

A Publication of
Perry Johnson Registrars, Inc.
– Your Partner in Quality

WINTER 2026 VOL. XXV

Annual Auditor Training 2025 Recap

PJVision: PJR's Client &
Auditor Portal

2025 Employee Awards

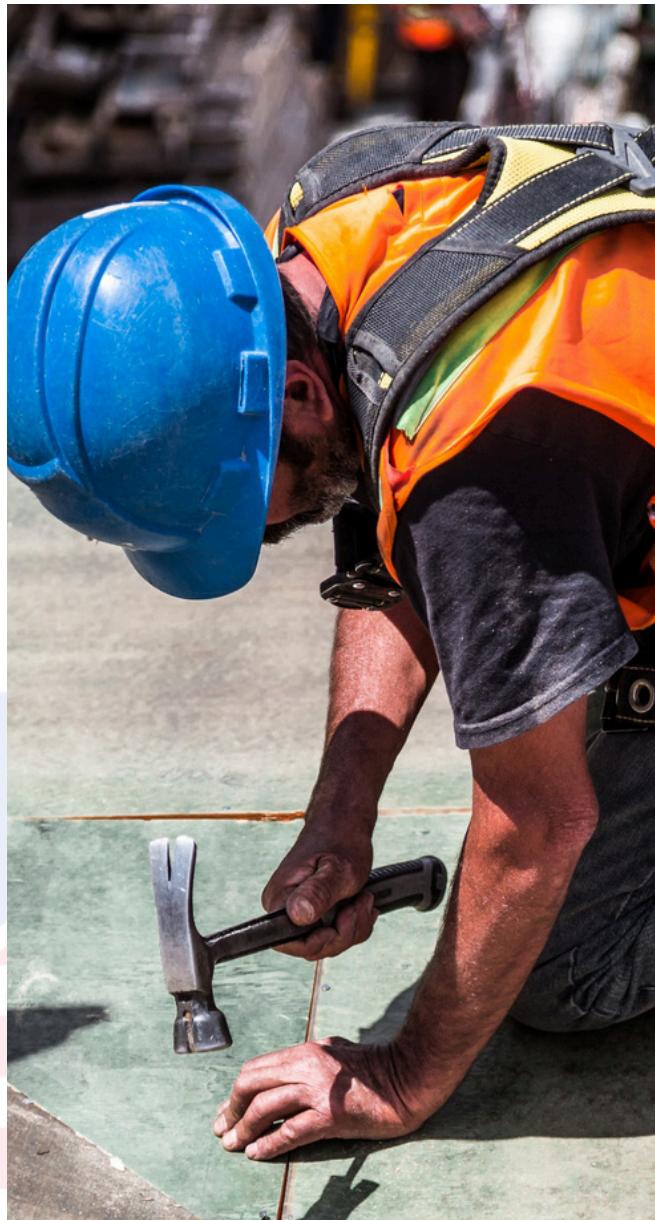
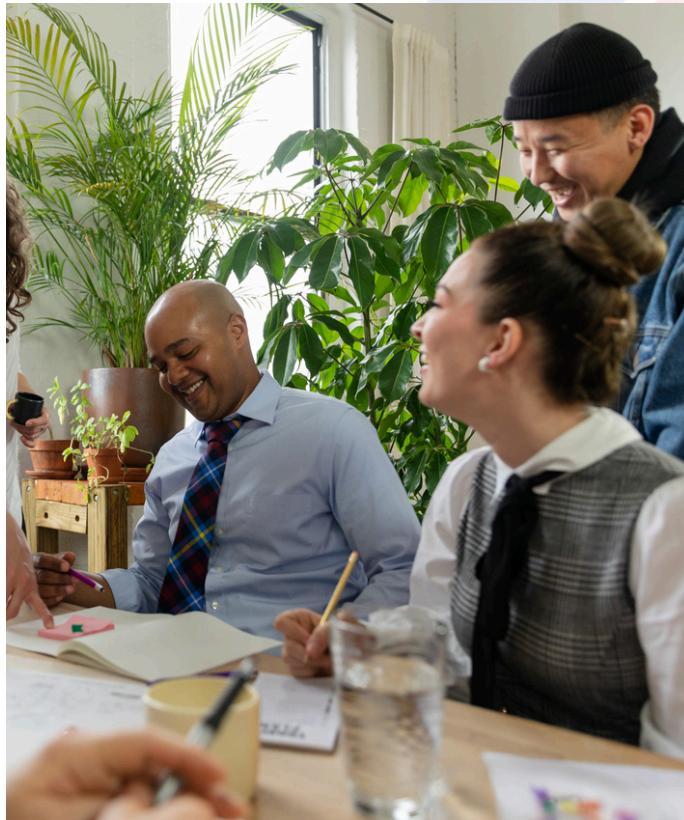
World Standards

REVIEW



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ANNUAL TRAINING 2025

Thank you to everyone who joined us for PJR's Annual Auditor Training and Holiday Gala on Friday, December 12, 2025, at the Embassy Suites in Troy. It was a fantastic day, and we truly appreciate the time, engagement, and enthusiasm each of you brought to the event.

One of the highlights was having so many of our auditors and sales team together in one place. The day was filled with productive conversations, valuable program updates, and collaborative learning across the organization. From the morning general sessions to the afternoon breakout tracks focused on Environmental, Automotive, and Aerospace programs, the training delivered meaningful insights, practical takeaways, and opportunities for open dialogue that support both individual growth and PJR's continued success.

We are grateful to everyone who helped make this event a success and look forward to bringing the PJR team together again in the years ahead as we continue to learn, grow, and build on this momentum.

HOLIDAY PARTY



ANNOUNCING ISO 37001:2025

ISO has released ISO 37001:2025, the revised Anti-Bribery Management System standard. Following our internal review, **PJR began offering audits to ISO 37001:2025 on November 1, 2025**. Under IAF Mandatory Document 30, ISO 37001:2016 will become obsolete on February 28, 2027. **PJR will stop offering 2016 certification audits on January 1, 2026, and will cease auditing to the 2016 version on February 28, 2026.**

Overall, the changes are **minimal**, focusing on clearer language, added emphasis on anti-bribery culture, conflict-of-interest awareness, and planned reviews and training. In most cases, clients can complete the transition during their **next regularly scheduled audit**, often without additional audit time.

PJR has offered ISO 37001 audits for over five years and remains the **only North American-headquartered certification body with ANAB accreditation** for this program. For questions, **contact pjr@pjr.com or 1-800-800-7910.**



TERRY BOBOIGE ATTENDS IAF/ILAC MEETINGS AND VISITS JAPAN

PJR President Terry Boboige actively represented the organization on the global stage throughout 2025, traveling to Japan and Thailand to participate in key international meetings, including the IAF Conference, ISO Annual Meeting, and the IAF-ILAC Joint Annual Meetings. While in Japan, he visited PJR's Tokyo office, greeting employees across all departments and taking time to connect personally with team members—an effort that left a lasting impression. “Everyone was deeply impressed by his warmth and by the fact that he took the time to visit Japan despite his very busy schedule,” shared Wakako Nakayama of the JP Translation Team.

During his visit, Mr. Boboige also engaged with industry partners, including a productive meeting with representatives from JIPDEC, Japan's cybersecurity accreditation body, to advance shared goals in information security and accreditation excellence. In Bangkok, he met with global accreditation leaders at the IAF General Assembly, strengthening international cooperation within the conformity assessment community, and later visited the PJR Thailand office to connect with the local team. These visits underscored PJR's continued commitment to collaboration, quality, and building trusted relationships worldwide.

CELEBRATING CULTURE AND COLLABORATION IN INDIA

Lisa Arpino, Audit Logistics & Technical Review Manager and India Oversight Manager at Perry Johnson Registrars, Inc. (PJR), recently visited our India office to connect with the Audit Support Assistant team and Executive Committee members. Her visit included training sessions, feedback discussions, and candidate interviews, all aimed at strengthening our India operations.

Coinciding with her visit was Ayudha Pooja, a traditional ritual during Navaratri that honors tools of the trade, hard work, and positive energy in the workplace. The office was beautifully adorned with flowers and fruit, employees wore traditional attire, and the team performed their first in-office Pooja, complete with rituals such as breaking a coconut, lighting incense, and smashing a pumpkin to ward off negative energy.

The occasion also marked the team's first in-office lunch together since before the pandemic, making it a truly memorable day. Lisa shared, "I was honored to be a part of their celebration!"

We are grateful for our global team's dedication and for the opportunity to share in such meaningful traditions together.



UPCOMING WEBINAR



Wednesday, Feb 4, 2026 | 11:00 AM ET Common Pitfalls in Aerospace Certification

Join **Kim Wagner, PJR Aerospace Program Manager**, to learn how to overcome common challenges in AS9100, AS9110, and AS9120 certification. Get practical tips on supplier monitoring, risk management, corrective actions, and maintaining compliance.

Go to www.pjr.com/webinar to sign up today!

EXPLORE PJR'S FULL RANGE OF PROGRAMS

At PJR, we provide certification across a wide range of internationally recognized standards to help organizations improve performance, ensure compliance, and build trust. Our most popular programs include:

- **ISO 9001** – Quality Management
- **IATF 16949** – Automotive Quality
- **AS9100** – Aerospace Quality
- **ISO 14001** – Environmental Management
- **ISO 45001** – Occupational Health & Safety
- **FSSC 22000 / ISO 22000** – Food Safety
- **ISO/IEC 27001** – Information Security Management Systems
- **R2v3** – Responsible Recycling Standard

...and many more. From quality and safety to environmental and food standards, PJR supports businesses with globally recognized certifications that make a difference



FREE SELF-PACED TRAINING OPPORTUNITIES

Deepen your understanding of key ISO standards with PJR's complimentary clause-by-clause training courses – offered virtually for your convenience. These sessions provide detailed insights to help you interpret requirements, prepare for audits, and strengthen your management systems.

- **ISO 14001:2015 CLAUSE BY CLAUSE TRAINING COURSE**
- **ISO 45001:2018 CLAUSE BY CLAUSE TRAINING COURSE**
- **ISO 9001:2015 CLAUSE BY CLAUSE TRAINING COURSE**

Visit our website
www.pjr.com/training
 to learn more about these courses!

CLIENT SPOTLIGHT: KAIROS POWER LLC



Kairos Power



Perry Johnson Registrars, Inc. (PJR) is proud to recognize Kairos Power LLC, an ISO 9001 certified organization, for their groundbreaking work in advancing the next generation of clean energy solutions.

Kairos Power designs and manufactures hardware components that support the development and demonstration of their advanced nuclear reactor technology. Their approach blends precision engineering, high-quality fabrication, and innovative testing methods, creating a powerful cycle of design, build, test, and learn. By integrating these processes under one roof, Kairos Power accelerates innovation and ensures continuous improvement, setting them apart as a leader in the nuclear energy space.

The Role of ISO 9001 in Their Mission

For Kairos Power, **ISO 9001 certification is more than compliance, it's a foundation for excellence.** The certification provides a standardized framework that ensures consistency across manufacturing, strengthens stakeholder confidence, and reinforces their culture of continuous improvement. As the company scales from early prototyping to repeatable production, ISO 9001 plays a pivotal role in maintaining the discipline and accountability required in the nuclear industry.

"The certification is foundational to Kairos Power's mission," the team shared. "It reinforces the discipline required for superior craftsmanship and quality in the nuclear industry while ensuring that lessons learned are systematically integrated into our processes."

Kairos Power describes their experience working with PJR as "exceptionally positive." PJR's collaborative and knowledgeable team provided clear guidance throughout the certification process. Beyond ensuring requirements were met, audit engagements also helped Kairos Power strengthen their quality culture and uncover opportunities for growth.

Currently, Kairos Power operates one ISO-certified manufacturing site in New Mexico, which serves as the cornerstone of their hardware production efforts. This facility is central to the company's mission and ongoing advancements.





Looking Ahead: The Hermes Demonstration Reactors

Kairos Power is actively pursuing its mission to deliver clean, affordable, and safe energy. Their near-term focus includes integrated design, licensing, and demonstration of advanced reactors. The company is currently constructing its first reactor, the **Hermes Low-Power Demonstration Reactor (Hermes)**, and preparing for **Hermes 2 Demonstration Plant (Hermes 2)**, their first power-producing reactor.

Under a **power purchase agreement (PPA)** with **TVA**, Hermes 2 will supply clean electricity to the Tennessee Valley. This historic milestone marks the first U.S. utility to agree to purchase electricity from an advanced reactor and is also the first step under Kairos Power's landmark agreement with **Google** to deliver 500 MW of clean capacity by 2035. With plans to deploy a fleet of commercial reactors, Kairos Power is on track to make a transformative impact on the global energy landscape.

At the core of Kairos Power's vision is a **commitment to enabling the world's transition to clean energy**. Their mission is not only to improve quality of life but also to protect the environment. Every engineering and business decision is rooted in this guiding philosophy, driving their work to make nuclear power safer, more affordable, and more accessible.

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2025 EMPLOYEE AWARDS



NATIONAL SALESPERSON OF THE YEAR:
KARYN MCKEOWN



EMPLOYEE OF THE YEAR: STEFANIE ZACCARDELLI



MANAGER OF THE YEAR: TYLER PLATZ



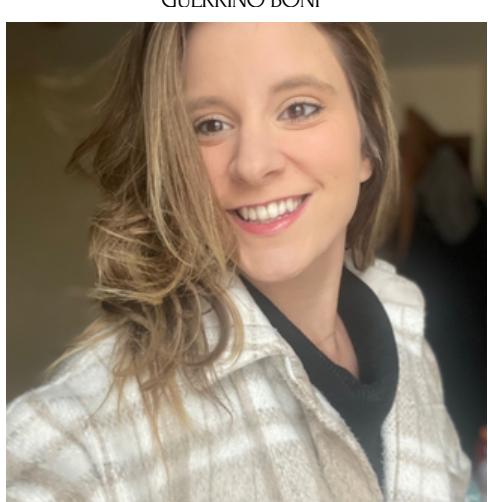
GLOBAL SALESPERSON OF THE YEAR:
GUERRINO BONI



EXECUTIVE OF THE YEAR: MANUELA VILLA



AUDITOR OF THE YEAR: MACKENZIE FORD



EHS AUDITOR OF DISTINCTION:
JENNIFER TROOST



AEROSPACE AUDITOR OF DISTINCTION:
RON STERMER

Not Pictured

AUTOMOTIVE AUDITOR OF DISTINCTION:
KEVIN HAYES

QMS AUDITOR OF DISTINCTION:
LARRY FOSTER

WELCOME TO THE TEAM



ANGELA CANNON
ADMINISTRATIVE ASSISTANT



MIA MORRIS
ADMINISTRATIVE ASSISTANT



SCOTT GROSSMAN
CHIEF BUSINESS DEVELOPMENT
MANAGER



ELMER BOUTIN
SEO MANAGER



REAHMARIA MCMILLAN
PROGRESS INITIATOR



DESHAWN COIL
CYBER SECURITY SPECIALIST

UPDATED PJR CERTIFICATION GUIDE & REGISTRATION DOCUMENTS

JOB OPPORTUNITIES

Looking for a career in certification, auditing, or quality management? PJR is hiring! Join a global leader in third-party certification and make an impact helping organizations improve and grow.

👉 Email our recruiting team for more information (tcampbell@pjr.com)



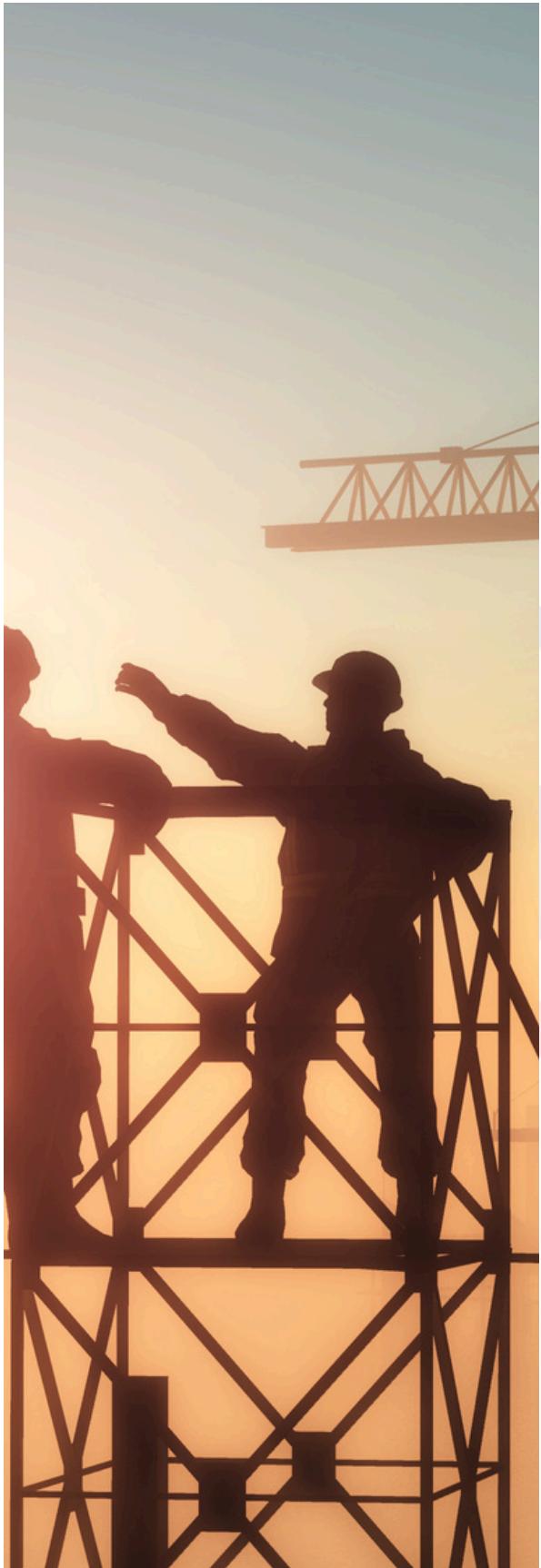
Stay current with the latest versions of PJR's official registration documents, including essential forms, policies, procedures, and resources that support your certification process. Our PJR Certification Guide: www.pjr.com/registration-document-download page provides easy access to everything you need in one place. The most recent update includes the F-3tc Form—visit our website to view and download the latest documents and ensure you're working with the most up-to-date information.

PJR CLIENT REMINDERS

- **Rescheduling Audits & Scheduling Revisits:** It is imperative that the rescheduling of audits, scheduling of revisits, etc. are completed with your scheduler. This is especially important for audit scheduling or changes within 21 days of the intended audit date. Auditors will not accept audit dates or agree on new plans without your scheduler being involved. This helps prevent unnecessary fees, billing issues, F-27 delays, etc.
- **Company Contact Changes:** It is required that companies notify a PJR representative of any changes to your company contacts - for both audit scheduling and accounting purposes. Ensuring that our records are accurate helps us maintain effective communication and streamline our processes, minimizing any potential disruptions to our services.

If there have been any recent changes to your company contacts, or if you anticipate any upcoming changes, please inform your designated PJR representative as soon as possible

- **Updated Terms & Conditions:** Be sure to download the latest version of PJR's Terms and Conditions. The most up-to-date copy is always available on our Document Download (link: <https://www.pjr.com/registration-document-download>) page. Stay informed and stay compliant!



PJVISION: PJR'S CLIENT & AUDITOR PORTAL

PJVision is Perry Johnson Registrars' secure online portal designed to streamline audit communication and improve transparency across the certification process. Launching core functionality in Q1 2026, the platform centralizes key audit activities—such as nonconformance issuance, corrective action submission, and secure audit document access—into one efficient, user-friendly system. Additional capabilities will roll out throughout 2026, further enhancing collaboration and reducing administrative effort.

Learn more and access the portal at vision.pjr.com



HAVE YOU CHECKED OUT OUR BLOG?

Stay informed with expert insights, certification tips, industry news, and updates from the world of standards and compliance. The PJR blog is your go-to resource for staying ahead in a constantly evolving regulatory landscape, whether you're preparing for an audit, curious about the latest ISO revisions, or exploring new certification opportunities.

Read the latest posts on the PJR Blog: www.pjr.com/blog

PJR NOW OFFERING ISO 37001:2025 ANTI-BRIBERY AUDITS

On February 28, 2025, the International Organization for Standardization (ISO) published a revision to its Anti-Bribery Management System standard – ISO 37001.

Having completed an internal analysis of this revised standard and taking the necessary steps to implement its changes – PJR is pleased to announce we will be offering audits to ISO 37001:2025 starting on November 1, 2025.

The International Accreditation Forum (IAF) has published a binding transition timeline titled Mandatory Document (MD) 30. This document can be obtained for free on the IAF website (www.iaf.nu). IAF MD 30 has established that ISO 37001:2016 will be rendered obsolete and invalid on February 28, 2027.

In order to ensure a smooth transition for all of our current and future ISO 37001 clients we have established the following internal deadlines:

- We will cease offering ISO 37001:2016 certification audits on January 1, 2026;
- We will cease auditing to ISO 37001:2016 altogether on February 28, 2026;

Additionally, any certificate to ISO 37001:2016 that was issued on or after February 28, 2024, will be reissued showing a revised expiration date of February 28, 2027.

What Has Changed With ISO 37001?

While we recognize that this is an aggressive timeline, we are pleased to announce that the overall nature of changes to ISO 37001 are minimal. Here is a summary of the changes based on our analysis:

1. All references to “maintained documented information” and “retained documented information” have been eliminated in favor of statements that state the items “shall be available as documented information.”
2. All references to the “Anti-Bribery Compliance Function” now read as “Anti-Bribery Function.”



Section 5 – one new clause – 5.1.3 Anti-Bribery Culture. As written, this requirement doesn’t introduce anything truly new that wasn’t implicit in existing requirements.

Section 6 – one new clause – 6.3 Planning of Changes. This concept was inherent in other prior existing requirements.

Section 7 – multiple changes:

- Clause 7.2.2.1e – a new requirement that states personnel have to be made aware of the necessity to report potential and actual conflicts of interest.
- Clause 7.2.2.2b – a tweak to require that review of performance bonuses, performance targets, etc. be done at planned intervals (rather than “periodically” as it was before).
- Clause 7.3.1d and e – two new requirements indicating that personnel have to be made aware of anti-bribery procedures, the ABMS at large, and their duty to comply, as well as the benefits of reporting incidents.
- Clause 7.3.2 – new section header with existing content.
- Clause 7.3.3 – new section header with existing content.
- Clause 7.3.4 – a tweak to mandate that updates to training programs and refresher training both be done at planned intervals (rather than “periodically” as it was before).
- Section 8 – two changes:
 - Clause 8.1 – moves the language pertaining to externally provided processes/products/etc. from section 8.4 to section 8.1. The content is the same as it was under 8.4.
 - Clause 8.4 – “mergers and acquisitions” has been added to the list of relevant activities where non-financial controls are needed.

1. Section 9 – a few changes:

- Clause 9.2.2 – this section has a new title and they've added “audit objectives” to the list of things that the organization has to determine.
- Clauses 9.2.3, 9.2.4, 9.3.2, 9.3.3 – each of these has a new section header with existing content.
- Clause 9.3.1 – merges the management review and governing body review sections. Clause 9.3.1 now has a second paragraph covering governing body reviews.

2. Section 10 – two changes:

- Clause 10.1 – new content pertaining to Continual Improvement intended to align to Annex SL.
- Clause 10.2 – a new section header with existing content.

3. Annex A5.2 – new guidance on “Anti-Bribery Culture”.

4. Annex A8.3.1 – new guidance on Conflicts of Interest.

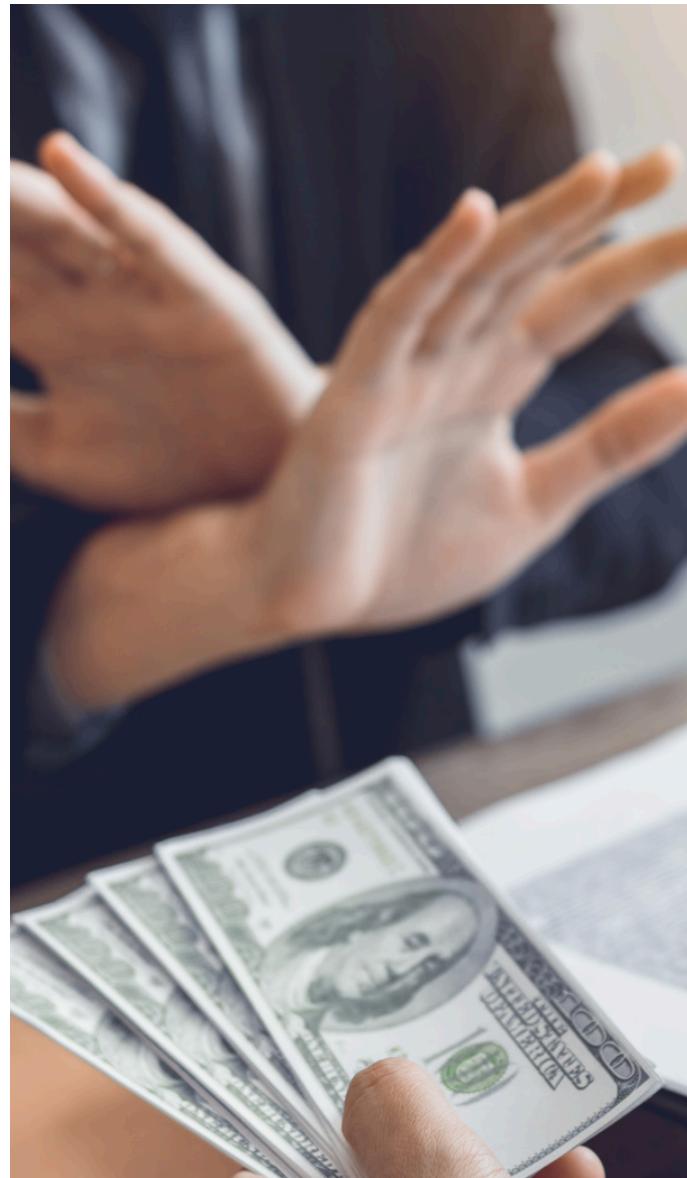
As we hope you can see – the nature of what has changed is extremely minimal. When it becomes time for you to schedule your first ISO 37001:2025 audit PJR will send you a special document that you will need to complete ascertaining to your preparedness for the transition audit. We are pleased to announce that in most cases it will be possible for a client to complete their transition audit with no special additional audit time.

Most clients will find it optimal to complete their transition as part of their next regularly scheduled audit. However, we also recognize that some of our clients may wish to complete a special standalone transitional audit. If you choose to pursue this option, please bear in mind it will result in additional overall audit cost to your company.

PJR has been offering ISO 37001 audits for over 5 years, and we remain the only North American headquartered certification body with ANAB accreditation for this most unique certification program.

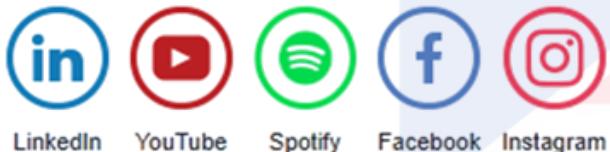
If you have any questions on ISO 37001, we invite you to contact us.

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Your support helps boost our visibility and credibility online. While you're at it, don't forget to **invite your professional connections to follow us, too** every follow counts!

