DON'T MISS: VADM BILL GALINIS VISITS AMERICA'S SHIPYARD

SERVICE TO THE FLEET

Norfolk Naval Shipyard | We Are America's Shipyard | August 2020

WELCOME ABOARD

USS Harry S. Truman (CVN 75) arrives at Norfolk Naval Shipyard for an Extended Carrier Incremental Availability

NANOSEPTIC TECHNOLOGY ARRIVES AT AMERICA'S SHIPYARD

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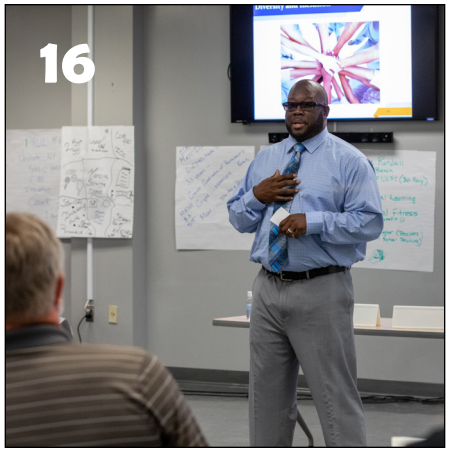

SHIPYARD COMMANDER
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EXECUTIVE OFFICER
Capt. Daniel Rossler

COMMAND MASTER CHIEF
CMDCM Gene Garland

EXECUTIVE DIRECTOR (CODE 1100)
Fred McKenna

PUBLIC AFFAIRS OFFICER
Terri Davis

SERVICE TO THE FLEET EDITOR
Kristi Britt

PUBLIC AFFAIRS STAFF
Hannah Bondoc, Michael Brayshaw, Allison Conti, Floyd Logan, Troy Miller, Jennie Rentas, Jason Scarborough, Curtis Steward

EMAIL THE PUBLIC AFFAIRS OFFICE
nfsh_nnsy_pao@navy.mil

EMPLOYEE INFORMATION HOTLINE
(757) 396-9551

FRAUD, WASTE & ABUSE HOTLINE
(757) 396-7971

SHIPYARD RADIO ADVISORY
1630 AM

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THE HISTORY OF THE PURPLE HEART

STORY BY JENNIEVETTE RENTAS • PUBLIC AFFAIRS ADMINISTRATIVE ASSISTANT

The Purple Heart was created by General George Washington Aug. 7, 1782 to award soldiers of their exemplary services to their nation. Washington stated, "The General ever desirous to cherish a virtuous ambition in his soldiers, as well as to foster and encourage every species of Military Merit, directs that whenever any singularly meritorious action is performed, the author of it shall be permitted to wear…over his left breast, the figure of a heart in purple cloth…Not only instances of unusual gallantry but also of extraordinary fidelity and essential service…shall be met with a due award."

The first awardees of the Purple Heart were three Continental Army noncommissioned officers who were presented with the Purple Heart in 1781: Sergeant Daniel Bissell who spied on British troops in New York City and returned with instrumental information; Sergeant William Brown who swiftly attacked British stations at Yorktown; and Sergeant Elijah Churchill who conducted two raids against the British barricades on Long Island.

These were the only Soldiers who received this badge of honor for years to follow. The Badge of Honor, which is to be worn over the left side of the soldiers breast, had almost been forgotten because of the disuse of the award for approximately 150 years.

In the 1920s the Badge of Military Merit was renamed as the "Order of Military Merit." Then on Feb. 22, 1932, General Douglas MacArthur, an Army Chief, found interest in revisiting the Purple Heart that held such significance at one point. With his appointment in the 1930s it was later announced by the Army in General Orders No. 3 that "the Purple Heart, established by General George Washington in 1782," would be "awarded to persons who, while serving in the Army of the United States, perform any singularly meritorious act of extraordinary fidelity or essential service."

This meant the honor was only to be given to those who served in the Army as the highest award. The wounding of any Soldier can only be given the award if those injuries were "necessitated" through the treatment of medical personnel.

In Dec. 1941, many soldiers lost their lives in Hawaii and the Philippines. During this horrific time, it was known that soldiers serving in the Army had given their lives in defense of a nation and needed to be recognized for their heroic acts. The highest award, the Purple Heart would again be revisited for its meaning and on Apr. 28, 1942, the Army had overturned MacArthur's policy and would then announce, the Badge of Honor to be awarded to "members of the military service who are killed…or who died as a result of a wound received in action…on or after Dec. 7, 1941."

There were various changes made throughout the years, but the Purple Heart never lost its meaning of being given to those who sacrificed, many of whom lost their lives while in combat. The award, which began as being a cloth representing the highest honor while worn over the left breast, has been transformed into a medal. It is an honor that is recognized by all Americans and respected, given to those who fought in combat and returned and those who gave their lives and will forever be recognized for their ultimate sacrifice to their country.

From the Commander, Capt. Kai O. Torkelson:

August Anniversaries at America's Shipyard

The last few weeks have been packed with important activity at America's Shipyard! For his first visit to a field activity since taking command, our new NAVSEA Commander, Vice Admiral Bill Galinis, came to Norfolk Naval Shipyard (NNSY) to learn more about how we directly support NAVSEA's top priority of delivering ships back to the Fleet with superior quality and reliable delivery. Just a few days after that, we onboarded the first phase of what will become 480-plus SurgeMain reservists to support a variety of work between now and September 2021. This is a great opportunity to leverage the mutual benefits of military and civilian partnership while tackling our important projects. One of those important projects arrived last month just as these SurgeMain reservists did, with USS Harry S. Truman (CVN 75) pulling in July 7 for an Extended Carrier Incremental Availability, joining USS George H.W. Bush (CVN 77) as the second carrier on our Portsmouth waterfront.

Looking ahead to August, this month brings a momentous anniversary in our history. On Aug. 14, we will observe the 75th anniversary of V-J Day, or Victory Over Japan Day, marking the end of World War II hostilities prior to the formal surrender September 2, 1945. As one of the nation's most significant facilities for both ship repair and construction during World War II, NNSY built more than 100 vessels and repaired approximately 6,850 others in the span of five years. Also during that period, NNSY physically doubled in size while vastly improving its productive capacity (just as we're concentrating on today as one of our FY-20 focus areas). We're highlighting NNSY's wartime production in several ways during the next several weeks, including an article in this edition of Service to the Fleet, a display in the Heritage Room next to the Bldg. 1500 Command Briefing Room, and sharing information about some of the shipyard's most notable achievements on our command Facebook page between the anniversaries of V-J Day Aug. 14 and the formal surrender Sept. 2. I hope you'll enjoy the opportunities to learn more about the vital work done by our predecessors, and how we continue to honor their legacy today.

In other significant observances this month, Aug. 26 brings Women's Equality Day to commemorate the adoption of the Nineteenth Amendment Aug. 26, 1920. This year will mark 100 years since our Constitution prohibited denying U.S. citizens the right to vote on the basis of sex. As we addressed during our Unity at Our C.O.R.E. event earlier this summer, and VADM Galinis noted during his visit to NNSY, we still have work to do in ensuring equality for all in our nation, across NAVSEA and inside the shipyard. VADM Galinis talked about the importance of a "level playing field" in which everyone has an equal opportunity to compete and contribute to our high-performing teams. This is a particularly important issue to me, as I made it a commitment when taking command that every employee of America's Shipyard has a right to develop their full potential. When it comes to gender equality, women have been a vital part of our workforce for more than a century, with World War I introducing about 800 "Yeomanettes," as these women volunteers were known. Notably, after being discharged in 1919, many of these women began shipyard civilian careers that lasted for more than 30 years. Some of our most senior leaders at the shipyard, as evidenced by the recent appointments of Susan Wood and Terri Makely to the positions of NNSY Comptroller and Lifting and Handling Director, respectively, build on the proud legacies of the shipyard's trailblazing women.

While August is typically looked upon as the last full month of summer, and final opportunities to take vacations, have barbecues, and enjoy other summertime activities with family and friends, we have to remember that this year has been anything but typical. With COVID-19 numbers spiking throughout the nation and local area in recent weeks, we have to consider that much of that has been due to people partaking in social activities without the necessary precautions. It should be very evident at this point that COVID-19 is not taking a single day off this summer. It's critical to remain vigilant both here at NNSY and to make smart, considerate personal decisions outside of work. Some of

us may think "I'm young," or "I'm healthy" or "it's no big deal." Remember that even if you can recover, or even if you're asymptomatic, you could pass it on to someone who isn't young, isn't healthy, or can't recover easily. Aligned with our C.O.R.E. value of Respect, we need to demonstrate we value those around us by taking the proper precautions.

It is our personal responsibility to follow the primary COVID-19 preventive actions: properly wearing a face covering, physical distancing, routinely washing hands for at least 20 seconds or using hand sanitizer when handwashing facilities are not available; regular cleaning of personal spaces and common areas, and staying home if and when we are sick. I mentioned how summertime is normally a time for travel but we are not in normal times. All military and civilian employees are strongly encouraged to remain in the area. If you must travel, please ensure you have a lengthy discussion with your supervisor prior to departing the area. Smart behaviors take a daily commitment on our part, and we must keep up our dedication to minimizing the spread in America's Shipyard.

Our families, our work groups, our Navy and our nation need us safe and healthy to fulfill our important responsibilities and critical duties. We have several significant deliverables coming up in the near future, including undocking Bush and USS San Francisco (SSN 711), completing our Engineered Refueling Overhaul on USS Wyoming (SSBN 742), and finishing our current work up at Nuclear Power Training Unit—Ballston Spa. Thank you to everyone continuing minimize the spread while we maximize the mission in providing timely delivery on these critical assets!

Committed to our C.O.R.E.!

Capt. Kai Torkelson
Norfolk Naval Shipyard's
108th Commander

Sight Line: The Commander's View

In June, I had the honor to relieve Vice Adm. Tom Moore as NAVSEA's Commander, and I have to say it is the honor of a lifetime to lead such an important and dynamic force. We will continue to build upon the work that has been done. We will evolve our current efforts to reflect the progress we have made and continue to evolve to support the Department of the Navy's requirements.

Going forward, NAVSEA will focus on:

1. Delivering combat power through the on-time delivery of ships, submarines, and systems
2. Transforming our digital capability to strengthen our cybersecurity efforts, build our digital engineering capability, and advance our business processes
3. Building a team to compete and win by creating and maintaining a culture of excellence based on a culture based on integrity, trust, toughness, and competence that provides a level playing field

Our Naval Shipyards play a vital role in each of these priorities. You deliver high-end warfighting platforms to the Fleet that allow our Navy to rule the waves. Because of that, we will continue to move the Shipyard Infrastructure Optimization Program (SIOP) forward as quickly as possible so your talents can take advantage of modern facilities designed to increase productivity and reduce unnecessary burdens. In concert with SIOP, NAVSEA will also deliver a new information technology backbone that will enable us to take full advantage of our digital environment, reducing lag time and increasing productivity at the waterfront, on the shop floor, and within our engineering branches.

I am committed to building an inclusive, cohesive, tough, and competent workforce throughout the NAVSEA Enterprise. Our focus must be on ensuring our people reach their full professional potential. This means providing an environment and culture that provides a level playing field for all to compete for technical development, professional opportunities, leadership development, and promotions. Building this "One NAVSEA" workforce has taken on added meaning given the on-going racial equality protests. Discrimination in any form has no place within NAVSEA and impacts our ability to do our jobs.

During the pandemic, you proved your commitment to protecting one another to ensure you remained healthy and able to execute your critical national security missions. You made masks, hand sanitizer, and hand-washing stations. You built partitions in shops where social distancing isn't possible, and your leadership ensured those most vulnerable to suffering severe complications from the COVID-19 virus remained at home until we could ensure workplace safety. Our Shipyards showed the ingenuity required to get the job done in difficult times. From the shop floor to Code 100, you led the way to protect your co-workers. Now it's time to harness that positive energy and continue our efforts to build the One NAVSEA needed to fully support our Sailors and Marines.

KEEP CHARGING!

V/r,

VADM William Galinis

Norfolk Naval Shipyard
Car

STO
PHOTOS BY SHE

USS Harry S. Truman (CVN 75) arrived at Norfolk Naval Shipyard (NNSY) July 7 for an Extended Carrier Incremental Availability.

Coming off a seven-month deployment, Truman now joins USS George H.W. Bush (CVN 77) as the second carrier on the NNSY waterfront. If the Bush's Drydocking Planned Incremental Availability is a marathon involving extensive maintenance, then Truman's availability is more of a sprint, requiring approximately 208,000 workdays of maintenance and expected to complete in a matter of months.

For the first time at NNSY, two carriers will share a single pier. The Bush will undock later this summer to complete the last leg of its availability.

The Truman project team has positioned itself for success in several ways, including getting an early start at Naval Station Norfolk for several weeks prior to the carrier's arrival at NNSY, offloading the air wing, moving trailers onboard, performing shipchecks, and making access cuts.

The Truman project team, and NNSY as a whole, have worked through resource issues in recent months due to the novel coronavirus (COVID-19) pandemic. While a project team often looks to similar past availabilities to glean lessons learned, for Truman "we are actually developing lessons learned from a situation that has never been seen before," according to Deputy Project Superintendent Lt. Nic Twisselman. "The project team has been extremely flexible and resilient. We have seen numerous changes over a very short period of time and everyone has worked diligently and steadfast to ensure that NNSY supports Truman and the Fleet, especially taking into account that Truman just returned from a deployment of seven months."

The Truman project team will benefit from a Surge Maintenance (SurgeMain) mobilization effort across all four of the nation's public

d Welcomes USS Harry S. Truman for Extended rrier Incremental Availability

ORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
LBY WEST, BIANCA WILSON, DANNY DEANGELIS • NNSY PHOTOGRAPHERS

shipyards. NNSY is welcoming more than 120 reserve Sailors this month to eventually culminate in more than 480 reservists supporting work on a variety of NNSY projects through September 2021. Established in 2005, SurgeMain has 2,200 enlisted Reserve Sailors and 240 Reserve officers across 75 units, created to augment the Navy's organic civilian shipyard workforce in times of need. Capt. Michael P. MacLellan, SurgeMain's national director, said the 480-plus Sailors that will support NNSY have the knowledge and skills to hit the deckplates ready to turn wrenches to deliver critical assets like Truman back to the Fleet. "Our Sailors are electricians, pipefitters, sheet metal workers, plumbers, hydraulic technicians, mechanics, machinists, carpenters, welders and more," he said. "Many of our people have prior experience at the shipyard where they're being sent, right down to the specific shop where they will be working alongside the shipyard's organic civilian workforce."

Last month, NNSY returned to full operations welcoming back all members of its civilian workforce who were on Weather and Safety (Administrative) Leave due to COVID-19 concerns. In addition to vital work on Truman, NNSY has a number of other critical deliverables on the horizon, including completion of USS Wyoming's (SSBN 742) Engineered Refueling Overhaul, and undocking both Bush and USS San Francisco (SSN 711), with the latter undergoing conversion into a Moored Training Ship to train the next generations of fleet operators.

In response to COVID-19 concerns, NNSY has safeguarded employee safety and health through enhanced screening at exterior gates to include temperature checks, regular disinfecting of common and high-touch areas, establishment of handwashing and hand sanitizer stations, practicing physical distancing and mandatory wearing of face coverings. Given the Truman was in a mobile COVID-free bubble at sea, Twisselman said, "We have brought our lessons learned and the practices we have been adhering to here at NNSY to the crew of the Truman that was out at sea and only recently were fully indoctrinated into the COVID way of life."

"It was just a few weeks ago that the ship made history performing exercises with USS Gerald R. Ford (CVN 78), marking the first time a Ford-class and Nimitz-class carrier were together at sea," said Shipyard Commander, Captain Kai Torkelson. "Now that the Truman is out of its bubble at sea, we welcome them into the bubble of America's Shipyard, where we all stand united in minimizing the spread while maximizing the mission working these next several months providing superior quality and reliable delivery!"

TOP LEFT: Commander, Naval Air Force Atlantic Rear Adm. John Meier, tours the aircraft carrier USS George H. W. Bush (CVN 77) at Norfolk Naval Shipyard (NNSY). GHWB is currently in NNSY for its Docking Planned Incremental Availability (DPIA); TOP RIGHT: Commander, Naval Air Force Atlantic, Rear Adm. John Meier, tours the flight deck with the leadership of the aircraft carrier USS George H. W. Bush (CVN 77) at Norfolk Naval Shipyard; BOTTOM LEFT: Commander, Naval Air Force Atlantic, Rear Adm. John Meier, tours the aircraft carrier USS George H. W. Bush (CVN 77) at Norfolk Naval Shipyard (NNSY).

CVN 77 Sailors and Shipyard Team Awarded

STORY BY MASS COMMUNICATION SPECIALIST SEAMAN BODIE ESTEP • GHWB PUBLIC AFFAIRS | PHOTOS BY MASS COMMUNICATION SPECIALIST 3RD CLASS MICHAEL JOSEPH FLESCH • GHWB PHOTOGRAPHER

Commander, Naval Air Force Atlantic (CNAL), Rear Adm. John Meier, recognized four Sailors assigned to the USS George H. W. Bush (CVN 77) and eight civilians from the Norfolk Naval Shipyard (NNSY) Project Team during a ceremony at the ship July 2.

"I am proud of the wonderful ship-shipyard partnership that has formed the past year and a half," Meier said. "The work this team has accomplished will enable the ship to get out of the shipyard on time and back at sea in support of our country's national defense."

Machinist's Mate Fireman Devon Stroud was named CNAL Engineer of the Quarter while Hospital Corpsman 2nd Class Ashley Castillo, Hospital Corpsman 3rd Class Bryan Barninger, and Machinery Repairman 3rd Class Jordan Willis were recognized for their work during CVN 77's current Docking Planned Incremental Availability (DPIA).

NNSY Employees Jeremy Clark, Jimmy Faulks, Tracy Bishop, David K. Stevens Jr, Ryan Nagy, Lee Dempsey, Vernon Edwards, and Robert Kincade were also awarded for their contributions to Bush's DPIA.

"The ship is on track to depart NNSY on time because of the partnership between the NNSY Project Team and ship's force," said the ship's Commanding Officer, Capt. Robert Aguilar. "I could not be more proud of the team."

Stroud immediately took a leadership role among his peers after reporting aboard CVN 77. He rapidly qualified his assigned watches and become a mentor to his peers on propulsion plant operations and maintenance, helping six new maintenance personnel and four watchstanders get qualified.

GHWB, which is more than halfway through its dry-dock period, is receiving life-cycle maintenance and modernization of various systems at NNSY. These improvements will enable her to return to the fleet in top warfighting condition in support of our national interests.

Commander, Naval Sea Systems Command (NAVSEA), Vice Admiral Bill Galinis visited Norfolk Naval Shipyard (NNSY) June 30 to see firsthand how America's Shipyard supports the NAVSEA mission of delivering ships and submarines back to the Fleet. Galinis' visit included walkthroughs and discussions of ongoing work in NNSY's Mechanical, Piping, Structural and Special Emphasis Shops.

NAVSEA's New Commander Visits Norfolk Naval Shipyard

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

Just days after taking the helm of Naval Sea Systems Command (NAVSEA), Vice Admiral Bill Galinis visited Norfolk Naval Shipyard (NNSY) June 30 to see firsthand how America's Shipyard supports the NAVSEA mission of delivering ships and submarines back to the Fleet.

Galinis met with senior shipyard leaders to discuss his command priorities before visiting the waterfront to learn more about how NNSY delivers warfighting capability for the Navy and nation.

Beyond a focus of ensuring combat power via on-time delivery of ships, submarines, and systems, Galinis said he is prioritizing digital capabilities, expanding leadership opportunities for all NAVSEA personnel, and establishing a culture of excellence based on integrity, trust, toughness and competence.

"Delivering ships, submarines, and systems on time is our number one priority, and this team in particular plays into that every day," he said. "Do not underestimate how important that is--and you are--to our Navy and our country."

As part of showing integrity and building trust, Galinis challenged NNSY leaders to develop their teams and improve diversity of thought by providing leadership opportunities for all, including personnel early in their careers. "Those folks are out there. We have to find them, develop them, and bring them forward," he said.

Addressing how inclusion relates to many of the protests and discussions being held nationwide in recent weeks, Galinis pointed out, "We're having a conversation that's long overdue about equality for all. It's very important for our workforce that we continue those conversations. I don't care what your skin color is, what your gender is, or what your age is, we're looking for the best people to build our team. We need a level playing field so everybody can compete and win."

Galinis' visit included walkthroughs and discussions of ongoing work in NNSY's Mechanical, Piping, Structural and Special Emphasis Shops. The shops are currently supporting work on a variety of projects including USS George H.W. Bush's (CVN 77) Drydocking Planned Incremental Availability (DPIA), USS Wyoming's (SSBN 742) Engineered Refueling Overhaul, and USS San Francisco (SSN 711), undergoing conversion into a Moored Training Ship for training the next generations of Fleet operators.

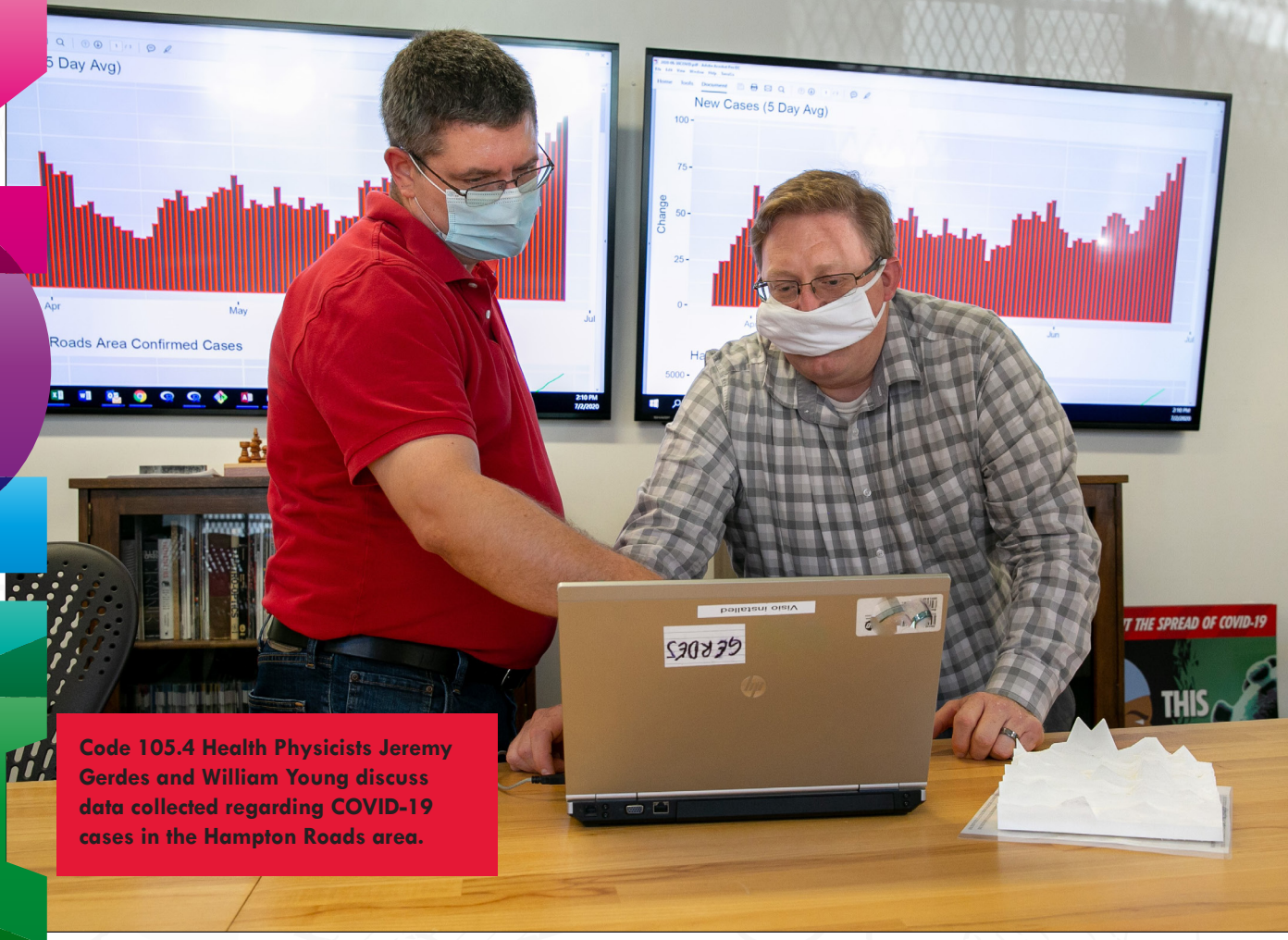
During his tour Galinis discussed NAVSEA's Shipyard Infrastructure Optimization Program (SIOP), a 20-year, $21 billion program dedicated to completely refurbishing the nation's four public shipyards by modernizing equipment, improving workflow and upgrading dry docks and facilities. As part of SIOP, NNSY's Dry Dock 4 is currently undergoing a $165 million renovation spanning nearly three years.

"There is an alignment in the Navy right now that we need to reinvest in the public shipyards," Galinis said. In addition to the larger SIOP projects, he added there will also be a focus on improving the "day-to-day infrastructure" of the shipyards.

As the leader of the Navy's largest systems command, Galinis oversees a global workforce of more than 83,000 military and civilian personnel responsible for the research, development, delivery and maintenance of the Navy's ships, submarines and combat and weapons systems. Already familiar with the Hampton Roads Navy community, Galinis previously served as commanding officer of Norfolk Ship Support Activity (NSSA).

"This visit provided an excellent opportunity to show Vice Admiral Galinis how we are executing our and NAVSEA's top priorities—achieving excellence in repair and modernization of ships and submarines, with superior quality and reliable delivery," said Shipyard Commander Captain Kai Torkelson. "Additionally, we align completely to building a stronger team by leveling the playing field through developing the talent within every one of us, regardless of any identifier such as race, gender or age, then we will achieve win after win in all areas, for our people and our nation."

EYE ON INNOVATION



Code 105.4 Health Physicists Jeremy Gerdes and William Young discuss data collected regarding COVID-19 cases in the Hampton Roads area.

DATA ANALYTICS COMMUNITY OF ACTION HELPS AMERICA'S SHIPYARD EXPAND ITS HORIZONS

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) has been around for a very long time – almost 253 years. Across its long history, the shipyard molded to its mission – whether it be building ships or fulfilling its duty with maintaining and servicing the fleet. It had to adapt to available technology, personnel strengths, and the Navy's needs. Today, America's Shipyard has a team of people whose mission is to help lead transformational change by using data to determine the right course our shipyard would go - The Data Analytics Community of Action (CoA), part of the NNSY Technology and Innovation (T&I) Community of Practice (CoP).

"We're a team whose purpose is to help the shipyard think differently from the practices of old and using data to determine a more efficient, safer, and all-around better way of doing business," said Code 105.4 Health Physicist William Young.

"With data collection and analysis, we can use those numbers to determine what the best approach is with each job we do at NNSY," said Code 105.4 Health Physicist Jeremy Gerdes. "We have to understand what we're doing and why we're doing it."

Young added, "For example, years ago electric motors were first created, and a lot of companies put them in their factories. However, many didn't see a lot of difference in their productivity. It wasn't until years later when they decided to adjust the layout of their factories to place these machines to best interact with the workers that the factories saw massive productivity increases. They needed to take a step back, determine what they hoped to accomplish, gather data, and then implement the data to truly make a difference. That is what data analytics is all about."

Data analytics is the process of analyzing raw data to find trends and answer questions, leading those to determine the best course of action with the information obtained. It can be broken down into data engineering and data science.

"Data engineering is building out and structuring the data you've collected, making it reliable and accessible. For example, using databases and libraries to collect and automate your data collection is considered data engineering," said Young. "Data science is taking that data and using it to make decisions. When you buy a house, you use data to determine the price of the home in question. When you buy a car, you use data to determine what

car would work best for your needs and what price you need to pay. Almost everything in life can be determined when using data."

Gerdes and Young work side-by-side in data analytics – Gerdes using engineering to develop or utilize existing databases to best benefit the needs of the shipyard while Young approaches the scientific side to determine how to use that data to implement change.

"Jeremy has been a key part in working to automate our data collecting, making it a quicker and more efficient process altogether," said Young. "My focus has been helping NNSY make better and faster decisions across the board. When we gather this data, it's my goal to best determine how we change that data into correct decisions that would best affect the workforce and the mission at large."

One of their biggest projects in the last few months has been working on collecting data related to the coronavirus, or COVID-19. "We help track cases within the community and those within our shipyard family," said Gerdes. "In an ever-changing environment within the pandemic, it's important to gather as much accurate data as quickly as possible and have it accessible to others. We're working to ensure everyone has the data needed to make decisions for the shipyard as whole."

When asked what it means to be a CoA, Gerdes shared that the data analytics team spans much farther than just within their group. They are a part of shipyard-wide initiative working to make positive change at America's Shipyard. "When we were asked to develop a team in the T&I CoP, we knew we wouldn't fall into specific fields like the metrology team or the additive manufacturing team. We were a group whose sole purpose was to expand to these different communities and help them determine how best to succeed."

Young added, "Data analytics is a discipline without walls – it helps broaden our lenses and gives us a clear vision of what we need. It doesn't matter what organization we work with, the processes remain relatively consistent. Within a month of establishing ourselves as a team, we already had a lot of involvement with all the major codes at the shipyard. Everyone's got their own unique issues they need help with solving – and it's that drive by the needs of others that we are able to do what we do every single day. We're able to provide them the tools and data they need to make a positive impact in their day-to-day operations."

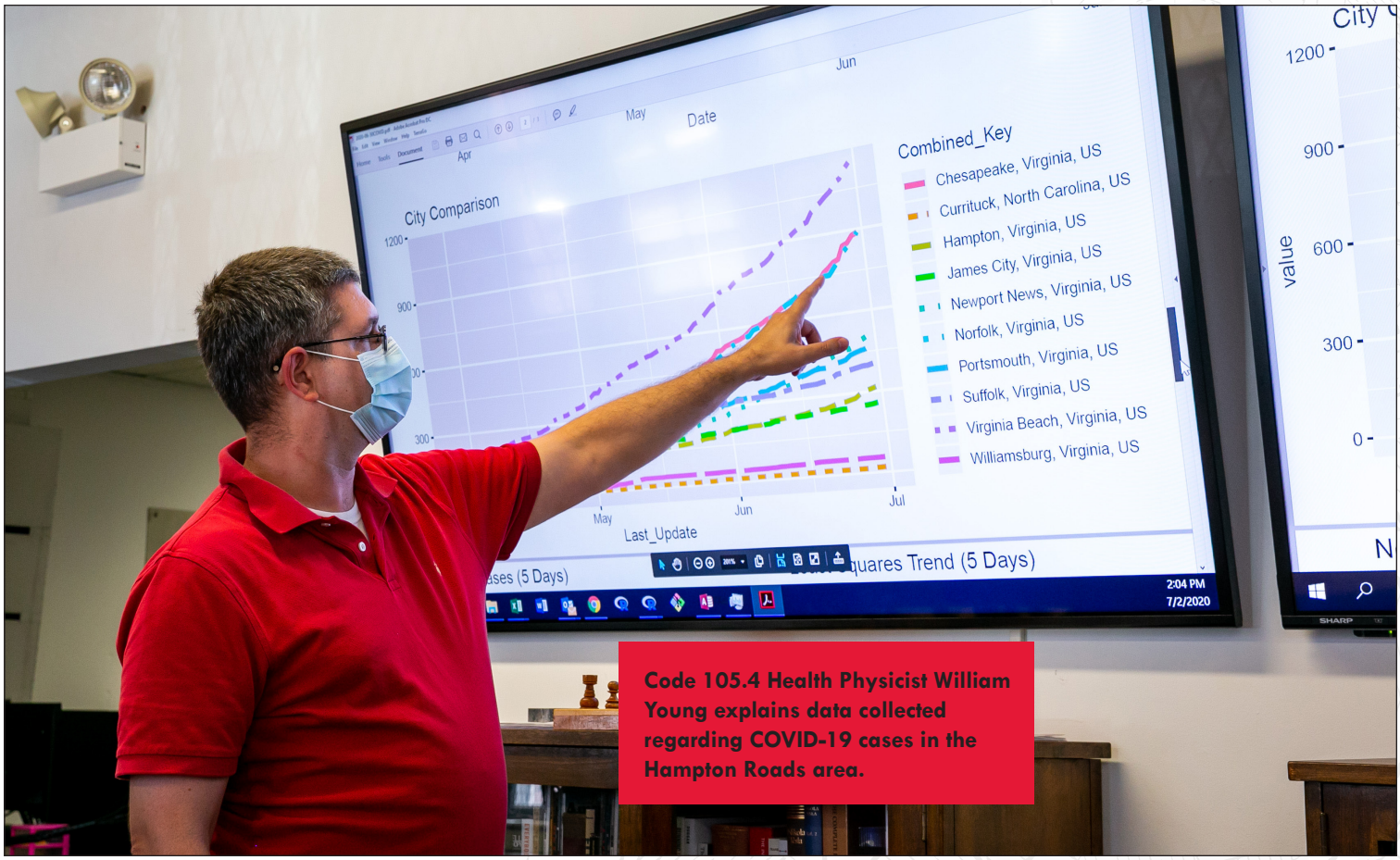
He continued, "I would be remiss if I didn't specifically thank the entire staff in the T&I lab for their unwavering support, leadership, challenges and encouragement in this initiative. The T&I staff have been a foundational key to the development, clarity of vision and success of the Data Analytics CoA."

So what's next for the Data Analytics CoA? Gerdes and Young are excited for what's to come.

"We're looking into how we can bring up our data literacy rate and build concepts across the board in our organization," said Young.

Gerdes added, "Concepts are what can be done and what's available to us – what we can do at the shipyard. Things that seemed like science fiction in the '50s are reality now due to building off of concepts. For example, Star Trek had a lot of technology that was science fiction for its time. However, the concepts seen inspired others and drove them to want to build that technology and make it a reality – like automatic door openers and cell phones. I'm very excited to see what we as a shipyard are able to do with data analytics at our side."

For more information regarding innovation, contact the NNSY T&I Lab at 757-396-7180 or email the REAL Ideas program at NNSY_REALIdeas@navy.mil.



Code 105.4 Health Physicist William Young explains data collected regarding COVID-19 cases in the Hampton Roads area.

Norfolk Naval Shipyard achieved a significant step in its journey to recertify as a Voluntary Protection Program (VPP) Star Site, submitting its application to the Occupational Safety and Health Administration (OSHA) July 27.

Learn more about the Voluntary Protection Program (VPP) initiative at: https://www.osha.gov/vpp

Norfolk Naval Shipyard takes next step in reclaiming Voluntary Protection Program Star Site Status

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard achieved a significant step in its journey to recertify as a Voluntary Protection Program (VPP) Star Site, submitting its application to the Occupational Safety and Health Administration (OSHA) July 27.

"We achieved a significant milestone and this effort was not a small one," said Jill Wild, NNSY, Safety, Health and Environmental Director. "I would like to thank everyone for their support of taking the right actions in educating employees, correcting some issues and improving areas to ensure our workplace is as safe as it can be. This is a big step in the process, signifying a combined commitment by the shipyard and our labor partners to have a safe workplace for everyone."

A VPP Star Site since 2006, NNSY voluntarily withdrew from the program in 2018 to address areas for improvement in employee risk communication of occupational health issues, and injury reporting to OSHA. Resolving these concerns was a priority given that during its 12 years as a star site, NNSY's injury rate was reduced by more than 50 percent, well below industry rates.

Since suspending its star site status, NNSY continued to mirror the VPP model for safety and health while implementing improvements to several occupational risk areas including fall protection, electrical safety, confined space work, and hazardous energy controls. The shipyard has also prioritized thorough investigations of employee mishaps and injuries to prevent similar instances in the future.

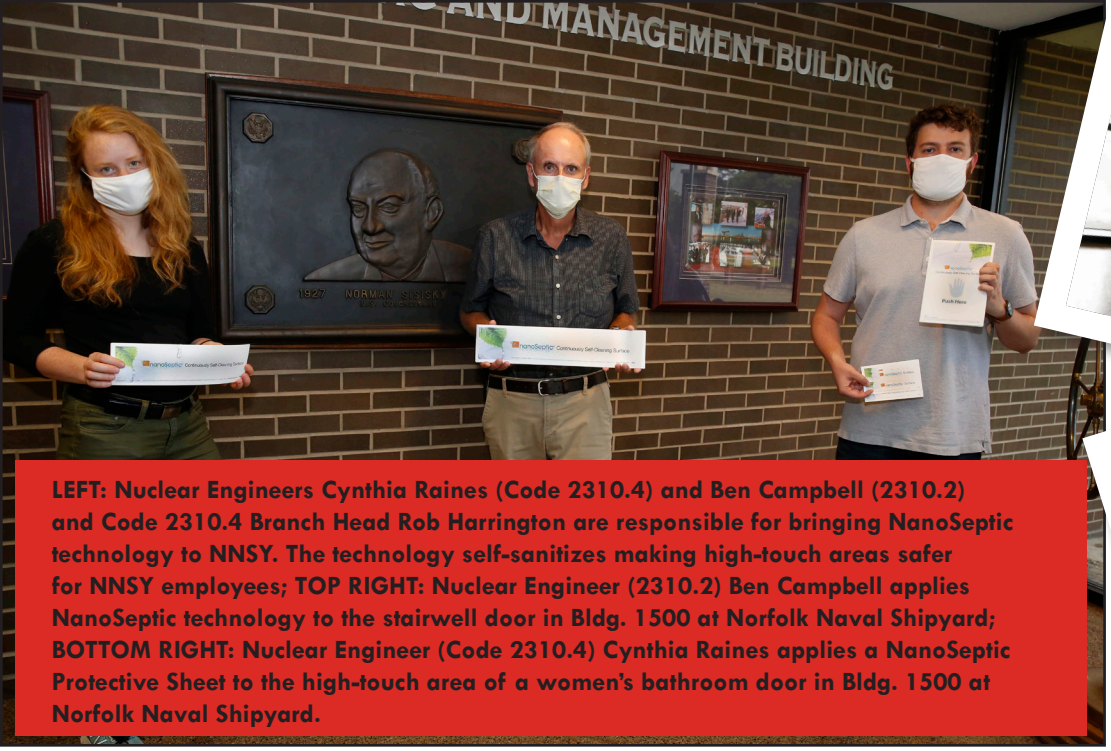
In addition to addressing those concerns, NNSY has contended with an unprecedented threat in recent months to worker safety and health—COVID-19. Despite the bevy of challenges surrounding that—from reducing personnel available to implement corrective actions to limiting in-person meetings for the safety committees--NNSY's VPP team has been able to largely stick to its schedule established in late 2019 of implementing improvements and submitting the application.

Safety leaders cited a big reason for VPP progress this year has been the collaborative effort across all levels of the NNSY workforce in committing to a safe work culture. For the past several months, shipyard senior leadership has been engaging NNSY labor leaders as part of a joint commitment to VPP. This is particularly important as employee ownership in ensuring a safer shipyard benefits training, hazard reporting, and ultimately a reduction in injuries and lost workdays. "The way you get answers to the safety issues in your organization is you go to where the work happens, because the employees who do the work are the ones who have the answers," said VPP Program Manager Brian Olson.

NNSY Safety Manager Jeff Medrano, who has been a leader in the VPP effort, pointed out that while a significant step has been taken on the road to recertification, there must be a continual focus on the way ahead. "Our focus is continual improvement and there are still areas we need to stay on top of, such as machine guarding and preventative maintenance," he said. "We have to find every opportunity during the workday for what we call 'taking a minute for VPP,' helping to keep both our workforce and management engaged and invested in our shipyard's safety."

Following submittal of the application, NNSY is preparing for an on-site assessment from OSHA representatives on its commitment to a safe working environment and employee knowledge of VPP. In the meantime, NNSY's VPP committee, consisting of a cross-section of shipyard employees from various departments, will continue to promote the program and educate the workforce.

"I'd like to commend everyone involved in the ongoing efforts to again make America's Shipyard a certified VPP Star Site," said Shipyard Commander Captain Kai Torkelson. "People are at the heart of what we do to accomplish the mission at Norfolk Naval Shipyard. We must personally support each other and invest in efforts like these to ensure our combined safety and health, for us individually and as a team in maximizing readiness."



LEFT: Nuclear Engineers Cynthia Raines (Code 2310.4) and Ben Campbell (2310.2) and Code 2310.4 Branch Head Rob Harrington are responsible for bringing NanoSeptic technology to NNSY. The technology self-sanitizes making high-touch areas safer for NNSY employees; TOP RIGHT: Nuclear Engineer (2310.2) Ben Campbell applies NanoSeptic technology to the stairwell door in Bldg. 1500 at Norfolk Naval Shipyard; BOTTOM RIGHT: Nuclear Engineer (Code 2310.4) Cynthia Raines applies a NanoSeptic Protective Sheet to the high-touch area of a women's bathroom door in Bldg. 1500 at Norfolk Naval Shipyard.

The Tradition of Innovation at NNSY: Keeping the Workforce Safe Using NanoSeptic Technology to Fight COVID-19

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) has a long and storied tradition of utilizing innovative technology to support its mission and keep its workforce safe. The emergence of the COVID-19 pandemic has strengthened the shipyard's ongoing commitment to innovation as it seeks new ways to keep personnel safe while getting ships back to the Fleet on time. The newest invention to make its way through the gates of NNSY: NanoSeptic technology.

NanoSeptic technology kills pathogens using a photocatalytic reaction with embedded titanium dioxide nanoparticles. In plain language, it can provide a self-disinfecting surface for high traffic areas by using UV light. The technology uses a septic coating on self-adhesive plastic sheets which self-cleans every time it is touched.

According to Code 2310.4 (Ventilation Support) Branch Head Rob Harrington, "NanoSeptic technology can provide a self-disinfecting surface for high traffic areas that will protect NNSY employees from the spread of COVID-19." Harrington added the supplier of this technology specified that the NanoSeptic sheets can last for over three months with minimal cleaning and maintenance.

The technology has been researched by NNSY's Reactor Engineering Division (Code 2310) and championed by its Nuclear Engineering and Planning Department (Code 2300) Management as NNSY has rigorously and relentlessly pursued ways to keep its employees and their families safe. Harrington said, "We are well into the process of implementation on a trial basis."

Since NanoSeptic technology is so new, research is still being conducted on the technology. To date, the technology has not been approved by the Centers for Disease Control and Prevention (CDC) or the World Health Organization (WHO); however, those involved with the project feel positive about the future of the technology. Harrington said, "There are virtually no safety concerns and we have engaged with Code 106 (NNSY's Occupational Safety, Health, and Environment Office) to ensure there are no safety concerns for the shipyard. Thus far, Code 106 is optimistic." Though the CDC recently clarified that surfaces are not the primary way that COVID-19 can be spread, the NanoSeptic efforts help ensure employee health while highlighting NNSY's diligence and commitment to workplace safety.

The project has been a team effort between Code 2310.4 and NNSY's Supply Department (Code 500). Key personnel involved in the effort include Code 2310 Division Head Mike Kwiatkowski, Code 2310.4 Engineer Cynthia Raines and Code 2310.2 Engineer Ben Campbell, Code 500's Mark Ragsdale, along with Harrington. It is the third project that Code 2310 has implemented to promote workplace safety during the COVID-19 pandemic. The others include development of a disinfecting Nuclear Standard Instruction (NSI), the use of hydrogen peroxide for disinfecting cognizant nuclear spaces, and the possible use of ultraviolet light (UVC) technology.

The NanoSeptic project and the efforts that predated it are an example of NNSY's C.O.R.E. values in action, said Harrington. "It demonstrates that we care about our workforce and that we have a responsibility to do whatever we can to keep NNSY safe."

In a recent message, Commander of Naval Sea System Command, Vice Admiral Bill Galinis said, "Our Shipyards showed the ingenuity required to get the job done in difficult times. From the shop floor to Code 100, you led the way to protect your coworkers."

The health and safety of the workforce remains the top priority and NanoSeptic technology is just one innovative example of how shipyard employees are working diligently every day to help minimize the spread while maximizing the mission.

SHOP 57 WINS 2019 ANNUAL SAFETY AWARD AND JANUARY 2020 SAFETY FLAG

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard's (NNSY) Insulation Shop (Shop 57) was recently presented two awards for its commitment to safety at all levels, from leadership initiatives to employee involvement.

The 2019 Annual Safety Award was presented to Shop 57 July 15, honoring its excellent safety performance throughout the year. NNSY's Piping Department (Code 960) Directors have continued to maintain an open door policy for piping personnel while encouraging employees to take ownership of their work and safety. In addition, the team had a significant improvement in safety, resulting in achieving a 38 percent decrease in injuries and 33 percent decrease in lost workdays compared to 2018.

"The Annual Safety Award encompasses lowering injury rates, aggressive management actions, outstanding leadership, labor/management partnerships, employee involvement, and an overall commitment in Safety providing a safe and healthful workplace," said the Safety Department (Code 106.24) Hazard Abatement and Analysis Branch Head Stephanie Twine. "Shop 57 has continued to hold a high standard at America's Shipyard, striving for excellence while ensuring our common practice of 'Nobody Gets Hurt Today'. They were previously awarded in 2006 and 2016 as well, a true force to be reckoned with when it comes to keeping NNSY safe."

The team was awarded the safety flag as well as a plaque to hang up in their spaces to let the workforce know that Shop 57 is all about 'Safety First'. In addition, each member of Shop 57 received a monetary award for their efforts in bringing safety to the forefront at America's Shipyard.

Keeping the winning streak alive, Shop 57 was also awarded the Safety Flag for January 2020. During the presentation, the shop recognized Shop 57's Janice Shields and Christopher Gonzales for their excellent leadership concerning safety.

"Ms. Shields has thorough work practices and a questioning attitude, qualities we look for in those we want to award for this initiative. She ensured that the team donned the proper personal protective equipment (PPE) on the job. They worked with some of the largest, most ergonomically challenging material and Ms. Shields made sure each team member worked safely," said Code 960 Superintendent Thomas Wade Stanton.

"Mr. Gonzales also exhibits thorough work practices and attention to detail. He showed excellent leadership by ensuring the shop's fork lift operators were able to operate safely and be able to see their blind spots while in motion. He takes the time to direct traffic within the work spaces while moving material, prevents inadvertent accidents, and stops the potential damage of material. Amazing work by both our award winners and to Shop 57!"

CODE 130 WINS SECOND QUARTER OPSEC AWARD

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

Each quarter a competition is held at Norfolk Naval Shipyard (NNSY) to determine which shop or code showcases excellence in the practices of Operations Security, or OPSEC. For the first time in the award's history, the Quality Assurance Department (Code 130) has claimed victory for the second quarter of 2020.

OPSEC is the systematic method used to identify, control, and protect critical information and subsequently analyze friendly actions associated with military operations and other activities. All shipyard employees are expected to do their part in protecting information, storing and disposing of information properly so that it doesn't fall into the wrong hands. With the help of each code's designated OPSEC Coordinator, departments strive to achieve the goal of protecting NNSY and the nation as a whole.

"We are constantly on the move ensuring our shipyard is doing their part in protecting critical and unclassified information," said OPSEC Manager Teresa Coon. "For these awards, we do a thorough search through the codes, scanning for storage of information, checking trashcans, speaking with team members to see what they know about OPSEC and if they have the proper documentation with them. It's a competition between the shops and codes, everyone striving to be the best at practicing OPSEC."

Code 130 was awarded July 16 for their significant improvement in ensuring each team member is controlling information as needed. The team received the OPSEC flag and pennant, as well as the Purple Dragon Trophy to display in their code for the quarter. In addition, Code 130 OPSEC Coordinator Kirsten Forrester was presented with a certificate of achievement for her efforts in leading the charge for OPSEC within the code.

"Kirsten has been with us for about a year and has constantly gone above and beyond with everything she does for the shipyard," said Quality Assurance Director George Fitzgerald. "With her leading the charge, our team does a phenomenal job each and every day. I'm extremely proud of everyone and I'm excited to see where we go from here."

Forrester said, "I'm very honored to receive this award on behalf of our code. We've made history today and I know we'll continue to do our best. Now that we have this award, we're going to continue to fight to keep it."

Fitzgerald added, "We expect never to lose this award now that we've seen what our hard work has accomplished. We challenge the rest of America's Shipyard to step up to the plate because we're not going down without a fight."

To learn more about OPSEC, visit https://www.navy.mil/ah_online/opsec/.

LEFT: Norfolk Naval Shipyard Commander, Capt. Kai Torkelson, presents Code 130 OPSEC Coordinator Kirstern Forrester with a Certificate of Achievement for her efforts in leading her code in protecting critical and unclassified information; RIGHT: The Quality Assurance Department (Code 130) won the Second Quarter OPSEC Award for 2020. For the first time in the award's history, Code 130 claimed victory for their ability to protect critical and unclassified information.

LEFT TO RIGHT: New Diversity and Inclusion (Code 1103) Director Tarane Parker teaching a Third Level Management class from a safe distance away from the students. Throughout the duration of the class, students were divided by glass screens and wore masks; Norfolk Naval Shipyard Diversity and Inclusion Director Tarane Parker spoke at the "Unity at our C.O.R.E." command event June 9. "The Unity at our C.O.R.E. Command Event was set up to bring NNSY together to address the issues, acknowledge that our workforce is experiencing a myriad of emotions, and encourage everyone to come together and unite as one. There is no better time to advocate for change than now," said Parker.

SHIPYARD SPOTLIGHT: TARANE PARKER

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY SHELBY WEST AND DANNY DEANGELIS • NNSY PHOTOGRAPHERS

On Jun. 9, Tarane Parker made his debut as Norfolk Naval Shipyard's (NNSY) Director of Diversity and Inclusion (Code 1103) when he spoke at the Unity at Our C.O.R.E. command event. The event was meant to highlight the C.O.R.E. values of Care, Ownership, Respect, and Excellence while addressing the grief the shipyard was sharing with the nation over George Floyd's death and to discuss the how NNSY would fight racism within its workforce. Well-spoken and well received at the event, some might have wondered who was this new man in town. However, for those who know him, Tarane Parker has actually been part of the NNSY family longer than he has been Code 1103 Director.

Growing up in Youngstown and Cleveland, Ohio with his brother, he was raised by a single mother. He graduated six months early from Bedford High School and joined the Navy in 1995. After 11 years, he transitioned into the civilian workforce, when he was honorably discharged for an injury. Parker obtained his associate's degree in Electro-Mechanical Control Technology from Tidewater Community College, and started a job at NNSY as an electrician in the Electrical Shop (Code 950). Since then, he has worked in various other codes, earned his Bachelor's degree in Leadership Development from Old Dominion University and eventually worked his way up to the Director of Diversity and Inclusion.

Parker wanted to become Code 1103's Director because he wanted to make a difference. "Diversity and Inclusion has always been near and dear to my heart. Regardless of race, sex, ethnicity, gender, or sexual orientation, people are people. They deserve opportunities and I wanted to be a bigger part of that," Parker said.

Parker already has some goals in mind for his new position. "In the short term, I want to introduce more development and inclusivity training for those who may not understand what that truly means, and to help overcome and address biases people may have," Parker explained. "Long term, the goal is to expand the footprint of Code 1103 a little further, especially during a time as critical to our country as this." Additionally, he wants to coordinate with the other Diversity and Inclusion offices and restart some of the diversity conferences and symposiums that have been postponed since the beginning of COVID-19 in a safe manner.

Circling back to his debut, Parker had a roaring start with the Unity at our C.O.R.E. event, but he admitted he was nervous beforehand as he had to deliver his speech to dozens of masked employees waiting to hear what he had to say on such a controversial topic. "The pressure was huge in having to come up with the right words to get my point across without offending anyone per se," he recounted. "Prior to the speech, I had knots in my stomach. When it was time to deliver the speech however, that feeling went away and I was able to say a lot of what I needed to say."

In true team player fashion, he credited his mentors for helping him prepare for his role—specifically, his mentor from his time in the Executive Development Program and friend, SES Nuclear Engineering and Planning Department Head (Code 2300) Steve Fahey from Portsmouth Naval Shipyard. "Fahey called me the morning of the event and told me 'You've got this. Share your voice, be your authentic self, and say what needs to be said and how you feel,'" Parker explained. "He looks beyond the pay grade, sees the

10 Things You May Not Know About Tarane Parker

1. He is currently working on his Master's in Leadership and Organizational Management from Capella University.

2. He roots for Ohio State.

3. His favorite color is blue.

4. He has been happily married for two years and has three kids.

5. He loves to eat anything with chicken.

6. His favorite memory growing up was being a camp counselor because of the diversity of the camp he worked at.

7. He is a music producer and owns the music label, "RedRane Music." The label is a combination of his name and his best friend's name.

8. During his down time, he likes to watch "Wildin' Out."

9. His favorite movie is "Malcolm X."

10. His hero is his mother. The advice from her that he still carries is, "the world is yours and everything in it. All you have to do is apply yourself and go get it."

ABOVE: MA1 Brenda Brooks presents the U.S. flag to Diversity and Inclusion (D&I) Director Tarane Parker during the "Unity at our C.O.R.E." command event June 9. The flag was flown above Norfolk Naval Shipyard June 9 and presented to the D&I team as a symbol of the promise of a more inclusive workplace; BOTTOM: True to his home state, Diversity and Inclusion (Code 1103) Director Tarane Parker is an avid Ohio State fan.

human side of things, and I admire that about him."

Since the event, Parker's work has expanded; more people have emailed and called him to discuss topics similar and related to the Black Lives Matter movement. "So many people are voicing their concerns now," Parker said. "All I can do is try to get to them and help out as many people as I can in a timely manner."

Most importantly, he wants to ensure that the drive for change does not die down. As Parker explained, "we need to take a deep look at ourselves because that's where the change starts. Once we figure out the issues within, we can correct them from there, and people will be more willing to let others into their inner circle."

Code 530 JRC Lead Mark Ragsdale shows the various supplies located in the COVID-19 Fight Supplies Warehouse, including the face masks developed in the Sail Loft.

COVID-19 PPE and Cleaning Supplies Team Ensures America's Shipyard is Fitted with Tools Needed to Minimize the Spread

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

As COVID-19 continues to impact the nation, Norfolk Naval Shipyard (NNSY) continues its mission to service the fleet. To aid in that mission, a newly established team has come together with a common purpose – ensure America's Shipyard's civilians and military have the proper tools to protect themselves and minimize the spread.

The COVID-19 Personal Protective Equipment (PPE) and Cleaning Supplies Team was formed as the virus struck the Hampton Roads community, the urgent needs for supplies bringing a call to action in developing an inventory and getting what's needed into the hands of our shipyard team. The Job Readiness Cell (Code 530) took charge following its initial startup and was quickly outgrowing its conex box with the amount of supplies being developed in-house and shipped to NNSY. In May, the team was officially moved into Bldg. 298 with their own COVID-19 Fight Supplies Warehouse to store all collected inventory and act as a base of operations for the team to assemble and deliver to the workforce at both NNSY and off-yard.

"We've got thousands of supplies that are constantly getting cycled through on a daily basis. We have different types of face masks, face shields, gloves, tech wipes, hand sanitizers, disinfectants and more – and we're constantly restocking the shelves with what the shipyard is requesting," said Code 530 JRC Lead Mark Ragsdale. "We want to bring America's Shipyard the tools needed to fight the invisible enemy, supporting our workforce and our Navy."

The team takes orders through representatives from each shop or code, building their orders and getting it into their hands as quickly as possible, aiming to have those items in-hand with the customer the same day.

"We have refillable stations for hand sanitizer and disinfectant all throughout the shipyard as well as Naval Station Norfolk. Folks can bring their refillable bottles to the stations or we can help them get them filled," said Boilermaker Darin Spradling, who was assigned to be a control point with the COVID-19 PPE and Cleaning Supplies Team. "We've also been sending supplies to Kings Bay, Charleston, Philadelphia, and New York so that all our commands have what they need to keep them safe."

"We're currently a first shift crew; however, we are always ready to help our customers," said Ragsdale. "If folks on backshift have requests, we will have a team in place to help them. Safety is our top priority at the shipyard so we're going to make sure everyone has the tools to succeed."

Code 950 Electrical/Electronics Production Manager Krystal Middleton is one of the team's many customers coming through the pipeline. "It's been a very positive experience working the with COVID-19 PPE and Cleaning Supplies Team. I coordinated with them and the team was very professional and caring in tending to the urgent needs for Code 950. Quick to display the use of C.O.R.E. values, the team ensured we received our supplies as timely as possible. Within hours we had everything we needed. Their sense of urgency definitely displayed the commitment that this team has in maintaining a safe and healthy environment at America's Shipyard."

Code 136.2 Quality Assurance Specialist Cheryl Key also shared her experience with the team. "Throughout this pandemic experience, there have been several personnel throughout the shipyard who have placed their best 'feet' forward and showed admirable behavior in a critical moment in time. The COVID-19 PPE and Cleaning Supplies Team has shown to go above and beyond for America's Shipyard. I reached out to the team in hopes to replenish our hand sanitizer and within minutes I received a response. They verified our location and set up a delivery time. Throughout the entire process, they were upbeat, professional, and kind. My request was taken, evaluated, and answered within a few hours. I'm very thankful for their help and for their willingness to help protect our workforce."

For Spalding, each day consists of multiple delivery runs around the shipyard, fulfilling the orders requested. "Our group has an important mission to uphold – supply our workforce with the tools they need to keep each other safe. We have folks working nonstop to refill supplies, go through requests and build the deliveries. And we're happy to do it. For me, I'm ex-Navy and it's very important to me that we keep our fellow teammates safe. We're all going through a hard time right now so if we can help even a little bit it's worth it to me."

"We're a well-oiled machine in the COVID-19 PPE and Cleaning Supplies Team," said Material Handler Contractor James Wideman. "I joined recently and have been very impressed with how we operate here. Our team truly is a testament that the shipyard aims to keep everyone safe. I'm proud to be part of this initiative."

To request supplies, please email NNSY_COVID_Supplies@navy.mil.

TOP TO BOTTOM, LEFT TO RIGHT: Boilermaker Darin Spradling shows off some of the masks available in the COVID-19 Fight Supplies Warehouse; Boilermaker Darin Spradling and Material Handler Contractor James Wideman build a request order to deliver to a shipyard code; Material Handler Contractor James Wideman shows off a refillable bottle for hand sanitizer that is made in-house at Norfolk Naval Shipyard; Carrier Assistant Project Superintendent (APS) Tim Riley fills up a hand sanitizer bottle at the refillable station in Bldg. 298.

Commemorating the 75th Anniversary of V-J Day: The surprising stories of Norfolk Naval Shipyard's service during World War II

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
PHOTOS COURTESY OF MARCUS ROBBINS • SHIPYARD HISTORIAN

Its biggest World War II ship was named after a joke the president made. It repaired an ally's aircraft carrier in secret, while the enemy publically claimed it sunk. It transformed a sabotaged enemy cargo liner into a transport ship carrying thousands of American troops across the Atlantic.

These are just some of the more surprising stories of Norfolk Naval Shipyard's (NNSY) service as one of the United States Navy's most vital shipbuilding and repair facilities during World War II. From January 1, 1940, shortly after war erupted in Europe, to its end with Japan on V-J Day August 14, 1945, the shipyard repaired, altered, converted, and worked on approximately 6,850 naval vessels, recorded as more than 27 million tons of naval might. In the midst of urgent repairs and conversions, more than 100 new ships and landing craft were built, and millions of dollars in manufactured products were churned out for the Navy.

To perform its unprecedented amount of work, the shipyard—then known as Norfolk Navy Yard—more than doubled its physical size, turbocharged its productive capacity, and bolstered the workforce from 7,625 at war's inception to a peak of 42,893 in 1943. In all, this bigger, bloodier sequel to the Great War would have lasting impact at NNSY that still reverberates today.

Fixing to Fight

As its highest priority given the urgency to send ships back out to to rejoin the fight, NNSY devoted more than half its World War II work to repairs. More than 800 ships docked for repair in 1944 alone—an average of more than two per day. To facilitate such a volume of work, skills as shipyard artisans and urgency as patriotic Americans worked in tandem for the thousands of NNSY employees laboring around the clock and across the calendar. Borrowing parts between ships, tapping into the shipyard foundry to make components, developing an extensive salvage system and using quick-drying paints helped speed repairs. In one instance, even the Greyhound Bus Company was called to assist in supplying a diesel engine.

NNSY's first casualty of World War II arrived May 12, 1941, somehow as quietly as it was sizable. After German dive bombers hammered the British aircraft carrier HMS Illustrious during a seven-hour attack off Malta, it arrived at the Navy yard under its own power to undergo repairs to its flight deck, most of its electrical system, and extensive equipment. Local news media helped keep the carrier's fate a secret, thanks in part to Secretary of the Navy Frank Knox asking people to keep mum on the matter. The widespread vow of silence proved effective, as during its six months in the yard, German broadcasts claimed on multiple occasions Illustrious had been sunk. In addition to British vessels, French, Canadian, Dutch, Russian, and Australian ships were among the 216 foreign warships repaired or overhauled at NNSY during the war, beneficiaries of the Lend-Lease Bill sharing resources between Allied nations. During several of these repair jobs, shipyarders had to contend with unfamiliar systems on foreign ships.

In the midst of that workload, NNSY repaired the U.S. Navy's own warships, damaged from bombs, torpedoes and kamikaze attacks alike. These included the heavy cruiser USS Chester (CA-27), damaged near Guadalcanal in October 1942 when a Japanese torpedo hit midship on the portside and smashed the forward engine rooms, killing 11 and wounding 12 more. When the destroyer USS Kendrick (DD-612) had its stern heavily damaged by a German dive bomber in September 1943, the shipyard built a new one. After the light cruiser USS Honolulu (CL-48) suffered a portside torpedo attack prior to the Battle of Leyte Gulf in October 1944, NNSY restored it to become a training ship. The Navy yard made a new bow for USS Lindsey (DM-32) after a dramatic and deadly Pacific battle in April 1945 with two kamikaze planes striking the vessel, killing 57 and wounding 57 others. Sometimes multiple repair jobs arrived on the same day, as in the case of USS Hobson (DD-464) and USS Sangamon (CVE-26) in June 1945, both victims

NNSY transformed the 20,000-ton German cargo liner TS Windhuk into the U.S. Navy vessel USS Lejeune (AP-74) beginning in spring 1943 after being captured in South American waters. Over a period of eight months, NNSY workers converted it into a transport ship which subsequently made ten round trips carrying troops across the Atlantic Ocean.

of kamikaze attacks. Whether it be smashed hulls, crippled machinery, or critical electrical equipment to repair, Norfolk Naval Shipyarders married ingenuity and efficiency to quickly fix vessels and return them to sea.

It's a Sabotage!

Beyond battle repairs, ship conversions and alterations at NNSY may have proved equally significant in helping secure victory. Continually shifting priorities based on naval needs—one week might have been landing craft and cargo ships, while the next was attack transports and command ships—NNSY performed a number of remarkable conversion jobs. Not just limited to changing the type of vessel, but even the country it served, NNSY transformed the 20,000-ton German cargo liner TS Windhuk into the U.S. Navy transport USS Lejeune (AP-74) beginning in spring 1943. The vessel was captured in South American waters after its crew sabotaged it by melting its boiler tubes, pouring concrete into the main propulsion machinery, and using torches to ruin main shaft roller bearings. Over a period of eight months, NNSY workers installed new turbines and boilers, repaired the main shafts, added armament, and repurposed the ship to transport troops. Lejeune subsequently made ten round trips across the Atlantic, able to carry up to 4,650 servicemembers at a pop.

Building for Victory

Given their value in the Pacific during World War II, the shipyard devoted great attention and effort in constructing its three Essex-class aircraft carriers. While

NNSY's World War II battleship, USS Alabama (BB-60), shown here at its commissioning Aug. 16, 1942, earned nine battle stars providing fire support and anti-aircraft screening in the invasions of Saipan, Guam, and Okinawa. The ship still exists as the centerpiece of the USS Alabama Battleship Memorial Park in Mobile, Alabama. A detailed replica is used as a float in community parades and at various outreach events throughout Hampton Roads.

many U.S. carriers of the era were named after pivotal battles in national history, NNSY's first, USS Shangri-La (CV-38), immediately distinguished itself by being named after a joke. When reporters questioned President Franklin D. Roosevelt about the launch site of the American B-25s making the first bombing raid on Japan in April 1942, he quipped that they came from "Shangri-La," the mythical land in James Hilton's novel Lost Horizon. In protecting the carrier USS Hornet (CV-8) from enemy retaliation, Roosevelt also inspired the name of a carrier that helped end the war. Reporting to the Fast Carrier Task Force in April 1945, Shangri-La launched air strikes on targets in Tokyo, provided close air support over Okinawa, airdropped supplies to Allied prisoners in Japan and later assumed occupation duties. While NNSY's other two carriers—USS Lake Champlain (CV-39) and USS Tarawa (CV-40)—were commissioned too late in 1945 to participate in battle, Lake Champlain set speed records transporting more than 5,000 Americans home from Europe as part of Operation Magic Carpet.

The shipyard showcased great versatility in constructing a variety of ships during this period, including the battleship USS Alabama (BB-60), which still exists as a museum ship in its namesake state. Alabama earned nine battle stars providing fire support and anti-aircraft screening in the invasions of Saipan, Guam, and Okinawa, blasting Japanese factories and defenses to the end of the war. NNSY's destroyers USS Herndon (DD-638) and USS Shubrick (DD-639) performed antisubmarine patrol duty and fire support, including on D-Day, as well as escorted troopships across the Atlantic. At war's end, Herndon sailed to China where a Japanese surrender ceremony took place aboard. In a testament to the Navy yard's craftsmanship, the unsinkable Shubrick survived multiple deadly attacks, returning to the U.S. on

one screw after being struck by a 500-pound bomb at Palermo, and another return trip on one engine after a kamikaze attack in the Pacific. NNSY also constructed ten destroyer escorts, as well as the minesweepers USS Raven (AM-55), USS Osprey (AM-56) and USS Auk (AM-57), with Raven and Osprey participating in minesweeping in advance of D-Day. NNSY built 50 50-foot landing craft, mechanized (LCM) in summer 1942, able to transport 30 tons of cargo ashore for invasions at Normandy, North Africa, France, Italy and the Pacific islands. The shipyard also built 20 tank landing ships to support a multitude of amphibious assaults in Europe and the Pacific.

Mettle in Manufacturing

Though less dazzling than repairing a crippled aircraft carrier or constructing a 34,800-ton one from scratch, it takes many products and parts to win a war, and NNSY manufactured $200 million worth of goods from 1939 through 1945. Boats of all types, from whale boats to admirals' barges, were built. More than 5,000 diesel engines of three types--25, 65 and 105 horsepower--were built for small boats. Motor blocks and other major parts were cast in NNSY's foundry, with engines assembled in the yard's Inside Machine Shop. Many went directly into the small boats being built in the yard, while hundreds of others were shipped out to naval bases. Other manufactured products included metal furniture, anchors, chains and turret castings. Turbine blades, destroyer propellers, bomb casings, bomb racks, other ordnance items, and various machinery parts came from NNSY's shops.

"World War II left a lasting impact in America's Shipyard that's felt even 75 years later, as NNSY doubled in physical size, vastly increased its productive capacity, and proved the possibilities of what can be accomplished when the workforce rallies around a common, vital goal," said Shipyard Commander Captain Kai Torkelson. "And just as our predecessors did 75 years ago, it's on the shoulders of every one of us at this great shipyard to maintain our nation's ships, and deliver unmatched warfighting capability to our nation's fleet."

ABOVE: After German dive bombers hammered the British aircraft carrier HMS Illustrious during a seven-hour attack off Malta, it arrived at NNSY under its own power May 12, 1941 to undergo repairs to its flight deck, most of its electrical system, and extensive equipment; RIGHT: NNSY's most famous aircraft carrier of three built during World War II, USS Shangri-La (CV-38) reported to the Fast Carrier Task Force in April 1945, launching air strikes on targets in Tokyo, providing close air support over Okinawa, and airdropping supplies to Allied prisoners in Japan before later assuming occupation duties.

TALKING SHO

STORY AND PHOTOS BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

FLEET MAINTENANCE SUBMARINES

FMB

Communication. Can-do attitude. Teamwork. Cross training. These are a few strengths of Norfolk Naval Shipyard's (NNSY) Fleet Maintenance Submarines (FMB) that helped to significantly increase the amount of maintenance and repairs completed on time.

Through the unprecedented challenges that fiscal year 2020 brought, FMB made some changes in order to keep its delivering on time at one hundred percent for the first three quarters. "We opened up the communication line wider with Submarine Squadron Six who brokers us the work that is needed on the submarines," said FMB's Production Management Assistant Lt. Cmdr. Jerod Cole. "Because of this, it helped us to improve our forecasting resources availability and work load availability."

FMB, an intermediate maintenance facility, is considered to be "a mini shipyard" located at Naval Station Norfolk. Like NNSY itself, FMB has the same shops and codes to perform maintenance and repairs on submarines. Temporary Air Conditioning and Heating, Electrical and Piping Shop (Shop 99), Shipwrights/Scaffolding/Fabric Shop (Shop 89), Inside Machine Shop (Shop 31), Outside Machine Shop (Shop 38), and the Pipefitter Shop (Shop 56), are some of the shops that work together as a team to keep submarines on schedule for underway periods to complete missions.

"We can do most maintenance and repairs that don't require a dry dock," said Mast and Antenna Group Shop 67HS's Work Center Supervisor Machinist Mate Second Class Derek Boulanger.

"NNSY returns submarines back to the fleet, while FMB keeps them in the fleet, so that they can fulfill their mission," said FMB's Chief Test Engineer Combat Systems Division Daniel House. "This is why it's important to ensure we meet our delivery deadlines on time. If we fall behind schedule, then the submarine's underway schedule could be affected and we do not want that."

FMB consists of 450 personnel, of which 260 are Sailors and the rest are civilians, unlike NNSY that is made up majority of civilian employees. "Being made up of a majority of Sailors has its benefits," said Cmdr. England. "The civilians here have a wealth of knowledge and experience. They are able to share that with our young Sailors so that they can be better equipped when they leave FMB and go back to the fleet."

"Sailors, the end users, are able to communicate their experience of actually operating the equipment while underway to the civilians," said Lt. Cmdr. Cole. "This gives the civilians a better understanding on how the labor that they put into a project is utilized when the boat leaves FMB and goes underway."

"Our Fleet Maintenance Submarines (FMB) team has done an exemplary job with timely and quality completion of continuous maintenance availabilities," said Shipyard Commander Capt. Kai Torkelson. "Recent improvements made at FMB in forecasting resource and workload availability supports our fiscal year 2020 focus area of ensuring a Balanced Command Plan. Also of great importance is the 'win-win' exchange between our civilians and Sailors—while the civilians pass on great knowledge to our Sailors that goes back to the Fleet, the Sailors provide perspective to our civilians on why the work of superior quality and reliable delivery is so important to get right."

Cross training personnel is another tool FMB uses to help keep its deliverability at 100 percent. "If a person has multiple qualifications and certifications we can use them to complete a task if the primary person is not available," said England. "This way we are not wasting valuable time waiting for someone to perform any given task."

FMB repairs anything that might be needed, and creativity is a

OP

must. For example, in December 2019, Virginia Class submarine USS John Warner (SSN 785) had to change out a cable in the ballast tank prior to deployment.

"What made this job challenging is that the John Warner was conducting a restriction of movement (ROM) exercise that prevented anyone to board or leave the boat for fourteen days, but we were able to use technology to communicate,," said England. "We had to get creative and plan ahead to ensure this cable replacement was done safely and on time."

Being fluid and able to work in a fast-pace environment with an ever changing schedule is paramount at FMB.

Now, FMB looks forward to the fourth quarter of fiscal year 2020. The goal at staying at 100 percent is closer and when they achieve it, it will be the first time in a few years. "There is still a lot of work that needs to be done," said England. "But this FMB family is ready to take it on."

Photos left to right: Dustin Spitler, Shop 89 mechanic, installs a scaffold on the vertical launch platform onboard Virginia class submarine, USS New Mexico (SSN 779); Shop 67HS's Machinist Mate Second Class Derek Boulanger (left) and Shop 38's Outside Machinist Tim Porter prepares a high data rate antenna for transport to the Virginia class submarine USS Washington (SSN 787); Shop 67HS Machinist Mates Submarine Auxiliary Second Class Tyler Finn operates the crane to prepare a high data rate antenna for transport to the Virginia class submarine USS Washington (SSN 787); Torpedoman's Mate Third Class Craig Figgins, Code 950, performs a resistance check on a counter measure cable for the Virginia class submarine, USS New Hampshire (SSN 778); Shop 38's Outside Machinist Loren Nelson Boulanger prepares a high data rate antenna for transport to the Virginia class submarine USS Washington (SSN 787); Shop 67HS Machinist Mates Submarine Auxiliary Second Class Tyler Finn operates the crane to prepare a high data rate antenna for transport to the Virginia class submarine USS Washington (SSN 787).

WOMEN'S EQUALITY DAY: A HISTORY OF THE FEMALE WORKFORCE AT NNSY

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST
PHOTOS COURTESY OF NNSY ARCHIVES

Women proved during World War II that they could work outside of administrative jobs as they took on production work. Female employees worked as welders, crane operators, machinists, riveters, and guards during the war.

2020 marks the centennial of the adoption of the Nineteenth Amendment, which granted female American citizens the right to vote. Women's Equality Day is celebrated annually Aug. 26 to commemorate the passing of the amendment.

Norfolk Naval Shipyard's (NNSY) female workforce dates back further than the Nineteenth Amendment to March 1917 when, in the midst of World War I, the Navy first opened its ranks to women. Approximately 11,275 women volunteered to join the Navy during this time. These "Yeomanettes" served as typists, radio electricians, stenographers, bookkeepers, storekeepers, and drivers. More than 800 Yeomanettes reported to America's Shipyard, where civilian women also began working in clerical and administrative jobs. NNSY trained hundreds of Yeomanettes before they were transferred to Norfolk Naval Base, now Naval Station Norfolk, for duty. While stationed at NNSY, the Yeomanettes worked all three shifts, including the weekend, and drilled 30 minutes daily. After being discharged in 1919, some of the female volunteers, employees, and Yeomanettes chose to stay at the shipyard and began civilian careers that continued for 30 years.

As America entered World War II, the next wave of female workers arrived at the shipyard's gates. Akin to Rosie the Riveter, these women proved that they could perform not just administrative and clerical work, but production work as well. During the war, women worked as welders, crane operators, machinists, riveters, deck hands, and guards. By 1940, a number of women joined the shipyard's Police Division, where they walked beats, patrolled in vehicles, performed security duties, carried out traffic control roles, and accomplished other police functions. By 1942, 12 women were responsible for operating the cranes at the shipyard. Ultimately, more than 5,000 women were employed at America's Shipyard during World War II and their tireless work helped the allies win the war.

NNSY's Sail Loft was the first shop to hire women after the war. By 1947, nine women were employed in the Sail Loft. Gradually, in the years following World War II, the shipyard began to again hire more women, with some rising the ranks. In Dec. 1957, Edna Etheridge became the first female senior manager in NNSY history when she was promoted to GS-13 Supervisory Budget Specialist in the Comptroller Department, heading the Budget and Statistics Division.

By the 1970s women were working in Shipfitter Shop (Shop 11), Inside Machine Shop (Shop 31), Electrics Shop (Shop 67), Riggers & Laborers Shop (Shop 72), and Temporary Services Shop (Shop 99). 1971 saw the first three female graduates of NNSY's apprenticeship program and by 1979, the program had its first female valedictorian, Shop 31 apprentice and mother of two, Laura Jeanne Priest, who graduated with a 3.86 GPA. In May 1974, Service to the Fleet reported on Shop 72 employee, Dorothy L. Sharp, the shipyard's first female foreman. In the article, Sharp gave advice to other female workers: "work hard, accept the opportunities being given in the shipyard, and move up!" The same edition featured Administrative Assistant trainee Barbara Hodges who would go on to become the shipyard's first female Production Resources Administrative Officer.

In the 1970s, women were not just working in administrative and production roles, but also began to enter the engineering field. An article in the Mar. 1978 edition of Service to the Fleet focused the expanding roles of female engineers at the shipyard, included apprentice graduate and future Virginia Senator Louise Lucas. In recognition of the importance of female employment during this decade, Congress designated the first Women's Equality Day in Aug. 1973.

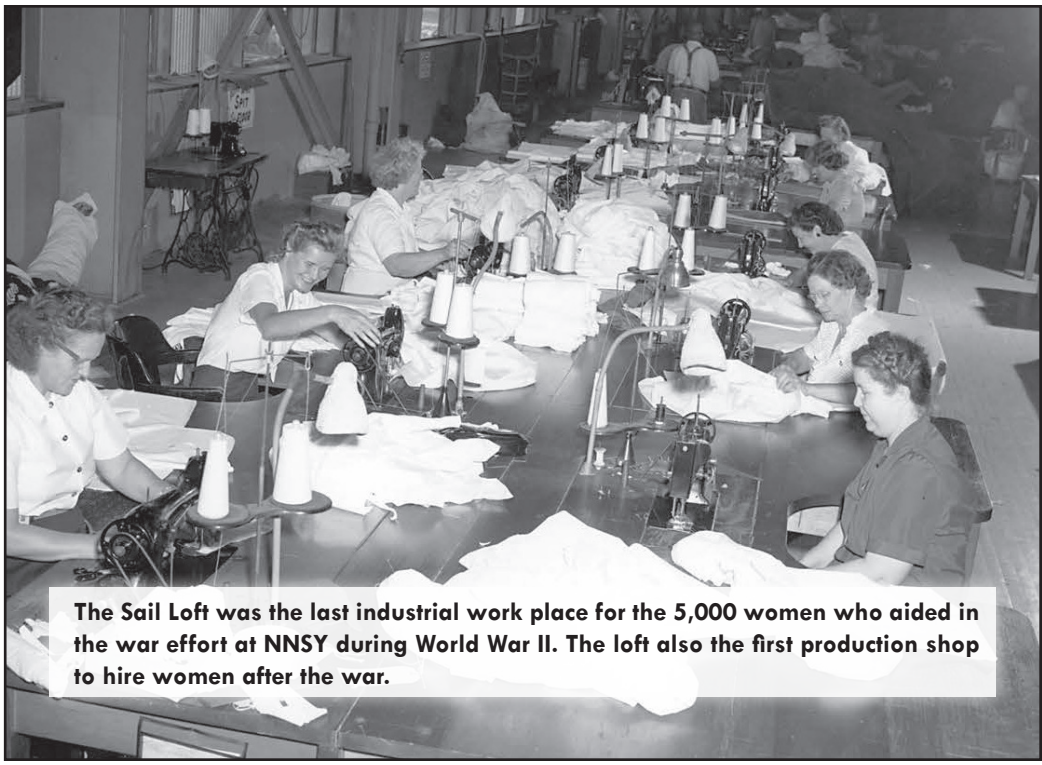
Since the 1970s, women have continued to gain employment and rise through the ranks at America's Shipyard. Today, approximately NNSY has 1,938 employees who identify as female, making up approximately 18 percent of the workforce.

In recent years, NNSY has put tools in place to promote women's equality in the workplace and present opportunity for rising female workers. One of the biggest

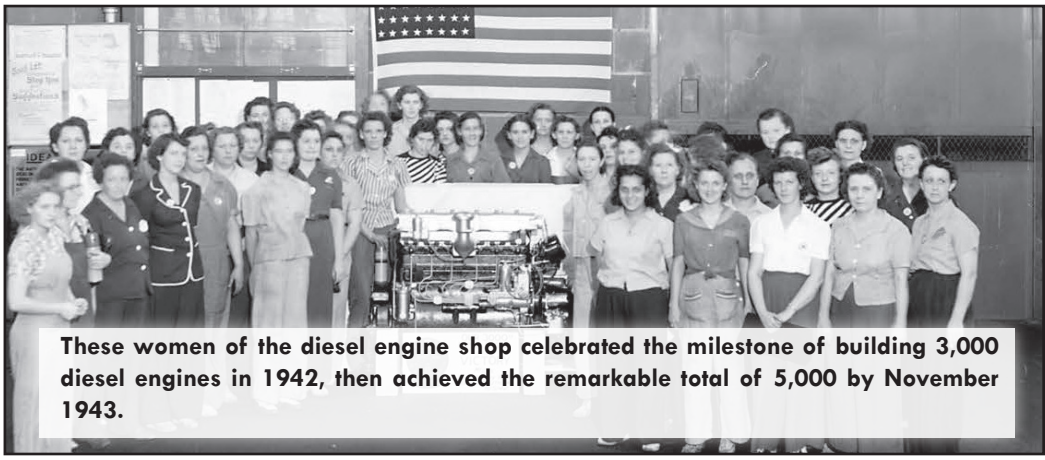
tools in place is the Federal Women's Program (FWP). The FWP's primary focus is to address female employment needs including recruitment and promotion, training and education, retention and career counseling, and to break down barriers including sex discrimination and harassment.

NNSY's Diversity and Inclusion Director Tarane Parker says that it is vital that the shipyard value its female employees and their history at America's Shipyard. "The voices and ideas of all women are extremely important to us accomplishing our mission. They cannot and should not be discounted. We need to value the many as well as the few. There are many women here who are fully capable of leading and deserve and equal opportunity at leading, just like their male counterparts do."

Norfolk Naval Shipyard's female workforce is still breaking barriers today. Last year, it was announced that then NNSY Operations Officer Captain Dianna Wolfson would become the first woman commanding officer in the history of all four public shipyards, for Puget Sound Naval Shipyard and Intermediate Maintenance Facility. Capt. Wolfson said, "What's most cool to me is how this is encouraging to young women and helping them realize there's no glass ceiling in the Navy. You can do it too!"



The Sail Loft was the last industrial work place for the 5,000 women who aided in the war effort at NNSY during World War II. The loft also the first production shop to hire women after the war.



These women of the diesel engine shop celebrated the milestone of building 3,000 diesel engines in 1942, then achieved the remarkable total of 5,000 by November 1943.

Women operating drill presses in the Machine Shop were often called upon to work extended shifts to meet crucial deadlines for building and repairing ships.

In 2019, Capt. Dianna Wolfson made history becoming the first female Commanding Officer of any of the four public shipyards.

RIGHT: One "first" brought on by World War I was the introduction of female volunteers into the Navy. About 800 "Yeomanettes" performed administrative jobs, issued supplies, ran messages, and drove vehicles at NNSY during the war. After being discharged in 1919, some began civilian careers at the shipyard that continued for more than 30 years; By August 1942, 12 women were handling cranes alone. Working overhead in a crowded machine shop, this female employee is operating a three-ton crane.

THE C.O.R.E LUNCH BUNCH: NORFOLK NAVAL SHIPYARD'S ASSOCIATIONS TREAT EMPLOYEES FOR GOING ABOVE AND BEYOND IN THE FIGHT AGAINST COVID-19

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

LEFT: Naval Civilian Managers Association's (NCMA) President Andrew Kirby and Federal Managers Association (FMA) Jessica Younger passes out lunches to the NNSY Firefighters; RIGHT: Naval Civilian Managers Association's (NCMA) Vice President Johnny Satcher passes out lunches to United States Navy (USN) Security Force member Jessica Cooper and NNSY policeman Steven Miller.

Since 2019, the world has been dealing with the COVID-19 pandemic, yet Norfolk Naval Shipyard (NNSY) has prevailed thus far in continuing its mission to support the Fleet. In an effort to thank the hard-working individuals who have gone above and beyond to ensure the mission continues, NNSY's Naval Civilian Managers Association (NCMA), National Association of Superintendents (NAS), and Federal Managers Association (FMA) teams worked together with Civilian Morale, Welfare and Recreation, or CMWR (now Morale, Welfare and Recreation, or MWR) to treat some of the shipyard employees who have shone in their response to COVID-19 through tasks such as taking temperatures, producing cleaners, and fabricating face masks and face shields.

According to NCMA President Andrew Kirby, the associations first came up with the initiative when they started noticing departments and individuals going out of their way and providing a quick turn-around with solutions to help overcome the challenges that came with the pandemic. "One of these challenges was making the shipyard safe enough for us to come back to work," Kirby said, "so we wanted to highlight and acknowledge those people who went above and beyond to support the shipyard mission and its C.O.R.E. values by actively caring for their coworkers." Thankfully, one of the limitations the pandemic had put on the organizations provided a way to do that.

"The associations typically meet on a monthly basis to have a luncheon using some of the membership dues," Kirby explained. "However, we could not meet in-person due to the pandemic, so we figured, 'this is money we have available to us now, we have people stepping up and doing good things to help us get back to work. Let's treat them to lunch.'"

Unsurprisingly, when Kirby went to the other organizations to ask for support for the initiative, he received a resounding yes from FMA President Craig Carter and NAS President Charlie McVey, with financial support from their members.

"NAS, NCMA and FMA partner together on a lot of endeavors within the shipyard such as sponsoring different events," Carter said. "When Kirby reached out to me, I jumped at the chance for FMA to help because we thought it was a great idea to say thank you to some of the people who went above and beyond their normal duties."

Since its first month, the Lunch C.O.R.E. sessions have recognized many groups, such as the Sail Loft and Technology and Innovation (T&I) Community of Practice (COP) for making the masks, the Chemistry Lab that helped create and distribute the new hand sanitizer, and the NNSY Police and Firefighter forces. They do not intend to stop there and are planning to continue this endeavor as long as COVID-19 challenges continue and funding remains available.

The associations plan to partner again with MWR to create vouchers to pass out for honored individuals to spend the voucher when convenient during their shift. "These vouchers are going to work at any of the MWR locations and they can either get a lunch like the ones we have been passing out or use it at the face value price, " Kirby explained. "For June, we fed around 140 people, and the next headcount is going to be around 201 people. As we go up in numbers, the logistics will get harder. These vouchers will simplify things and be beneficial to the people receiving it."

Kirby also made sure to note the level of teamwork that went into coordinating the lunches. "I want to highlight Shipyard Infrastructure Optimization Plan (SIOP) Program Office Division Head John Satcher. He's done the lion's share of the work in coordinating, picking up, and delivering the lunches with support from the other associations. Additionally, CMWR Business Operation Manager Cris Sigler and her team did an amazing job preparing these lunches, and served as a great partner in realizing this effort."

Treating people to lunch may not change how dark things may seem, or how unclear the future is, but Kirby says it's important to make people feel valued. "It's a small thank you, but it's just something to show appreciation and demonstrate Care, Ownership and Respect," Kirby explained.

NORFOLK NAVAL SHIPYARD'S NATIONAL ASSOCIATION OF SUPERINTENDENTS AWARDED EIGHT SCHOLARSHIP WINNERS

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

This has been a school year unlike any other. The 2019-2020 school year was forced to have the final three months of the school year performed online due to COVID-19; however, this didn't stop Norfolk Naval Shipyard's (NNSY) chapter of the National Association of Superintendent (NAS) from selecting and handing out scholarships to eight students June 23.

"Each year, in the Jan./Feb. timeframe, we advertise the program – it's open to dependents of NNSY employees," said NNSY's Engineering Planning Manager and NAS's Education Committee Chairperson Michael Zydron. "We have a standard application and part of the process requires that a member of the association sponsor each submittal to verify eligibility. After the deadline is reached, we establish a separate committee of three to utilize a scoring criteria to grade the applications and then average the totals in order to make final selections based on merit."

This year there were 19 applicants, but only eight were awarded. The top four family members of NAS members were selected and top four family members of non-NAS members were picked. Eight total scholarships were distributed for a total of $4,000 collected from personal funds of NNSY NAS members.

"Part of the association's focus is to not only maximize mission but give back to the shipyard community by recognizing our young scholars from shops and codes across the yard. Some of the previous scholarship recipients went on to complete their degrees and have come back to work at America's Shipyard over the years," said Zydron.

The selection committee looks at many elements of each application including SAT/ACT scores, class rank, grade point average, academic honors, work experience, extracurricular activities and several other areas. Using a grade point system, the winners are identified.

"It's truly appreciated that NAS is investing in the future and passion my son, Bradley, has in engineering," said NNSY's Engineering Technician Bill Harrell, Code 100PI.

"It's an honor to be selected and I can't thank the association enough," said scholarship recipient Bradley Harrell.

With the 2020/2021 school year on the horizon, members of NAS are looking forward to next year's program and the continued close competition.

Congratulations to the NAS 2020 Scholarship Winners!

NNSY'S NAS 2020 SCHOLARSHIP WINNERS

Ashley Bennett
Virginia Tech
Civil Engineering Major
Brian Bennett
Deputy Supply Officer

Kayleigh Caldwell
Virginia Commonwealth University
Pediatric Sports Medicine Major
Edward Caldwell
Instructor Refueling CTD

Megan Comar
College of William and Mary
Biology Major
Chris Comar
Deputy of W-130

Bradley Harrell
North Carolina State University
Engineering Major
Bill Harrell
Engineering Technician

Philip "Cody" Keith
East Carolina University
Engineering Major
Wayne Keith
Facility Operations Specialist Supervisor

Joseph "Joey" Kemp
Virginia Commonwealth University
Biology Major
Christopher Ilev Kemp
Work Integration Manager

Shannon McVey
Mercer University
Physician's Assistant Major
Charlie McVey
USS San Francisco Deputy Project Superintendent

Graham Poynter
Virginia Tech
Biomedical Engineering Major
Doug Poynter
USS Montepelier Superintendent

Norfolk Naval Shipyard Completes Missile Operate Sequence Testing in Record Time

STORY BY MASS COMMUNICATION SPECIALIST 1ST CLASS ASHLEY BERUMEN I OFFICIAL U.S. NAVY PHOTOGRAPH

The Strategic Weapons Test team at Norfolk Naval Shipyard (NNSY) successfully completed Missile Operational Sequence Testing aboard the Ohio-class ballistic-missile submarine USS Wyoming (SSBN 742), setting a record for the fastest completion of a Missile Operate Sequence during an Engineered Refueling Overhaul (ERO).

NNSY completed the missile operational testing in eight weeks, breaking its previous record of 10.5 weeks aboard USS Rhode Island (SSBN 740) during its ERO.

"The teams from NNSY Code 290 test engineering personnel, crane/rigging personnel, Shop 38 [Outside Machine], Shop 67 [Electronic], Shop 99 [Temporary Services], Strategic System Program (SSP) contractors and ship's crew did an outstanding job overcoming obstacles, including a reduced staff due to the current pandemic. The team effectively handled all challenges as they arose and this lead to the successful Active Inert Missile (AIM) load, tube-to-tube transfer and operational sequence of missile tubes," said Eric Kieffer, Code 290 Combat Systems Division Head.

Completion of the ship's testing cannot begin until production work is completed on the missile tube and support systems such as Missile Gas (MG), Missile Heating and Cooling (MHC), Missile Hydraulics, and Missile Drying and Dehumidification (MDD), and power distribution including the 400Hz inverters. These support systems are vital to interfacing and control systems such as fire control, launcher and navigation.

"The professionalism exhibited through the entire event was the trademark of NNSY C.O.R.E. values and Code 200's leadership principles," said Norfolk Naval Shipyard Commanding Officer, Capt. Kai Torkelson. "The strategic weapons test team has set the standard. They have shown the importance of portraying a positive attitude, the importance of initiative, and—most importantly--they ensured safety was paramount in every phase."

In preparation for Missile Operate Sequence, two Active Inert Missiles (AIM) are loaded into the first two missile tubes. As each set of missile tubes is tested, the AIMs are transferred to the next set of tubes until all missile tubes have been tested. Then the AIMs are left in the last set of tubes for at-sea testing. Once additional prerequisite testing is completed, Missile Operate Sequence is accomplished which simulates a missile launch to exercise and test the ship's systems to the fullest ability without actually launching a missile.

"I am very proud of the crew and our civilian teammates who are supporting the maintenance work on Wyoming," said Rear Adm. John Spencer, Commander, Submarine Group Ten. "It's hard to overemphasize the importance of getting this ship mission ready and back to sea."

The quick turnaround ensures Wyoming returns to operational status, continuing the mission of strategic deterrence.

USS Wyoming is the 17th submarine in the Ohio class and the third U.S. Naval ship to be named after the 44th state of the Union. Wyoming is assigned to Commander, Submarine Group 10 and homeported in Naval Submarine Base Kings Bay, home to all East Coast Ohio-class submarines.

For more news from Commander, Submarine Group 10, visit www.navy.mil/local/csg10/ or follow us on www.facebook.com/submarinegroupten/.

A team of Norfolk Naval Shipyard (NNSY) and Naval Facilities Public Works employees worked together to perform inspections and install fittings on five flagpoles across the base to meet the goal of having all flagpoles flying colors for Independence Day. The team included NAVFAC Maintenance Mechanic Justin Carter, Assistant Public Works Officer Lt. Dylan Berns, Learning Organizations 101 Program Administrator Jonathan Echols, Veteran Employee Readiness Group (VET-ERG) President Nicholas Boyle, Preservation Manager Lamont Watson, Crane Maintenance Waterfront Branch Supervisor Charles Sykes, Electrician Apprentice Nathaniel Sarracent, Electrician Lorenea Doles, Painter Herbert Phillpots, Preservation Department Supervisor James Wallace, and Preservation Department Process Manager Gaston Shaw.

With Flying Colors: VET-ERG Partners with NNSY to Restore Flagpoles Across the Base

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

After partaking in a successful Memorial Day event in the City of Portsmouth May 25, Norfolk Naval Shipyard Commander, Capt. Kai Torkelson, was returning to base when he noted several abandoned flagpoles across the installation. "They were in need of maintenance to return Old Glory to their masts," said Capt. Torkelson. "So, I reached out to our Veteran Employee Readiness Group (VET-ERG), who had just led our Memorial Day Fall-In for Colors as well as placing flags at the graves of fallen veterans at Naval Medical Center Portsmouth. I knew they would be the right team for the job to take the lead in finding out what we needed to do to get a flag flown at each mast we have onboard the shipyard."

VET-ERG President Nicholas Boyle quickly accepted Torkelson's request and got to work assembling members of the crew. The team responded promptly and expanded its network to other organizations including NNSY's Preservation Department (Code 970), Base Support Office (Code 800), and the Naval Facilities Public Works Department (PWD) to get the flagpoles in a condition worthy of flying the colors.

"When Capt. Torkelson came to us with this challenge, we wanted to meet the goal to have Ensigns flown at each flagpole by Independence Day," said Boyle. "We needed to assess the condition of each mast and see if they were able to support the pulleys needed to hoist the colors. From there, we would determine what materials or actions were needed to restore the flagpoles."

Code 970 Preservation Manager Lamont Watson led a team to inspect the poles across the shipyard, utilizing JLG boom lifts, as well as engineer support to check the structure and overall condition of the masts and checking the pulley systems.

"Everything went well with our inspections," said Watson. "The pulleys were checked and oiled, and rope was ran where needed. Naval Facilities Engineering Command (NAVFAC) was at the ready to get what was required to make this whole endeavor a success."

The team performing inspections included Crane Maintenance Waterfront Branch (Code 731) Supervisor Charles Sykes, Electronics Group (Shop 98) Electrician Apprentice Nathaniel Sarracent, Shop 98 Electrician Lorenea Doles, Preservation Department (Shop 71) Painter Herbert Phillpots, Code 970 Supervisor James Wallace, Code 970 Process Manager Gaston Shaw, and Code 1142 Learning Organizations 101 Program Administrator Jonathan Echols. Each member worked hard to support the cause.

"It was an honor for me to be part of the pole rigging team," said Echols, who is a founding member of the VET-ERG. "It did my heart good to work with such a squared-away team and service our shipyard in any way I could."

As of July 4, in celebration of Independence Day, U.S. Flags were raised at all flagpoles across America's Shipyard.

"It was motivating to see this team come together and meet this challenge," said Assistant Public Works Officer Lt. Dylan Berns. "I am overjoyed that this Independence Day at America's Shipyard reflected what President John Adams said in a letter to his wife – that this day would be 'celebrated by succeeding generations... from one end of this continent to the other from this time forward forever more. '"

"We're very proud of the teams coming together to take on the challenge and get Old Glory flying again at these flagpoles. I thank everyone who worked hard to make this possible," said Boyle. "This was only the first step towards our goal for these masts across the shipyard. We will continue to research preservation efforts and continue to look for innovative ways to restore these flagpoles to their former glory."

CHIPPING AWAY at Inequality

HONORING THE PAST, SECURING THE FUTURE!

Norfolk Naval Shipyard

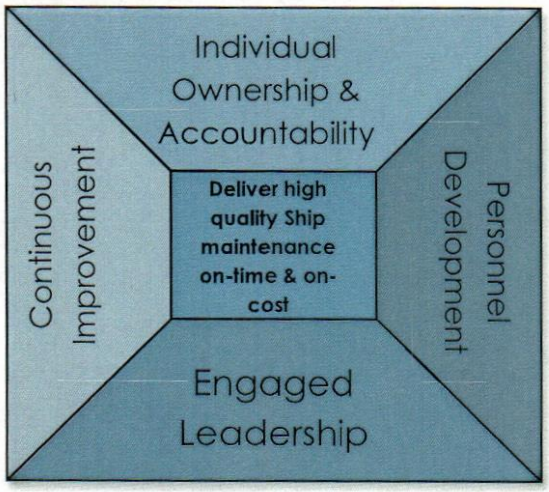
Commander's Quality Policy

VISION

Quality is a measure of our performance as experienced by our customers. America has entrusted us to maintain ships and submarines well-equipped and ready to operate worldwide. Success in meeting this mission within cost and on schedule relies on maintaining a balanced command plan, sound engineering, expert workmanship, and embracing quality principles.

To achieve this mission, start with WHY (Standard of Excellence), center our efforts on HOW (Maintaining quality principles), resulting in our WHAT (Delivering ships on schedule with first time quality). It is each organization's responsibility to inspire a "Standard of Excellence". The vision is to ensure we create a culture focused on quality and continuous improvement.

Shipyard Commander,
Capt. Kai O. Torkelson



WHY — STANDARD OF EXCELLENCE

Safe and reliable operation and on-time delivery of our Navy's ships and submarines is vital to our national defense. Our technically complex, high risk work requires customer focus and commitment to our standard of excellence.

HOW — QUALITY PRINCIPLES

Individual Ownership & Accountability— Each Individual is directly responsible and accountable for the quality and timeliness of his or her work. All problems should be viewed as opportunities to learn, improve, innovate, and teach. Individual ownership is attained by seeking to fully understand up-to-date quality requirements, so they can be fundamentally applied daily in complex situations.

Personnel Development — Each individual along with their supervision is responsible for his or her personal development to become a subject matter expert. This will be achieved through our principle based training programs, mentoring and coaching, on-the-job training, effective feedback and lessons learned. Personnel will take ownership to progress in their core competencies. Personnel shall actively pursue their own development, support the development of their peers and those they lead.

Continuous Improvement — In order to maintain maritime superiority, we must strive to be better tomorrow than we are today. Critical self-assessment is fundamental to organizational success. Succession planning, innovation/performance improvement, and best practices shall be actively pursued across organizations to encourage a culture where we are continually learning.

Engaged Leadership — Leadership will ensure unity of purpose, creating conditions in which people are respected and empowered to achieve NNSY's quality objectives and strategic goals. This starts with defining our quality objectives and aligning organizations to accomplish these objectives. This is accomplished through strategic planning, supporting personnel development, and quality assurance efforts within their respective areas of responsibility.

WHAT — FIRST TIME QUALITY

First time quality will be inspired by our standard of excellence and understanding why we do what we do. We will achieve our quality principles through individual ownership and accountability, personnel development, continuous improvement, innovation and engaged leadership. NNSY continues to pursue excellence through measureable first time quality and reliable delivery in the repair and modernization of naval assets. America's Shipyard then achieves win after win, in all areas, for our people and our nation.

Norfolk Naval Shipyard's (NNSY) Installation Energy Manger, Emory "Biff" Wilson monitors the Heating, Ventilation and Air Conditioning (HVAC) systems throughout the shipyard. This monitoring is completed on the Direct Digital Controls (DDC) system, which allows Wilson to monitor, adjust, manage and troubleshoot all HVAC systems aboard NNSY. The DDC system can raise and lower temperatures in various buildings in an effort to maximize energy efficiency and it is one of the many tools utilized in NNSY's energy conservation program.

Dominion Energy "A" Days: How NNSY Can Conserve Energy

STORY AND PHOTO BY JASON SCARBOROUGH • PUBLIC AFFAIRS SPECIALIST

When it comes to switching off the lights at the end of the day, it's not only the right thing to do - it's the law. Section 202 of Executive Order 13123 sets energy conservation goals for the federal government.

Federal agencies including Norfolk Naval Shipyard have been ordered to reduce conventional energy consumption and it is the expectation that by the end of this year, 50 percent of total Department of the Navy (DON) energy will come from alternative sources.

In relation to that order, Dominion Energy "A days" are a part of its pricing plan designed to reduce energy used in peak periods, enabling participants to help Dominion better manage its existing generation resources, while providing environmental benefits, and ensuring that a steady and reliable stream of electricity is available for everyone.

In this plan, prices on the dynamic rate schedule change based on the day classification, as well as the time of day. During the summer, the highest prices are in the middle of the day; during the winter months, the highest prices are during the early morning and late at night. For Norfolk Naval Shipyard (NNSY), the rates vary from May 1 - Sep. 30, 11 a.m. – 9 p.m. and Oct. 1 – Apr. 30, 6 a.m. – 12 p.m. and 5– 7 p.m.

Each day will be classified as a high-priced day (A Day), a medium-priced day (B Day) or a low-priced day (C Day). There will be no more than 28 high-priced "A days" per year, "C days" will be a minimum of 60 days per year, and "B days" will be NNSY's most frequent.

"The cost of electricity during implementation times on "A days" is about 28 cents per kilowatt-hour (KWH) compared to 5.5 cents for other hours. That is significant, especially if you consider the electrical consumption of the entire shipyard. Those cents add up to average about $3.5 million monthly," said NNSY Installation Energy Manager Emory "Biff" Wilson.

Every member of the NNSY workforce can do his or her part with basic energy conservation measures. These measures include turning off lights not in use, securing any electrical source that is not required during the workday, and shutting down office equipment such as printers and copiers at the end of the workday.

Wilson stated, "Efforts could be especially productive for areas that only accommodate first shift by giving a little extra attention before departing. Make sure you are turning off lights and fans, or ensuring windows and doors are properly shut. Unplug other parasitic equipment like phone chargers and laptop power supplies. In areas that have local thermostats, turn set points up in the summer or down in the winter before leaving. There have been some good thoughts shared by some of the building monitors like shutting window blinds at optimum times to help reduce cooling loads."

Air conditioners and space heaters are notorious consumers of electricity. First, both appliances draw an extraordinary amount of electricity. Second, use of items that are not government property puts employees, both military and civilian, at risk of violating fraud, waste and abuse regulations.

For years, the naval energy vision has been to have the Navy and Marine Corps lead the Department of Defense (DoD) and the nation in bringing about improved energy security, energy independence, and a new energy economy; however, it is common to walk into an empty office and find the lights on or a computer running. It is everyone's responsibility to do their part in saving not only energy, but also money at home and in the workplace. Switching off a light may not seem like a big deal, but over time, the savings benefit us all.

NORFOLK NAVAL SHIPYARD FOCUS AREA

PEOPLE DEVELOPMENT

"potential unleashed"

WHAT IS PEOPLE DEVELOPMENT?

Providing individuals with continuous personal and professional growth, through learning opportunities, hard work & dedication producing a high performing team.

OUR MISSION

Development of our people to accomplish the mission of NNSY.

OUR VISION

Development of our people becomes instinctive rather than something we have to work at.

70
20
10

COMPETENCY MANAGEMENT

Applying assigned competencies to increase an employee's proficiency through purposeful developmental paths.

CAREER MANAGEMENT

Enabling employees to manage their career development with a framework that supports organization, occupational, and individual growth in their career fields.

SUCCESSION PLANNING

Deliberate effort to prepare employees for leadership roles and critical skill positions by expanding the pool of potential and qualified candidates ready to fill key roles.

LEARNING AND DEVELOPMENT

Providing learning and leadership development opportunities for all employees for whole person development to be ready to support the mission.

PEOPLE DEVELOPMENT
"potential unleashed"
CORE

Team email:
NNSY_People_Development_Leads@navy.mil

NORFOLK NAVAL SHIPYARD
AMERICA'S SHIPYARD
est. 1767
PORTSMOUTH • VA

WHERE TO LEARN MORE:

To learn more about the People Development effort at NNSY, check out *Service to the Fleet* and NNSY's Facebook page. Additionally, *This Week at NNSY* will feature a weekly "Tip of the Week" from the People Development team.

C-FRAM FRAUD SCHEME AWARENESS

AUGUST EDITION: CONFLICT OF INTEREST

An Employee Acts in a Way that Favors Himself Rather Than His Employer

GOVERNMENT EXAMPLE

In Feb. 2016, a former SEC accountant, Edmund Bailey, entererd into a settlement concerning conflict of interest allegations (John M. Bales today). Bailey retired from the SEC in 2012. On June 3, 2013, Bailey prepared and submitted an expert report to KPMG, LLP, conveying his expert opinion as to whether certain KPMG policies and procedures were inconsistent with SEC auditor independence rules. KPMG then submitted the report to the SEC as part of information advocating why the SEC should not institute an enforcement action in a particular matter. The U.S. alleged that Bailey's expert report constituted a prohibited communication to the SEC in violation of post-employment conflict of interest restrictions under 18 U.S.C.§207. Bailey has agreed to pay a civil fine of $40,000 to resolve the allegations, but denied any allegations of wrongdoing.

DOD EXAMPLE

In Dec. 2018, Progressive Technology Federal Systems Inc. (PTFS) and its CEO agreed to pay $110,000 to resolved alleged violations of the False Claims Act. PTFS and CEO John Yokley prepared project specifications for a contract to be issued by the National Institutes of Health's Information Technology Acquisition and Assessment Center (NITAAC) for the Army and Air Force. When NITAAC opened the project for bidding, PTFS submitted a proposal and falsely stated it had no conflict of interest when Yokley's input on the project specs included in the contract gave PTFS a competitive advantage. PTFS won the contract, although funding was terminated before the company could invoice more than $30,000.

INDICATORS (RED FLAGS)

Discussing future employment with a potential vendor; providing proprietary information (company bid and proposal information) or source selection information to one or a few competitors; numerous sole source contracts are awarded to the same contractor.

LEARN MORE TODAY

Check out the C-FRAM site on WebCentral under C100CE for more information.

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