

DON'T MISS: CODE 950 DEVELOPS FIBER OPTIC INSTALLATION KITS

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

March 2020



GO, WEST!

Code 1170 Visual Information Specialist Shelby West is the first female photographer in NNSY's History

NNSY ADDS NEW PUSHER BOATS TO THE FLEET



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SHIPYARD RADIO ADVISORY

1630 AM

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MEDICAL SURVEILLANCE: WHAT NNSY EMPLOYEES NEED TO KNOW

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST

The Medical Examination Office works with Branch Health Clinic (BHC) Norfolk Naval Shipyard (NNSY) to provide shipyard employees with medical appointments for pre-employment screenings and periodic physicals for existing qualifications. Every year, the clinic sees thousands of employees, ensuring the health and safety of the NNSY workforce; however, they are hundreds of no-shows due to confusion about the process.

Each no-show costs the clinic \$440. According to Lead Medical Administrative Support Specialist Kiara Guzman, “if you really quantify the total cost, we’re looking at a loss of over \$1 million each year from canceled appointments that go unbooked and no-shows, just for the shipyard alone.”

So what can be done? Guzman said it is critical that NNSY employees, supervisors, and resource managers understand the process so they can plan accordingly to avoid missed appointments.

The Medical Surveillance Process for Current Employees

The frequency of medical appointments needed for current NNSY employees depends on their job. On average, they should expect to visit the clinic every year or two. Appointments are booked based on employees’ birth month and an employee cannot schedule, reschedule, or cancel his or her own appointment. Instead, the Medical Examination Office schedules the appointment and notifies the employee’s supervisor in SUPDESK.

Appointments are broken into two parts. Part one is typically scheduled the month prior to an employee’s birth month and consists of labs and paperwork. The lab work completed in part one is only valid for 90 days, so if employees go longer than 90 days between the appointments, they will have to start the process over again. Part two includes a physical exam with a provider. The provider then reviews the lab work to verify that the employee is in the allowable range needed to grant a medical qualification.

Employees can expect to be notified of an appointment through various means of

communication. According to Guzman, they should receive a postcard in the mail (sent to the employee’s address on file) and an email notification. In addition, the Medical Examination Office sends the full schedule each month to code department heads to be dispersed to their employees.

A point of confusion for many employees is an appointment reminder sent via text message from Tricare, the governing body for the clinic. The text message erroneously offers employees the option to confirm, reschedule, or cancel their appointment; however, this text message does not communicate directly to the clinic and is in contrast to NNSY’s policy that employees cannot modify their own appointments. If an employee needs to modify his or her appointment, he or she must notify their supervisor or resource manager, as it is their responsibility to advise the Medical Examination Scheduling Office and reschedule, if necessary.

Guzman wants to encourage NNSY employees to be aware of their medical expectations and be proactive in ensuring they’ve fulfilled their medical responsibilities. “They should feel some responsibility for their own medical appointments. With the knowledge that they have an appointment the month before and the month of their birthday, they should be contacting their supervisor or resource manager if they haven’t seen something scheduled.”

“There is a misconception that a medical exam has less precedence than any other work assignments; but that is not true,” added Guzman. “The appointments are considered by the shipyard as a work assignment, blocking off employees for two hours to get it done, make sure they are healthy, and then return to work.”

The Medical Examination Office is releasing a training video this spring to help alleviate some confusion, break down the process, and explain a little more about what the clinic does. Employees can visit NNSY’s social media pages this spring to view the video and learn more.



People Development in America's Shipyard

all steps. Finally, while we narrowly missed breaking the Big Rock due to completing Feb. 28 and a few days later than expected, we honored Code 300 for all its work on the availability for La Jolla (SSN 701), enabling the boat to meet its new mission as a Moored Training Ship preparing the next generations of nuclear-capable Sailors. That's three "firsts" for the NAVSEA corporation, right here at NNSY—you should be proud of the readiness you are ensuring. Meeting these milestones involved significant contributions from across the shipyard, so thank you to everyone who supported these efforts. We're off to a great start this year in meeting some of our most important deliverables.

A major evolution last month in America's Shipyard was the annual Citadel Shield-Solid Curtain exercises. These exercises test the Navy's force protection programs to enhance training and readiness of Naval Security Force (NSF) personnel to respond to real-world threats. Recent tragedies in places like Pensacola and at our sister shipyard Pearl Harbor Naval Shipyard have underscored the importance of these exercises and ensuring our security teams are ready to respond when and however needed. Great job to all who supported this effort, and thank you also to everyone who participated in the active shooter tabletop trainings in your work groups. I know the possibility of an active shooter situation isn't an easy subject to talk or even think about, but the risk is real and we all need to be ready.

A few weeks back, senior leaders and labor leadership at the shipyard held a joint signing exhibiting our collaborative commitment to the Voluntary Protection Program (VPP). Practicing VPP in all aspects of our work directly aligns with NNSY's Safety Commitment Policy Statement, stating, "Your safety, security, health and well-being are my top priority. We will personally support each other to achieve these using C.O.R.E. as our organizational values. We will invest time, effort, and funding to these efforts to build a healthy command climate and overall safe perspective in the workplace and at home." You can read more about the drive to become a certified VPP Star Site in this issue of Service

to the Fleet.

This month I want to focus my column on People Development, one of the three focus areas at NNSY this year and one that I know is of great interest to many of you. Across the shipyard, from our large-scale trainings to individual meetings and mentoring within our work groups, we're working to fortify the staffing and development of shipyard employees from recruitment to succession planning. One positive change on this front is we recently revamped and expanded our New Employee Orientation to six days, showing our new employees how valued they are and exposing them to the opportunities their lifelong career at NNSY will provide them. We also launched a Fundamentals of People Development course, providing supervisors instruction in right thinking, coaching and mentoring, civil treatment, overcoming barriers and effectively addressing poor performance. In turn, this course ultimately benefits our employees, helping them to receive meaningful interactions and feedback in the areas of performance and personal development.

A subject on this front that generated a lot of interest during our January Lunch and Learn was Individual Development Plans (IDPs). IDPs help our personnel determine the desired paths for their careers and require ongoing collaboration between supervisors and employees to be successful. An IDP can even be a useful tool for employees who may be seeking to be on a different career path, and knowing what other opportunities may exist within the shipyard. It's important to note that while an IDP is not a promise that you will get a certain job, it outlines the needed steps to be a viable candidate. We're working to ensure IDPs are more fully utilized at the shipyard in 2020 and improve employees' understanding of how IDPs can benefit them. IDPs are not mandatory, and they do take time and effort for both employees and management, but they are well worth that investment to ensure our people have clear understanding of current career paths and how they can effectively plan for long-term goals.

Beginning this month, NNSY is bringing exciting and helpful change to its leadership

I'd say March is here and warmer weather is around the corner, but we've already been enjoying some spring-like temperatures this winter. And just when it seemed we were in the clear, we experienced our first snowfall on Feb. 20! In addition to the official start of spring, March brings Women's History Month recognizing the many women who have brought lasting change to our Navy and nation. We have women at America's Shipyard bringing lasting change as well, from the senior leadership level with department heads such as Code 106's Jill Wild, to the apprentice level, with Code 930's Aisha Clark being recently honored as Virginia's Outstanding Apprentice. Norfolk Naval Shipyard (NNSY) has employed women dating back more than a century, and in the past decade in positions including NNSY Radiological Controls Director, Executive Director, Safety, Health and Environmental Director, Operations Officer, Production Resources Officer and various project superintendent and group superintendent roles.

Our year has been packed with activity so far and it was great to hold our first all hands ceremony of 2020 Feb. 26 in Bldg. 163! During that event we celebrated Code 300N for meeting its Big Rock of replacing strategic components in dry dock on USS George H.W. Bush (CVN 77), the first time ever executed in dry dock. We applauded our Supply Department for successfully implementing all steps of the NAVSEA Job Readiness Cell (JRC)/Material Kitting standard for non-nuclear work on NNSY CNO waterfront availabilities, the first shipyard to achieve

VADM Thomas Moore: From the Bridge

programs with incorporation of on-the-job coaching. CACI coaches will be attending the First Line Supervisor High Velocity training with students to build a rapport and commence coaching class members. Coaches will then continue working with the students for several weeks following class completion, helping our leaders to directly apply what they learned in the classroom to on the job, helping to fully develop our leaders as well as spur lasting behavioral change.

Another goal of people development is implementing full succession planning. We will review and update existing department succession plans to define excellence in the areas of required elements, talent management, and critical leadership competencies. You can learn more about succession planning during the March 5 Lunch and Learn held at 11:20 a.m. in the Command Briefing Room.

We will achieve success in workforce and leadership development planning when we have aligned workforce and development efforts throughout the shipyard, and have developed an overarching plan for Professional Workforce Development Organization to best support current and future needs of America's Shipyard.

Norfolk Naval Shipyard, committed to our C.O.R.E.!



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



In my last column I talked about the Shipyard Infrastructure Optimization Program (SIOP) and what that will mean to your shipyard. However, without a trained and talented workforce SIOP won't work. Now I want to talk about your future and ways you can grow professionally.

Over the past several years, the Navy has increased the number of shipyard personnel by about 9,000 across our four yards. To train our newest hires we made significant changes to our educational programs, emphasizing hands-on and virtual learning. This allowed us to cut the amount of time required to take a new hire and get them productive – they may not be full journeymen, but they were able to do some waterfront work sooner than ever before.

As we were growing the size of the workforce we also saw an increase in attrition, meaning we were losing more people than bringing onboard. We realized we had to put more emphasis on training our next generation leaders pretty much as soon as they enter the workforce. With that in mind, NAVSEA built a three-tiered training program designed to provide our people with the knowledge, skills, and abilities needed to grow professionally and prepare them for more challenging work.

The first course is designed to support our entry level personnel. It's called the Next Generation Leadership program, or NextGen, and it's tailored for people in the GS-7 through GS-11 range who want to learn more and gain a better understanding of our enterprise. This is a self-paced, two-year program during which participants

learn to identify individual strengths and weaknesses, gain a deeper understanding of how to motivate others, and attain various strategies to improve effectiveness, better problem-solving, and decision-making skills. Plus the best part is that you can do it while still in your current role at the shipyard.

The next program is called the Journey Level Leadership (JLL) program, and it's geared toward the high-performing people in the GS-11 to GS-13 range. JLL focuses on providing future leaders with a chance to expand their horizons and grow professionally. The program requires a real time commitment, with classroom work at NAVSEA Headquarters in Washington, DC, and rotational assignments to different commands across the Department of the Navy. JLL ends with participants briefing a final project tied to NAVSEA's mission to me, Mr. Jim Smerchansky, NAVSEA's Executive Director and senior civilian, and other leaders from across the Enterprise.

NAVSEA capstone program is the Commander's Executive Fellows Program (CEFP). This highly-competitive and intense course allows our best and brightest GS-12 to GS-15 personnel the chance to take on leadership roles within NAVSEA, work directly for and with our senior leaders, and build the knowledge and skillset required to earn more responsibilities.

NAVSEA's leadership programs are open to EVERYONE within the NAVSEA Enterprise and I encourage those of you who want to take the next step in your career to look into these opportunities and see if they are right for you. More information can be found on NAVSEA's public website which is accessible via any web browser at: <https://www.navsea.navy.mil/Portals/103/Documents/LeadershipContinuumFINAL.pdf>

If you'd like to apply, I urge you to talk to your supervisors and contact your training managers. If you have a question, you can send a note to the NAVSEA Training Team here: nssc_traininginquiry.fct@navy.mil

If you have additional questions, you can send them to the NAVSEA feedback e-mail, NAVSEA_Feedback.fct@navy.mil.

Keep charging, share what you know, and win them all!

R,
Tom

WHY SHOULD YOU CARE IF NNSY IS A CERTIFIED VPP STAR SITE?

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST
PHOTOS BY DANNY DEANGELIS AND SHELBY WEST • NNSY PHOTOGRAPHERS



Why should you as an employee of Norfolk Naval Shipyard (NNSY) care if the yard is a Voluntary Protection Program (VPP) Star Site? After all, what does it have to do with you personally staying safe?

Well, more than you might think. Here's a number to consider: from 2004, when NNSY first began the process to becoming a VPP Star Site, to 2018, when the shipyard voluntarily withdrew from the program, NNSY's injury rate was reduced by 54 percent! So, the shipyard being a VPP Star Site has a direct correlation to ensuring the continued safety and health of its workforce.

Since its withdrawal from the program to address areas of concern, NNSY has worked to improve risk communication of occupational health issues and timely injury reporting to the Occupational Safety and Health Administration (OSHA). Signaling the collaboration necessary to ensure safety is at the forefront of all work performed in America's Shipyard, NNSY's senior leaders and labor leadership recently held a joint signing for an official commitment to the VPP.

To gauge the shipyard's progress on practicing principles of VPP, the DoD Safety Management Center of Excellence (SMCX) performed an on-site VPP assessment of NNSY Jan 21-23. SMCX staff toured industrial buildings and ships currently undergoing availability, holding individual discussions with employees as well as more formal meetings with unions and NNSY managers. Topics of discussion included ensuring safety in fall protection, fire prevention, electrical work, and more.

During the outbrief with Shipyard Commander Captain Kai Torkelson, the DoD SMCX team praised leadership's desire to improve safety and the efforts of the VPP teams and high risk teams. SMCX members also commended the Technology and Innovation Lab and its safety related innovations. The team noted areas for improvement related to preventive maintenance, lockout of equipment, workplace self-inspection, machine guarding, and safety culture/perception issues. "The DoD SMCX gave the shipyard a good look, now it's up

to NNSY to act on these recommendations," said Jeff Medrano, acting OSHA Division Head. "We are America's Shipyard, I'm sure we are up to the challenge!"

To become a certified VPP Star Site again, NNSY needs support across all levels of the workforce in committing to a safe culture throughout America's Shipyard. Employee ownership in a safe work culture benefits training, hazard reporting, and ensuring positive lasting change through worker-driven initiatives. The good news is if employees are actively reporting hazards, attending safety training, performing worksite inspections, or using their safety handbook, they're already supporting NNSY's drive to becoming a recertified Star Site.

A VPP committee has been established, consisting of a cross-section of shipyard employees committed to spreading awareness about the benefits of VPP and the shipyard's ongoing efforts in recertifying as a star site. This committee will promote VPP and educate employees during the next several months using posters and banners, communication tools like NNSY Facebook and digital signage monitors, and holding a VPP kickoff on the lawn of B. 1500 tentatively scheduled in June.

VPP Program Managers Brian Olson and Doug Vick say employee involvement is critical to becoming recertified as a Star Site. "A major element of VPP is turning safety back over to employees; VPP allows them to have a voice in their own safety," said Vick.

Olson added, "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."

To find out more about how you can support VPP in America's Shipyard, contact Olson at brian.s.olson@navy.mil or 818-0710, or Vick at douglas.vick@navy.mil or 403-9127.

Safety Commitment

Policy Statement



C.O.R.E. in Safety and Health means:

We Care

to grow safety and health knowledge and trust in ourselves and others, to realize our full potential and to make our shipyard as safe as it can possibly be.

We Own

to develop a safe work environment, not only through our personal safety and health, but also through the safety and health of our co-workers, ship's force, and all those within the NNSY.

We Respect

and value the input of others. Interactions in safety and health will be principle based to provide full understanding of the value in working safely.

Excellence

in applying Care, Ownership, and Respect in safety and health means we will continuously build towards a new performance level that instills trust, confidence and credibility.

Your safety, security, health, and well-being are my top priority. We will personally support each other to achieve these using C.O.R.E. as our organizational values. We will invest time, effort, and funding to these efforts to build a healthy command climate and overall safe perspective in the work place and at home.

A safe work environment must include solid training from the moment a person sets foot in America's Shipyard. This education provides wide-ranging, principle-based knowledge, and armed with this knowledge, each employee has authority to affect personal and peer accountability to safe standards. Work practices and procedures must be engineered to be safe with a production-oriented focus. Equipment must be up to date, clean, and maintained. Ownership of safety, security, health, and well-being by line organizations (production shops, projects, and engineering) is self-assessed regularly by the organizations and monitored/validated by our internal compliance organization (Code 106).

Our overall well-being includes the above tenets, but also includes personal and professional development which leads to a fulfilling career with promising prospects and desired goals. Positive well-being facilitates engaged people who are actively seeking to improve others, our shipyard, our nation, and ourselves.


K.O. Torkelson





DECEMBER 2019 SAFETY FLAG

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

NNSY's Pipefitter Shop (x. 56) is the winner of the Dec. 2019 Safety Flag, presented Feb. 18! The shop closed out the year with no injuries or lost workday cases. Shop 56 is successfully navigating the challenges of an industrial environment by advocating a C.O.R.E.-driven mindset and leveraging enhanced lighting and improved equipment. This marks Shop 56's first safety flag of 2019, previously winning the award in Dec. 2018. Individual awards were also presented to Joey Brown and Morgan Germain for their efforts in ensuring a clean and safe workplace.

» EMPLOYEE OPPORTUNITIES

Naval Civilian Managers Association Scholarship Applications

All applications are due by Apr. 17. Applications are available on the NCMA homepage, accessed via WebCentral/Organizations/Associations/NCMA.

National Association of Superintendents Scholarship Applications

All applications are due by Apr. 10. Applications require sponsorship from a NAS member. For more information, please email NNSY_Superintendents_Assn@navy.mil.

Voluntary Leave Donor Program

The list of personnel in need of leave can be found on the PAO WebCentral Page. You can view it on WebCentral>Organizations>1160>Lists>Employees Seeking Leave for personal or family emergencies.

Earth Day Poster Contest

Earth Day is a time to celebrate the beautiful world in which we live. The theme for this year's contest is "Under the Sea." Code 106.31 is holding a contest for the Earth Day 2020 poster. The contest is open to all NNSY employee's children, nieces, nephews, and grandchildren ages 4 to 17. For more information on requirements and how to enter, contact Jag Patel at 396-2170.

"How I Got Here" Lunchtime Panel • March 5

There will be a lunchtime panel discussion entitled "How I Got Here" Mar. 5 from 11:20 a.m. - 12 p.m. in the Bldg. 1500 Command Briefing Room. This lunch and learn will kick off with a discussion on succession planning and how it supports the NNSY 2020 focus area of Staffing and People Development, followed by a question and answer period.

Panel members will be Curt Hart, NNSY Nuclear Engineering and Planning Manager (Code 2300); Chris Heine, Electrical/Electronics Group Superintendent (Code 950); and Maria Williams, NNSY Business and Strategic Planning Deputy (Code 1201). Please share with all who may be interested in learning more about how succession planning benefits employees individually as well as America's Shipyard as a whole.

Upcoming FLTHRO Trainings

As a service to NNSY employees, FLTHRO offers several workshops per year. All training sessions are held in Bldg. 15, 2nd Fl., Training Center. To reserve a spot, employees should send an email to FLTHRO_Training@navy.mil and specify the class and date for registration. A confirmation email will be sent to confirm the reservation. Upcoming workshops include:

Alternative Dispute Resolution Mar. 17, 11:20 a.m. - 12 p.m. This course will provide an overview of the Alternative Dispute Resolution (AD) program and services offered to help employees, supervisors and managers deal with conflict in the work

place. It is open to all NNSY employees.

Veterans' 101 Session

Mar. 25, 11:20 a.m. - 12 p.m.

This is an exciting new course to discuss buying back military time, crediting military service toward annual leave accrual and veteran appointing authorities. It is open to all NNSY employees (preferably military veterans).

Apprentice Hiring

Applications for the NNSY apprenticeship Program are being accepted through Apr. 1. To apply, applicants must complete the following steps before the deadline:

1. Complete an admission application for Tidewater Community College (TCC), either online or at the college.
2. Take the Virginia Placement Test (VPT).
3. Set up an account and complete an application on the Office of Personnel Management's website, www.usajobs.gov.

» GOOD-TO-KNOW

Service Only Weekends

In order to allow our employees time off to rest, revitalize and enjoy family or non-work related activities, NNSY has established several services only weekends in accordance with our overtime management plan.

Upcoming services only weekends:

Mar. 21-22, Apr. 11-12, May 9-10, May 23-25, Jun. 20-21, Jul. 4-5, Aug. 8-9, Sept. 5-7

April is Sexual Assault Awareness and Prevention Month (SAAPM)

NNSY will be hosting multiple events throughout April in honor of SAAPM. The 2020 SAAPM theme is "Protecting Our People Protects Our Mission: Respect. Protect. Empower." Mark your calendars for the following events:

NNSY 4th Annual SAAPM Kickoff at Colors
Apr. 3, 8 a.m.
Bldg. 1500 Flagpole

Teal Tuesday

Apr. 14

Encouraging all NNSY employees to wear teal clothing, bracelets, lanyards, or ribbons in support of survivors of sexual violence and their families.

Shipyard Spotlight Nominations

Know someone who goes above and beyond the call of duty? We're looking for nominations for Shipyard Spotlight. If you have someone in mind, email the NNSY Public Affairs Office today at nfsh_nnsy_pao@navy.mil and tell us who you want to shine a light on and why. They could be featured in an upcoming Service to the Fleet!



NNSY NAVAL CIVILIAN MANAGERS ASSOCIATION AWARDS

STORY BY MIKE BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST

PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard's Naval Civilian Managers Association started off 2020 by recognizing its high performers during the past year. The 2019 Manager of the Year was awarded to Colby Wallace (top left), Code 741 Trade Manager. Wallace was honored for his great leadership and mentoring on the USS San Francisco (SSN 701) while it undergoes conversion into a Moored Training Ship. "Mr. Wallace is committed to the C.O.R.E. principles and that is shown by the way he mentors his team and interacts with the San Francisco project team members," said Code 740 Group Superintendent Kenneth Sasser. "His dedication and leadership has proven to be at the heart of the C.O.R.E. efforts here at NNSY. In addition to presenting Manager of the Year, NNSY's NCMA Chapter also presented its Member of the Year award to Johnny Satcher (top right), who served as NCMA Scholarship Chair and Social Committee Chair, volunteering many hours of his personal time in the process. During 2019, Satcher helped NCMA increase its visibility and outreach through major command events such as Family Day, and volunteer efforts at the Oasis Social Ministry and Foodbank of Southeastern Virginia and the Eastern Shore. NNSY's NCMA is made up more than 240 civilian managers from the shipyard who have banded together to help resolve today's challenges both for NNSY and the Navy. NCMA actively participates in many outreach and charitable causes supporting our shipyard family and the local community.



CODE 950 BUILDS FIBER OPTIC INSTALLATION KITS AS PART OF SHOP MODERNIZATION EFFORTS

STORY BY KRISTI BRITT •
PUBLIC AFFAIRS SPECIALIST

PHOTOS BY DANNY DEANGELIS •
NNSY PHOTOGRAPHER

Imagine working each day with delicate, transparent fibers the size of a human hair. These optical fibers are used to transmit light between two ends of the strands as part of fiber-optic communications, permitting transmission over longer distances and at higher bandwidth than electrical cables. It is a complex science working with fiber optics and requires the precise tools for the job to work with these cables.

For Norfolk Naval Shipyard's (NNSY) Code 950, the tools needed have to be fitted and ready to go at the drop of a hat, whether to be used at America's Shipyard or to be transported with flyaway teams across the world. However, when purchasing pre-packaged kits, team members found they were spending a lot of money on oversized carrying cases with outdated equipment that did not fit their needs.

"We needed something that specifically fit the shipyard's mission and was able to be portable for our mechanics who are constantly on the move to the job," said Fiber Optics Subject Matter Expert (SME)/Instructor Chris Nocon, who is no stranger to innovation at America's Shipyard. In 2012, Nocon developed a fiber optic work station innovation that increased the effectiveness of the work and produced at an efficient speed for the worker. The innovation turned an originally four-person job into a one-person job. So when he was tasked by Shop Director Mike Davenport



LEFT: The Fiber Optics Team at NNSY is excited to have their new toolkits ready for travel; **ABOVE, LEFT TO RIGHT:** The fiber optic installation kits are three-tiered with the tools required for the job; Fiber Optics Subject Matter Expert (SME)/ Instructor Chris Nocon shows what tools are featured in the fiber optic installation kits; There are currently 11 fiber optic installation kits at the shipyard ready for use by the mechanic; Nocon shows the inner workings of a quality assurance mock-up in the training facility at NNSY. This mock-up is used to help train mechanics in the proper installation of fiber optics.

to find a solution, he leapt at the chance to help. “We needed the latest in specialized tooling for the job. When we found it difficult to find what we were looking for, we decided to get a little creative.”

Nocon and his team then began to design a kit of their very own, utilizing waterproof pelican briefcases and installing a three-tiered thick foam design perfect for transporting the tools required. The tools would include lasers, cleaning kits, and more - whatever would be used to work with either Single-Terminal (ST) or Multi-Terminal (MT) boxes for fiber optics.

“This was an effort designed by mechanics for mechanics, by those who understood exactly what we needed to get the job done right,” said Nocon. “The pelican briefcase design is the perfect size for transport and able to fit perfectly in overhead compartments when the team is flying out to their respective jobs. It’s even fitted to be worn as a tactical backpack to balance the load for the mechanic.”

“We’re building a corporate fiber optics program in NNSY, as well as across the enterprise, and these toolkits are part of modernizing our processes,” said Davenport. “We’re also refitting the training facilities in-house and building up our certification program and production area to best fit the needs of our mechanics.”

Nocon added, “Fiber optics continues to grow as we move forward at America’s Shipyard. As we prepare for the technical trials

of new classes of ships and submarines, we’re working to modernize and innovate what we do here. By getting ahead of the curve, we’re actually lightening the load for our mechanics and preparing them to face these challenges head-on.”

At this time, NNSY has developed 11 fiber optic installation kits, with tools fitted for both ST to MT boxes. “These are a great addition to our arsenal in Code 950 and we’re always willing to share and bounce ideas of how to improve our tools and processes from the other shipyards as well. Each shipyard has their own mission for service, yet we all work towards servicing our fleet. We’re excited for the future and will continue to innovate new ways to best aid our mechanics.”

To read more about Nocon’s previous innovation, check out the May 2018 Service to the Fleet. Special thanks to the Fiber Optics team: Ryan Crosby, Ashly Harris, Gary Johnson, Chris Saunders, Cassi Bower, and Benjamin Kreps.

ERG SPOTLIGHT:

FEDERAL WOMEN'S PROGRAM

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST, DANNY DEANGELIS, AND TONY ANDERSON • SHIPYARD PHOTOGRAPHERS

Empowerment and support are the goals of Norfolk Naval Shipyard's (NNSY) Federal Women's Program (FWP).

"We are a program that advocates for women at the shipyard," said FWP's Chair Carlynn Lucas. "But all of our fieldwork, including our events, are heavily enabled by partnering and working with men. This is one way we emphasize that we are one team with a common goal and mission."

FWP is a Special Emphasis Program established by the Civil Service Commission, the predecessor of the Office of Personnel Management (OPM). Its purpose is to improve the status of women working in the federal government.

"We are constantly coming up with ways to impact the recruitment, advancement and retention of women," said Career Development Chair Tiffany Greene. "Events like Speed Mentoring, Leadership360 and the Interviewing Workshops are proving to be catalysts for progress."

Ideas for these type of events are inspired by demographic data and insights from shipyard personnel. The members of FWP engage at all levels to get specific feedback on what is needed and wanted at the shipyard.

"We had a Walk the Waterfront event where FWP members asked employees what they would do to make NNSY a better place to work for their daughters," said Career Development Co-Chair Chessie Bray.

#NNSYfuture was created to spread excitement about the new ideas for America's Shipyard.

"This is how we found out that the nursing mother stations around the shipyard weren't necessarily compliant with shipyard policy," said Lucas. "We formed a focus group to dig a little deeper, and because of it, we were able to

get all nursing mothers stations up to standard—plus parking spaces for expectant mothers."

Health and wellness is another area of FWP focus. Each year the group makes arrangements for a mobile mammography unit to visit the shipyard so women can get state-of-the-art 2D and 3D breast examinations. In June, Men's Health Month, FWP hosts the event "Donuts for Dudes" where both men and women can learn about the importance of men's health.

"We also hold celebrations and recognitions," said Co-Chair Theresa Parker. "Each October we recognize women who have survived or are currently fighting breast cancer. In April, we sponsor a luncheon to recognize victim advocates and their contributions to the Sexual Assault Prevention and Response Program."

FWP is also growing its footprint outside the shipyard by supporting children and families of the Hampton Roads community in many different ways.

"Each year, we partner with the Science, Technology, Engineering and Mathematics (STEM) – ERG in the Women in STEM Day event at Nauticus," said Lucas. "We also hold a K-12 school supplies drive in August and team up with the Veterans – ERG for the Toys for Tots/ Angel Tree drive during the Christmas season."

FWP holds its monthly meetings on the second Thursday of each month at 3 p.m. in the 510 trailers, Rm. 20.



From left to right: Participants discuss career strategies during FWP's Speed Mentoring event; Members of the FWP host the annual tea party for breast cancer survivors; Code 950's Electronics Mechanic Angel Eure and Code 2360.1's FMSB instructor Alisa Anderson provides a short workshop on decision making during a FWP monthly meeting.

C-FRAM FRAUD SCHEME AWARENESS

MARCH: COST MISCHARGING

Improper allocation of costs or charging higher than allowed rates

DOD EXAMPLE

In Dec. 2019, Todd Leasure was sentenced to five years' probation and ordered to pay restitution of \$150,001 for the federal charge of making false statements in connection with the number of hours he worked on a contract at the National Security Agency (NSA). Leasure was employed on a full-time basis by Contractor A to work as a database administrator on a NSA contract. Between Feb. 3, 2014 and Feb. 17, 2017, Leasure submitted false timesheets to Contractor A in which he claimed to have worked at least 607 hours more than he actually worked on the NSA contract. As a result, Contractor A overbilled NSA, and NSA overpaid Contractor A by more than \$150,000.

DON EXAMPLE

In Aug. 2018, International Machine and Industrial Applicators (IMIA) and Marine Equipment Supply (MES) agreed to pay \$2.8M to settle claims they improperly billed the Navy for rental equipment. Between Feb. and Oct. 2012, IMIA billed the government for equipment rented from MES, through a subcontractor used for hull preservation work on the USS Ronald Reagan. Under the Federal Acquisition Regulations (FAR), companies like IMIA and MES that are under "common control" are not allowed to bill the government for rental costs; the FAR treats such equipment as if it were owned directly by IMIA and thus limits compensation to the costs of ownership. IMIA did not disclose its relationship with MES to the Navy while presenting invoices for the Reagan, which the Navy contends resulted in overbillings in excess of \$1.4M.

INDICATORS (RED FLAGS)

Invoices cannot be traced to shipments; multiple payments to a single vendor on the same date; labor time and charges inconsistent with project progress; abrupt changes in labor charges for no apparent reason.



LEARN MORE TODAY

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

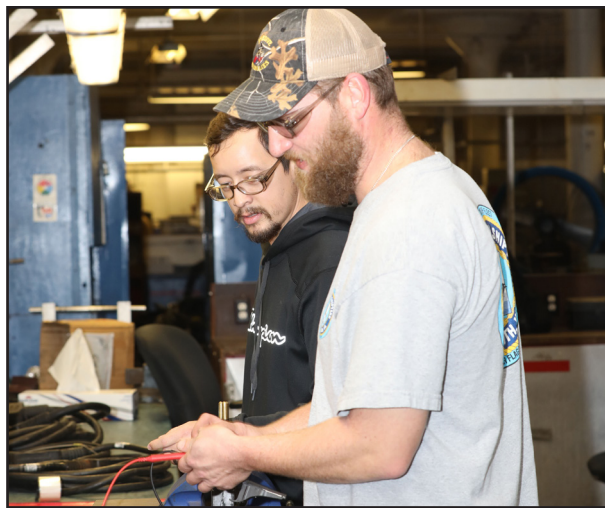
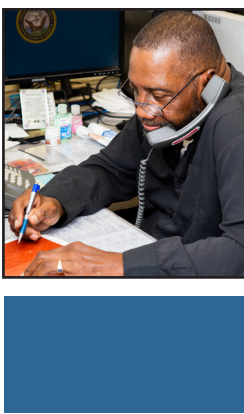
Need to report fraud? Contact the NNSY Hotline today at 757-396-7971 or NNSY_IG_HOTLINE@navy.mil.

TALKING SHOP

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

99 TEMPORARY SERVICES

SHOP



Norfolk Naval Shipyard's (NNSY) Temporary Services Shop (Shop 99), keeps the lights on, the water flowing, the temperature controlled, and so much more.

The Code 990 shop, which is comprised of approximately 50 workers, provides support to every project at NNSY with several essential services: electrical; ventilation, air condition, and preservation; and piping and plumbing. Each area typically has a team of 15 to 20 mechanics.

"We build all the materials required for the production shops to do their work – ventilation, water, electricity, air conditioning and all things needed for comfort and safety on a project," said Shop 99 Inside Shop Director Tony Rierson.

In addition to providing critical temporary services for projects, Shop 99 has a dispatch watch that is manned 24/7. The dispatch desk responds to fires, flooding, and any other emergencies throughout the shipyard as initial responders along with the fire department.

The shop's responsibilities are not confined to inside the shipyard gates. According to Inside Shop Piping Trades Manager Brian Swain, Shop 99 supports emergent work from Naval Submarine Support Center (NSSC) Kings Bay and Nuclear Power Training Unit (NPTU) Charleston in addition to that at NNSY. "We support everything on the waterfront, including the buildings inside. Everyone needs Temporary Services at one time or another, whether it is for electrical power, a vent, or water," said Swain.

Supporting so many projects requires the shop to work efficiently and often on a tight schedule. "We are under a constant time restraint," said Shop 99's Inside Shop Electrical Trades Manager Charles Wyche. "When a boat or a ship pulls into a dry dock or at a berth, we only have so much time to install shore power. You might think we would have two or three days, but we don't. We often need to get it done in a matter of hours to power the vessel and get it off of diesel."

Along with challenging time restraints, Shop 99 often deals with last-minute scheduling changes due to project availability and the priorities on the NNSY waterfront. "We have to adapt and overcome daily," said Rierson.

Despite these obstacles, the shop lives up to Code 990's mission "to preserve the ships that protect the world and provide temporary services that support both production and habitability during periods of repair, overhaul, dry dock conversion, and modernization of ships."

Shop 99 leaders said they are able to do so by focusing on communication and caring for their workforce. Inside Shop Ventilation, AC, and Preservation Trades Manager Lindsay McFarland said, "If you take care of your people and they see that you care, it doesn't matter how difficult the job is, they're going to go out and get it done."

Rierson emphasized the importance of keeping the lines of communication open with all employees at every level. "Communication is key. We always confer before making decisions as a shop because we don't like to make knee-jerk decisions. Everyone involved sits down

OP



to discuss, this includes the managers, supervisors, and the mechanics. We talk things out and make sure everyone is on the same page.” Rierson said this open dialogue encourages respect between management, supervisors, and the mechanics in the shop. “I think that is the key – respect your people and they’ll respect you and do a good job.”

Many members of Shop 99’s leadership team are Navy veterans, including Rierson, Wyche, and McFarland. Additionally, all three said they are motivated to do their best because they know their work contributes directly to ships returning to the fleet.

“A lot of people come in and they think, ‘oh that’s an extension cord or that’s a hose,’ but they don’t know what it takes to get a power to a ship or get ventilation in space where it is needed,” said Wyche. “What we do every day allows other shops to do their thing and that helps us achieve NNSY’s missions of returning ships to the Fleet.”

Photos left to right: Shop 99 Apprentice Jequan T. Edwards works on big cables used for electrical needs; Paul Maddrey works in Shop 99’s Dispatch Office to respond to any emergencies on the waterfront; Shop 99 Work Leader Christopher Blake oversees Shop 99 Mechanic George Lingenfeller; Shop 99 Inside Shop Director Tony Rierson, Inside Shop Electrical Trades Manager Charles Wyche, and Inside Shop Ventilation, AC, and Preservation Trades Manager Lindsay McFarland; AC&R Mechanics Cody Just and Christina Leins, Supervisor Thomas Terrell, and AC Workleader Chris Spalding work together to provide temporary services; Shop 99 Inside Shop Manager Ray Parke, Supervisor Jason Riddick, and Internal Shop Manager Brian Swain; Shop 99 Mechanic Ryan Chavis.





Bush Safety Fair: Reducing the Risks through Engagement and Education

STORY BY JASON SCARBOROUGH • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY), in coordination with USS George H.W. Bush (CVN 77), held its second safety fair Feb. 20 to promote proper working practices and share information on the newest technological advances in safety equipment. The fair was a coordinated effort to bring the ship's crew and NNSY's workforce together and focus on the project's most important goal: safety first.

Multiple vendors attended the safety fair to promote the newest equipment and share the newest technologies available. Bush's Project Superintendent Jeff Burchett stated, "The vendors here today are showing the newest safety gear available. This gear greatly helps in reducing the risk of injury." He added, "The Bush is just two days shy of being at NNSY for a year and this safety fair was a great way to remind everyone that safety always comes first. I'm very excited with the

turnout of the safety fair. The participation of the workforce and the ship's force is the best I've seen."

Promoting involvement, participation and ownership at every level, the Occupational Safety, Health and Environment Office (OSHE) (Code 106) had several informational displays throughout the fair. OSHE's vision is to create and enforce policies to improve the safety and health of workers, ensure better work conditions and reduce the effect of industrial work on the environment. Mary Williams of the Code 106.24 Hazard Prevention and Analysis Branch said, "I'm here today to provide information on ways to submit Safety Deficiency Reports, reporting and documenting 'near miss' incidents and the reporting of unsafe acts within NNSY."

The safety fair informed employees of the importance of comprehensive safety

programs and how they are designed to prevent injuries and accidents both on Bush and throughout NNSY.

Combined efforts in safety have historically proven to be beneficial to the shipyard. Sharing safety practices from previous jobs are vital. Project Safety Manager Clayton Tweed, Code 106, and Bush's Safety Officer, Commander Jeff Desmond, shared similar views when it came to safety coming first every day and expressed what a wonderful event the safety fair was in bringing the ship's force and workforce together to provide them with the information they need and the necessary equipment they require. Tweed said, "This fair is the best way to get the information out to everyone and it is great that we are now having our second safety fair since the Bush has been at NNSY. We are able to inform new employees and new ship's crew members



Norfolk Naval Shipyard employees and USS George H.W. Bush (CVN 77) Sailors came together for a safety fair Feb. 20 to promote working proper practices and share information on the newest technological advances in safety equipment.



that may not have been onboard for the last safety fair.”

Employees and Sailors came to the safety fair to learn about new products, see safety demonstrations, and gather safety information on best practices. Employees and Sailors are the heart of what we do here, and NNSY has made it a priority to put their safety first.

The shipyard is in the process of being recertified as a Voluntary Protection Program (VPP) Star Site, with VPP managers also attending to provide information and education to the workforce.



THE C



THE WOMAN BEHIND MERA



SHIPYARD SPOTLIGHT: SHELBY WEST

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

It is rare for a person to find their passion in kindergarten. But that is exactly what Shelby West did. She was five years old the first time she held a camera. As her little finger hit the shutter button for the first time, a passion sparked inside her that was as bright and powerful as the flash from the camera. West fell in love with capturing the world around her. As a kindergartener at Western Branch Primary School, she entered a city-wide photography contest with a picture she took at King's Dominion on a trip with her family. Of all the students in the entire school system, West's photo won first place. It was the first time her talent behind the camera would be highlighted, but it would not be the last.

For the past two years, West has worked at Norfolk Naval Shipyard (NNSY) as a Visual Information Specialist in the Photography Division of the Shipyard Instructional Design Center (Code 1170).

She is the first female to serve as an NNSY photographer.

Prior to starting at NNSY, West worked at Mid-Atlantic Regional Maintenance Center (MARMC) for nine years. During that time, she routinely collaborated with shipyard employees and knew it was the place she wanted to be. "I was very inspired by the environment and the type of work being done at NNSY. I'm so happy to be at the shipyard," West remembered.

Since arriving at NNSY, West has captured hundreds of events including the 250th Celebration, groundbreaking ceremonies, Big Rock ceremonies, and more. But her favorite thing to capture is the work being done on the waterfront. "I love capturing ship movements or being inside a submarine, I find it really interesting. To me, that is what the shipyard is all about. Not every civilian gets to see that kind of stuff, and I love that I get to and that I can be a

part of it," said West.

West uses her talent behind the camera to shine a light on the work others do at NNSY every day. "My job is to put out a visual product that shows what the shipyard does and what it is all about. I may not be the one turning the wrench, but I can help capture and tell the story through photographs."

NNSY Lead Public Affairs Specialist Mike Brayshaw first worked with West a decade ago during her time at MARMC and now regularly coordinates with her on a number of shipyard events. "Shelby is a terrific photographer and true embodiment of what our C.O.R.E. values are all about," said Brayshaw. "The quality of her work is perhaps surpassed only by her great attitude and work ethic. One of her pictures truly is worth a thousand words in showing America's Shipyard in a great light."

West finds motivation in helping others feel seen and confident. "I really love working



12 Things You May Not Know About Shelby West

1. Her favorite color is cerulean.
2. She and her husband Justin got married in Key Largo, on her aunt and uncle's pier overlooking the Florida Bay.
3. She has two daughters, Daytona (5) and Delilah (2).
4. Her favorite movie is Fool's Gold.
5. Her dream car is a 2001 Lamborghini Diablo VT 6.0.
6. She loves the beach, and grew up boating on the Elizabeth River.
7. Prior to starting her government career, she was a bartender in downtown Portsmouth.
8. She has three cats (California, Key and Snowball) and one dog (Fenway).
9. Her favorite music includes Reggae, Ska and 90's Grunge.
10. She and her husband love snowboarding.
11. She is a Redskins, Red Sox, and Celtics fan; and an alumna of VA Tech – Go Hokies!
12. Her favorite smells are salt water and crisp sails.

Photos left to right: NNSY Photographer and Visual Information Specialist Shelby West loves to snap photos on the waterfront; West with her award-winning photo; when not capturing pictures for NNSY, West loves to spend time with her family and explore the great outdoors.

with people," she said. "Sometimes, I have people come in to get their portrait taken and you can tell they are nervous. They say, 'oh, I always take a bad picture.' When I am able to take a good photo of them, one that they are happy with and that they feel good about, it gives me a great deal of satisfaction."

Her supervisor, Code 1170 Division Head Dave Pastoriza, said West has a gift of connecting with people, whether she is behind the lens or not. "Shelby exemplifies what it means to meet the needs of a client and completely understands people in a way that many take for granted. It's uncanny how she can anticipate what is asked of her almost immediately. She is a very thoughtful, caring, dedicated, and an extremely well organized down-to-earth human being. Anyone would enjoy having a person of her character on their team."

West is humble about her talents and credits a lot of her success to her team members in Code 1170. "We all work really well together and the teamwork in our

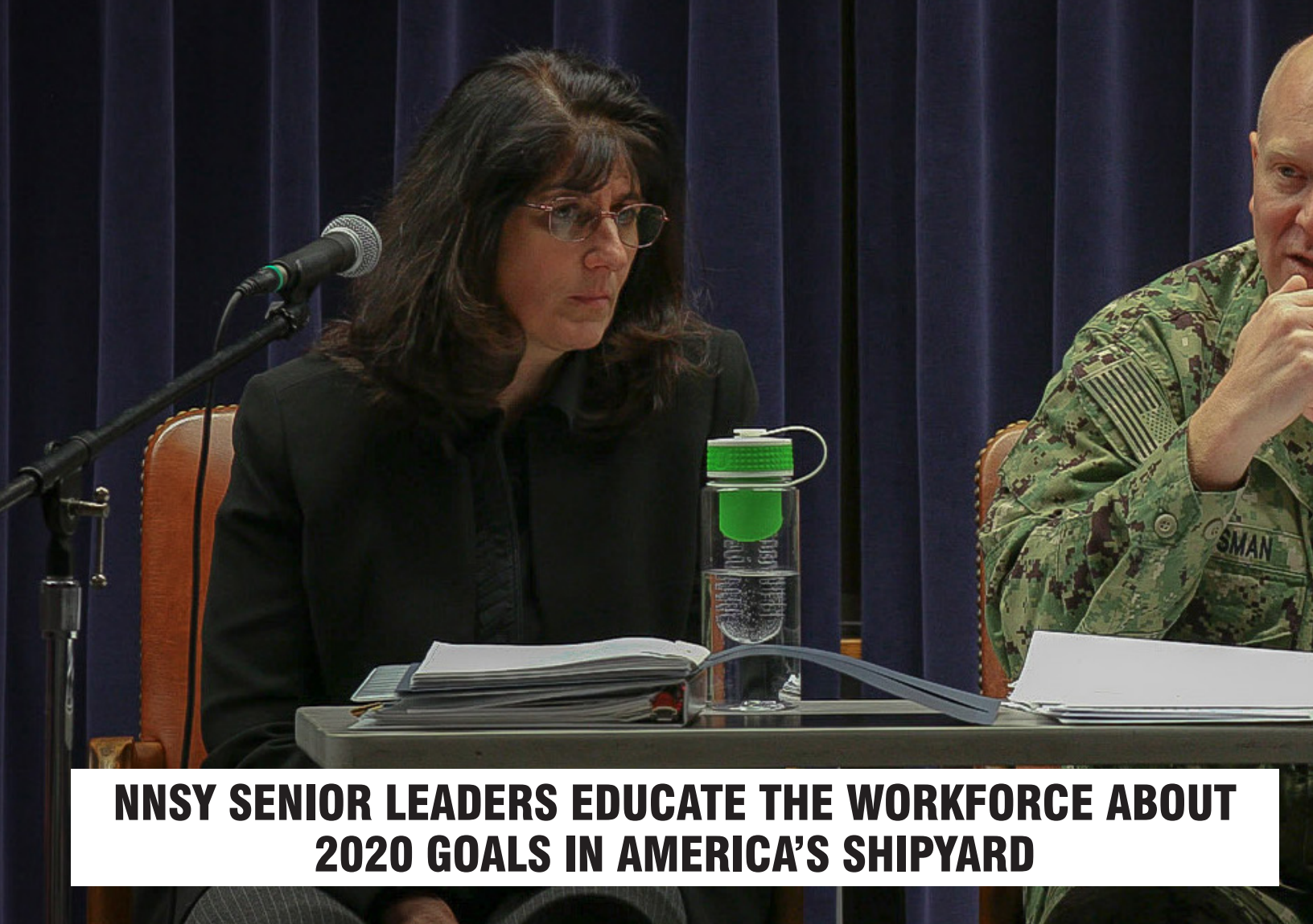
group is really amazing. I can ask anyone for anything. Everyone has each other's back and that is a good feeling. We don't have tension and we all get along. It is like a big happy work family," said West.

It is no surprise that a family-like atmosphere is important to West's professional happiness as family plays a crucial part of her life outside of work. She is a mother to two young daughters. Along with her husband, she enjoys spending time with her family outdoors, going to the beach during the summer and snowboarding during the winter. Along with soaking up the sun, West shares a love of art with her daughters. She is proud that her children have inherited her artistic talents and share her love for creativity.

She is not the first member of her family to work at NNSY. Her grandfather spent 30 years working at the shipyard, retiring in 1989. Though she didn't plan on a career at the shipyard as a child, West thinks her grandfather's stories of traveling for his job

to Guam and Spain left a mark on her. "He would tell me about his work trips and all the opportunities he had," said West. "I think if he were alive today he would think it was pretty cool that his granddaughter has found her own opportunities here."

West said she is grateful to have a career doing what she is passionate about. Her motto is 'if you love what you do, then you'll never work a day in your life.' For the first time in her life, she feels like she is living her motto. West said, "I get excited about my job because I love it. I've never been able to say that until I came to work at the shipyard. I wake up every single day excited about the day ahead of me, the work I have to do, and the challenges I can overcome. Every day is a good day."



NNSY SENIOR LEADERS EDUCATE THE WORKFORCE ABOUT 2020 GOALS IN AMERICA'S SHIPYARD

STORY BY MICHAEL BRAYSHAW • LEAD PUBLIC AFFAIRS SPECIALIST | PHOTO BY DAN RUSNAK • NNSY VISUAL INFORMATION SPECIALIST

There is nothing more important for the Norfolk Naval Shipyard (NNSY) workforce to know about right now than the command's goals in 2020.

That's according to NNSY Nuclear Engineering and Planning Manager (Code 2300) Curt Hart who, along with Operations Officer (Code 300) Captain James "Jip" Mosman and Business and Strategic Planning Deputy (Code 1201) Maria Williams, educated the workforce on the year's priorities during a shipyard's lunch and learn Jan. 21 in the Command Briefing Room.

"The campaign plan is sort of like our new year's resolutions," said Hart. "Every year we go back at where we were successful, where we weren't successful, and what we're going to focus on for the coming year. In my mind, there's nothing more important to get out to the workforce, as these tie back to our ultimate goal of delivering ships."

NNSY's three focus areas for the year as established in the command Campaign Plan

are maintaining a Balanced Command Plan, improving Workforce Efficiency/Productive Capacity, and enhancing People and Staffing Development. During the forum, each of the three senior leaders explained how the focus areas benefit both the fleet and employees at America's Shipyard.

Williams explained a Balanced Command Plan maintains "a balance between workload, workforce and our budget. Our execution guidance sets that for us in September for the next fiscal year. Everything changes daily, so as we set that budget, and as things change, it's our job to make sure we manage the changes and balance the workload."

Providing an illustration of how workload and workforce work in concert, Mosman pointed out, "You have to have a balance to make sure you've got the workforce available to accomplish your workload. Many factors can play into an imbalance. For instance, suppose we have 100 people when there's 150 people worth of work to do,

then we have to work to make up that gap with such things as overtime, contracting the work out, resource borrows, etc."

Since NNSY needs to maximize the workforce's ability to ensure timely delivery of ships and submarines, and use overtime only when urgently needed, Mosman spoke of areas to address in order to support nonstop execution of work on the deckplate. "Our workforce efficiency is all our people doing more during the day to accomplish more repairs and modernization. Our productive capacity goes up when we're more efficient as a workforce, and the better supported each of us are, the more productive we are. What goes against productive capacity today, is if the mechanic is out looking for material, or he's waiting for another code, not being trained well enough, or can't get the tooling. We need all of us to come in every day, and be able to be productive all day long."

Beyond ensuring mechanics have all resources at the ready to support nonstop execution of work, other areas NNSY is



actively working to improve its workforce efficiency and productive capacity include enhancing employee development and training with a better mix of classroom instruction and on-the-job training; increasing the number of wage-grade mechanics on the deckplates during the next several years; and evaluation of hiring plans in critical shops to attain the needed number of mechanics.

If it seems there's overlap between NNSY's three primary goals in 2020, that's actually by design. Akin to what makes a triangle the strongest shape with its three sides, all focus areas at NNSY this year support and strengthen each other. "We're not necessarily going to get more numbers," said Mosman. "We have to look at balancing out our wage grade and GS levels properly, asking if there are processes hindering us, and embracing efforts like Job Readiness Cells/Point of Use to make sure our folks are productive all day. Our success and our mission is delivering the ships back to the

Fleet complete on time. If we're not being productive throughout the day, we're not going to get there. Additionally, a lot of our productive capacity hinges on development of our people."

When addressing people development, Hart detailed improvements being made in that area, including an emphasis on succession planning to mentor and develop the next generation of shipyard leaders; the revamped and expanded New Employee Orientation which better positions employees to begin working from the first day on the job site; and expanding use of Individual Development Plans (IDPs) to ensure employee understanding of career paths and opportunities.

"Employee development starts with knowing how many people we need in the shipyard," said Hart. "Not just a total number, but what is the right flavor? Do I need more pipefitters, more electricians, more quality assurance folks? It's not just about a big number, but making that

number work efficiently. It does us no good if we have people ready to execute the job, but no paper or materials to support them. We're working in concert with Code 1200 to get a Balanced Command Plan with that level of detail."

After senior leaders took several questions related to the topics, Hart challenged those in attendance to share information about the command's 2020 goals. He said to better educate the workforce on shipyard priorities, lunch and learn sessions will be held throughout 2020. The next one will be entitled "How I Got Here," with a discussion on succession planning, facilitated by Hart, Williams and Code 950 Group Superintendent Chris Heine, held Mar. 5 from 11:20 to noon in the Bldg. 1500 Command Briefing Room.

We Can Do It...

and She

DID

WOMEN'S HISTORY MONTH



**HONORING THE PAST,
SECURING THE FUTURE!**



THEN AND NOW:

AFRICAN AMERICAN ERG'S BLACK HISTORY CELEBRATION CEREMONY

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY DAN DEANGELIS • NNSY PHOTOGRAPHER

Lift Every Voice and Sing, adopted in 1919 by the National Association for the Advancement of Colored People (NAACP) as the “Black National Anthem,” was a fitting opening song for Norfolk Naval Shipyard’s (NNSY) African American Employee Resource Group’s (AA-ERG) third annual Black History Celebration Feb. 20. Located in Bldg. 163 for convenience of the production shop workforce, attendees heard the beautifully full voices of engineers Brian Darden (Code 105) and Andre Johnson (Code 900T) who sang the song. Founder and Chief Executive Officer (CEO) of Zel Technologies, LLC (ZELTECH) Jack L. Ezzell Jr. spoke at the event.

Born and raised in North Carolina, Ezzell discussed his journey of joining the United States Air Force becoming a successful African American entrepreneur, and the prejudices he faced along the way. He made it clear that his intention was not to shame anyone for something others did long ago, but rather to help people understand the present, in lieu of his theme ‘Lest We Forget.’ “There’s a lot we can learn from examining our past,” Ezzell said. “It is useful because it can be used to understand where people are coming from today.”

Black History Month exists to celebrate those who came before us and paved the way for the freedoms society has now. Ezzell said, “we are here to step back and recognize the many great gifts that African Americans have brought to our nation.”

Aligning with the shipyard’s C.O.R.E. values of Care and Respect, Ezzell encouraged others to listen to each other. “Engage with people of different perspectives from your own,” he urged. “Listen with kindness in your heart, not anger. If we listen to each other and treat each other with respect, we can find ways to solve the problems of today.”

Photos top to bottom: Chief Executive Officer of Zel Technologies, Inc. Jack L. Ezzell Jr. spoke to the audience about the struggles and prejudices he has faced along the way that have made him who he is today; One of the African American Employee Resource Group (AA-ERG) members speaking to an interested employee at the group’s employee table; The STEM and Native American Employee Resource Group passing out information about their groups side by side; Jack L. Ezzell Jr. was awarded with a Certificate of Appreciation from the AA-ERG and a shipyard plaque from Code 1100’s Executive Director Fred Mckenna.





NEPD - BUILDING P.R.I.D.E. AT NNSY

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

The eleven divisions of the Norfolk Naval Shipyard (NNSY) Nuclear Engineering and Planning Department (NEPD) recently came together to build their own departmental mission, vision, and values in a grassroots effort to better showcase what it means to be part of America's Shipyard.

"It all started when NNSY's NEPD Manager Curt Hart (Code 2300) came to a few of us in throughout the department with a task of creating a mission, vision, and values for NEPD. He wanted us to create something that could be adapted into our shipyard, words that folks could believe in and live by," said Team Lead Matt DeLong. "We were then tasked to design our own tagline – something that could represent all of our divisions as a whole."

With a plan in place, a team was built with representatives from across the eleven divisions – each member with their own ideas and input to share in regards to NEPD.

"From the get-go, when we started brainstorming ideas, we saw firsthand how we all had our own perspective of what being part of the department meant to us," said DeLong. Together, the team drafted their mission and vision, building off of each other's inputs to craft something they felt best represented their department. "For our values, we enlisted the help of Code 100PI William Harrell who acted as our facilitator and shared with us a list of fifty values that we could use. We shared this list across the department; employees provided us their top choices for what values they felt best represent NEPD. We had five that stood out above the rest: Personal Accountability, Respect, Integrity, Dependability, and Excellence. They came together to spell P.R.I.D.E. which rung true for our group. We take pride in our people and America's Shipyard."

With the completed mission, vision, and values, Hart then presented the next challenge – a new logo for NEPD. "We decided to hold a contest within the department to create the logo and we had a significant turnout from the various divisions. As a team, we voted for which logo stood out above the rest and Code 2310's Grace Spaulding was the winner. This logo will be something we can share across the shipyard so people will see it and know that NEPD is here – getting the job done."

For DeLong, the entire experience has been rewarding. "Our core group was really good about bringing forth and sharing differing ideas. When we first started this endeavor, I had no idea how we could get such a task completed that would represent 1,100 people. Yet we persevered, and I found that a majority of our department wanted to be part of the voice for NEPD. They wanted to share their ideas and provide their input. They were proud to be part of this team and I am really proud of what we've accomplished as a whole."



MISSION

Safely execute nuclear maintenance, repairs, modernization, and training with first-time quality.

VISION

Foster a culture of high performing teams guided by Naval Nuclear Propulsion Program Principles, committed to achieving technical excellence and innovation by continually building P.R.I.D.E. in America's Shipyard.

VALUES

Personal Accountability: We are fully responsible for our actions and consequences.

Respect: We value ideas, opinions, and perspectives of others.

Integrity: We do the right thing, all the time; not just when it is easy.

Dependability: We are consistent, trustworthy, and reliable in all endeavors.

Excellence: We strive to surpass established standards and achieve personal mastery.

BUILDING P.R.I.D.E. IN AMERICA'S SHIPYARD!



CLEANLINESS WARRIORS TAKE CREATIVE IDEAS TO GET RESULTS

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

The Cleanliness Community of Practice (C-CoP) celebrated 2019's fourth quarter's Cleanliness Warriors Feb. 20, rewarding two individuals who achieved excellence and have become inspirations to those throughout Norfolk Naval Shipyard (NNSY).

"The C-CoP was put together to ensure cleanliness is held to a standard of excellence at NNSY," said C-CoP Lead Ryan Lankford. "Dedicated individuals work hand-in-hand with every shop and code across America's Shipyard and address cleanliness from every aspect of the job. Across the shipyard, we aim to get the job done and service the fleet. It takes dedication and the willingness to find solutions to keep moving forward. For those who go beyond the call of duty, bringing creative and innovative ideas to the workforce, we recognize as our Cleanliness Warriors. It's their passion for their work that inspires others and helps us achieve our mission to the fleet."

The fourth quarter ceremony celebrated the efforts of two individuals from Shop 38, Mechanics Brandon Whitlow and Joseph Lindner. NNSY was tasked with removing and installing new steam generator corner plates onboard the USS George Washington (CVN 73) for Fiscal Year (FY) 20. During the planning, it became apparent that the team needed to rethink the cleanliness process with the amount of work that would be required.

The two lockplate cutting mechanics performed work on a multi-tiered cleanliness barrier system and performed their tasks flawlessly during execution. They endured a long engineering and training phase for the work being performed and dealt with difficult working conditions throughout the process. Yet they remained dedicated in their efforts and maintained cleanliness throughout.

Both recipients were awarded a certificate of achievement, a Cleanliness Warrior sticker, a service award, and a C.O.R.E. award.

"These two gentlemen took a challenge and ran with it in such creative and inspiring ways," said Code 900 Capt. James Kuhlman. "I always refer back to my operational time in my career, watching firsthand how important cleanliness can be in our business. Cleanliness has significant impacts to availabilities and if we falter

even a little bit, it could be weeks of stepping backwards to fix the problem. These men and all of the C-CoP have come together and turned the tide for cleanliness at America's Shipyard. You are taking innovative ideas and putting them into action. You're passionate about what you do and your actions speak louder than words."

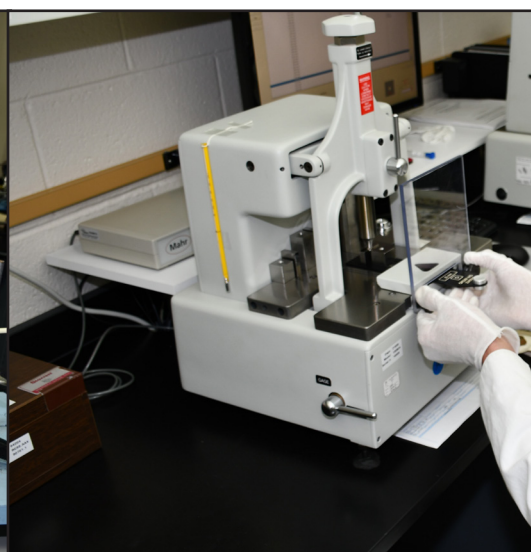
He added, "The C-CoP is a shining example of a good program getting the job done and taking the time to improve each and every day in what they do. In addition, their actions have inspired the workforce as a whole to take cleanliness seriously. We see that today with these two mechanics who were dedicated in ensuring a job well-done. I look to this group to continue to excel and be leaders in spreading that same dedication and passion to the other groups of the shipyard so we can continue to make America's Shipyard the best it can be."

Code 2300's Bob Esfandiari said, "Thank you for everything you do! This team and this shipyard has come a long way in cleanliness. I urge us all to continue to innovate and continue to make progress. When we see someone thinking outside the box and working hard to get those results in making our work here safer and more efficient, we want them to be recognized for their efforts."

Code 2300's Drew Lang added, "I began my involvement with cleanliness in 1993 and when I look back at what we were doing then to what we are doing now – it's a significant improvement and it's something we should be celebrating. We as a team have achieved and continue to achieve excellence in cleanliness. I challenge you all to continue this drive and don't accept mediocrity in what we do. In addition, keep this mindset in all areas of our work. Cleanliness is just one piece of the shipyard puzzle. It all plays a part in the mission of America's Shipyard. I'm so pleased we've come such a long way and I hope you all continue to persevere. The C-CoP is one of the communities of practice that has proven to get results. Keep up the great work!"



CALIBRATION LAB: TWICE THE W



STORY AND PHOTOS BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

In order for ship, aircraft and combatic equipment to work properly, it must first be calibrated and tested to ensure it meets standards. This is where the Mid-Atlantic Regional Maintenance Center Calibration and Material Test Laboratories (Cal Lab) comes into play.

"Calibration of instrumentation and test equipment is necessary to ensure ship, submarine and aircraft systems are functioning correctly," said Code 137 Military Department Head Deputy Director Lt. Peter Biersack. "If not, it may prevent the safe operation of those assets and could lead to detrimental effects on the safety of the Sailors and for the Navy's mission."

Historically, the Cal Lab has kept the fleet calibration readiness average to 92 percent. Depending on the equipment, the minimum score is 85 – 90 percent for 360 commands worldwide.

"Regardless if the minimum is 85 or 90 percent, we set our own minimum at 90 for all equipment," said Code 137 Calibration Laboratory Director, Mark Brown.

Six months before deployment of a battlegroup consisting of an aircraft carrier, an airwing with approximately 80 aircraft, five to seven surface ships and two submarines, Cal Lab personnel make it their highest priority so that the battlegroup can get underway on schedule to support the Navy's mission.

"Preparing a battlegroup deployment is what we do," said Brown.

"The civilians and Sailors of the Cal Lab train and plan ahead to take on these tasks with a 'we can' attitude to meet the demands of the fleet."

Due to an emergent carrier repair, the deployment schedule for a battlegroup was delayed to the point where the Cal Lab had to ensure that all equipment calibration was up to standard and read to last the length of the deployment.

"We ended up calibrating a battlegroup twice, plus another battlegroup that was scheduled to deploy," said Brown. "On top of that, we supported the delivery of the USS La Jolla (SSN 701) to Nuclear Power Training Unit in Charleston, South Carolina, the undocking of the USS Wyoming (SSBN 742), the undocking of the USS San Francisco (SSN 711) and the USS George H.W. Bush (CVN 77) availability."

This workload did not discourage the Cal Lab team. Members made a plan and stuck with it.

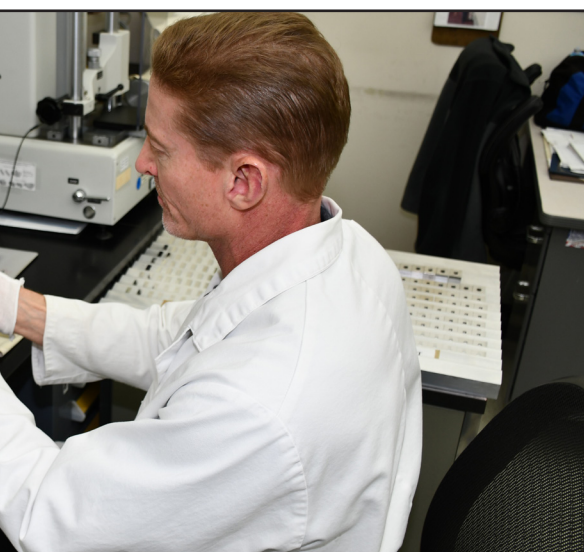
"We ended up doing six months of work in a three month timeframe," said Brown. "And our calibration readiness average was not affected."

Regardless of the workload amount, the morale stays high. The retention rate for Sailors is at 98 percent and the civilian turnover is low as well.

The Cal Lab team members will continue to support Norfolk



WORKLOAD, SAME TOP QUALITY



Naval Shipyard and the fleet with the pride, dedication, commitment and attention to detail like they've been doing all along.

TOP OF PAGE (LEFT TO RIGHT): Aviation Electronics Technician Airman Joshua Crawford, Calibration Technician for the Mid-Atlantic Regional Calibration Center, performs Joint Service Electronic Combat Tester repair and calibration for Strike Fighter Squadron 34 (VFA-34) "Blue Blasters" in direct support of flight line readiness; Cheryl Brown, Reference Standards Laboratory Technician for the Mid-Atlantic Regional Calibration Center, adjusts a freeze point furnace while performing a Platinum Resistance Thermometer calibration for Shop 33; Electronics Technician Second Class Samuel Walling, Calibration Technician for the Mid-Atlantic Regional Calibration Center, troubleshoots and repairs a Navigation Communication Test Set for Fleet Logistics Support Squadron 40 (VFA-40) "Rawhides" in direct support of flight line readiness; Willie Rhodes, Reference Standards Laboratory Technician for the Mid-Atlantic Regional Calibration Center, performs DM70 Dew Point Meter calibration for Shop 26; Bill Kubas, Reference Standards Laboratory Technician for the Mid-Atlantic Regional Calibration Center, uses a gage block comparator to perform calibrations for Submarine Support Facility, New London; Chris Gorton, Instrument Mechanic for the Mid-Atlantic Regional Calibration Center, performing a temperature switch calibration for USS Kearsage (LHD 3) in direct support of fleet readiness.

Norfolk Naval Shipyard Port Ops Adds New Boats to Its Fleet

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

Norfolk Naval Shipyard (NNSY) Port Operations is responsible for moving barges, security barriers, aircraft carriers, submarines, and a variety of other objects along the waterfront to include dry docking evolutions. Pusher boats are used to complete these tasks.

Although 75 years might not seem that long when looking at Norfolk Naval Shipyard's (NNSY) 252 year history, it is when it comes to S-1, a pusher boat used by the shipyard Port Operations (Port Ops) team.

"Up until the fall of 2019, Port Operations had a fleet of five pusher boats," said Installation Program Director, Port Operations John Schmeckenbecher. "The oldest pusher boat still in use today was built in 1945. The youngest of the five was built in the early 2000s. They were designed to last five to ten years."

"Port Operations overhauls the pusher boats once every five years to keep them at top performance. Because the engines are no longer made, it has become increasingly difficult to get the parts they need to maintain them," said Schmeckenbecher.

Although Port Operations could have purchased and installed new engines, the team found it more cost efficient to purchase new pusher boats. This afforded them the opportunity to design their own.

"Some of the older boats don't have radar or even a compass," said Port Ops Small Craft Operator Lance Reynolds. "The new boats come with radar, navigation tools, depth sounder and many other beneficial upgrades."

"Without radar, we were unable to perform any moves when fog covered the Elizabeth River," said Schmeckenbecher. "Another safety hindrance is that on the

older boats, the port and starboard running lights were at a level that was easily blocked from other river traffic view."

With safety being the most important criteria in the new design, Port Operations ensured that all aspects of the new boats met current U.S. Coast Guard standards.

"The older boats do not have handrails around the deck, whereas the new ones do," said Reynolds. "Hydraulic winches keeps the working lines off the deck, unlike the older boats. Safety on the new boats was greatly upgraded."

Another item that impacted the new design was crew comfort. The older boats do not have air conditioning or heating inside, nor do they have a restroom. The new boats now have all these features. These upgrades will increase crew comfort and endurance.

"It gets hot out there during the summer," said Boatswain Mate Third Class Jonathan Baker. "Now we have a place to go and cool down, and in the winter time a place to warm up without having to take the time to pull into port."

Port Ops has an average of 159 movements a month. If the Hampton Roads area is preparing for the arrival of a hurricane, the number of movements go up drastically.

"The last hurricane, we had 185 movements in the matter of six days," said Schmeckenbecher. "When you have a workload like that, it makes it difficult get the health and comfort breaks needed throughout the day."

In January, the first of four new pusher boats was certified for unrestricted service. The other three new pusher boats are either being assembled locally or in the process to be certified for unrestricted service.

NNSY Port Ops also aids in the docking and undocking of boats and ships



for Nauticus and for the City of Norfolk for Harborfest.

"Many people think that NNSY doesn't deal with tall ships anymore. But in fact we do. We help move Coast Guard Cutter Eagle and the foreign military tall ships that come in for Harborfest each year," said Schmeckenbecher. "We also assist these same tall ships if they arrive or depart from Norfolk Naval Station."

Once the four new pusher boats are fully operational and completely certified, Port Ops will start phasing out the older boats, starting with S-1. Pusher boats S-2, S-3 and S-4 will be phased out by the end of summer 2020. S-5 will continue to serve with the four new pusher boats supporting America's Shipyard on returning ships and submarines back to the Fleet on-time and under cost.



The newest pusher boat, 41WB1701, is alongside the oldest pusher boat, S-1. They are 75 years apart.

LEFT: Norfolk Naval Shipyard's Port Operations Boatswain Mate Jonathon Baker and LT Yoel Mejia observing lines on bow of 41WB1701.

RIGHT: Norfolk Naval Shipyard's Port Operations Small Craft Operator Lance Reynolds at the helm of 41WB1701 getting underway from NNSY Berth 9.



YOU ASKED, WE ANSWERED!

NNSY's Shipyard Leadership Team (SLT) has identified several topics where the workforce has questions and concerns. This new "You Asked, We Answered" feature will address those on a recurring basis. If you have any questions you would like to have answered in this forum, please e-mail NFSH_NNSY_PAO@navy.mil.

Q:

Why are Gates 36 and 29 closed and when will they be reopened?

A:

As of Mar. 1, Gates 36 (Borum Overpass) and 29 (Dale Street) are closed to support structural repairs to the Borum Overpass. During this closure, Gate 22 will be open on Elm Avenue, providing access to Parking Lot 35 for General Parking, SSN/SSBN

Forces Afloat Parking, and access to the installation.

We understand this closure will be an inconvenience, but it's imperative to NNSY's long term facility goals. Once the repairs are complete, the Borum Overpass will return to two lanes which will vastly improve traffic in both directions via Gates 36 and 29.

Gate 22 will be open Mon. – Fri. from 5 – 8 a.m. for inbound traffic only, and from 2:30 – 5 p.m. for outbound traffic only. Gate 22 will provide access to the installation and access to Lot 35. While Gate 22 is open for traffic, Naval Security Forces (NSF) will have a police officer at the intersection of Williams Avenue and McLean Street. From 5 – 8 a.m. there will be no entry to Lot 35 from within the installation. Traffic entering can use Gate 22 through Lot 35 to McLean Street. Exiting will be McLean Street through Lot 35 to Gate 22. Detours will be in place for access to Gate F and the Controlled Industrial Area (CIA).

If you have any questions or concerns please contact Lieutenant Berns, Assistant Public Works Officer, at 396-8143 or dylan.berns@navy.mil or Installation Security Officer, Lt. Col. Smith at 396-3058 or teddy.l.smith@navy.mil.

Gate 15:
Open 24/7

Gate 22: Mon.-Fri.
Inbound: 4:30 – 8 a.m.
Outbound: 2 – 5 p.m.

Gate 15B: Mon.-Fri.
Inbound: 5-8 a.m.
Outbound: 2:30-4:30 p.m.

Gate 14A: Mon.-Fri.
Inbound: 5-8 a.m.
Outbound: 2:30-4:30 p.m.

Gate 10: Mon.-Fri.
Inbound/Outbound:
4:30-6 p.m.

Gate 10: Sat. Inbound Only
Inbound: 5-8 a.m.

Gate 10B: Mon.-Fri.
Inbound: 6-7:30 a.m.
Outbound: 3-4:30p.m.

Gate 3: Mon.-Fri.
Inbound: 5-8 a.m.
Outbound: 2:30-5 p.m.

Q:

What is the difference between “liberal” and “unscheduled” leave?

A:

The Office of Personnel Management (OPM) no longer uses the term “liberal leave.” It is now known as unscheduled leave. Once authorized, unscheduled leave provides NNSY employees the option to take leave in the event extreme weather or a similar emergency prevents them from coming into work as normal. This leave is different than prescheduled annual leave or sick leave. Employees must notify their supervisor of their intent to use unscheduled leave and may use annual leave, compensatory time, credit hours or leave without pay.

Unscheduled leave is aligned with our C.O.R.E. values and provides you flexibility, based on weather conditions in your area, so you can address your needs and the needs of your family. These decisions are based on the conditions (at NNSY and the immediate surrounding area) as we know them; however, it is incumbent on each of you to determine if you can safely get to work based on your travel conditions and means of travel, taking ownership of your safety.

Q:

Why has the menu at Mariner’s Reef changed?

A:

Currently, Mariner’s Reef Café offers a selection of pizza, wraps and sandwiches. Unfortunately, grilling and frying services were suspended due to fire suppression issues; however, Morale Welfare and Recreation (MWR) is working to restore full cooking services and will soon offer new and increased menu selections.

THE AFRICAN AMERICAN-ERG PROVIDES VOTER REGISTRATION INFORMATION TO EMPLOYEES

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST
PHOTO BY BIANCA WILSON • NNSY PHOTOGRAPHER

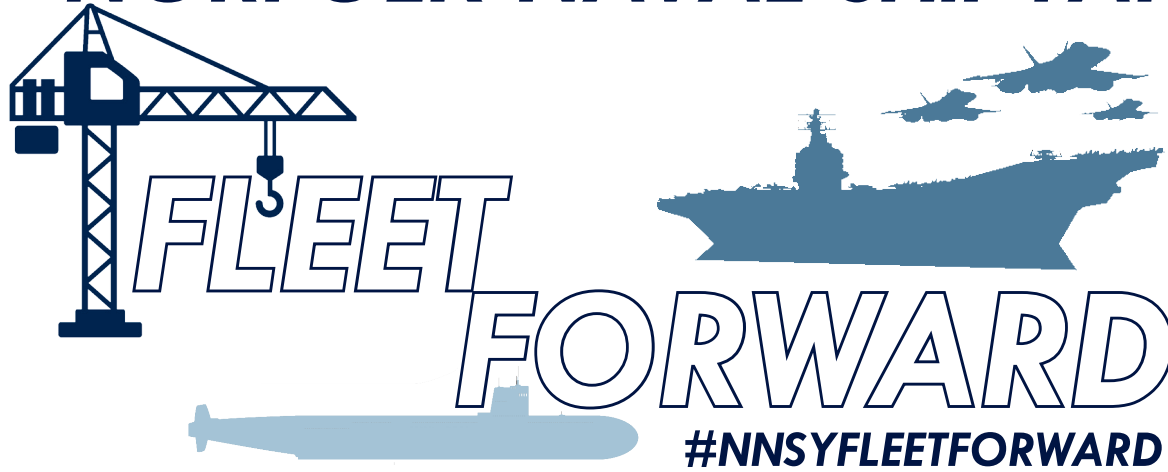
Norfolk Naval Shipyard’s (NNSY) African American Employee Resource Group (AA-ERG) held its first Black History Month event of 2020 with a Lunch and Learn/Voter Registration Information Session on Feb. 13. In partnership with the community voting advocacy group Virginia Black Leadership Organizing Collaborative (VA-BLOC), the organization passed out informational flyers regarding voting, new identification, rules/regulations, and registration forms for absentee voting.



AA-ERG’s singular aim of the session was to help those who have not registered by directing them to websites that can help them. “We’re not asking who you’re voting for,” AA-ERG Co-Chair Ciara Mason stated, “we’re asking you to go out, vote, and have a voice in the community and who’s representing this area.”

To register to vote and other general voting information, go to <https://www.usa.gov/voter-registration>.

NORFOLK NAVAL SHIPYARD



Norfolk Naval Shipyard has been in business for more than 252 years. That's almost a decade older than both our nation and its Navy.

But with the dangers across the globe in today's Great Power Competition, America's Shipyard isn't resting on its successes of the 18th, 19th and 20th centuries. An important past without a vital future belongs in the history books, not on the cutting edge of ensuring our nation's vital assets are set to sail when they need to go, where they to go.

That's why Norfolk Naval Shipyard is working to forever change how we deliver warfighting capability to the Fleet in the 21st century. It's why we're testing the limits of 3D printing. It's why we're using laser scanning technology to capture scans of our dry docks. It's why we're implementing cold spray technology to improve component durability, or even fix components previously thought to be beyond repair.

We need a stronger, abler and more innovative Navy in the 2020s, not the 2040s. Through the craftsmanship of our mechanics, the diversity of thought among our 11,000 employees, and the innovations we're bringing out of the lab and onto the deckplates, we're at the forefront in meeting that challenge.

Norfolk Naval Shipyard: Fleet forward.



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