)	41. (b)(6)	42. (b)(6)	43. (b)(6)	44. (b)(6)
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45. Remarks

(b)(6)

46. Employing Department or Agency
Defense Commissary Agency (DD34)

50. Signature/Authentication and Title of Approving Official
Patrick W. Mauller

47. Agency Code DD34	48. Personnel Office ID 4200	49. Approval Date 09-04-2024	HUMAN RESOURCES SPECIALIST (RECRUITMENT & PLACEMENT)
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TURN OVER FOR IMPORTANT INFORMATION

5-Part

1 - Employee Copy - Keep for Future Reference

Editions Prior to 7/91 Are Not Usable After
6/30/93
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