


WELDING INSPECTOR ALBERT "A.J." CRAYTON NAMED SHIPYARD SPOTLIGHT!

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

October 2022



**NORFOLK NAVAL SHIPYARD
REFLECTS DURING PATRIOT DAY
REMEMBRANCE CEREMONY**



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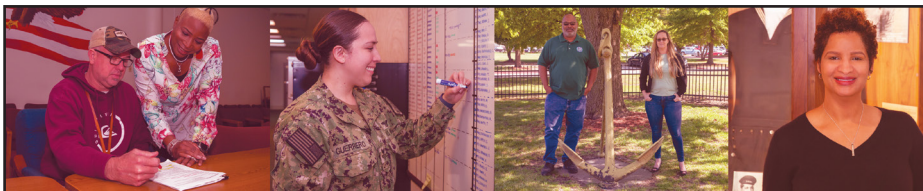
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SHIPYARD TRIVIA

BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN



Emergency services rendered at the navy yard is nothing new. These then "modern" pieces of equipment shown (ambulance - February 12, 1918 and fire trucks - May 5, 1920) were once considered cutting edge. As the turn of the 20th century brought a new steel fleet of warships to our waterfront along with massive facilities growth, the primitive horse drawn equipment of the prior century were slowly retired. The horses were replaced by motorized equipment such as these shown to increase response times.



Norfolk Naval Shipyard Celebrates

DIVERSITY MONTH



From the Commander, Capt. Dianna Wolfson:



Hello America's Shipyard! What an incredible start to the fall with kids returning to school and the onslaught of pumpkin spice flavor. And I would be remiss if I didn't mention 14 of our military team members were just selected for Chief Petty Officer and are going through their indoctrination! Chiefs play a major role in the development of our Navy and are expected to be the shepherd of change. As a critical conduit between officers and enlisted personnel, our Chiefs fortify our Navy's backbone and inspire others through both character and competence.

Looking forward, I wanted to highlight something that remains very significant to me, and that is the importance of **honoring our commitments**. Our Command Philosophy states *"we make a daily commitment in delivering technical excellence and skilled craftsmanship to maintain and modernize our Navy's Fleet—supporting all members who serve."* That commitment requires a focused mindset in relentless pursuit of our vision to deliver on time, every time, everywhere to protect America. When we must successfully navigate complex work, shifting priorities, and execution challenges, that relentless pursuit only becomes more crucial to our success.

We are a highly specialized, world-class problem solving workforce entrusted with getting warships back to sea. No ship will ever strike fear in the hearts of adversaries while in dry dock or parked at the pier. Warships are a front line of defense for threats against our Nation. We don't simply have a

Our Daily Commitment in America's Shipyard - Don't Give Up The Shift

responsibility; we have a calling. As illustrated in our Strategic Framework, everything we do and prioritize—from our shipyard culture to organizational values to focus area pillars—must be in service to our warships and support of our Sailors. Our Navy is in a crucial decade where the choices we make and actions we take can make all the difference for our future.

Here is where I need your help. We have become complacent with missing dates. If we say we are committed to a date/time to support a teammate, we must honor that commitment to deliver what's needed on that date and time. We must make every minute count. Many of you are familiar with the phrase **"don't give up the ship!"** I'm asking you **"don't give up the shift!"** Time is finite and so, so valuable—if working a regular shift, we must make eight hours impactful and ensure we are there for our teammates by making our commitment. If something can be done today instead of putting it off until tomorrow, that could be the difference in sending the ship out as promised. Our Fleet depends on us. We must build a ONE TEAM environment where we can depend on each other and with an understanding that our individual actions impact others. **When we promise a date, that date means something. When we sign our name to our work, that signature means something.** We are losing time in our hand-offs to other teammates and our transitions from one work group to another. I ask you to reflect on my sentiment and find opportunities to make a difference. Own that hand-off to another teammate and ensure it happens on time!

Winning teams are built on ownership and investment. While we've had to focus on a lot of different concerns and issues in recent months, I'm working to keep us centered on those things that affect us all as ONE TEAM and impact our ability to achieve our ONE MISSION, such as Naval Sustainment System—Shipyards (NSS-SY) and Building a Better Culture. We must keep getting after the things that matter most, not just working individually but teaming effectively. You know the work and how

to deal with problems firsthand (that's the GET REAL), and you also know what it takes to improve (that's the GET BETTER). We must all "fix or elevate" these problems so we can help each other and achieve solutions together. In turn, that will provide stability for our Fleet, resulting in more dependable maintenance schedules for ourselves and better quality of life for our Sailors. It's just that important. #wegotthis

Capt. Dianna Wolfson

Commander,
Norfolk Naval Shipyard



247TH

HAPPY BIRTHDAY NAVY

13 OCTOBER 1775 - 13 OCTOBER 2022





MOVING UP THE RANKS

Capt. Frank Gasperetti, Capt. Lawrence Brandon, and Cmdr. Dave Reinhardt were recently promoted during a ceremony held Sept. 1. Congrats and a job well-done! (Photos by Shelby West, NNSY Photographer)



SAFETY FAIR

Norfolk Naval Shipyard's Codes 920 and 926 hosted a Safety Fair. Employees were able to partake in demonstrations, visit vendor and safety tables, and win prizes throughout the event. (Photos by Shelby West, NNSY Photographer).

Have an idea for a story to feature in an upcoming Service to the Fleet? Want to recognize one of your fellow shipyarders as the next Shipyard Spotlight? Want us to advertise an upcoming event? Email the NNSY Public Affairs Office today at NNSY_PAO@us.navy.mil.



GIVE BLOOD - SAVE LIVES

Norfolk Naval Shipyard is continuing its fight on the emergency blood shortage and we need your help to deliver blood supplies to those in need. All blood drives are held in the Bldg. 1500 lobby from 8:30 a.m. to 12:30 p.m.

- December 13

Walk-ins are welcome! Appointments can be made at <https://www.militarydonor.com/>. For more information, please contact Melanie Prescott at melanie.prescott@navy.mil or go to <https://www.militaryblood.dod.mil/>.

A MATTER OF ETHICS -- FROM THE SHIPYARD OFFICE OF COUNSEL

Everyone should know by now that they can't engage in political activity while on duty, while on government property or in a government vehicle, or while wearing an official government uniform or insignia. But, what is "political activity?" The official definition is that it is "activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group." But, when is an activity "directed at the success or failure...?" The Office of Special Counsel gives several examples, such as: distributing or displaying campaign materials, making contributions to a party or its candidate, sending or forwarding emails that advocates for or against a candidate, posting a comment on a social media site that advocates for or against a candidate, and "liking" any such content on a social media website. Can you vocally express your opinion about a political party or its candidate? That would also be considered a violation of the Hatch Act if done while on duty, on government property, etc. If you have any questions, please contact the Shipyard Office of Counsel (Code 107) at 757-396-8625.

OCTOBER is
Domestic Violence
 AWARENESS
 MONTH

Norfolk Naval Shipyard takes action
 against **Domestic Violence**





Norfolk Naval Shipyard Reflects During Patriot Day Remembrance Ceremony

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Sept. 11, 2001. American Airlines Flight 11 and United Airlines Flight 175 were hijacked by terrorists and crashed into the Twin Towers at the World Trade Center in New York City. The hijackings continued with American Airlines Flight 77, which crashed into the Pentagon. United Airlines Flight 93 was also taken over by terrorists; however, the patriots onboard engaged and brought the plane down in Shanksville, Pa. before it could reach its destination. With each evolving development, the attack was broadcast to millions around the world as onlookers watched in horror. In a single day, 2,996 lives were lost and more than 6,000 were injured, becoming the single deadliest terrorist attack in human history.

Twenty-one years have passed since the terrorist attack on American soil that rocked our Nation to the core. In the midst of the panic and fear, our Nation responded with armed forces, law enforcement, and emergency response personnel making their stand where needed to protect the American people. Many were lost in the efforts, while others lost family members and friends. Yet onward they continued to serve and protect – and their sacrifices on this day and every day are a testament to their strength and endurance to do what's right.

Sept. 11, designated as Patriot Day, stands to honor the memory of those who lost their lives during the terrorist attacks. At Norfolk Naval Shipyard (NNSY), the workforce came together for the annual Patriot Day Remembrance Ceremony and Fall-In for Colors Sept. 9 hosted by the Veterans Employee Readiness Group (VET-ERG) and Chiefs Mess, to commemorate the fallen and honor the Nation as it continues to persevere after such tragedy. Static displays were set up from the District 2 Navy Region Mid-Atlantic Fire and Emergency Services and City of Portsmouth Fire, Rescue and Emergency Services. In addition, bagpiper Lt. Col. (Ret.) Thomas Metz played a rendition of Amazing Grace as the workforce took a moment to honor those who were lost during the attack.

"The September 11th attack is one of the most defining events in our national history, a day of unspeakable tragedy and horror that has led to a journey of healing and resolve that continues more than 20 years later. The attack also had great effects on our Navy that continue to reverberate to this day," Shipyard Commander Capt. Dianna Wolfson. "If you're old enough to remember that fateful Tuesday morning, chances are you recall exactly where you were, who you were with, and what you were doing at the time you learned of the attack. Following





the initial shock, sadness and outrage, you may remember a feeling of resolve as an individual and sense of unity with our fellow Americans. There was a feeling of, “not on my watch.” You punch us, and we’re going to come back swinging. If there’s one feeling from September 11th I ask each of you to hold onto, it’s that sense of resolve and unity. Because we are ONE TEAM with ONE MISSION, repairing, modernizing and inactivating our Navy’s warships and training platforms. We must deliver those warships on time, every time, everywhere to protect America. Together, we can continue to say ‘not on my watch.’”

The keynote speaker for the event had firsthand insight into NNSY’s critical role in supporting the mission to the fleet following the Sept. 11 attacks. Rear Admiral (Ret.) Mark A. Hugel was the 100th Shipyard Commander of America’s Shipyard, serving from 2000 to 2003. While at the helm, he saw this attack on America and led the shipyard in its service for the Nation. He shared his experience during that fateful day and NNSY’s efforts in the War on Terror – reminding the workforce how important their efforts are to our Navy’s mission.

“I was in England at the time of the attack with multiple naval leaders to discuss how we could improve maintenance on our ships and providing the best support to our fleet when we first heard the news that a plane had hit one of the towers. And as

news progressed, we began to make preparations on how we would get home,” said Hugel. “We flew home the next day on an Air Force tanker jet. It was eerie to be in the air all by ourselves. And as we flew over New York City, we could see directly overhead what was now Ground Zero, smoke still bellowing up from the site. After we landed, we passed the Pentagon – seeing the second of three sites of this terrorist attack. And when I was back at my post at Norfolk Naval Shipyard, I could already see all of us coming together as a team, everyone in action to do their part and security measures ready to go.”

He continued, “On Sept. 12, we all swore as a Nation we would never forget. Time has marched on and since the attack, we’ve supported our shipmates and fought in two long wars. It’s important for us as defenders of the peace to remember what happened and remind those around us what happened as well. And as you continue your work here at America’s Shipyard, remember that what you do here is important. Your world class performance allows our Sailors to defend our seas. Keep striving to do better each and every day and know that what you do matters a great deal to our Nation.”



NNSY's New Journey Level Leadership Participants Ready for Action

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

One of the priorities across the Naval Sea Systems Command (NAVSEA) corporation is people development, providing opportunities for employees to gain the experience and learning to better themselves as they work to service the Navy's fleet. One program established to aid in that development is the Journey Level Leadership (JLL) program, a one-year initiative for high performing civilian employees who have demonstrated progressive leadership experience and seek to expand their horizons. This annual program brings in employees from across the enterprise to grow in their careers – with two representing Norfolk Naval Shipyard (NNSY) ready to jump into action.

Code 100PI Megan Hanni and Code 2340 Ryan Garvin both learned about the opportunity from fellow shipyarders. For Hanni, it was her supervisor who reached out, feeling it was a good opportunity and wanted his team members to look into

the program for their development. For Garvin, he spoke with a previous participant in the program from his department who had insight on what he could learn. With their interest piqued, they began the application process – and were recently named NNSY's representatives for the 2022-2023 group.

The JLL program participants take on a yearlong journey with opportunities in classroom instruction, networking, team building, an experiential 90-day rotation, and a capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan. The program uses mentoring, professional assessments, and personalized feedback to maximize its impact.

"I'm so excited to be able to meet with the NAVSEA leaders and gain their perspective of leadership," said Hanni. "I'm at the phase in my career where I want to seek out leadership and this program will provide a great avenue to witness firsthand how leadership within the enterprise handles their day-to-day

in order to meet the mission.”

“I’ve gotten supervisory experience on the waterfront; however, I don’t have that same experience you’d expect from someone who is a branch head at the shipyard,” said Garvin. “I’m good at coordination, mentorship, and developing my people. However, any other aspect of leadership philosophy, I lack that experience. Therefore, this program will give me those opportunities to grow in a way I haven’t been able to previously. At the shipyard, we tend to be in our own bubbles, focused on our day-to-day without being able to see the big picture. With the JLL, we get to step out of our comfort zones and venture across the corporation, seeing different attitudes of leadership and the driving for change.”

The first orientation week is set to begin in October and already Hanni and Garvin are looking towards the future. The three-month rotational assignments are set up that participants can conduct their rotation anywhere within the corporation outside of their core office – broadening their horizons and providing them a chance to work in areas of interest they haven’t had opportunities to experience previously. The two have already been looking towards possibilities for their rotation, stepping outside their comfort zone to find which avenues would best fit their career path. They are also excited for the capstone project, a collateral duty to work on remotely with their teams across approximately three months of the program that they develop and present at the end of their participation – with opportunities to further implement that capstone project following their return to service at the shipyard.

The program is set to strengthen and develop the personal leadership abilities of the participant in project management, problem and conflict resolution, team building, time management, and virtual communication skills. For Hanni and Garvin, it’s more than just building their own skillsets – it’s about what they can bring back to the shipyard as a whole.

“We’ve found that there’s room for improvement when it

comes to leadership development and developing our people in general,” said Garvin. “We’ve gotten very good at all our technical training; however, when it comes to providing those opportunities for development overall, there’s much we could do better. If you develop your people, it encourages them to invest in the programs they are in and shows them that you want them to be better and are willing to support them in that growth.”

He continued, “In order to be an effective organization and deliver the ships to the fleet, we have to have the people in place ready to support. And we have to give those people the perspectives of why we do what we do, why they are important to the overall mission, what they can do to better themselves as individuals so they can succeed in their careers. There is a lot of knowledge at the top of the mountain. I want to help bring that knowledge down to those on the deckplates and make it accessible to all, providing them with the tools to continuously improve themselves.”

As the pair prepare for their journey in the JLL, they hope they can inspire others to take on similar opportunities in the future.

“Go ahead and apply for whatever opportunity comes your way,” said Hanni. “Even if it ends up being a no, it helps open up new doors for your future.”

Garvin added, “Step outside your comfort zone and advocate for yourself. When others see you getting your name out there and expressing interest for improvement or career development, you’re going to be the first person they think of when new opportunities arise. No one is going to advocate for you harder than you can for yourself. Keep your resume up to date, jump at the chance to improve at every turn.”

To learn more about the JLL program and to stay up-to-date with future announcements for application, please visit https://flankspeed.sharepoint-mil.us/sites/NAVSEA_JLL.





SHIPYARD SPOTLIGHT: ALBERT A.J. CRAYTON

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Approximately five years ago, Norfolk Naval Shipyard (NNSY) identified several areas to improve including the non-nuclear pipe welding shop. To ensure NNSY's welders have the proper skill set to accomplish any non-nuclear pipe welding tasks given to them, Shop 26 devised a three-day training program. Since this had not been done before, the right person needed to be identified to become the man behind the welding curtain.

"I was working in Code 133, Quality Assurance, when I heard about the job opening," said welding instructor A.J. Crayton. "This sounded like a great opportunity to give back the knowledge I gained over the years as a welder. I submitted my application and was selected for the position."

Crayton grew up in the city of Chesapeake. Upon his high school graduation in 2007, he decided he wanted to follow his father's footsteps. His father, Albert Crayton, Jr., got Crayton his first job hanging iron for a commercial construction company.

"It was my dad who introduced me to the workforce," said Crayton. "On top of that, he taught me a strong work ethic to help me become successful in my occupation."

After a few years, Crayton applied to become a welder at NNSY. He liked the idea of working for the government for the job security and great benefits. To his disappointment, he was not selected to come aboard the shipyard.

"I didn't give up on my dream to become part of NNSY," said Crayton. "I just needed to find another way to become part of the shipyard team."

Crayton became a welder for Huntington Ingalls Industries (HII), Newport News, Va. where he welded for seven to eight hours a day every day. During this time, he extended his experience and knowledge from what he was taught at his first construction job. Eventually, Crayton decided to apply again to become a welder for NNSY. This time, he was hired. He quickly joined the non-nuclear radiographic testing team.

"Not only was I working on the highest level of pipe welding

the shipyard has, but I also traveled to both public and private shipyards to perform the same type of high quality and important work," said Crayton.

The biggest challenge Crayton had to overcome when becoming the pipe welding instructor was this had never been done before. He had to seek out resources, talk to leadership and his peers to derive the best course possible.

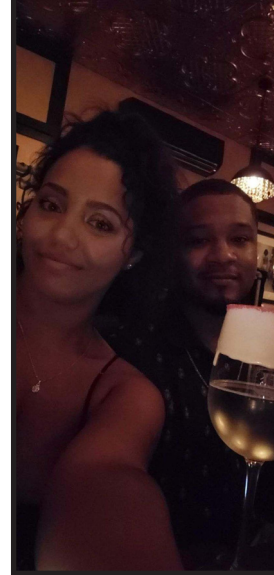
"To make this course as realistic as possible, we came up with scenarios that replicate welding tasks that are performed on a regular basis," said Crayton. "If a welder is able to perform the task in a training environment, then they will be able to do the same on the waterfront."

Knowing that individuals learn different ways, Crayton taught himself to become versatile in his training methods. "There are some welders who are visual learners. I would perform the task myself, showing them each step all the while," said Crayton. "While others can be told what to do and they are able to accomplish any given task. I do not consider my training technique one size fits all. No, each person has their own personality and attitude, therefore everyone learns differently. It's up to me to figure out the best method to teach individuals, not cookie cutter group."

Learning how to treat people as individuals, treat them with respect, treating them fair came long before joining the NNSY team. This was something he was taught while growing up.

"If it wasn't for my mother Cathy Jenkins and stepfather James Jenkins I wouldn't be the person I am today. I owe them everything for teaching me manners, morals, and etiquette to ethics. It is these principles that served me well and got me to where I am at today."

Crayton doesn't know what the shipyard has in store for him next, but he knows whatever it will be, he will do his part to make a difference.



From Left to Right: Welding Instructor Albert "A.J." Crayton inspects a pipe joint following a weld; Crayton observes Welder Todd Scott inspect a pipe joint; Crayton and his family, including his sister Ciera Parker, his mother Cathy Jenkins, his stepfather James Jenkins, his sister Shecola weathers, and his brother Davion Crayton; Crayton and his wife Lara Crayton; Crayton in a bamboo forest during a trip to Japan.

TEN THINGS YOU DIDN'T KNOW ABOUT *A.J. Crayton*

1. Crayton is very family oriented person and enjoy spending time with his wife, Lara, whom he's been with for eight years.
2. His favorite movie is Deep Blue Sea.
3. Crayton's dream vacation is to the sunny beaches of Miami, Fla.
4. His favorite book is Rich Dad, Poor Dad by Robert Kiyosaki.
5. A.J. Crayton likes to invest in real estate properties.
6. His favorite sports team is the Los Angeles Lakers.
7. If he could have lunch with anyone dead or alive, it would be with Martin Luther King, Jr. for his intellect.
8. Crayton's favorite actor is Denzel Washington.
9. He played basketball in high school and junior college and hopes to coach it one day.
10. He is afraid of heights.



What is NSS-SY?

Naval Sustainment System - Shipyards (NSS-SY) is designed to streamline processes, improve internal coordination and eliminate barriers between mechanics and their work.

NSS-SY...

1. Drives improvements on a massive scale across our shipyards.
2. Is not about working harder in execution, but smarter in the planning.
3. Gets our people what they need when they need to be successful.
4. Ensures America maintains its advantage over our adversaries.
5. Helps us deliver on time, every time!

NSS-SY: Supporting our mechanics, standardizing our shipyards and strengthening America!



Our Yard History:

Dry Docks 6 & 7, Built for the Emergency Fleet Corporation

STORY BY MARCUS W. ROBBINS • SHIPYARD HISTORIAN | PHOTOS FROM THE SHIPYARD ARCHIVES

Today Dry Docks 6 and 7 are but memories as a few years ago they were both demolished after becoming obsolete to serve the modern mission of NNSY. The site has now been paved over by providing prime laydown space that in turn promotes an orderly flow of work product removal and delivery of new materials for the adjacent docks, 3 and 4.

Some of us may remember an active operational era when docks 6 and 7 may have been kept dry as to use the concrete floors for staging materials or wet to use as slips to house floating work or living barges. These twin docks have always been viewed as odd in a way to the modern worker, maybe because of their small finished length of just 466 feet. These docks were basically squeezed into an open wedge of land between the existing Dry Docks 3 and 4.

Anyway, why did Dry Docks 6 and 7 ever come about?

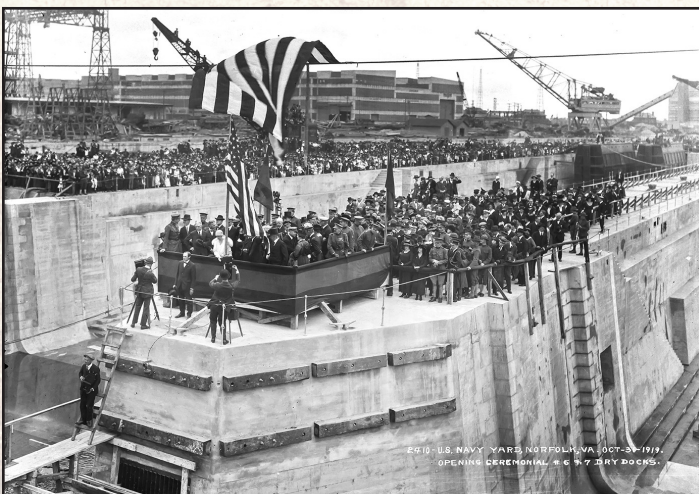
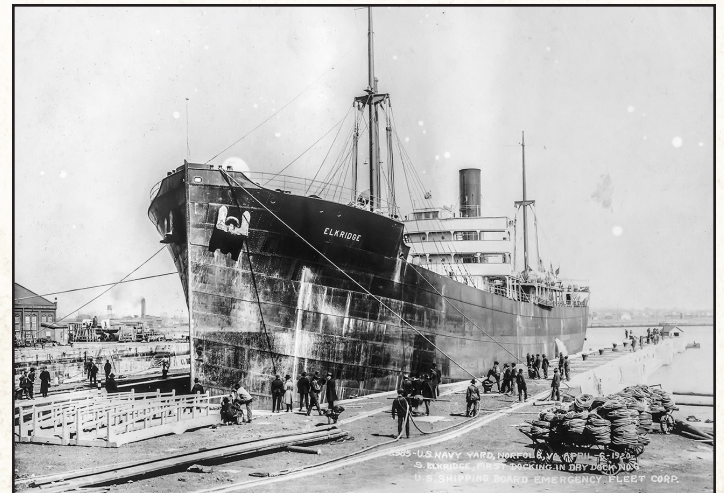
The Great War, World War I changed everything involving shipping supplies across the Atlantic Ocean. The United States intended to continue to trade with its friendly European allies while they continued receiving fierce attacks at sea. Over time

the United States Shipping Board created the Emergency Fleet Corporation (EFC).

With no infrastructure to receive and or repair ships the EFC essentially started from scratch as the war raged on to provide support to the European allied shipping efforts. It was determined that Dry Docks 6 and 7 would be constructed at the Norfolk Navy Yard to service EFC ships.

As a unique footnote when the twin docks had their opening ceremonies on October 31, 1919 it was attended by Elisabeth, Queen of the Belgians because Belgium had been so decimated by the war that the availability of new supply ships and their facilities was considered worthy of a royal appearance.

Dry Dock 6 admitted the SS Elkrige and Dry Dock 7 the SS Lake Cannonsburg, both on April 6, 1920, in order to support the efforts of the EFC until such time a few years later the docks reverted back for operational control under the United States Navy at this shipyard.





AIR SHOW 2022

Volunteers from Norfolk Naval Shipyard, including members of the Science, Technology, Engineering and Math Employee Resource Group (STEM ERG) and Veterans Employee Readiness Group (VET ERG) represented America's Shipyard during the 2022 Naval Air Station Oceana Air Show. Through their hard work and dedication during the event, NNSY was able to provide outreach to over 3,000 kids within the community. Excellent job! (Photos by Shelby West, NNSY Photographer)



NNSY

SUPPORT

The Fighters

ADMIRE

The Survivors

HONOR

The Taken



Breast Cancer Awareness Month

2022



Norfolk Naval Shipyard

Honors

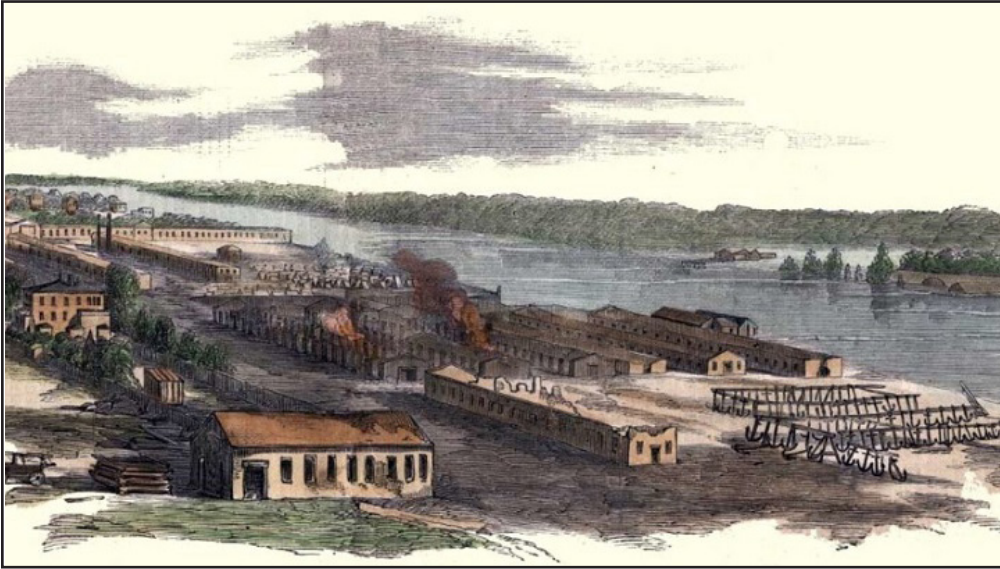
Day of
the
Deployed



October 26, 2022

NNSY CELEBRATES VIRGINIA ARCHAEOLOGY MONTH

STORY BY MATTHEW OLSON • PUBLIC WORKS DEPARTMENT ARCHAEOLOGIST



October is Virginia Archaeology Month and the Norfolk Naval Shipyard has seen its fair share of archaeological work within the past year. The efforts ranged from determining the presence of archaeological deposits (referred to as a Phase I Survey) to ensuring historical resources are not adversely affected by projects through archaeological monitoring. Archaeological monitoring occurs when an archaeologist is on site during construction and conducts data recovery or excavation should artifacts be uncovered. A NNSY example is the recovery of three anchors discovered during the construction of a floodwall near Dry Dock 1.

During late January and early February of 2022, MEB General Contractors (MEB) were grading north of Dry Dock 1 for the installation of the floodwall, when an anchor ring became visible. Additional excavation to remove the ring unearthed the entire anchor. James River Institute for Archaeology, Inc. (JRIA) was contacted to further investigate the site. Through MEB's and JRIA's efforts two additional anchors were uncovered in alignment with the original anchor find. Initial evaluation is that all three anchors were manufactured before the Civil War. One anchor is made from iron, but includes a large wood stock. The design suggests a relative date of the very late 18th century to early 19th century. Another anchor features a unique design due to having a short iron stock and little is known about this type of anchor. It is speculated that it was manufactured prior to the Civil War. As for the third anchor, it is yet a different design from the other two, consisting of a folding stock, which suggests dating it to the 19th century.

So, how did they get there? A review of historical materials shows that there were anchor racks in the vicinity of the site. So it is plausible to think that the anchors were being stored at this location. Then the anchors were discarded for whatever reason and deposited into the landfill. However, the arrangement potentially suggests a different motive. All three anchors were buried with the flukes arranged vertically

at a slight angle, allowing the anchor ring to be at a higher elevation than the flukes. This suggests that they were purposefully placed rather than being discarded. If true, the anchors could have been used as improvised mooring along the waterfront at the time. Additional research could potentially confirm or deny this theory. In the meantime, all three anchors are currently being stored and awaiting conservation and further research efforts.

CYBER-SECURITY AWARENESS 2022



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GET HELP

CHART YOUR NAVAL CAREER: ASSIGN AN IDP TODAY WITH WAYPOINTS

BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

The new learning management system (LMS) Waypoints has launched at Norfolk Naval Shipyard (NNSY) and across the naval enterprise, allowing the employee to chart out a course for their own career success. One of the features of Waypoints includes developing and assigning your Individual Development Plan, or IDP.

To get started, shipyard employees can access Waypoints at <https://don.csod.com/>. From there, hover at the top of the screen over Development Plans - and click Access Development Plans.

Employees can create their plan from the template, apply their changes, apply development objectives, select learning actions, and assign the team to which the IDP applies. In addition, employees can have multiple plans, and assign primary plans as necessary.

All NNSY employees are expected to have an IDP established in Waypoints by the end of 2022. Want to learn more about establishing an IDP? Employees can reach out to the NNSY Workforce Development Program Career Counselors at NNSY_WFD@us.navy.mil.

Want to learn more about Waypoints? The NNSY Implementation Team is working weekly to provide training opportunities and certification workshops for all users interested - providing the help needed as NNSY progresses into the future of career development for America's Shipyard. Weekly update meetings are held every Wednesday at 9 to 10 a.m. via Microsoft Teams. For more information or to sign up for

a future session, contact Shelly Simpson at shelly.a.simpson2.civ@us.navy.mil or email NNSYWaypointsDivisionAdmins@us.navy.mil.



NOBODY GETS HURT T+DAY: SAFETY FIRST!



Wait, didn't they just win? Well, they did it again! Congratulations to NNSY's Electrical Shop (Shop 51), winner of the June 2022 Safety Flag! Hot on the heels of their winning safety performance in April, Shop 51 took the prize again with no injuries or lost workdays for the month of June. With Code 950 injury reduction action plans, employee accountability in creating a safe workplace, and a focus on safety during tabletop reviews and pre-shift briefs, 51 is on a run! Deputy Shipyard Commander Captain Todd Nichols presented the flag and congratulated shop members Aug 10. An individual certificate of appreciation was presented to Christian Harrison for his efforts in contributing to a safer workplace. (Photos by Shelby West, NNSY Photographer.)





Norfolk Naval Shipyard

Energy Awareness Month

September 2022



Celebrating NNSY's Commitment to Naval Sustainment System--Shipyards



Congratulations David Boyd! He was recently recognized by Rear Admiral Scott Brown, Commander, Naval Sea Systems Command (NAVSEA04) for his efforts and support of the Nuclear Maritime Maintenance Operations Center (NMMOC) as the Norfolk Naval Shipyard (NNSY) NMMOC Field Representative from Sept. 1, 2021 to May 13, 2022.

NMMOC was established in May 2021 to resolve high risk, no resolution material issues that could not be resolved quickly through regular processes. His engagement with project teams and shipyard leadership to escalate issues that could not be resolved through regular resolution processes without impacting project schedules resulted in reducing days of delay to project schedules. His efforts to coordinate with the Naval Sustainment System – Shipyards (NSS-SY) Engineering Pillar assisted in establishing the NMMOC Engineering Cell. Boyd was commended for his problem solving, leadership, and communication skills as a Nuclear Assistant Chief Test Engineer (ACTE), combined with his proactive willingness to learn material processes. His outstanding efforts to communicate and collaborate with key stakeholders helped to rapidly advance case resolution and accountability that supported not only NNSY projects but all CNO projects.

(Photo by Shelby West, NNSY Photographer)



Congratulations to the Engineering and Planning Department Kaizen Team, recently recognized by Vice Chief of Naval Operations William Lescher for its dedicated efforts and outstanding contribution to the Naval Sustainment System – Shipyards (NSS-SY) initiative at Norfolk Naval Shipyard (NNSY).

"Continuous performance improvement is a challenging marathon towards excellence. The results from the improvements implemented today often do not come to fruition until later," said Lescher. "Although this may seem discouraging at times, I assure you that your efforts leading the engineering technical response rapid improvement initiative for USS Toledo (SSN 769) do not go unnoticed. The detailed analysis and pre-work necessary to set up and execute the Kaizen, along with the brainstorming and working sessions conducted during this five-day event, lead to identifying multiple opportunities to reduce deficiency log and deficiency report response time. Your continuous engagement and focus to drive reduction in high impact engineering departments across three key levers: reduction in demand, elimination of wasted time, and optimizing engineering processes, resulted in the team developing solutions amounting to 17 percent savings in turn-around time.

He continued, "the criticality of Fleet readiness is imperative to defend our country and protect our way of life. James Duke, Christopher Slopnick, and Stephen Deckner - you all are making it possible by providing the metrics, assessments, strategies, and support to reduce mechanic deficiencies and increase workforce efficiency and productivity. Keep it up! Your personal commitment and work ethic exemplify the ONE TEAM spirit that makes NNSY strong. I am very grateful for you and the dedication that you exemplify. Bravo Zulu and thank you for your tremendous efforts. Well-done!"

(Photo by Shelby West, NNSY Photographer)

C-FRAM FRAUD SCHEME AWARENESS

OCTOBER EDITION: COVID-19 FRAUD

Fraud Schemes That Exploit the COVID-19 Pandemic and Federally-Funded Benefit Programs in Response to the Economic Disruption Caused by the COVID-19 Pandemic.

EXAMPLE ONE

Around June 2020 through January 2021, Lori Hammond alongside Catherine Needham, Jontrell Wright, and Christopher Conrad fraudulently obtained over \$4.7 million in Paycheck Protection Program (PPP) loans. Lori assisted her co-conspirators in filling out loan applications of which they used the identity of a deceased individual, misrepresented the number of employees and payroll expenses of the entities seeking the loans, attached fraudulent tax documents, and made numerous other false and misleading statements. After their applications were approved and loans deposited into their accounts, the four individuals used the funds for non-qualifying, non-business-related purposes, including homes, property, cars, and other personal purchases. The defendants all face a maximum penalty of 20 years in federal prison and a fine of up to \$250,000 restitution, and three years of supervision to follow the term of imprisonment.

EXAMPLE TWO

In April 2022, the Department of Justice announced criminal charges against 21 defendants in nine federal districts across the United States for their alleged participation in various health care related fraud schemes that exploited the COVID-19 pandemic. These cases allegedly resulted in over \$149 million in COVID-19-related false billings to federal programs and theft from federally-funded pandemic assistance programs. In one scheme, two owners of a clinical laboratory were charged with a health care fraud, kickback, and money laundering scheme that involved the fraudulent billing of over \$214 million in laboratory tests, over \$125 million of which allegedly involved fraudulent claims during the pandemic for COVID-19 and respiratory pathogen tests. The proceeds of this fraudulent scheme were allegedly laundered through shell corporations in the United States, transferred to foreign countries, and used to purchase real estate and luxury items.

INDICATORS (RED FLAGS)

Inadequate or apparently altered supporting documentation; submitted claims are missing supporting documentation; absent or inadequate test or inspection reports.

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.

Norfolk Naval Shipyard
celebrates

Filipino American *History Month*



Happy Halloween

from

America's Shipyard!

