

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

March 2024



NNSY Launches Two New Video Series!





COMMANDER'S CORNER

From the desk of Capt. Jip Mosman



Team NNSY,

We are well on our way into 2024 and I'm excited to see our amazing team doing great work in servicing our Nation's fleet. It's truly remarkable to see our team coming together to provide the knowledge and skills needed to maintain, modernize and deactivate our Navy's vital fleet assets.

March is Women's History Month, a time to celebrate the achievements and contributions women have made over the course of American history. Women

have played a vital role both in our country and here at America's Shipyard - from the days of World War I when women first joined the ranks up to and including today. We hope you'll join us for a month-long campaign on our social media platforms where we showcase women of the past as well as women of today's workforce.

Featured in this month's Service to the Fleet, we highlight a huge win for our shipyard and the Navy - NNSY's launch of our Department of Defense (DoD) SkillBridge Program, which helps members of the armed forces transition into the civilian workforce once they leave active duty. We were able to welcome aboard our first participant in 2023 and we're looking towards welcoming new folks in a variety of positions in the coming year. It's always great to welcome more valued talent into our ranks, and it's wonderful to have our military members ready to continue to serve the mission, even after they've removed their uniforms. Check out the full story on page 16.

Lastly, I'm very excited to share that my two video series, Focus Forward and C.O.R.E. Moments, have officially launched on NNSY's YouTube channel

and DVIDS. In these series, I wanted to take the time to showcase our most important assets of our shipyard - YOU! We have such a diverse workforce filled with talent and knowledge working daily to maintain our Nation's Fleet and we want to highlight the amazing work everyone is doing and share some important topics of discussion that benefit our teammates. We'll be seeing more videos coming soon and I look forward to seeing what we highlight next. I invite anyone who wants their team to be featured in a future video to please reach out to our Public Affairs Office at NNSY_PAO@us.navy.mil so we can begin the process. You are all so incredibly talented and doing such amazing things - I want us to be able to celebrate your hard work and achievements. You can check out the full story on page 10.

Thank you everyone for your continued support in serving our Nation.
Press Forward Team,

Capt. Jip Mosman
Commander,
Norfolk Naval Shipyard



The Special Edition Service to the Fleet 2024 Calendar is now available in print!

Check it out at boxes across the shipyard or reach out to NNSY_PAO@us.navy.mil for your copy or for copies for your department today!

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COMMAND MASTER CHIEF

CMDCM Stephanie Canteen

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COMMITTED TO OUR C.O.R.E.
CARE. OWNERSHIP. RESPECT. EXCELLENCE.



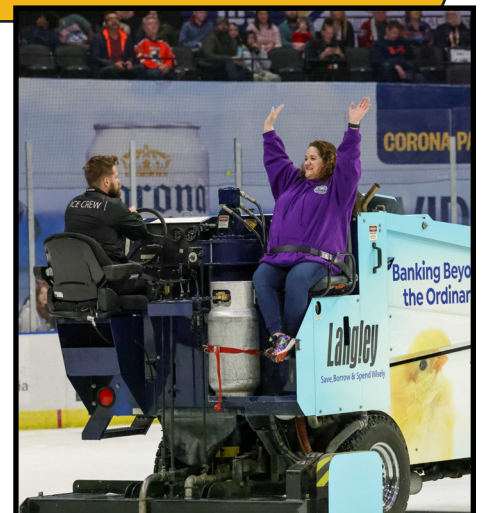
NNSY HOSTS ANNUAL BLACK HISTORY MONTH CELEBRATION

The Norfolk Naval Shipyard (NNSY) African American Employee Resource Group (AA-ERG) held its Annual Black History Month Celebration Feb. 7. Five-time Emmy Award winning television producer and show host, Lisa Godley, who is currently serving as WHRO's Senior Producer of Diverse Production and Outreach, spoke at the event about the history of African Americans in the local area. (Photos by Shelby West, NNSY Photographer)



NNSY NIGHT WITH THE ADMIRALS

Norfolk Naval Shipyard employees spent an exciting and action packed Night at the Admirals, Feb. 10. CMC Stephanie Canteen opened the event by singing the national anthem, NNSY commander, Capt. Jip Mosman dropped the first puck, and Code 900's Laura Annunziata rode the zamboni. (Photos by Cole Fraser, NNSY Visual Information Specialist)



INSTALLATION TRAFFIC SAFETY POLICY

Be aware of your surroundings at all times while transitioning across crosswalks.

At NNSY, adequate sidewalks, pedestrian crossings, handicapped access ramps, and bicycle paths have been provided where required for safe pedestrian travel.

You, as the pedestrian shall use crosswalks. Not doing so is considered jaywalking and you could be ticketed.



CROSSWALK SAFETY

at Norfolk Naval Shipyard

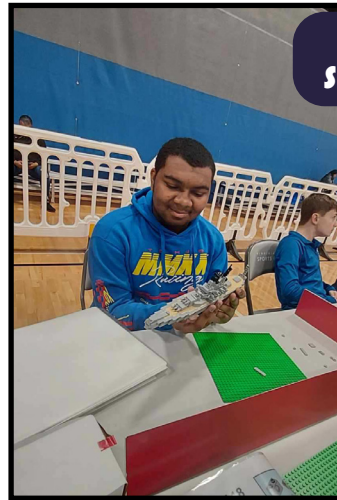
Useful tips:

- ♦ **DO NOT** assume a vehicle will stop
- ♦ **LOOK BOTH WAYS**
- ♦ Make eye contact with the vehicle driver and ensure they are coming to a complete stop before crossing.

Note:

Pedestrians shall not use cell phone(s) in crosswalks, or any other portable headphones, earphones, earbuds, cellular hands-free devices, and other portable electronic equipment in crosswalk zones/areas/paths

Connecting with our Community



Brick by Brick Lego Shipbuilding Competition



Norfolk Naval Shipyard participants joined the Hampton Roads Naval Museum with the Brick by Brick Lego Shipbuilding competition Feb. 3. Participants, from all ages, came and built different types of ships. Way to go future shipbuilders! (Photos Courtesy of the NNSY Outreach Team)

SHIPYARD TRIVIA

BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN



Just over 117 years ago, on February 28, 1907 you would have witnessed this rare birds-eye view from the smokestack of former Building 93, the garbage crematorium, that shows the almost completed Dry Dock 3 as originally configured at a total length of 550 feet.

There are a lot of hidden facility details in plain view, let's explore some of them:

Notice the earthen plug outboard of the stone caisson seat that is not removed although they have already placed the keel blocks that USS North Carolina (BB-55) would rest on beginning December 8, 1908 at the first docking, over a year in advance.

Only the inboard crane rail has been set within the outer wall system of the dock. There is a vast empty opening out to the bollards and the remaining portion of the 18' wide gauge

crane rail would not be set until the years following 1911 when this dock is lengthened to a total of 724 feet. This is proof that the dock was built in planned growth stages. At first, it was used only as a true dry dock without portal crane support.

The 1830 brick boundary wall that begins at Building 19 and Quarters "A" was never intended as a defensive object but only to define the newly procured Gosport Shipyard property to the south in order to construct the stone dock (Dry Dock #1). That dock area is shown in the distance between the great steam crane and the former Building 21 pump house, which has a large stack on its roof as viewed on the left of the image.

Also, in regard to the brick boundary wall, from the spring of 1861 until the spring of 1862, the Gosport Shipyard was held by Confederate forces who cut rifle holes in the brick wall to defend for a fight that never came. You can plainly witness the holes bricked-in by Union forces after the summer of 1862 not only in this view but also in today's north end of our modern yard.

Dry Dock 2 was first completed in 1889 as a wooden dock; note the sloping walls that appear as steps in the center of the image.

The large brick structure between Dry Dock 2 and Dry Dock 3 is the former Building 56 Sheetmetal Shop, which was demolished to make way for our current repair shop that supports both docks.

The brick wall has also been opened with a crossing by a railroad track leading into the recently obtained 273 acres of the Schmolle tract of land as the former Norfolk Navy Yard was poised for tremendous growth.

As I share in my history lectures to all of the new Norfolk Naval Shipyard employees, I tell them that they "walk over the very grounds where so many great naval innovations occurred" and this simple image lays testament to that statement for what occurred in future.

Important Information



NORFOLK NAVAL SHIPYARD BLOOD DRIVE

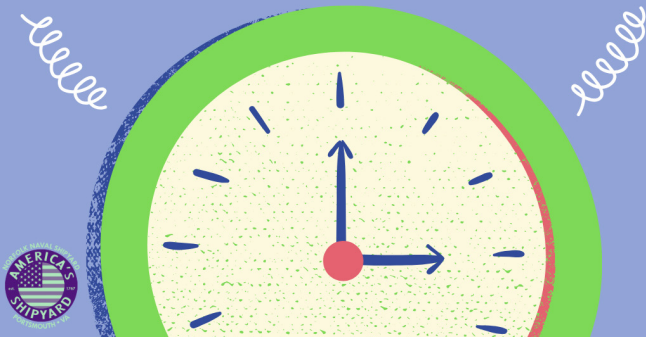
APRIL 17-18, 2024
BLDG. 1500 LOBBY
8:30 A.M. TO 1 P.M.

There is an urgent need for blood, including Type O. Walk-ins are accepted for all blood drive events. Appointments can be made at <https://www.militarydonor.com>.

For more information, please contact
Melanie Prescott at
melanie.y.prescott.civ@us.navy.mil or visit
www.militaryblood.dod.mil.

Spring Forward

Don't Forget to Change Your Clock
Move Ahead One Hour
Beginning This Sunday,
March 10!



Norfolk Naval Shipyard
celebrates
**U.S. NAVY RESERVE
BIRTHDAY**

March 03, 1915



NNSY

SERVICE TO THE FLEET

We Need You!

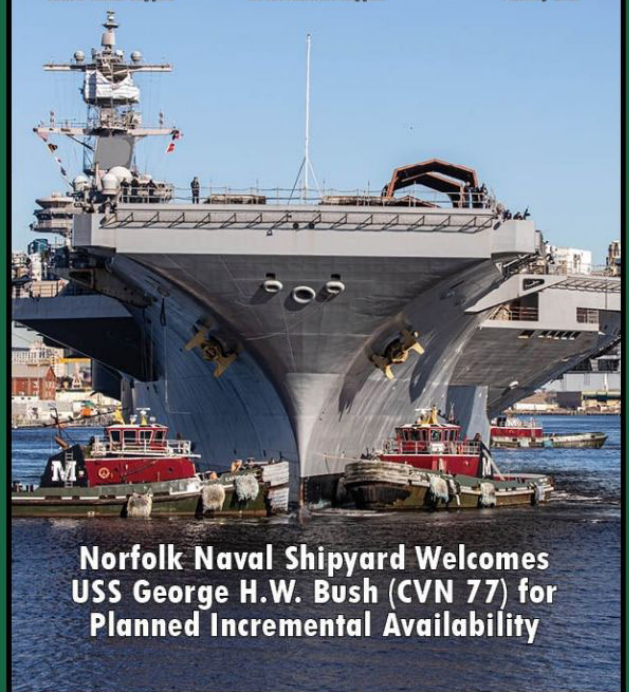


SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

February 2024



**Norfolk Naval Shipyard Welcomes
USS George H.W. Bush (CVN 77) for
Planned Incremental Availability**

Do you have any story
ideas? Upcoming events?
Shipyard spotlight
nominations, etc.?
We want to hear from you!

Contact NNSY PAO:
NNSY_PAO@us.navy.mil

Maximizing Space Provides Efficiency in Executing Operations for NNSY's Nuclear Material Division

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY GSM2 CHRISTIAN BAUTISTA



From left to right: New space saver shelving helps Code 2305 maximize space and allows them to consolidate materials, which is contributing to higher efficiency in executing operations; It was a team effort in organizing the Code 2305 warehouses which led to increased efficiency in executing operations and improved morale.

Norfolk Naval Shipyard's (NNSY) Nuclear Material Division (Code 2305) started their spring cleaning early in their material storage area resulting in increased efficiency and improved morale.

NNSY Code 2305 Division Head Kelly O'Hara and the previous NNSY Code 2305 Warehouse Branch Head Brian Hackney came onboard to NNSY in 2018.

"At that time, the warehouse aisles were full of project related material and we also had material spread out over multiple buildings due to the fact that [Building] 297 was at capacity," said O'Hara. "This impacted our efficiency in processing project waterfront requests as we would have to forklift material out of the aisles to get material off the shelf or we would have to run to outlying buildings to get material."

O'Hara continued, "So we (including Hackney and current NNSY Warehouse Supervisor Sarah LaReau) collectively determined it was imperative that actions be taken to obtain additional material footprint."

Additional space was needed so that they could consolidate and organize their warehouse spaces. It took many months working with NNSY's Production Engineering and Facilities (Code 980) to obtain an additional material footprint in Bldg. 369. By obtaining that footprint, they were able to move out of additional buildings (Bldgs. 62, 184 and 262) and move less frequently needed materials and bulky items to Bldg. 369, which allowed Code 2305 to clear the aisles and reorganize the main warehouse in Bldg. 297.

"In addition to obtaining the additional warehouse space in Building 369, we engaged NAVSEA 08 and received funding to start the process of contracting high density storage solutions for the main warehouse in 297," said O'Hara. "Hackney and LaReau were instrumental in working with the vendor to develop the storage plans and details."

O'Hara added, "My material ordering branch head (Gerry

Zaner) and one of his engineering technicians (Dave Love) worked very hard to develop a scope of work package and coordinated with Code 400 (Chad Godwin) to successfully contract this million plus dollar project."

The high density storage solutions project is in the third and final phase of installation. It will add significant capacity to nuclear shop stores, which is vital to material readiness.

Once Code 2305 had the additional footprint in Bldg. 369, it took about two months to get the spaces organized. The high density storage effort took more than two years to put in place.

"The newly organized space has just improved efficiency and morale in the people," said O'Hara. "The team saw us take serious efforts to elevate this space and organize it for them."

O'Hara continued, "It was definitely a team effort and multiple branch heads worked together to drive these improvements. It was 'an all hands on deck' operation to move materials and organize both 297 and 369 nuke material footprints. Brian Hackney and Sarah LaReau were instrumental in getting this done. Not only did they organize and lead this effort, they have maintained the cleanliness and organizational standards of these nuclear warehouse spaces. The credit goes to these two individuals and their team in getting the warehouse in the condition it is in now and, as stated, Sarah LaReau holds high standards and expectations of her team for keeping the spaces nice and tidy."

"During this project, I learned how great my team is in driving improvements," said O'Hara. "They were on a mission to make a difference, and they did it."

O'Hara added, "I knew my team were go-getters but had no idea what they could do when they worked to this common goal and I couldn't ask for a better team."



NORFOLK NAVAL SHIPYARD

Scholarship Opportunities

National Association of
Superintendents (NAS)
Scholarship Applications
Accepted until April 12

The Norfolk Naval Shipyard (NNSY) chapter of the National Association of Superintendents (NAS) is offering multiple scholarships, worth up to \$500 to employee dependents for the upcoming 2024 academic school year.

The scholarships are funded by personal funds contributed by the association members and are intended to recognize outstanding dependent students of shipyard military and civilian employees. Applicants are evaluated based on their academic achievements, extracurricular, personal and service activities and a short personal narrative, with appropriate consideration given to special circumstances based on need. Applications require sponsorship from a member of the NAS. A list of members can be found in the outlook distribution list titled Superintendent Association (NNSY_Superintendent_Association@us.navy.mil). NAS Sponsors can provide a copy of the current year application.

The NAS will be competitively awarding ten scholarships this year: five to dependent students of NNSY employees at large and five to dependent students of NAS Members. However, depending on the availability of funds, the number and/or value may increase.

Selectees will be presented with a NAS Scholarship Certificate and a check to be used for any legitimate educational expenses. Applications must be hand delivered to Brian Bennett or Faultine (Tina) Rodgers at 757-396-4390, faxed to 757-396-4080, or emailed to faultine.d.rodgers.civ@us.navy.mil no later than April 12, 2024. Selected scholarship recipients will be notified no later than May 17, 2024.

Criteria for Eligibility:

- Sons and daughters, wherever residing, and other dependents of a person who has been an active NNSY employee for at least the last two consecutive years are eligible. Shipyard employees who are not NAS members should obtain sponsorship from an active NAS member for their dependent application.
- Applicants must be enrolled (or accepted for enrollment) at an accredited college, university, or graduate school for the upcoming fall term and provide proof of same.
- Previous recipients of a NAS Scholarship are permitted to apply and compete each year they are eligible.



Norfolk Naval Shipyard Commander Capt. Jip Mosman speaks with Inventory Management Specialist Michael Cornette during the filming of Focus Forward Episode One - Consumable Hubs while videographer Ryan Hill captures the moment.

America's Shipyard in ACTION – Norfolk Naval Shipyard Launches Two Video Series to Highlight Workforce

**STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | LOGOS BY JUSTIN DEBRAUX AND MARISA BERKEY
PHOTOS BY NNSY PHOTOGRAPHER SHELBY WEST, FIRE CONTROLMAN (AEGIS) 2ND CLASS MEGAN BRANNON,
AND GSM2 CHRISTIAN BAUTISTA**

Norfolk Naval Shipyard (NNSY) has more than 10,000 employees across our waterfront, each one playing a vital role in the service to our Nation's Fleet. From welding, to pipefitting, to engineering, and so much more – our shipyard family has an immense talent and is always ready to meet the mission no matter what. In 2024, we wanted to find new ways to highlight the amazing work being done by our teammates – and this culminated in two new video series, Focus Forward and C.O.R.E. Moments.

"These series are all about our most vital assets of our shipyard – our workforce who put in the time and effort to repair, modernize and inactivate our Nation's fleet," said Shipyard Commander Capt. Jip Mosman. "We have such a diverse workforce filled with talent and knowledge working daily to maintain our Nation's Fleet and we want to highlight

the amazing work everyone is doing and share some important topics of discussion that benefit our teammates."

Focus Forward is aimed at spotlighting the individuals, shops, codes, or even project teams getting the job done, celebrating their hard work and dedication as well as shedding light on how what they do is integral to the Navy's mission. Our first episode featured Code 990's Temporary Service Department in Shop 99, where one of the consumable hubs has been stood up to aid our workforce in ensuring our teammates have the material and tools they need at the ready.

"I think being able to showcase the work being done here on the waterfront is great – it allows others to see what's going on around the shipyard that they might not get a chance to see during their day-to-day work," said Inventory Management Specialist Michael Cornette. "Being able to share

the work we've been doing for material and tooling is great because we've been working hard since the initial launch of consumable hubs and have already seen more than 50 stood up across our shipyard. These greatly benefit our workforce and this provides another avenue for us to show how the hubs work, how our teammates can request or check out material, and what's next for us."

C.O.R.E. Moments is set up similar to a talk show between a small number of guests, aimed as a discussion to highlight important topics for the shipyard workforce. Our first episode featured Capt. Mosman alongside African American Employee Resource Group (AA-ERG) Chairperson Michael Taylor, the two conversing about Black History Month, ERGs, and diversity and culture in the workplace.

"I thank Capt. Mosman and the team for taking the time to sit down with me, ask questions, and be able to listen," said Taylor. "Being able to share my perspective on such important topics is wonderful and I think this will bring more important discussions to the forefront from a variety of our teammates ready to share their stories. I'm looking forward to seeing what's next."

These episodes and all future episodes will be available across NNSY's social media platforms as well as Defense Visual Information Distribution Service (DVIDS) at <https://www.dvidshub.net/unit/NNSY>. If you'd like to be featured in an upcoming episode or have ideas about what we should focus on next, please reach out to NNSY_PAO@us.navy.mil.



From left to right, top to bottom: NNSY Commanding Officer Capt. Jip Mosman and African American Employee Resource Group (AA-ERG) Chairperson Michael Taylor sit on the set of C.O.R.E. Moments to discuss Black History Month and other important topics; Taylor speaks with Public Affairs Specialist Kristi Britt regarding topics for the C.O.R.E. Moments episode prior to filming; Videographer Dan Rusnak captures footage of Capt. Mosman and Pipefitter Latisha Burgess during the filming of Focus Forward Episode One - Consumable Hubs; Videographer Greg Boyd captures footage of Capt. Mosman and Taylor for the first episode of C.O.R.E. Moments.

From Mechanics to Supervisors, Connecting the Dots with NNSY's New Production Resources Officer Capt. Jonathan Gandy

STORY BY EMILEY MURPHY • NNSY PUBLIC AFFAIRS SPECIALIST
PHOTO BY FIRE CONTROLMAN (AEGIS) 2ND CLASS MEGAN BRANNON



Having grown up on a farm in Guntersville, Alabama, Capt. Jonathan Gandy recounted how, as a teenager, he was anxious to leave and do something different. That desire to leave home took him to Annapolis, Maryland, and the Naval Academy, where he started his naval journey. Now, after multiple duty stations and becoming Norfolk Naval Shipyard's (NNSY) newest Production Resources Officer, Gandy reflected on some of the duty stations that have impacted both his career and his personal life. The one that stands out the most, and that he considers home, is Hawaii, where he spent ten years at various commands, met his wife, and was birthplace to two of his four children.

Another tour that stands out is his time as the Repair Officer aboard the submarine tender, USS Frank Cable (AS 40), in Guam. "The sense of purpose and mission for me and my team was pretty top-notch," Gandy recalled. "We were working on submarines that were already deployed, and just a day or two away from being on mission, which was pretty spectacular."

Gandy spent a portion of his career at two of the U.S. Navy's public shipyards before adding NNSY to his list in January 2024.

Now that he has arrived at NNSY, Gandy is diving in with clear goals and a desire to complete the mission with excellence.

"In Code 900, we need to focus on two things," he stated. "Primary is to train, develop and coach the best mechanics, and second, to develop, qualify and coach the best supervisors. I think if we get those things right, and we're doing it earnestly, and we're spending our time teaching, supervising, and providing oversight at the right times, everything else falls into line after that."

During his time at Amazon on a Secretary of the Navy initiative called Tours with Industry, Gandy added additional words to an attitude and mindset he had already developed throughout his military career. One of those concepts was, "a bias for action." This idea encourages a sense of direction and purpose in people's everyday activities. "I think a lot of times it's easy for us to say, 'well, we can wait until Monday or next week,' but that won't get our ships out on time, that won't get the Fleet ready to respond when the nation needs the Navy. So I would say, we need to have a bias for action."

"We need to see ourselves as leaders all the way down to the mechanic," Gandy added. "We are the best at what we do. We need to make sure that what I mentioned earlier about that training, developing, coaching process is happening all the time to make sure that our people are the best at what they do and are leaders [in their area of influence]."

When asked what he hopes to accomplish in his time at NNSY, Gandy replied, "I've tried to build relationships where my team members can come to me saying, 'Hey Captain, this is what we intend to do' rather than the team that comes to me and says, 'Hey Captain, what do you want to do?'"

He added, "I want to build that team that is already proactive, that is already problem-solving, that is already thinking out into the future. The goal is to have a team that is biased for action - they are going out, and they are building their own best attempt at problem resolution. Very often, the team that is fully entrenched in that problem is the team that is best equipped to author and implement a solution to that problem."

While his tour at NNSY will be a busy one, Gandy plans to explore the local area with his family during his off hours. As this is his first tour on the East Coast, they intend to make the most of the natural and historical sites that are in abundance along the coast. NNSY extends a warm welcome to Capt. Gandy and his family and wishes him all the best as he assumes the duties of Code 900.

NORFOLK NAVAL SHIPYARD APPRENTICESHIP PROGRAM



**EARN A COMPETITIVE
SALARY WHILE YOU LEARN**



**GAIN YOUR TCC TRADE
TECHNICIAN CAREER
STUDIES CERTIFICATE**



**EMPLOYER PAYS FOR ALL
YOUR TUITION AND BOOKS**



ABOUT NNSY

OUR MISSION: We repair, modernize, and inactivate our Navy's warships and training platforms.

OUR VISION: We strive to achieve our ultimate goal - deliver on time, every time, every where to protect America.

ONE TEAM: We are the NNSY Workforce! Together, we are ONE TEAM in the mission of relentlessly chasing best ever performance in our stewardship of our nation's warships.

HOW TO APPLY

1. Complete an admission application for Tidewater Community College (TCC), either online or at the college.
2. Take the Virginia Placement Test (VPT). ****Now Accepting Placement Test scores valid for TWO years with applications****
3. Check out the job announcement on CareerBuilder.com by searching keyword NNSY Apprentice in Portsmouth, VA.
4. Applications are accepted until April 15, 2024. Your application and college placement test must be completed and submitted before the deadline.

For more information on NNSY's Apprenticeship Program and how to apply, visit <https://help.tcc.edu/s/article/Norfolk-Naval-Shipyard-Apprentice-Program>.

START YOUR CAREER TODAY AT AMERICA'S SHIPYARD!



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THE HERITAGE HOUR

A Glance Into the Vital History of Norfolk Naval Shipyard

STORY BY VICTORIA PENDLETON • NON-NUCLEAR INSPECTION EMPLOYEE DEVELOPMENT BRANCH QUALITY ASSURANCE SPECIALIST
PHOTOS FROM THE SHIPYARD ARCHIVES

LOG 03-24: THE FIRST LADIES OF NNSY



IT'S A FIRST — Mrs. Dorothy L. Sharp caps a seven-year career with a promotion to general foreman laborer, Shop 72, at the Norfolk Naval Shipyard thus becoming the first woman to hold such a position. Presenting official papers and his congratulations to Mrs. Sharp is Production Superintendent Clyde R. Siler, head of Shop 72.

Norfolk Naval Shipyard (NNSY) is a place of many historic firsts such as the first successful drydocking in the United States and conversion of the first aircraft carrier. In honor of Women's History Month, we will be taking a look at some of the history-making women both past and present who have left their mark on the impressive and vast story onboard America's Shipyard.

Kitty Harris and Margaret McCabe were two of the first women to work in the yard, entering the gates during World War I in 1918. McCabe was remembered in the 1946 Naval Shipyard's Hall of Fame, illustrating her time in the employment office, where she oversaw a rise in the NNSY personnel numbers from 3,600 to 49,000. Among those numbers were the first four women who led the way for the 3,500 women who entered the waterfront workforce on March 29, 1942.

At war's end, the women left the waterfront but remained a presence in the shipyard. Edna Etheridge, declared the highest paid woman in the yard, became the supervisor budget specialist and head of the Comptroller Department's Budget and Statistics division in December 1957. She had started as a typist, moving up steadily until succeeding her

male predecessor in the GS-13 position. It wouldn't be until 1974, with the promotion of Lorraine Ratio as the Supervisory Labor Management Relations Specialist, that a woman would reach GS-14 for the first time at NNSY.

Time moved forward, and women began to return to the waterfront shops. Some had served during the war years but the first class of shipyard apprentices to have women in their numbers occurred at the very end of 1971. Ruth Goodman, Louise Lucas, Sandra Butler and Otelia Mozell became journeymen in Shop 11 Shipfitter, Shop 17 Sheet Metal Worker, Shop 51 Electrician and Shop 67 Fire Control, respectively.

An article in a 1974 edition of *Service to the Fleet* referred to the women as invading the yard's workforce. Dorothy Sharp, upon her appointment as the first woman general foreman laborer in 1975, said it best. "There are more women here and they are here to stay."

Almost 50 years later, her words echoed across time as the shipyard welcomed its first woman Shipyard Commander, now Admiral Dianna Wolfson, and the first woman Command Master Chief of the four shipyards. CMC Stephanie Canteen said, "Women are just as smart, resilient, strong and can handle the load as well." Reflecting on these women and

Naval Shipyard's Hall Of Fame





the many more who were the first to step into each of the shops, reach valedictorian of the apprenticeship, shop superintendent, achieve GS-15, and all the small achievements often overlooked, the women of NNSY are proof of the truth in Canteen's words.



From left to right, top to bottom: Dorothy Sharp receiving her official paperwork confirming her promotion to general foreman laborer from the Shop 72 Production Superintendent Clyde Siler in 1975. Sharp had worked previously as a practical nurse before coming into Norfolk Naval Shipyard in 1968. Bell, Alice; Soundings, November 13, 1975; Margaret McCabe was honored in an elaborate collage of illustrations that highlighted several key points of her life and career. The center image gives a visual of the massive change in the personnel of Norfolk Naval Shipyard between 1931 and 1944; Ruth Goodman receives her graduation certificate from CAPT H. Cliff Page, production officer during the 1971 apprentice graduation at the Callaghan Center Auditorium; NNSY's first woman Command Master Chief, CMC Stephanie Canteen, and first woman Commanding Officer, now Admiral Dianna Wolfson, pictured together in The Heritage Room, the shipyard's historical museum; The first woman to be valedictorian of Norfolk Naval Shipyard's apprenticeship program, Jeanie Priest of Shop 31, delivered her commencement speech to the graduating class of 1979.



Bridging Into a Future Career for Service Members with the DoD SkillBridge Program at NNSY

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTO BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) has recently added a new tool to its arsenal in bringing new talent to the waterfront ranks, joining the Department of Defense (DoD) SkillBridge Program. SkillBridge provides an opportunity for transitioning service members to match with an industry partner to provide on-the-job training and experiences at the end of their military career, enhancing their knowledge and skills as they prepare for their next steps in the civilian workforce, potentially leading to employment.

“We recently changed how the Quality Assurance Department (Code 130) has been selecting our personnel, looking at new avenues to explore in finding interested candidates for our positions that fit the need,” said Code 130 Workforce Development Specialist and NNSY SkillBridge

Manager Nicholas Boyle. “One of my suggestions was to look at the veterans within our community and see how we could tap into that pool of talent. The goal was to get involved with a Transition Assistance Program (TAP) and in order to do so in Hampton Roads, we learned we would need to become part of the network and become part of the SkillBridge Program. I looked into SkillBridge and learned that it provides a way for service members to get experience up to the last six months of their service, gaining experience in a role that may lead to a potential hire with the company that sponsors them. We thought it would be a great addition and were able to leverage assistance from the NAVSEA Veterans Community of Information Group who highlighted a teammate from Washington who was able to implement their own plan in



PICTURED: Code 133 Mechanical Inspector Christopher Vera takes the pledge during his New Employee Orientation Dec. 12, 2023. Vera was the first participant for the Department of Defense SkillBridge Program at Norfolk Naval Shipyard, coming to the shipyard for on-the-job training and work experience at the end of his military duty.

what we learned to our future applicants. As for my journey, the training team did amazing at getting me through the classes I needed for my qualifications for my transition. It was valuable training that filled in some of the blanks from being a military professional to an employee of the civilian shipyard workforce.”

When asked what was one of the most positive aspects of the program, Vera said working on a project and the people he worked with was the biggest highlight. “When I joined the USS John Warner (SSN-785) project, Work Lead Christopher Creekmoore took me under his wing and taught me everything I know. He is vast with knowledge, and I really learned a lot from him in being an inspector and what we do here at the shipyard. He and the team were down in the trenches with me every day – the people here are amazing and were always willing to teach me everything they could.”

Once finished with the program, Vera was officially offered a full time position at NNSY as a Code 133 Mechanical Inspector, coming into the shipyard Dec. 18.

“I wholeheartedly believe in this program,” said Vera. “It’s a great opportunity for Sailors to continue to utilize their skills they’ve learned in the military in a lasting civilian career. I encourage any Sailor who’s coming up on their transition time to start looking for what best fits them and to research as much as they can on what’s available to them and what is required. Ask questions and if given the opportunity learn as much as you can. Be smart with the time given and build up your skills.”

Code 133 Supervisor Robert Evans III said, “With the gap of experience we’ve been having at the shipyard, I think it’s important now more than ever to be channeling into that talent pool - those who have already been working on those vessels we have in drydock, who understand the work and are looking to continue their careers outside of the uniform. Hearing about Vera’s hard work and dedication during the program and having him join my crew has been wonderful. His drive and knowledge is amazing and he’s a welcome addition to our team. I hope we can bring on more talent like him, they will be great assets to our amazing workforce.”

Boyle said, “One major reason I find this program so important is because we have Sailors in our own backyard ready and willing to serve our Navy, even after their transition back to civilian life. We want to open our gates to them and utilize their talents and skills to meet our mission. We’re bringing in skilled technicians who have discipline and training, providing the skills we need daily on the job.”

Since its launch, NNSY has four approved plans and the team is currently fielding applicants for a Code 133 Non-Nuclear Inspector, Code 134 Physical Science Technician, Code 137 Calibration Tech, and Code 1200 Business Agent – with plans to launch more in the future. Interested applicants can visit <https://skillbridge.osd.mil/> and search Norfolk Naval Shipyard to learn more about the opportunities or to contact the NNSY SkillBridge team.

Puget Sound Naval Shipyard and Immediate Maintenance Facility (PSNS&IMF).”

With lessons learned from PSNS&IMF, NNSY began the process to join the SkillBridge Program – writing up a training plan to submit for approval with SkillBridge so those approved opportunities for Sailors could be advertised through their website. During the initial process, Missile Technician Second Class (MTSS) Christopher Vera, a Virginia Beach native who had been stationed in Washington State, shared interest in joining the program in his final months of service and had his sights set on America’s Shipyard. With assistance from the Virginia Department of Veteran Services, NNSY was able to open up the SkillBridge Program at NNSY in 2023, with Vera as its pilot participant coming into the shipyard from May 26 until Nov. 21.

“As I was coming up on my time to transition out, I had it in my mind that I wanted to remain in federal service and the SkillBridge program seemed like a great fit for me,” said Vera. “Coming into the program, there was a lot of questions and working through unknowns for all of us since it was so new to the shipyard, but we came through and were able to apply

New Training Modules Help All Four Public Shipyards in Critical Thinking and Problem Solving

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST
PHOTOS BY FIRE CONTROLMAN (AEGIS) 2ND CLASS MEGAN BRANNON



From left to right: A Project Management Executive Steering Committee established a plan to create the most useful and interactive training for the workforce at all four shipyards. The Business Process Reengineering team was key to the successful development of the Interactive Multimedia Instructions; Naval Sea Systems Command Program Analyst, Stacy Armentrout demonstrates the new Interactive Multimedia Instructions to enhance the workforce's capabilities in critical thinking and problem-solving.

All four U.S. Navy public shipyards are working together to develop Interactive Multimedia Instructions (IMIs) to enhance the workforce's capabilities in critical thinking and problem-solving.

The Project Management Executive Steering Committee (PM ESC) established a plan to create the most useful and interactive training for the workforce at all four shipyards. Several working groups were established, and comprised of subject-matter experts from each of the four shipyards, the contractor assisting this effort, and Naval Sea Systems Command (NAVSEA) 04X3 Ship Maintenance Performance Group (SMPG) – Business Process Reengineering (BPR) Division Program Analysts to create each of the approximately 40 training modules, called IMIs.

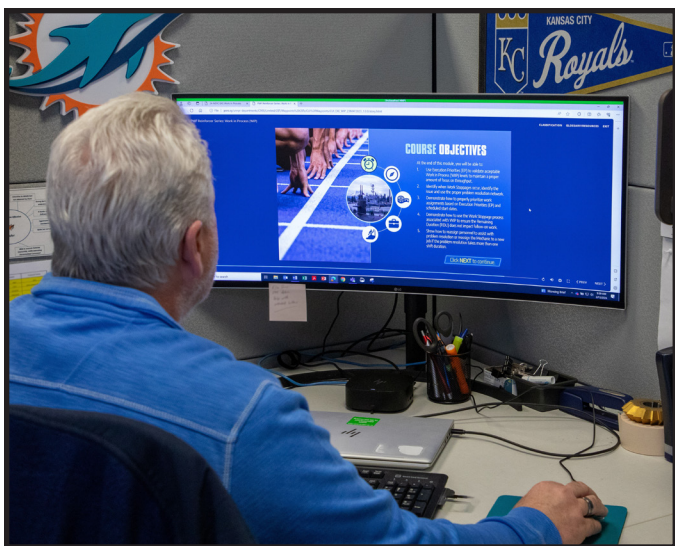
"The purpose of the IMI modules is to provide refresher training in the current adherence to (AIM-NG) Project Management Fundamental (PMF) principles and processes," said Naval Sea Systems Command Program Analyst, Business Process Reengineering, Stacy Armentrout. "Incorporation of IMIs into the project life cycle is in alignment with the Navy

mindset of 'Get Real, Get Better' and will help to ensure on-time delivery of combat-ready ships, submarines, and systems."

"The IMIs, available on Waypoints, provide highly interactive online modules that depict real-shipyard scenarios, and process-driven animations that require the students' use of critical thinking and problem-solving skills," said Armentrout. "These educational opportunities are specifically designed to bring more confident use of the PMF principles and processes and foster practices that maintain a focus on the foundation of PMF as it is designed for U.S. Navy shipyards."

"The IMI modules complement the full eight-day NAVSEA PMF course provided by NAVSEA 04X3 SMPG," said Armentrout. "They serve to reinforce existing PMF processes, and aid in mastering the transfer of skills and knowledge into the workforce."

The intent is for these modules to be used as refresher training by individuals, groups, and teams throughout project availabilities. Therefore, they have been developed so that desired segments of instruction can be used during: on-the-job training events; mentoring and coaching events; team training



events; pre-shift and post-shift meetings; leadership development; gap training to reinforce requirements; just-in-time training before project phases; Integrated Project Team Development events and individuals wanting to self-learn.

Currently, there are 14 IMI modules in Waypoints that can be accessed via URL/Link, Welcome - Realize Your Potential: Department of Navy (csod.com). IMI Modules can be searched via the Waypoints Learner Home Page by querying "24-NSYC_PMF" or "PMF Reinforcer."

Thank you to the Business Process Reengineering team for all of their hard work on developing the training modules:

- Stacy Armentrout, Program Analyst
- Kendell Ridley, Acting Division Head
- Rodney Wilkins, Program Analyst
- Donna Hogge, Program Analyst
- Leah Odom, Naval Ship Support Office Director
- Alfred Estepa, Program Analyst
- Lisa O'Driscoll, Program Analyst



Norfolk Naval Shipyard celebrated National Engineering Week Feb. 18 - 24, recognizing both engineers and engineering techs across our social media platforms.

Each participant expressed their journeys and passions for engineering! Check out our social media today to learn more about our amazing engineers!





Reading Across America One Book at a Time

STORY BY EMILEY MURPHY • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST

"You're never too old, too wacky, too wild, to pick up a book and read to a child." - Dr. Seuss

During my years as a classroom teacher, there was one activity that I engaged in every day – reading aloud to my students. No matter what age they were, as soon as I would pick up a book, the noise would stop, and every little body would lean forward, engaged and ready to listen. For those precious moments, we would travel together through a magic wardrobe, ride a bus into the solar system, or giggle over letters from disgruntled crayons. When we read, there were exciting moments, hard choices to make, funny phrases and words to define, and numerous discussions stemming from stories both sincere and hysterical. In the end, though, what made it all memorable was that we did it together.

My perspective as an educator is a little unique, but in my estimation, the importance of reading to a child, especially when it is aloud, cannot be emphasized enough. From the community involvement and life lessons a book can teach, to the range of vocabulary and problem-solving skills necessary for a child's development, reading is crucial to the lifelong

education of a child.

Begun in 1998 by the National Education Association (NEA), Read Across America quickly became the largest celebration of reading in the nation. Although primarily recognized on March 2, when thousands of people volunteer their time to read to children across the country, Read Across America is a year-long program promoting reading for children of all ages and reading levels.

At Norfolk Naval Shipyard, this day offers shipyard participants the opportunity to share the joy of reading with a new generation.

For Erica Miranda, a Public Affairs Management Analyst and Chair of NNSY's Science, Technology, Engineering, Arts, and Mathematics (STEAM) Employee Resource Group, this particular event holds a special place in her heart. "I love the [question and answer] session that follows the reading," she said. "Children are curious and are always wanting to know more. I love the questions I receive and hearing the thoughts about what we read."

Troy Williams, Assistant Apprentice/Helper to Worker



Program Administrator at NNSY, explained why participating in community events is integral to giving back. “[Taking part] in my local community is important to me because there is nothing more valuable than time. Time is irreplaceable. Your time and your words have an opportunity to impact an individual life forever. That is why we must continue to let our light shine bright in our communities to assist those whose light may have been diminished or to establish that spark that may supersede our light.”

That commitment to community engagement led Williams to participate in the Read Across America campaign for the first time. “Reading can assist in developing a person’s identity,

the person an individual would like to become, and even take you to places you’ve never been. This will be my first time participating in this event, and I am looking forward to the book that I will be reading and engaging with who I am reading to.”

Community engagement is essential to NNSY’s relationship with the surrounding area. From STEAM activities and holiday events with local schools to U.S. Navy-wide opportunities, NNSY employees can participate in various events throughout the year. If you would like to participate in future events, contact Erica Miranda at erica.s.miranda2.civ@us.navy.mil.



Norfolk Naval Shipyard (NNSY) held its second annual Industry Day on Jan. 23 at the Hampton Roads Convention Center. The event benefits NNSY by providing information key to forecasting which helps improve the shipyard's ability in completing work on time, safely, and on budget. NNSY Industrial Security Specialist Robert Baldwin provides a security brief to contractors on NNSY's access and badging procedures.

Industry Day Key to Strategizing a Successful Mission at Norfolk Naval Shipyard

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST
PHOTO BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) held its second annual Industry Day on Jan. 23 at the Hampton Roads Convention Center.

Industry Day gives NNSY and contractors the opportunity to engage and share future requirements with regard to scopes of work supporting the shipyard mission.

At the end of the last two events, NNSY representatives asked the contractors to complete an evaluation, and they received overwhelming positive feedback on providing opportunities for the private sector to share capability presentations. The presentations give NNSY a greater understanding of the resources and capabilities that are available in the private sector, with companies often showcasing new technologies.

The information obtained from Industry Day is critical when it comes to contracting. Once NNSY determines which service to contract, it can take up to 12-20 months to write the statement of work, develop an independent government estimate and all the required documents to be turned over to our contracting department for solicitation and ultimately

awarding a contract.

"The fiscal year 2023 and 2024 events were the first time NNSY has done this to the scale where we provide a 7-year forecast of all NNSY service requirements," said NNSY Service Acquisition Programs Branch Head Matthew Daigle. "These are service requirements from each department covering everything from services for waterfront projects, production touch labor, administrative touch labor, and information technology services."

Daigle continued, "It is extremely important that we provide the information we can about future service requirements."

It is extremely important that NNSY takes advantage of Industry Day in order to predict the services that have been historically contracted, but also what may be contracted to give the private sector the opportunity to grow its resources and capabilities.

Industry Day benefits NNSY by providing information key to forecasting which helps improve the shipyard's ability to complete work on time, safely, and on budget.



Government Travel Charge Card: New Enforcements to Reduce Delinquencies

Government Travel Charge Card (GTCC) delinquencies have risen sharply over the past several years, more than doubling pre-pandemic amounts. This is especially true for long-term delinquencies which have a negative impact on the DON's ability to accomplish its travel mission and can potentially impact the personal credit of the individual traveler/cardholder if not resolved in a timely manner.

Citibank has recently taken action to reduce delinquency rates by enforcing the following significant changes:

1. Once a GTCC reaches 120 days past due, neither the Command nor DON Consolidated Card Program Management Division (CCPMD) can take any action on these accounts to adjust payment dates or place the cardholder in mission critical status to avoid further delinquency. The only option is to immediately pay the full balance. Citibank will continue to take such actions which may include wage garnishment until the DON and DoD can reduce delinquent money owed.
2. Once accounts are 181 days delinquent (previously 210 days), CitiBank will write-off those accounts and the cardholder will be issued an IRS form 1099 with the amount reported as taxable income. Any cardholders' accounts that are written-off cannot receive a GTCC again for the duration of the CitiBank contract (in place until 2031). These delinquencies and revocation actions negatively impact the personal credit of those individuals.

NNSY requires all employee's on government travel to have a GTCC, and any person with a delinquent debt on the GTCC or Defense Travel System (DTS) will be prohibited from traveling. With CitiBank's new policies, once an employee's delinquent debt is written-off at 181 days, the employee is restricted from getting a GTCC for the duration of CitiBank's current contract and the employee will lose all ability to travel until 2031.

It is imperative that card holders understand and follow GTCC policies to ensure NNSY can support the mission to maintain any ship, any time, any where. Any questions regarding the new GTCC policies can be addressed to Code 630, Financial Services Division.

- Pay your bill on time and in full, using split disbursement to pay from your travel voucher and any additional direct payments as necessary. This is mandatory for TDY and PCS travel.
- On your travel vouchers, calculate the dollar amount that was charged to your GTCC to be paid directly to Citibank.

- The Federal Travel Regulation and DoD Financial Management Regulation require voucher submission within five working days of completion of TDY or arrival at the new permanent duty station for PCS travel.
- Use your travel card for authorized travel expenses only; the card is not authorized for personal use. Unauthorized/personal use of the GTCC is prohibited and is reported to cardholder supervisors and leadership.
- For long-term travel, both TDY and PCS, ensure you submit interim vouchers for each 30-day increment of travel. For DTS, the scheduled partial payments capability meets this requirement.
- Ensure you complete mandatory and, as necessary, refresher training regarding usage policies and payment responsibilities. Cardholder training is available on TraX.
- Coordinate with your Agency Program Coordinator (APC) to ensure the personal information for your account (address, phone number, email, etc.) is up to date; this will ensure billing statements are sent to the correct address and that Citibank can contact you as needed.
- Coordinate with your APC for access to CitiManager, which allows you to access and update your account information online. You can also access your billing statement, make payments, and sign up for alerts to remind you when a payment is due (or overdue) and verification that a payment has been received. You can likewise use the CitiManager mobile app to perform many of these same functions on the go.
- Review your monthly billing statement immediately upon receipt and ensure payment of all valid charges no later than the due date indicated on the statement. Dispute any invalid charges with Citibank within 60 days of receipt of your billing statement.
- Respond immediately to notifications from your APC and/or supervisor regarding delinquency notices or other program information.

For additional information, refer to the GTCC Program Cardholder information on the DTMO website, which includes an abbreviated Cardholder Edition of the of the GTCC Regulations.

Strong Teaming Crucial for Successful Sea Trials on USS Harry S. Truman (CVN 75)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST
ADDITIONAL PHOTOS COURTESY OF THE USS HARRY S. TRUMAN (CVN 75)



Former New York Yankees catcher and National Baseball Hall of Fame member, Yogi Berra, was once quoted, “It’s not over until it’s over.” Although he was referring to a baseball game, this quote rings true to the recent completion of the USS Harry S Truman (CVN 75) Planned Incremental Availability at Norfolk Naval Shipyard (NNSY). After the Truman left the shipyard in Dec. 2023, there were still some tests and certifications that needed to be conducted on the maintenance, repairs and upgrades to ensure the fleet would be receiving a ship fully ready and able to carry out its mission. In order to complete all required tests and certifications, NNSY personnel went to sea with the Truman crew from Jan. 19 to 23 to conduct sea trials before the availability was called complete.

“Sea trials is when we test all the maintenance, repairs and upgrades that were performed in the yard,” said the Truman’s Deputy Project Superintendent (Code 300) Joshua Miller. “Although a lot of the tests can be performed pier side, there are systems, machinery and equipment that need to be tested at sea like the engines itself, the AFFF system, catapults,

various piping and valves to name a few.”

Ensuring successful sea trials didn’t start on Jan. 19 when the Truman left Naval Station Norfolk. Project team members and Ship’s Force believe it started way before then.

“It started at the beginning of the planning stage when NNSY and the Truman formed a team that developed into a family,” said Truman’s Reactor Maintenance Officer Lt. Cmdr. Jeremy Goric. “It all comes down to all of us wanting to have the same goal which is modernize a vessel and get it back to the fleet as fully mission capable as possible.”

Mother Nature tried her hardest to throw the sea trials off course with the Truman leaving pier side Naval Station Norfolk approximately 45 minutes later than originally planned and making the seas a little too rough for testing certain requirements. This caused the Truman to travel to a new testing area with calmer seas which proved that shipyard personnel were up for the challenge of adjusting schedule.

“We had planned during the first three days of sea trials to do all the main engine testing,” said Miller. “Because the



weather and seas were not ideal for certain testing in the original testing area of the Atlantic Ocean, we had to transit to an alternate location, which afforded the opportunity to present itself for NNSY's Test and Tag Out Division (Code 246) team to basically continue the engine testing straight through, thus cutting the engine testing from three days to just over one day. This was a big win so early on in sea trials, especially when Mother Nature was playing against us right outside the gate."

Both NNSY and Truman came into this PIA with a "One Mission - One Team" mindset. Members of both shipyard and ship knew this PIA was not an NNSY project or a Truman project. They knew from day one that it was a NNSY AND Truman project.

"Norfolk Naval Shipyard couldn't have been as successful as we are if it wasn't for the stalwart leadership, committed determination and unwavering resolve of the officers and crew aboard Truman," said Truman Project Superintendent George "BJ" Baker. "We all wanted the same thing, to significantly improve the material condition of the ship, safely and on

time, and the project team and ship's crew worked effectively throughout the entire availability to meet that goal."

Lt. Cmdr. Goric added, "Norfolk Naval Shipyard has been a great partner in carrier maintenance. We did have a very strong production team. We worked very well together from the get go. These guys have been like family. Honestly, it will be sad to see them go when they turn this over, especially with the next yard period for this ship is for the refueling and complex overhaul (RCOH)."

Before the RCOH, which will be at Huntington Ingalls Industries--Newport News Shipbuilding, Truman will serve its Nation in the active fleet once again, defending freedom, preserving economic prosperity, and keeping the seas open and free. Give 'em hell, Harry!

SHIPYARD SPOTLIGHT: COMMANDING OFFICER OF SURGEMAIN NASHVILLE, NORFOLK NAVAL SHIPYARD DETACHMENT SEIZES OPPORTUNITY TO PARTICIPATE IN CARRIER SEA TRIALS

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST
ADDITIONAL PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER



From left to right, top to bottom: Commanding Officer Surgemain Nashville Lt. Cmdr. Mellany George, temporarily assigned to NNSY's Operations Department, Code 300, was able to participate in the USS Harry S. Truman (CVN 75) sea trials; NNSY SurgeMain Officer in Charge Lt. Nathalie Behn explains, to George, the Drydock 2 Pumpwell operation and how the adjacent drydocks are flooded and dewatered during a docking operation; CVN 75 Air Department's V-2 Division Aviation Boatswain's Mates, Launching and Recovery Equipment Second Class Demetri Jones explains how the aircraft carriers arresting gear work down below the flight to George during sea trials; George looks through the CVN 75 binoculars during the Truman's sea trials; George shares her "Navy" to CVN 75 Commanding Officer Capt. Dave Snowden on the bridge of the Truman during sea trials conducted recently.

There have been times, during the COVID-19 pandemic for instance, where Norfolk Naval Shipyard (NNSY) found itself needing more manpower to help complete the shipyard's mission on getting ships maintenance, repairs and modernization completed on time and under budget. When extra hands are needed, NNSY can call upon the Surgemain, which is a group of U.S. Navy reservists who have the engineering background and skill level to work in the trades.

"NNSY is Surgemain Nashville's parent shipyard. We are assigned to them and are currently training and qualifying to become fully integrated into the NNSY workforce which is different from years past where we would go to all public shipyards across the country," said Commanding Officer

Surgemain Nashville Lt. Cmdr. Mellany George, temporarily assigned to NNSY's Operations Department, Code 300. "We are required to come here once a year for two to three weeks throughout the year for active duty training where we mainly perform depot level work at the machine shops and ships during our availability. However, when the need arises for additional help, we are ready to leave our civilian lives behind again and start wearing the Navy uniform to support NNSY where the shipyard needs us."

It was during George's active duty training period in Nov. 2023 where she met Lt. Cmdr. Jeremy Leazer, the nuclear aircraft carrier USS Harry S. Truman (CVN 75) deputy project superintendent. During this time, she shadowed Leazer to



learn about his job and what it takes to get the job done and done right.

"I am training Lt. Cmdr. George so that she is capable of taking over my position at NNSY if the need arises where a reserve Engineering Duty Officer is called upon in the future," said Leazer. "During her time at NNSY, I presented her the opportunity to participate in the Truman's sea trials where she can see and learn things that she wouldn't be able to do on land or pier side."

George added, "I jumped at his offer immediately. Although riding on a ship during sea trials is not a requirement I must fulfill, it is a rare opportunity and I couldn't let it pass by, because it might not come again. This experience shows me the end result of the hard work that my Sailors exerted into the Truman project and I will let them know how their help was able to get one of the largest Navy assets back to the fleet."

George lives in Huntsville, Ala. with her husband and teenage daughter. George first wanted to join the Navy right after high school. Her family encouraged her to pursue college first, which she did. After working in the civilian world for a couple of years she decided it was time to fulfill her dream of becoming a Sailor.

"When I was working at the Missile Defense Agency, a co-worker, Lt. Cmdr. Teng Ooi (retired) was a Navy reservist," said George. "He told me about the Navy Reserve and I felt it was finally time to join the Navy. My twin sister, Lt. Cmdr. Melody George-Jones and I joined the Navy Reserve together where we

were both commissioned at the same time. We became a part of the Reserve Engineering Duty Officer community. That was almost 12 years ago."

George was underway one other time. It was aboard USS Mann (DDG 72) for approximately ten days where she stood various watches and tried to learn and savor as much as she could. It wasn't until 11 years later where she was able to be "haze gray underway" once again.

"This is my second time out to sea and I love it. But the one thing that really surprised me is how much work and testing Norfolk Naval Shipyard employees need to conduct before turning the Truman fully over," said George. "I figured most if not all of the testing could be conducted pier side. Being underway shows me the bigger picture of not only the effort and professionalism both the shipyard employees and the Truman Sailors put forth to get the carrier sea worthy again, but the importance of getting the Truman back to sea, where she belongs, serving our Nation."

Although George is being transferred to a new reserve duty station in April 2024, she is going to encourage her replacement and all the Sailors below her to seize the moment if the chance to go out to sea comes about.

"I know the opportunity will not always be there, but if it is, take advantage of it," said George. "After all, we are the Navy, we are SurgeMain Nashville, we are Norfolk Naval Shipyard and I can be no prouder than I am today of my unit, my country and being a part of America's Shipyard."





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TEAM TRUMAN
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REALITY

AVIATION SAFETY

ENVIRONMENTAL
AFLOAT AWARDS



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Production Resource Department (Code 900) Plays its All-Stars for the USS Harry S Truman (CVN 75) Sea Trials

STORY AND PHOTO BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

Most people have that “go to” person when they want something done right the first time. Someone who is dependable, reliable and often needs little to no supervision. This could be a particular handyman someone hires to repair something at their home; a pinch hitter on a baseball team in a clutch; and that person who supervisors and managers know can get the job done expeditiously, efficiently and first time quality. During the USS Harry S. Truman (CVN 75) sea trials Jan. 19-23, the Norfolk Naval Shipyard’s (NNSY) Production Resource Department (Code 900) had many of their all-stars onboard contributing to the success of completing the availability.

The individuals who were the Code 900 “go to guys” on USS Harry S. Truman included Insulator (Shop 57) Jesus Fernandez; Pipefitter (Shop 56) Gary Smith; Boilermaker (Shop 41) Joshua Allen; Marine Machinery Mechanic Apprentice (Shop 38) Ryan Farmer and Marine Electrician (Shop 51) Joshua Brown.

Leaders on the project spoke about the significant teaming effort where all team members across shipyard departments, including personnel within Code 900, were aligned on the goal of delivering the carrier back to the Fleet ready to meet its mission.

One of the reasons Code 900’s production shops participate in sea trials is to perform any tweaking or repairs while underway. There are some systems and equipment that cannot be tested in port; this is one reason why USS Harry S. Truman conducted sea trials. It allowed shipyard personnel and ship’s crew a chance to ensure all the equipment and systems were in good working order and ready to go back to the active fleet to support the Navy’s mission.

“As the production code, we need to guarantee our work for the Navy and make sure that everything’s running the way it’s supposed to so that the ship and its crew can protect and serve,” said Allen.

Some of the final steps in repairing and performance maintenance requires some additional work after the testing has been completed. Sea trials is the perfect opportunity to finish up the final steps.

“As an insulator, I remove old lagging from pipes that require work done on them,” said Fernandez. “Once the work requirement is completed, we want to make sure that it passes all tests before installing new lagging on the pipes. Once the equipment or system has passed its test during sea trials, we then can come in and install the new lagging around the pipe. Doing this at sea saves time and money.”

Being underway during sea trials does have its benefits. Because not all the systems and equipment are able to operate at full capacity while pier side, sea trials allows shipyarders to see the equipment and systems fully operational.

“Being out to sea is about the only time we get to see the things that we worked on used to its fullest extent,” said Farmer. “This allows us to see why the work we do is so important to our Nation, the Navy, and especially to the crew of the Truman.”

Another benefit is sea trials is a time when shipyarders

and Sailors are working side by side. During the Truman’s availability, it was the shipyarder who did majority of the repairs, maintenance and upgrades. Once the availability is completed and the Truman goes out on deployment, it’s the Sailor who performs the majority of the work during carrier operations. However, sea trials is a time when both the shipyarder and the Sailor get to work side by side with the same target in mind, to return the Truman back to the fleet ready to meet its mission.

“Working directly with the Sailors on sea trials provides a lot of needed context for the things that we do,” said Brown. “Plus it allows us to mentor them when it comes to repairs and maintenance, and it also allows the Sailors to give us tips and tricks of the trade when the equipment is fully operational that we might not see in port.”

With sea trials bringing the availability to an end, being out at sea offers a chance for the shipyarder to feel a sense of accomplishment.

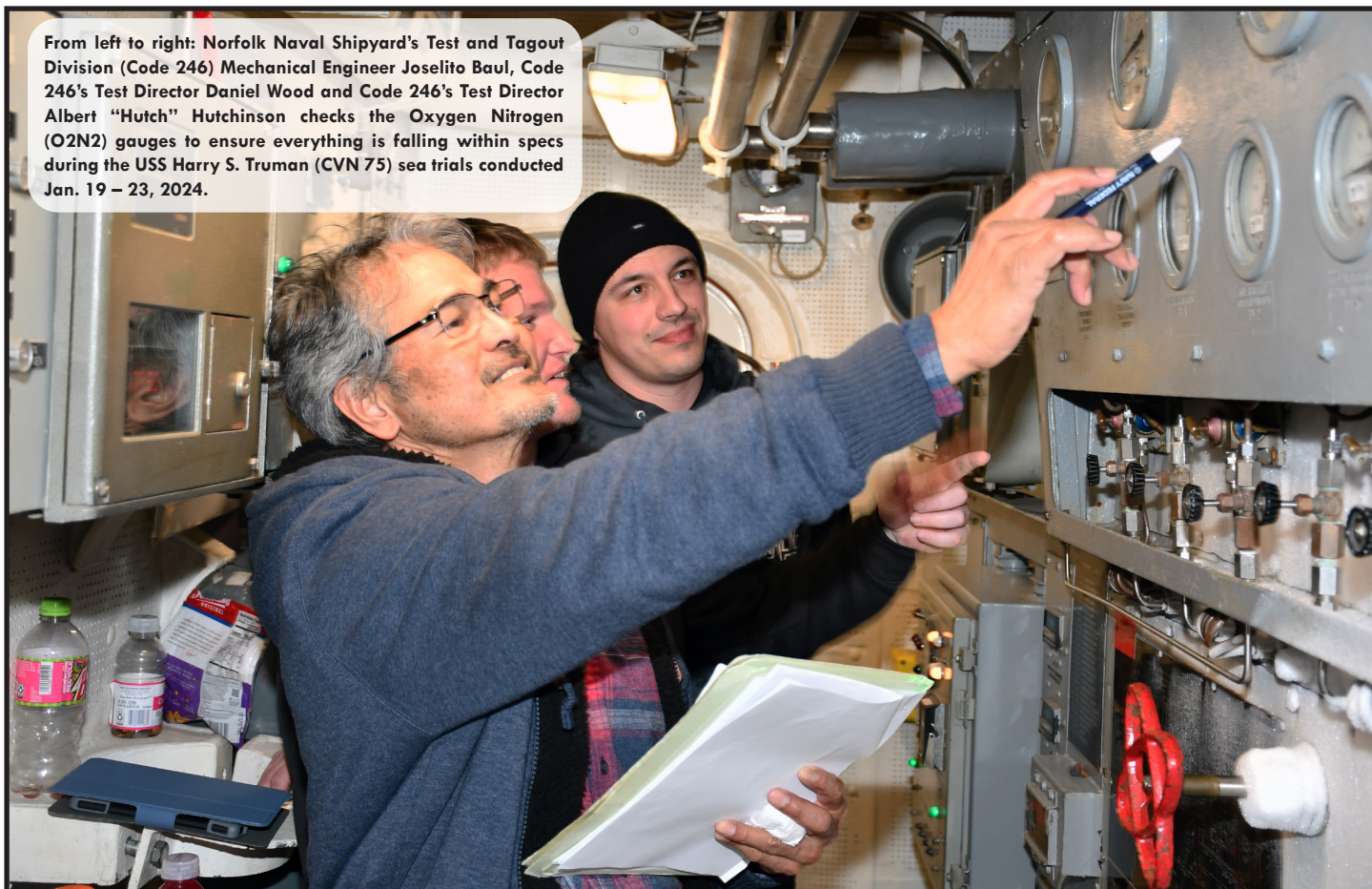
“You feel proud because the Sailors are able to use the equipment and systems that we all worked on,” said Smith, who was on his first underway period. “We were able to provide the crew of the Truman home away from home when they are out protecting our freedom. It doesn’t get much better than that.”

**Pictured from Left to Right:
Norfolk Naval Shipyard Marine
Machinery Mechanic Apprentice
(Shop 38) Ryan Farmer;
Insulator (Shop 57) Jesus
Fernandez; Boilermaker (Shop
41) Joshua Allen; Pipefitter
(Shop 56) Gary Smith; and
Marine Electrician (Shop 51)
Joshua Brown participated in
the USS Harry S. Truman (CVN
75) sea trials conducted Jan. 19-
23. They were deemed as the
“go to guys” during sea trials
when it came to their particular
shop.**

Norfolk Naval Shipyard's Test and Tagout Division Supports USS Harry S. Truman (CVN 75) Availability and Sea Trials

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST

From left to right: Norfolk Naval Shipyard's Test and Tagout Division (Code 246) Mechanical Engineer Joselito Baul, Code 246's Test Director Daniel Wood and Code 246's Test Director Albert "Hutch" Hutchinson checks the Oxygen Nitrogen (O2N2) gauges to ensure everything is falling within specs during the USS Harry S. Truman (CVN 75) sea trials conducted Jan. 19 – 23, 2024.



Movie directors like to make the audience squirm to hype up the anticipation on what “could” happen. An example of this is when the character puts his hand inside the garbage disposal to unclog it and there is someone near the switch about to turn it on without realizing the danger behind it. Sadly, accidents like this have been known to happen in real life. In order to prevent injury, damage to equipment, or worse, death, the tagout program is administered by the Norfolk Naval Shipyard's (NNSY) Test and Tagout Division (Code 246) to ensure personnel safety while performing work onboard vessels at NNSY.

“The lockout/tagout program has been around for decades,” said Code 246's Chief Test Engineer Ottis Reese. “Before a mechanic works on a piece of equipment, machinery, valve, circuit breaker and anything else that could cause harm to the mechanic or damage to the equipment if activated, a ‘danger tag’ is hung on the switch, valve, or other component to prevent operation.”

Reese continued, “In commercial agencies, it is the mechanic's responsibility to perform tagout actions prior to starting work on the equipment. However, for naval shipyards, Occupational Safety and Health Administration (OSHA) has placed that responsibility in the hands of another entity. In NNSY's case, it's Code 246 who performs the tagout requirements on ships to ensure the safety of shipyard employees.”

The reason for this is because of the complexity of the shipboard systems. For some of the work that needs to be conducted, it requires hundreds of tags to be hung before the work can start. OSHA recognized this would be an infeasible task to be accomplished by each mechanic. Therefore, Code 246 hangs thousands of tags every availability to ensure the safety of NNSY's workforce.

Personnel safety through the hanging and clearing of tags is only part of Code 246's job. Their other major function is to test all of the repairs that NNSY has completed during a ship's overhaul. Most testing can be performed pier side, but some testing requires the vessel to be underway. This is where sea trials come into play.

“Once the work is completed, it is our responsibility to perform tests to ensure all work was properly completed and the systems/equipment operate as designed,” said Code 246 topside Lead Test Engineer Tim Hodge. “There are some tests we can perform while the ship is moored to the pier and there are others that need to be conducted while the ship is out to sea.”

USS Harry S Truman (CVN 75) recently completed its 13-month planned incremental availability with successful sea trials that were conducted in January. During sea trials, Code 246 had two teams performing tests and making any necessary adjustments. The first team, the propulsion team,

conducted tests on engines, motors, valves, pipes and other pieces of equipment related to the propulsion side of the ship.

"We check welds on piping to verify it has correct tightness and that it doesn't leak; electrical pieces of equipment for proper operations such as all electrical parameters are working in specifications, whether it's volts or amps," said Assistant Chief Test Engineer Jonathan Halter. "During the Truman sea trials, our biggest test was verifying the main engines operate properly. We performed a lot of bearing tests and we needed to verify that they were not overheating; there was no abnormal noises and the engines could function at all bells to get the ship through the water and back to port."

Code 246 Lead Test Engineer Michael "Petey" Peterson added, "we initially allotted three days for testing the engines. With the hard work and effort put forth by the propulsion team and Sailors who perform day to day operation on the engines, we managed to successfully complete and certify the engines in a little over one day."

Code 246's second team, the topside team, is responsible for testing and certifying equipment, systems and repairs that are located outside the engineering spaces. Some of these systems and equipment are, but not limited to, aircraft catapults; air conditioning plants; oxygen nitrogen (O2N2) plants; aircraft and weapons elevators and fire pumps.

"Code 246 didn't work alone while conducting all the required tests during sea trials," said topside Assistant Chief Test Engineer Darryl Mason. "This was a team effort with the air department, engineering department and the reactor department onboard the Truman. It's a lot of strategizing and scheduling with everyone."

Riding the Truman and seeing two years worth of work from preplanning the availability to the completion of sea trials, brought on the sense of fulfilment and completion among Code 246 Truman project personnel.

"During sea trials, we are finally getting to see the fruits of our labor between us and all of the test directors and work control technicians who are part of the code," said Halter. "Not only Code 246, but all NNSY employees, contractors and Truman Sailors are proud of the work we all accomplished together as a team. We all strived during the Truman availability to return a quality product back to the fleet and I feel we did just that. Now the Truman is on her way to join the active fleet once again and to do its part in conducting the Navy's mission. Once again, the One Mission – One Team concept at NNSY prevails."

Left: NNSY's Code 246 Test Director Daniel Wood inspects the steam pipes and valves to CVN 75 arresting gear system during sea trials on Jan. 19-23, 2024. Right: CVN 75 Engineering Department Cryogenics Leading Chief Petty Officer Chief Machinist Mate Joshua Koehne and NNSY's Code 246 topside Lead Test Engineer Tim Hodge go over the final test results of the Oxygen Nitrogen (O2N2) plant during the Truman's sea trials conducted Jan. 19-23, 2024.



"Celebrating Earth Day provides us with an opportunity to educate Shipyard employees on how they can play a role in protecting our environment."

- Conchita Herrera Mauer
NNSY Employee

NNSY

EARTH DAY



Date: April 25, 2024

Time: 1000 - 1300

Location: Front of Building 1500

Environmental Presenters:

- Tidewater Rehabilitation and Environmental Education
- Butterfly Society of Virginia
- Leave No Trace Master Educator
- Hampton Roads Sanitation District
- Public Works Stormwater Division

AND MORE!



Winner of Last Year's Poster Contest Isaac Davidson, Grandson of Ottis Reese from Code 246



All employees are welcome to the Earth Day 2024 event. Celebrate Earth Day with us and take home one (1) tree as a symbol of your commitment to our planet. Join our environmental presenters and contribute to a greener future.

If you have any questions regarding Earth Day, please feel free to email jagruti.g.patel.civ@us.navy.mil



Poster Contest Guidelines 2024

Earth Day is a time to celebrate the beautiful world in which we live. The theme for this year's contest is **"Be Kind to the Earth"**. Illustrate what activities/ways on how you can be kind to the earth.

- Open to all NNSY employee's children/nieces/nephews/grandkids ages 4 to 17.
- Use an 8.5'' x 11'' sheet of paper.
- Please, legibly print your name, age, parent's (who works at the shipyard) phone number on the back of the entry.
- Acceptable media are watercolors, ink, crayon, collages, pencils, oils, acrylics, and computer-generated art.
- Only the NNSY employee's Childs/Nieces/Nephews/Grandkids submitting the artwork can perform work on the entry.
- All of the artwork must be the original composition.
- All artwork being submitted must be accompanied by a disclosure statement (see form below).
- Entries should be submitted before the deadline of March 20, 2024.
- Voting for artwork will occur on the Shipyard Facebook page starting the week of Earth Day, April 3 through April 10, 2024.
- Drop off or mail to :
Attn: Jagruti "JAG" Patel
Command: NNSY Code 106.31
Building M22, 3rd Floor, Room 312
Portsmouth, VA 23709-1035

The winning artwork will be honored with a certificate from the Shipyard Commander, **CAPT James Mosman**. The winning poster will be used for next years (2025) Earth Day celebration. Questions should be submitted to JAG at jagruti.g.patel.civ@us.navy.mil.

Please detach the bottom portion of this form and submit with each entry.

Name of Artist _____ Date _____

Name of NNSY Employee _____ Code/Shop _____

By submitting an entry into the Earth Day Poster Contest at Norfolk Naval Shipyard, I give permission for my child's artwork to be used in advertising for the 2024 Earth Day Fair at Norfolk Naval Shipyard.

Signature of Legal Guardian _____

Deliberate and Intentional with Diversity, Equity and Inclusion

STORY BY TARANE PARKER • NNSY DE&I DIRECTOR



Navigating the Seas of Uncertainty

Diversity, Equity, Inclusion, & Accessibility (DEIA) have become central pillars in the contemporary workplace, reflecting a growing recognition of the need for diverse perspectives and equal opportunities. However, working in the field of DEIA is not without its uncertainties. The dynamic nature of societal norms, evolving organizational landscapes and the multifaceted nature of diversity itself contributes to an environment where predicting outcomes becomes a complex task. One of the primary challenges in DEIA work is the fluidity of diversity. Societal definitions of what is considered diverse are continually expanding, challenging professionals in the field to remain adaptable. As new dimensions of diversity emerge, from neurodiversity to generational differences, DEIA practitioners must navigate uncharted territories. This uncertainty requires a proactive approach, encouraging continuous learning and an openness to evolving perspectives.

Moreover, the ever-changing organizational landscape poses a challenge for DEIA professionals. Organizations are faced with an array of unique circumstances, and their commitment to diversity can vary. The uncertainty lies in gauging the extent of an organization's dedication to DEIA initiatives and understanding the potential roadblocks. DEIA professionals must be adept at reading organizational cultures, anticipating shifts and strategizing effectively to foster an inclusive environment. The global socio-political landscape adds another layer of unpredictability. Shifts in societal attitudes and geopolitical events can impact DEIA efforts, influencing public perception and organizational priorities. Navigating these external factors requires DEIA professionals to be vigilant, staying informed about global developments and adjusting their strategies accordingly. This adaptability is crucial in ensuring that DEIA initiatives remain relevant and

effective in the face of external uncertainties.

In addition to external challenges, internal dynamics within organizations can create uncertainty. Resistance to change, unconscious biases among employees, and the need for cultural transformation pose formidable obstacles. DEIA professionals often find themselves at the forefront of addressing these challenges, requiring not only expertise but also resilience in the face of resistance. The measurement of success in DEIA initiatives adds another layer of uncertainty. Unlike traditional metrics such as sales or profit margins, the impact of diversity and inclusion is often nuanced and difficult to quantify. DEIA professionals must grapple with defining and measuring success, considering factors beyond numerical representation, such as employee satisfaction, cultural shifts and long-term behavioral changes. Despite these uncertainties, working in DEIA can be immensely rewarding. The potential for creating positive change, fostering inclusive environments and contributing to societal progress motivates professionals in the field. Embracing uncertainty becomes a catalyst for innovation, pushing DEIA practitioners to think creatively, experiment with new strategies and adapt to the evolving needs of both organizations and society.

In conclusion, the uncertainty of working in Diversity, Equity, Inclusion, and Accessibility is undeniable, yet it is precisely this uncertainty that makes the field dynamic and transformative. DEIA professionals must navigate the ever-expanding dimensions of diversity, adapt to changing organizational landscapes, and respond to external and internal challenges. In the face of this uncertainty, their commitment to fostering inclusivity becomes a beacon of positive change, driving innovation and progress in workplaces around the world.

Who Will Be The Next Shipyard Spotlight?

Do you want to highlight a teammate who goes above and beyond the call of duty?

Submit your request to
NNSY_PAO@us.navy.mil today
for a chance to be a future
monthly spotlight in Service to
the Fleet!



C-FRAM FRAUD SCHEME AWARENESS

MARCH EDITION: FALSE STATEMENTS AND CLAIMS

Knowingly and unwillingly falsifying, concealing, or covering up a material fact by any trick, scheme, or device; making any materially false, fictitious or fraudulent by statement or representation; making or using any false writing or document knowing it contains any fraudulent statement or entry.

DOD EXAMPLE

In August 2023, Amphenol Corporation agreed to pay \$18 million to resolve allegations that it violated the False Claims Act by submitting false claims to Defense Logistics Agency (DLA) for electrical connectors that failed to fully comply with applicable regulations and contract specifications. Government contracts and regulations for the use of Military Specification (MIL-SPEC) connectors require that both the supplier and the product supplied meet all military specifications for the manufacture and testing of those electrical connectors.

Amphenol admits that, between 2012 and 2017, it manufactured and sold MIL-SPEC electrical connectors that did not fully conform to the applicable MIL-SPECs. Specifically, Amphenol failed to timely complete required retention of qualification testing, failed to timely report required testing results to DLA, and failed to immediately report certain testing failures to DLA. Between 2012 and at least March 2016, Amphenol also obtained parts and components from sources that DLA did not authorize and used these parts in the assembly and manufacture of the MS connector series.

ARMY/NAVY EXAMPLE

In November 2023, GE Aerospace, an operating division of the General Electric Company, agreed to pay \$9,413,024 to resolve allegations that its manufacturing plant (GEA Lynn) sold parts to the U.S. Army and the U.S. Navy that were either not properly inspected or were nonconforming in violation of the False Claims Act.

Engines that GEA Lynn sells to military customers must meet the requirements established by engineering drawings. GEA Lynn further requires employees to follow manufacturing planning instructions including parts inspections, among other requirements. GE Aerospace admits that, at times from July 24, 2012 to December 31, 2019, GEA Lynn did not conduct required parts inspections and sold engines containing parts that did not meet certain required specifications to U.S. military customers.

INDICATORS (RED FLAGS)

Multiple and frequent discrepancies (facts, observed data, documentation, specifications, and inspection results don't match).
Changes to the original documentation that do not appear to be authentic, such as different print or incorrect spacing.
Unreasonable delays in providing supporting documentation. Contractors expense records do not comply with contract specifications. Contractor refuses (can't) provide supporting documentation.

LEARN MORE TODAY

Check out the C-FRAM site on WebCentral under CIOOCE for more information.

Need to report fraud? Contact the NNSY Hotline today at 757-396-7971 or NNSY_IG_HOTLINE@us.navy.mil.

**THERE IS NO LIMIT TO
WHAT WE, AS WOMEN, CAN
ACCOMPLISH.**

-MICHELLE OBAMA



WOMEN'S HISTORY MONTH 2024