NNSY TESTS BILT APP TO BRING 3D MAINTENANCE INSTRUCTIONS TO THE MECHANICS

BRAD CROSBY NAMED NNSY’S NEW EXECUTIVE DIRECTOR (CODE 1100)
# IN THIS ISSUE

## Features:

<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>CONGRATULATIONS TO NNSY’S COVID MANAGEMENT TEAM</td>
</tr>
<tr>
<td>4</td>
<td>FROM THE COMMANDER: RESOLVE IN AMERICA’S SHIPYARD</td>
</tr>
<tr>
<td>6</td>
<td>NORFOLK NAVAL SHIPYARD’S STRATEGIC FRAMEWORK: THE LATEST UPDATES IN INFRASTRUCTURE, DEPENDABLE MISSION DELIVERY, PEOPLE DEVELOPMENT, AND PROCESS IMPROVEMENT AND INNOVATION</td>
</tr>
<tr>
<td>8</td>
<td>EYE ON INNOVATION: SCHEMATICS IN THE PALM OF YOUR HAND - NNSY TESTS BILT APP TO BRING 3D MAINTENANCE INSTRUCTIONS TO THE MECHANICS</td>
</tr>
<tr>
<td>10</td>
<td>WITH THESE HANDS: SEVENTY YEARS OF AFRICAN AMERICAN SERVICE</td>
</tr>
<tr>
<td>12</td>
<td>NNSY HOLDS WORKFORCE MEETINGS ABOUT NAVAL SUSTAINMENT SYSTEM--SHIYARDS</td>
</tr>
<tr>
<td>14</td>
<td>NEW DIVISION ESTABLISHED AT NNSY TO CONDUCT INVESTIGATIONS INTO MISCONDUCT</td>
</tr>
<tr>
<td>16</td>
<td>IT’S ABOUT THE CONVERSATION - INDIVIDUAL DEVELOPMENT PLANS AT NNSY</td>
</tr>
<tr>
<td>18</td>
<td>BRAD CROSBY BECOMES NORFOLK NAVAL SHIPYARD’S EXECUTIVE DIRECTOR</td>
</tr>
<tr>
<td>19</td>
<td>NNSY VIRTUALLY OBSERVES DR. MARTIN LUTHER KING, JR.’S LEGACY</td>
</tr>
<tr>
<td>19</td>
<td>BRINGING JOY TO THOSE LESS FORTUNATE: NNSY VET-ERG HOSTS ANNUAL TOYS FOR TOTS COLLECTION</td>
</tr>
<tr>
<td>20</td>
<td>BZ100 AWARDS</td>
</tr>
<tr>
<td>22</td>
<td>THINK SMART, THINK OPSEC: NNSY CELEBRATES OPERATIONS SECURITY WINS WITH NAVAL OPSEC SUPPORT TEAM DIRECTOR FROM NAVAL INFORMATION FORCES</td>
</tr>
<tr>
<td>24</td>
<td>NNSY’S HYDRAULICS SHOP STREAMLINES IMPROVEMENTS THROUGH NSS-SY</td>
</tr>
<tr>
<td>25</td>
<td>OSHE HONOR ROLL</td>
</tr>
<tr>
<td>26</td>
<td>NOBODY GETS HURT TODAY: SAFETY FIRST!</td>
</tr>
<tr>
<td>27</td>
<td>NORFOLK NAVAL SHIPYARD APPRENTICESHIP PROGRAM NOW ACCEPTING APPLICATIONS</td>
</tr>
<tr>
<td>28</td>
<td>CFRAM FRAUD SCHEME AWARENESS: BRIBERY AND KICKBACKS</td>
</tr>
</tbody>
</table>
During the month of November, the command issued 35 actions. The following are examples and associated behaviors:

**1 Termination** (supervisor) - termination of employment for not reporting.

**10 Suspensions** (non-supervisors) - inappropriate conduct, attendance, performance, unauthorized leave, and having unauthorized cell phone inside industrial area.

**6 Removals** (non-supervisors) - excessive unauthorized absence, failure to meet condition of employment, and conduct unbecoming a federal employee.

**10 Reprimands** (supervisors) - failure to provide proper insight. (non-supervisors) - Unauthorized absence, failure to follow written orders, and departing worksite without permission.

During the month of December, the command issued 28 actions. The following are examples and associated behaviors:

**6 Suspensions** (non-supervisors) - Disrespectful conduct towards supervisor, unauthorized absence, conduct violation. (supervisor) Conduct unbecoming a shipyard supervisor.

**2 Indefinite Suspensions** (non-supervisors) - Security, failure to meet condition of employment.

**4 Removals** (non-supervisors) - Intoxicant violation and excessive unauthorized leave. (supervisor) Physical inability to perform essential functions of position.

**1 Reprimand** (non-supervisors) - Excessive unauthorized absence.

Congratulations to Dean Berrett and Johnny Satcher, who were presented Navy Meritorious Civilian Service Awards Dec. 15 for their extended rotational assignments serving as directors of NNSY’s COVID Management Team (CMT). With Berrett serving as director in 2020 and Satcher leading the charge in 2021, both provided steadfast efforts developing and issuing workforce guidance, monitoring and providing data, coordinating vaccination drives and ensuring record collection. “COVID doesn’t just happen during your day job—it is non-stop,” Shipyard Commander Dianna Wolfson said when presenting the awards. “With the amount of changing CDC requirements, it was very challenging to navigate and we learned on the fly. Because throughout the entire pandemic, the mission never ceases for us. Your care for our people is inspirational to me; thank you for taking care of us!”

PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Congratulations to Dean Berrett and Johnny Satcher, who were presented Navy Meritorious Civilian Service Awards Dec. 15 for their extended rotational assignments serving as directors of NNSY’s COVID Management Team (CMT). With Berrett serving as director in 2020 and Satcher leading the charge in 2021, both provided steadfast efforts developing and issuing workforce guidance, monitoring and providing data, coordinating vaccination drives and ensuring record collection. “COVID doesn’t just happen during your day job—it is non-stop,” Shipyard Commander Dianna Wolfson said when presenting the awards. “With the amount of changing CDC requirements, it was very challenging to navigate and we learned on the fly. Because throughout the entire pandemic, the mission never ceases for us. Your care for our people is inspirational to me; thank you for taking care of us!”
Hello, America's Shipyard! I hope you all had a wonderful holiday and New Year! We had an unexpected start to 2022 with unseasonably warm weather followed by snow and freezing temperatures our first day back from curtailment. We made the call to curtail some operations that evening for second and third shifts and allow for a two-hour delay first shift Tuesday.

I know there were questions about why we made our two-hour delay announcement later than other naval commands in Hampton Roads. It is important to understand decisions such as a delay are not made lightly or in a vacuum but with a great deal of effort across multiple shipyard departments and our tenants. Although the other bases in Hampton Roads have equally important missions, their missions are very different from that of Norfolk Naval Shipyard. As one of only four public shipyards, our Navy and Nation are relying on us to return critical assets back to the Fleet and that mission must continue even during weather events.

I want you to know that I understand we face many challenges when inclement weather happens in the region; there are personal decisions that must be made. Perhaps it is child care or the area you live in may be heavily impacted by accumulation or freezing. I absolutely respect your need to prioritize the safety and well-being for yourself and your families. The challenge for me and other leaders here during inclement weather is due to the nature of our business, we don’t have the opportunity to close the gates and turn the lights off. That’s not choosing mission over people because you are everything to me. It’s the reality that we are here to serve our Navy and Nation and both you and the ships we work on are critical assets for our national security. I see you and appreciate you showing up day after day. Thank you so much for your understanding and investment.

With a New Year upon us, I wanted to talk about the importance of resolve—the determination to achieve something. However you feel about the effectiveness of New Year’s resolutions, we can likely agree that having resolve is an important quality to possess. As individuals and as an entire organization, we’ve tapped into deep wells of resolve given challenges we’ve faced, dating back to the onset of the pandemic. Also in our business, as just in the past year here, we developed and launched our Strategic Framework, and incorporated Naval Sustainment System—Shipyards (NSS-SY) into our work.

With uncertainties in our world and trying new initiatives in our shipyard, we’ve learned as individuals that sometimes it’s okay to be uncomfortable and not immediately have all the answers. In fact, there’s often tremendous opportunity for growth in those times. I’ve seen inspiring resilience during the past year, given the incredibly busy times and demanding challenges we’ve had. We’ve shown awesome resilience in 2021, and now in 2022 we must demonstrate great resolve. This year, as individuals, I want us to keep the focus on what we can do, not on what we can’t do. That’s a very freeing feeling when you come to peace with that concept. It frees us up to devote ourselves to things we are empowered to own and solve and improve, rather than get bogged down in all the things we can’t. The “fix or elevate” concept in our work we’ve discussed in the past year is similar to that. Fixing is for the things within your own power. And it’s inspiring just how much we can truly fix together when we focus on it. Elevating—whether to your supervisor, zone manager, project or group superintendent, division or department head—is for those issues that need help outside your control. And it’s just as important to bring awareness to these issues so we can make sure someone has the football and keeps running to our goal line.

I mention all this because we have another great year of tremendous challenge and opportunity before us. We know that.

Ringing in a New Year is not going to kill COVID; we must continually live with it for the foreseeable future while finding ways to effectively engage with our people and meet our mission. With NSS-SY, Navy leadership is expecting us to leverage our learning of the past year and get better in our business. In many ways, this is the “show me” year. We talked a lot in the past year about where we want to go, and while important initial steps were taken, now we must demonstrate how we’re really getting there. We’ll be talking about NSS-SY a lot in the coming weeks, including within our work groups. It’s important to know NSS-SY is not “one more thing” on top of our Strategic Framework—it supports it. NSS-SY brings horsepower to things we were already working. The NSS-SY motto is “on time, every time,” while our shipyard vision is to “deliver on time, every time, everywhere to protect America.” The two are directly in sync with one another. And regarding our framework in 2022, we must demonstrate significant progress in all our pillars which are so critical to meeting our ONE MISSION and helping us reach our vision.

Resolve. Let’s meet the challenges of 2022 head-on with confidence and determination, knowing that working effectively as ONE TEAM we will fully achieve in our ONE MISSION. And we can also be successful, not in spite of all the unexpected challenges that lay before us, but because of them. I believe this will be a great year because I believe in us! Thank you!

ONE MISSION – ONE TEAM! #wegotthis

Capt. Dianna Wolfson
Commander,
Norfolk Naval Shipyard
"I think of my life as a unity of circles. Some are concentric, others overlap, but they all connect in some way. Sometimes the connections don’t happen for years. But when they do, I marvel. As in a shimmering kaleidoscope, familiar patterns keep unfolding."

- Dorothy Height

The BLACK FAMILY

THE BLACK FAMILY OF THE FUTURE WILL FOSTER OUR LIBERATION, ENHANCE OUR SELF-ESTEEM, AND SHAPE OUR IDEAS AND GOALS.
Infrastrucuture

Last summer, the Office of the Deputy Chief of Naval Operations for Information Warfare announced the Flank Speed effort to transition the Navy from the Department of Defense's (DoD's) Commercial Virtual Remote (CVR) to a permanent, single enterprise Microsoft 365 (M365) solution for modern operations at Norfolk Naval Shipyard (NNSY) and beyond.

NNSY's Information Technology and Cybersecurity Office (Code 109) Flank Speed Champions Valeriann Umstetter and Juanita Cash have taken the lead in NNSY's Flank Speed transition. Umstetter touched on the importance of Flank Speed recently and what the transition means for the shipyard.

"Flank Speed is a tremendous opportunity for the shipyard to utilize the many capabilities of Microsoft 365," she said. "Most importantly, it will provide shipyard workers with enhancements in the areas of accessibility, collaboration, and security allowing us to work more efficiently and effectively."

NNSY users will have access to a multitude of new features that include wider-ranging access to files, increased productivity and collaboration through the many included applications, and enhanced security, flexibility, and work automation. With the uncertainty related to COVID-19 and an increase in telework, this could not come at a better time.

"Everyone knows there are collaboration challenges when working from home," said Cash. "With Flank Speed, our customers working from home can simply log in to the Microsoft Teams application and easily share files, chat with their coworkers and hold virtual meetings in a secure manner without skipping a beat."

Before shipyard customers can leverage all that Flank Speed has to offer, they must follow the user migration process in which they will receive an email notification that their Flank Speed account is ready and instructions on how to begin the migration process. This includes switching their NMCI email account from their Email certificate to their DoD PIV certificate.

"We've already begun migrating the approximately 10,400 shipyard customers to Flank Speed," said Umstetter. "This will continue in waves throughout 2022. Customers should be on the lookout for follow-on emails from Code 109 including periodic guidance, instructions, and updates to the Navy's Flank Speed transition."

Cash added that shipyard customers must stay alert and pay attention to these follow-on emails.

"It is crucial that everyone pay attention to any Flank Speed guidance they receive and take any action that may be required of them in a timely fashion," she said. "That will greatly help in your transition to Flank Speed."

For more information on Flank Speed, visit the following resources:
- Flank Speed Hub: https://flankspeed.sharepoint-mil.us/sites/Flank_Speed_Hub
- FleetFlix: https://flankspeed.sharepoint-mil.us.mcas-gov.us/sites/Flank_Speed_Hub/SitePages/Flanktube-(PH).aspx

Dependable Mission Delivery

The Mission Pillar Team (MPT) remains focused on increasing NNSY’s Productive Capacity (PC) to execute our Intermediate and Depot level work. PC is defined as the number of our people executing production work within budgeted estimates, measured in Resources per Day (RPD). The MPT strategy is centered on understanding and increasing the number of approximately 10,400 people productively and directly contributing to mission execution each day to substantially increase results over the next five years.

To meet our goals, one of the areas we are focusing on is to eliminate less valuable overhead. In order to increase the number of production workers available to accomplish production work, MPT targets were laid into the NNSY operations plan at the departmental level. Targets were established to improve our Direct Labor Indicator (DLI) from 56.1 percent (Fiscal Year 2021 actual) to the Fiscal Year 2026 goal of 61.1 percent via reducing our overhead by 528 personnel. The Fiscal Year 2022 targets were identified to each NNSY department in writing and accountability metrics are being used by the Department Head Group in each monthly Fiscal Year Accountability Plan brief with the Shipyard Commander.
People Development

Leadership for the People Development Pillar Team transitioned to the Lifting and Handling Director, Terri Makely (Code 700). We thank the previous pillar team lead, Executive Director, Fred McKenna (Code 1100) for all of his contributions to our success, and congratulate him on his retirement. As the new PDPT leader, Makely is excited to continue our journey toward whole person development (technical, leadership, character). She wants to re-emphasize that the People Development Pillar Team focuses on the most important ingredient to sustained success, our people. To meet the mission and vision of efficient and effective whole person development, the pillar team initiatives are targeted to provide consistent, sustainable investment in the development of our people. Targeted goals for 2022 are:

1. Develop a system by which employees are fully supported in their competencies, individual development programs, mentoring, and succession planning. We need a system designed for efficiency and effectiveness so it is established and sustained in alignment with meeting our mission and vision of on-time delivery of ships.

2. Educate our people on the options available for their personal development (technical, leadership, character), and how to support and develop others.

3. Develop metrics and long range plans for measuring and sustaining people development. Weave the actions and systems into the fabric of our day-to-day operations and create the structure to monitor and continuously improve them over time.

Process Improvement and Innovation

The pillar team is committed to accelerating, advocating for, and fostering an environment and culture of Continuous Process Improvement and Innovation (CPI&I) so that we as a shipyard can deliver our ships on time, every time, to protect America.

One focus area the team is currently working is setting up and implementing the BILT app at America’s Shipyard (see page 8 for the full story). This app will give the mechanics the ability to see the processes, tools, parts, etc. they are working on in the palm of their hand via tablet. Funding is currently being determined to bring the tablets on-site and a pilot program is being conducted currently with USS Dwight D. Eisenhower (CVN 69) to allow mechanics to test it out and provide their feedback.

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.

Here’s a list of upcoming blood drives coming to the shipyard. All blood drives are held in the Bldg. 1500 Lobby from 8:30 a.m. to 12:30 p.m.

- Feb. 7 - 8
- Apr. 19 - 20
- Jul. 11 - 12
- Sep. 20 - 21
- Dec. 12 - 13

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/
Think of your favorite science fiction films, the main character pulling up entire holograms of schematics, 3D interactive figures flickering to life. Details ready in the palm of their hand, technology flourishing in its futuristic setting. We might not be quite at that point at Norfolk Naval Shipyard (NNSY), but with efforts of Process Improvement and Innovation (PI&I), America’s Shipyard is leading a corporate charge forward in bringing 3D maintenance instructions to the mechanics virtually via an online application.

The NNSY Technology and Innovation (T&I) Lab first began researching into the BILT software and application in 2020. Naval Sea Systems Command (NAVSEA) noted that the United States Air Force was already working on similar avenues and it could prove a worthy investment for the Navy as well.

NNSY T&I Lab Technology Insertion Manager Dale Berkley said, “We currently still use paperwork instructions, including blueprints, and tracking steps. However, with newer generations coming through the gates, we’ve found more and more people find difficulty grasping the use of paperwork. With many folks learning visually, they want to see firsthand what they are working on, how the job gets done, and what parts are used. As we continue to venture into this digital era, we wanted to find new ways to bring the tools needed to the mechanics to help them succeed in the jobs they do.”

The BILT application provides assembly and download data to their customers, providing a 3D maintenance instruction for each designated process. These instructions are fully interactive and provide a list of the products, tools, and steps for the job in question.

With interest to pilot the program, NNSY collaborated with Puget Sound Naval Shipyard and Immediate Maintenance Facility (PSNS&IMF) as well as NAVSEA to work with BILT in developing ten instructions on current processes in need of improvement at the yards. The instructions cover a range of work performed by electricians, pipefitters, brazers, and marine machinery mechanics. These instructions were built from the ground up with assistance from engineering, quality assurance, safety, and the shops and codes that work those specific jobs to ensure that the instructions capture not only the technical side of the job but also that firsthand experience from the mechanics on what works best to ensure a first-time quality product.

“The application breaks down step by step the whole process from assembly to disassembly, including any stopping points that might be noted from previous research from the team,” said Insulation and Piping Mechanic and NNSY T&I Lab BILT Lead Kristopher McKenzie, who has been leading the
charge for NNSY in research and development of the instructions. “It tells you the tools you need, shows you virtually what goes where. You can pause each step, interact with the components and see exactly how the job should look in person. I’ve worked on the waterfront and seeing this technology be a possibility for our workforce is huge to me. The mechanics can use the application for training, for simulation, for tabletops, and even on the job as a reminder for each step. It’s a tool designed to help the mechanic every step of the way and I can already see from our customers how excited they are to have this in hand.”

With research being conducted, Carrier Team One were able to see a demonstration of the BILT application in action for the shipyard. Seeing its potential, they wanted to see what they could do to get the application into the hands of the mechanic. “When it comes to innovating the way we do business, one of our biggest end goals is getting these technologies on the ships,” said Carrier Team One Process Master for Project Planning Optimization (PPO) Aisha Washington. “We began opening up discussions with the USS Dwight D. Eisenhower (CVN 69) project on what processes they believe would best benefit from these virtual instructions. From there, we would put tablets in the hands of the workforce and gain their feedback as they pilot the program onboard the ship.”

McKenzie added, “From the feedback we’ve been getting, we’re seeing a lot of excitement from the workforce and across the enterprise for what this program could bring to the Navy. The mechanics can see firsthand and interact with the instructions while on the deckplate and if we have any updates to add to the instructions, we can get the updates added to the system from the engineers to BILT. What’s more, BILT is working on creating a Windows application that can lead to even further possibilities of bringing the application to work computers and more so everyone has access to the instructions wherever they are located. A huge reason I’m pushing this program is that it will help us reach that first time quality work, help keep our mechanics safe on the deckplate, and will get them information in a timely manner. It’s a tool that will help us strengthen our workforce to its fullest potential.”

“There has been a huge focus on digital transformation and mobility at the Naval Shipyards and this is one avenue where we can get those detailed 3D interactive standard work instructions into the hands of our mechanics,” said PSNS&IMF Technology and Innovation Lead Tonya Shuler. “Mechanics and engineers alike have viewed the BILT App with excitement and many have said “it’s about time!”. With an application like this, we fully expect to see an increase in first time quality along with a reduction in the time necessary to train our new employees. This app takes the guess work out of the job with clearly defined tools, steps, safety warnings, and more.”

When it comes to the future of this application, Berkley noted that there is still work to be done but he’s excited to see more interested in what they can do with this project.

“This was a collaborative effort from a team of folks who were excited to see what the future could be for our mechanics and for our Navy with digital instructions, adding value to the research and implementation for the pilot. Together we’re looking to bring a fundamental technology to the forefront of our workforce, which will continue to evolve along with our mechanics. It’s going to change the way the Navy does business,” said Berkley.

“Since the start of this initiative, our team has been engaged, we’ve learned together, solved problems together, and each of us believes in this technology and what it will do for our workforce,” said Shuler. “This has been a very successful cross corporation partnership with amazing team members from NNSY, PSNS&IMF, NAVSEA, Carrier Team One, and the BILT App Team; all of us working together to advance digital technology at the Naval Shipyards.”

Washington added, “I’m very excited to see where we are headed with the future of shipyard maintenance. This application brings many possibilities to our Navy and I believe it can be a game changer. I’m looking forward to where we go from here.”

To learn more about the BILT application pilot and how you can participate, reach out to McKenzie at kristopher.j.mckenz2@navy.mil. To learn more about the REAL Ideas Program or to reach out to the team for idea submissions, email NNSY_REALIdeas@navy.mil, contact (757)-396-7180, or stop by the lab in Bldg. 31.
With These Hands: Seventy Years of African American Service
NNSY - 1920s - 1980s

PHOTOS FROM THE NNSY ARCHIVES, COLLECTED BY MARCUS W. ROBBINS • NNSY HISTORIAN
From wharf building, to woodcrafting, to forging, to mail delivery, to engineering, to shipfitting, African Americans served vital roles in a variety of positions at Norfolk Naval Shipyard (NNSY) across seven decades, from the 1920s to 1980s.

This series of photos is curated in partnership with the African American Employee Resource Group and in honor of Black History Month and will be featured in a display in the Bldg. 1500 6th Floor glass cases. In addition, these photos and more throughout America’s Shipyard’s history will be shared throughout the month of February on the NNSY Facebook page at www.facebook.com/norfolknavalshipyard1/. Use #NNSYHistory and #NNSYBHM to join the conversation.
NNSY Holds Workforce Meetings about Naval Sustainment System--Shipyards

STORY BY MICHAEL BRAYSHAW • DEPUTY PUBLIC AFFAIRS OFFICER

In an effort to better inform employees about the importance of the Naval Sustainment System—Shipyards (NSS-SY) effort, Norfolk Naval Shipyard (NNSY) began holding workforce meetings across its various departments Jan. 24.

These meetings provide a presentation detailing why NSS-SY is different from previous initiatives to improve shipyard performance, including a video featuring feedback from employees who are seeing the transformation firsthand.

Since NSS-SY began a year ago, the Navy’s four public shipyards are revolutionizing how they support the personnel who conduct maintenance on submarines and aircraft carriers to improve on-time delivery back to the Fleet. NSS-SY uses successful concepts that benefitted naval aviation, with Naval Sustainment Systems overseeing an 80 percent mission capability improvement for F/A-18E/F Super Hornets and EA-18G Growlers.

With a focus on action and a sense of urgency, NSS-SY aims to ensure the production workforce has the tools, equipment, material, and information needed to execute jobs in the most efficient manner possible while identifying and removing barriers that delay work. At NNSY, NSS-SY was first implemented on USS Pasadena (SSN 752) and has since been implemented on USS Toledo (SSN 769) USS Dwight D. Eisenhower (CVN 69), and inside production shops supporting these availabilities.

To gauge progress on NSS-SY efforts and awareness, a “Ready-Willing-Able” survey was deployed to all shipyards in late 2021, with feedback expressing concerns about the shipyards’ ability to change, a lack of urgency and uncertainty about leadership support.

“This feedback is helping to drive the discussions we’re having today and into the future,” said Shipyard Commander Captain Dianna Wolfson in a Jan. 21 workforce message. “And why is it different this time, you might be asking? With tremendous support of the most senior Navy leadership, we will see that this is different from previous efforts. Our own employees involved in NSS-SY have seen the changes, and are embracing them. Last week we released an America’s Shipyard video where our Hydraulics Shop team members talk about how NSS-SY initiatives are bringing helpful change like they have never seen. We’ll be sharing more employee perspectives like that with you. Because I don’t want you to take my word for it; listen to our own teammates about how this is helping us reach the goal line.”

Denver Alvis, a Code 930 Marine Machinery Mechanic who worked on Pasadena, said the project establishing an Operations Control Center (OCC) served as a hub for fixing or elevating any issues preventing job completion. “The OCC helped streamline problem solving for the mechanic, so you can go straight to the OCC, tell them exactly what you have going on, discuss solutions and return to work with minimal down time. I feel that’s what really made the OCC work perfectly for the project.”
Additionally, NNSY’s shops have implemented Production Control Centers (PCC) to facilitate communications and resolve problems for jobs supporting availabilities. “The PCC is a great way to bring together folks that may be across organizational boundaries into the same spot to discuss any issues, taking us away from what we can’t do and turning it into what we can do,” said Eric Chops Clarke, Code 930 Inside Machine Shop Manager.

To effectively drive the transformation, Wolfson encouraged the workforce to “engage in some self-reflection through the lens of readiness, willingness, and ability. When you’re ready, you understand the change, how it affects you and why it’s important for our organization. When you’re willing, you believe the change will be beneficial to our organization and want to make a meaningful contribution. And when you’re able, you have the tools, skills and support necessary to personally bring change.”

She added, “We know change can be difficult, especially in a process-driven and requirement-based business. And I’ve learned that it’s completely okay to be uncomfortable at times, because that is when our biggest learning and growth happens. Given the threats we’re facing now with adversaries such as Russia and China, combined with the amount of time our ships are spending in the shipyards, we also know maintaining status quo is a losing proposition. So when asked to do something different, we must be poised and ready for change and give it our best effort.”

In a filmed message for the NNSY workforce about the importance of the NSS-SY initiative, Vice Chief of Naval Operations, Admiral Bill Lescher said, “Our carriers and submarines are the Navy’s most lethal and survivable assets. Our warfighters are counting on each of us to return these ships to sea in the proper condition and on-time so that they can defend the Nation and our way of life, in this new military competition. Our shipyards today are without question the most consequential driver of Navy readiness and lethality. The Navy is only as strong as our shipyards and the personal commitment of every one of us to improve, to think, act and operate differently, and to learn. Thank you to your personal dedication to keeping our Navy, our Sailors and our Nation the best in the world.”
Norfolk Naval Shipyard’s Code 100i Administrative Investigations Division (AID) investigates significant allegations raised by the workforce, such as discrimination, retaliation, and harassment (either sexual or non-sexual), and ensures that these are quickly and consistently resolved. The team independently researches and determines if allegations warrant a course of action, and provides recommendations to address the issues.

New Division Established at NNSY to Conduct Investigations into Misconduct

STORY BY ALLISON CONTI • FORMER PUBLIC AFFAIRS SPECIALIST
PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) has established a new division to handle administrative investigations. The Code 100i Administrative Investigations Division (AID) investigates significant allegations raised by the NNSY workforce, such as discrimination, retaliation, and harassment (either sexual or non-sexual), and ensures that these are quickly and consistently resolved. In handling administrative investigations, Code 100i independently researches and determines if allegations warrant a course of action, and provides recommendations to address the issues.

“The ‘AID’ acronym couldn’t be better suited for this division,” said Shipyard Commander Captain Dianna Wolfson. “Code 100i is here to support employees who experience any incident of serious misconduct. Their team of trained investigators independently investigate reported issues fairly and consistently to ensure you are able to provide your best contribution to our ONE MISSION, every day. Code 100i ensures due process and thorough investigations, which are essential to fact-based decision making.”

Employees can make reports 24/7 by calling the AID Line at 757-396-0461 or email NNSY_aid_c100i@navy.mil

Employees should be aware that less severe issues such as tardiness, job performance issues, missed medical appointments, etc. should continue to be handled at the code or shop level so 100i personnel can devote themselves to the most concerning matters.

Code 100i Director Randy Brown said that his division’s overarching purpose is to take care of the shipyard’s people. “We will be taking care of all of our people by taking on significant allegations of misconduct and ensuring that they are quickly and consistently resolved allowing our workforce to focus on our One Mission,” he said. “The establishment of Code 100i is just another example of NNSY’s commitment to making America’s Shipyard the greatest place to work.”

AID investigations are different than investigations from Naval Criminal Investigative Service (NCIS) or security forces which are conducted with law enforcement and the purpose of criminal prosecution. Code 100i will also not replace NNSY’s Command Evaluation and Readiness Office (CERO) which mainly focuses on allegations of waste, fraud and abuse.

The establishment of Code 100i supports the Strategic Framework by helping to build a better culture in America’s Shipyard which is foundational to shipyard success and ensuring fair and equal treatment for all employees. “We, America’s Shipyard, are a 10,000-plus workforce of professional
patriots contributing every day to maintaining the world’s strongest Navy,” said Wolfson. “We must ensure our workplace remains one of safety, respectful professionalism and fair treatment, providing an environment that enables and inspires everyone to perform at peak potential. I value every person on our team and it takes all of us working to full potential every day to reach the performance level our Navy needs.”
You may be hearing an acronym at Norfolk Naval Shipyard (NNSY) known as IDP. Acronyms can bring to mind more paperwork and more bureaucracy. But this acronym is different. The IDP, which stands for Individual Development Plan, benefits both the employee and leadership. In fact, the Department of Defense requires that all civilian employees have an IDP and have required it for some time.

So what is an IDP? It is the formal follow-up to an informal conversation that many employees and their supervisors or managers have. It is the documentation of a discussion, and this documentation is owned and developed by the employee, not the supervisor or manager.

You see, the objective of the IDP is to empower the employee to take charge of their own career while ensuring the organization has the right people in the right positions at the right time to positively impact NNSY. The IDP is an action plan developed by the employee which describes goals and activities they would like to pursue to attain those goals. These goals are both short term and long term goals. The short term goals are objectives established by the employee to ensure they maintain proficiency in their current role while pursuing their long term career development goals. This is a twofold benefit because it improves employee performance, morale and job satisfaction while leadership can focus on workforce planning and improved employee performance.

You may ask, “Why do we need to put these conversations in writing?”

“That’s a great question,” said Dave Randall, one of NNSY’s Career Counselors. “First, it is required, but more importantly not everyone has these conversations. It can be daunting to have a discussion for fear that you don’t have the answers or you will lose employees to new employment opportunities. It seems easier to not address the issue.”

However, the development of our employees is the issue, and if we don’t engage, we are going to lose some of the best people America’s workforce has to offer to other industry employers. “I recently had a discussion with an engineer for the City of Norfolk who stated ‘we are both trying to hire the same people,’” said Randall.

Here is the good part - the discussion is easy. The majority of the administrative work (and there isn’t much) is completed by the employees who own their IDP. The IDP is not a binding document and does not guarantee advancement or school quotas or pay raises, but it helps people in achieving their goals.

“Take for instance, an employee who plans on retiring in four years,” said Randall. “During the conversation the employee says, ‘I don’t plan on moving up in the organization, I am happy doing the job I am doing and I plan on retiring in four years.’ Basically the IDP will say, ‘there is no change desired in my work role and I am interested in planning for retirement in the next four years.’” This agreement is simple and doesn’t take much time, but it lets leadership prepare for an expected gap in four years and they can begin developing others to fill the gap. In addition, the IDP documents the need for resources (namely money) to attend retirement planning training or for special programs such as leadership development opportunities.

So, where do we go to get answers? “Well, before we started this drive to ensure every employee has an IDP, we wanted to make sure that when questions were raised, both employees and leaders could find the answers,” said Randall. “During the conversation the answers can be as simple as ‘I don’t know, let’s ask the career counselors.’”

NNSY created the NNSY Workforce Development (WFD) office, which focuses on consolidating all of the career development resources and information into one location. It begins with a visit to the NNSY WFD Sharepoint site and can be followed up with a conversation with one of NNSY’s two career counselors. Beginning in Feb. 2022, employees are authorized three one-on-one consultations with career counselors who can discuss anything from career self-assessment, resume assistance to retirement planning and more.

If you are not ready to begin the conversations or don’t know where to start, please feel free to contact the NNSY career counselors at NNSY_WFD@navy.mil. You can also locate their Sharepoint site in the Command University site under Workforce Development.
What is AtHoc?

Do you want to stay informed about base closures or weather events as they develop?

By registering for the Wide Area Alert Network (WAAN), also known as the AtHoc system, you have the ability to receive alerts via email, text message, and/or phone call. This enables you to receive critical information and updates even when you are not at work.

**If you do not register for the WAAN with your various personal devices, the command cannot reach you at home to report incidents, delays or base closures during extreme weather, active shooter events, or other emergencies.**

You will automatically receive the NMCI computer pop-ups at your workstation, but you are not registered for the other features unless you sign up.

To do so, right click the purple globe icon in the bottom right corner of your desktop and click “Access Self Service” to add your contact information and devices.

Directions to the access the WAAN System
1. Click on the little up arrow in lower right corner of your computer screen to open a box of icons.
2. Right click on the purple globe.
3. Select the option that says access self service.
4. Click on the “devices” tab.
5. Input your contact information.
6. Click to save your information.

New updates have been added to the WAAN system. Additional fields have been added to help target information for building or groups of people. Please help us to help you during an emergency by updating this information. If you need assistance please contact John Callahan at (757) 396-1403 or speak to your emergency management representative.

More options:

**LOCAL MEDIA**
During severe weather emergencies, local television stations such as WAVY, WTKR, and WVEC broadcast NNSY closure information as soon as it becomes available. Check your favorite station for updates.

**SOCIAL MEDIA**
NNSY’s Facebook page is updated regularly when severe weather threatens the region. Check regularly to find out about shipyard work delays. Any time severe weather is threatening Hampton Roads, the shipyard Facebook page should be your first stop. **You do NOT need your own Facebook account to see updates on the shipyard’s page.**

**INFO LINE**
The shipyard’s information hotline, 757-396-9551, is updated as needed. Dialing the number provides you with instructions for all shifts and gate closure information.

Don’t have regular or reliable computer access? Call the shipyard’s Emergency Manager at 757-396-9491.
BRAD CROSBY BECOMES NORFOLK NAVAL SHIPYARD’S EXECUTIVE DIRECTOR

STORY AND PHOTO BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST

With every new job comes new challenges and new learning curves and depending on one’s background, the challenges could become overwhelming and the learning curves could be steep. Although some might shy away such opportunities, others welcome it with open arms and enthusiasm. This is such the case with Brad Crosby who recently became Norfolk Naval Shipyard’s Executive Director (Code 1100).

“I love to learn and I love to challenge myself,” said Crosby. “Becoming the executive director for the shipyard allows me to do just that.”

Although Crosby was born in Aiken, SC, he was raised up and down the East Coast with his father working for DuPont as a chemical engineer. Taking after his father, Crosby graduated from Virginia Commonwealth University with a Bachelor of Science degree in Chemical Engineering and eventually earning his Master of Business Administration degree from Darden School of Business at the University of Virginia.

He started his career at Qimonda Richmond, LLC, a semiconductor memory company, in 2001. When the company closed in 2009, Crosby chose to go into the civil service arena by working in the contracting department for Naval Sea Systems Command (NAVSEA). By 2015, he was ready for some new challenges and opportunities to expand his knowledge and Norfolk Naval Shipyard offered him that opportunity to do so.

Crosby joined Norfolk Naval Shipyard as the Chief of the Contracting Office, Code 400, a position he assumed in July 2015 along with the responsibility to standup NNSY’s Contracting Department and responsible for bringing all contracted services and nuclear cognizant material necessary to meet the shipyard’s assigned mission under one roof.

“After executing Code 400’s first contract action in July 2016, Brad and the Code 400 team have grown our Contracting Department into a world-class contracting office and have awarded and overseen the execution of over 8,000 contract actions valued at over $2.7 billion,” said Shipyard Commander, Capt. Dianna Wolfson.

When the shipyard’s executive director’s position opened up, Crosby seized the moment to take on new responsibilities and to see the shipyard through a different perspective. “Code 400 was all about contracting in one form or another,” said Crosby. “Code 1100 is richly diverse in what we provide to the shipyard from security to photography and graphics, to diversity and inclusion to public affairs to business administration to emergency management to training and development. There isn’t nearly as much overlap between these codes in 1100, like the codes in 400. This is one reason I am looking forward to this position.”

The workplace isn’t the only place Crosby pushes himself outside his comfort zone. He strives past what he feels his limits are off yard as well. “One of the most mentally and physically times I challenged myself is when I ran a marathon in 2 hours, 59 minutes and 49 seconds. That’s 6 minute 52 seconds per mile pace. And though it was tough, it made me all the more stronger both physically and mentally.”

Crosby is going into his new position with the same mindset that he had going into the eight marathons he had ran. “Regardless how long your stride is, each time you take a step, that brings you that much closer to your goal. The object is to keep moving forward and hold nothing back. I see people do that here now and I will be no different. The time is now to show our Navy, our Nation, and the world why we are America’s Shipyard.”
Although COVID has been putting a damper on many events since 2020, the Norfolk Naval Shipyard (NNSY) African American Employee Readiness Group (AA-ERG) didn’t let it stand in the way to honor Dr. Martin Luther King, Jr.’s legacy. For the second year in a row, the AA-ERG hosted a virtual event to celebrate the life of Dr. King.

“Dr. King is one of the greatest leaders our world has ever known, inspiring us as individuals, within our communities, and across our country to advance civil rights, serve others and ensure equality for all,” said NNYS Commander, Capt. Dianna Wolfson. “His relentless commitment to realizing a better world for future generations continues to resonate today, more than fifty years after his tragic and untimely passing. His inspiration, his importance, his impact echo across the entire world in his most famous words—’I have a dream.’”

NNSY Business and Strategic Planning Officer (Code 1200) Cmdr. Lawrence Brandon read an excerpt from a letter King wrote while he was imprisoned at Birmingham jail. The passage spoke of King’s thoughts and actions right before he decided to protest in Birmingham, even though the police had already arrested hundreds of African Americans and had publicly announced that they would arrest anyone else who walked the streets. Though the risk of being thrown in prison was great and there were no bail bonds to be had, King and his team did the right thing and protested, even though they knew what the consequences would be afterward.

“This is an example Dr. King took the ‘it starts with me’ mentality and, working again with his team paved the way to change in our legislation that is still in effect today, like the Civil Rights Act of 1964, which banned discrimination in employment and public accommodations based on race, color, religion, or national origin; the Voting Rights Act of 1965 that restored and protected the right to vote; and the Fair Housing Act of 1968 which banned housing discrimination for sales or rentals, to name a few,” said Brandon.

Brandon concluded, “My question and my challenge to you today is what in your life, personally or professionally, or even both, needs you to be like Dr. Martin Luther King, Jr. and say “It starts with me?” There is only one thing to do about it, whatever it might be. ACT!”

You can watch the video on the NNSY Facebook page at https://www.facebook.com/norfolknavalshipyard1/, the NNSY YouTube page at https://www.youtube.com/channel/UCzFfU8843gIlExbDT2Iu8Wg/, and on DVIDS at https://www.dvidshub.net/unit/NNSY.

To help bring holiday cheer to those less fortunate, the Norfolk Naval Shipyard (NNSY) Veterans Employee Readiness Group (VET-ERG) hosted their annual Toys for Tots collection to gather toys to be given to children within the community. Even in the face of the ongoing pandemic, the team persevered and with the help of generous NNSY employees collected 621 toys.

“This was an outstanding team effort from all those involved,” said VET-ERG President Josh Wannemacher. “Such a wonderful turnout in the span of such a short amount of time. It shows the type of generous support our employees at America’s Shipyard provide. We couldn’t have done this without all of you who donated and we appreciate all your assistance to give back to our community.”

The Marine Toys for Tots Foundation was first established in 1947 to help support children in need during the holiday season. Since its founding, more and more organizations have joined the effort to do their part. Presently, the program distributes an average of 18 million toys to seven million children annually. This has been an annual tradition for the NNSY VET-ERG for more than ten years, the team always excited to help the community in any way they can. The NNSY VET-ERG celebrated the end of this year’s campaign Dec. 16, turning over the collected gifts to the Marines.

To learn more about the Toys for Tots program, visit https://www.toysfortots.org/. To learn more about the NNSY VET-ERG, email NNSY_Veterans@navy.mil.
Capt. Dianna Wolfson has handed out numerous BZ100 awards as Norfolk Naval Shipyard’s Commander. The BZ100 awards are to recognize achievements and superior efforts. BZ stands for Bravo Zulu which is a traditional signal conveyed from one ship to another with flags that means "well done." To view or download your BZ100 photo, visit NNSY’s Flickr page https://www.flickr.com/photos/norfolknavalshipyard/.

PHOTOS BY DANNY DEANGELIS AND SHELBY WEST • NNSY PHOTOGRAPHERS
Operations Security (OPSEC) is the systematic method used to identify, control, and protect critical information. It is a way of thinking and acting to ensure the safety of information from adversaries who hope to gather what they can to use it against the United States. At Norfolk Naval Shipyard (NNSY), all employees are expected to do their part in protecting information by storing and disposing of it properly so that it doesn't fall into the wrong hands. OPSEC Coordinators lead this charge at NNSY and serve as warriors ensuring that critical information is protected and their team is following standard operating procedures.

Recently NNSY celebrated the accomplishment of 2021’s second and third quarter Excellence of OPSEC Award winners – the Comptroller Department (Code 600) and the Engineering and Planning Department (Code 200).

“The Excellence of OPSEC Awards is something we do to celebrate those who display good OPSEC principles and work hard to keep America’s Shipyard safe from our adversaries,” said OPSEC Program Manager Teresa Coon. “OPSEC is something we must work toward year round and this competition helps our workforce engage in their responsibilities in identifying, controlling, and protecting that critical information. We evaluate each code’s progress every quarter to see what steps they are taking and how well versed the team as a whole is on OPSEC. Those who score the highest on the assessment is deemed the winner.”

Code 600 was recognized for the second quarter, along with their OPSEC Coordinator Darryl Dunn, for their continued excellence in the program. “Code 600’s spaces are always on point and their team is very knowledgeable on OPSEC,” said Coon. “They are what right looks like when it comes to OPSEC and their hard work has won them this award six times so far. With Mr. Dunn at the helm, they continue to impress and I always look forward to seeing what the code is working on.”

Dunn said, “This has always been a team effort and I’m proud of what we in Code 600 have accomplished. Teresa and Information and Industrial Security Branch Head Ray Fisher have been excellent at leading the charge with OPSEC and ensuring everyone at the shipyard is trained and ready to protect our information. I’m happy that we can continue to succeed together and do our part.”

Code 200 was recognized for the third quarter, along with their OPSEC Coordinator Michael O’Toole, for their teamwork and dedication to the cause. “Code 200 as a whole is always thinking OPSEC, between the attempted phishing calls, emails and faxes they receive, they are on constant watch for their adversaries,” said Coon. “They are the true definition of teamwork, working together to ensure that NNSY is secure. Mr. O’Toole is a beacon of knowledge and works hard in his role – other codes seeking him out for his knowledge and willingness to help, regardless of the situation or task.”

O’Toole said, “This is the third time we’ve won this award as a team and I couldn’t be prouder of everyone taking such a strong stance in OPSEC. I do my best to help my fellow shipmates and I strive to be that person that they can come to with questions or ideas on ways to improve how we do business.”

Each winning code received the OPSEC flag and pennant as well as the Purple Dragon trophy to display in their area for the quarter. In addition, the OPSEC coordinators each received a Certificate of Achievement for their efforts in leading the OPSEC charge.

An added surprise for these winners came in a visit from Jim Magdalenski, the Naval OPSEC Support Team Director from Naval Information Forces, who heard of NNSY’s OPSEC Program and the efforts to award those who excel in the program.

“Mrs. Coon is doing one heck of a job of fostering an OPSEC culture throughout the shipyard,” said Magdalenski. He visited with Coon and the OPSEC Award winners, presenting them with Naval OPSEC Support Team coins. “I wish I could have stayed longer to visit some of the other OPSEC coordinators throughout the various shops. The employees at America’s Shipyard are really taking OPSEC seriously and are driven thanks to the leadership of Mrs. Coon. It’s truly amazing the impact one full-time program manager can have on such a large organization. Keep up the great work NNSY!”

Coon said, “We’re honored to have Mr. Magdalenski come and visit our teams here and being recognized for all that our workforce is doing to protect our critical information from our adversaries. NNSY works hard each and every day to deliver on time, every time, to protect America and we’ll keep charging forward to accomplish our goals.”

To learn more about OPSEC, visit www.navifor.usff.navy.mil/opsec.
Have an idea for a story for Service to the Fleet?

Want to nominate someone for Shipyard Spotlight?

Need to advertise an upcoming event?

Email the NNSY Public Affairs Office Today!

From top to bottom: The Comptroller Department (Code 600) wins the 2021 Second Quarter Excellence of OPSEC Award; the Engineering and Planning Department (Code 200) wins the 2021 Third Quarter Excellence of OPSEC Award; Jim Magdalenski, the Naval OPSEC Support Team Director for Naval Information Forces, visits NNSY to celebrate America’s Shipyard’s achievements in protecting critical information and presents award winners with Naval OPSEC Support Team coins for a job well-done.
Norfolk Naval Shipyard (NNSY) recently recognized the Hydraulics Shop (Shop 31) in an episode of America’s Shipyard - a video series dedicated to highlighting high-performing employees and NNSY achievements.

“Utilizing Naval Sustainment System – Shipyards (NSS-SY), the shop is removing barriers and streamlining processes to improve throughput which directly benefits our projects, our Navy and our nation,” said Shipyard Commander Capt. Dianna Wolfson. “NSS-SY’s mission of ‘On Time, Every Time’ is directly aligned with our Strategic Framework and vision of delivering on time, every time, everywhere to protect America. In pursuit of those goals, this team has been supporting USS Toledo (SSN 769) better and faster than ever before thanks to amplified efforts with the Shop 31 Production Control Center (PCC), another NSS-SY initiative, to minimize workflow delays as well as increased presence of engineering in the shop.”

Shop 31 has recently doubled the throughput in the shop, decreasing the cycle time so the work gets back to the submarine faster than ever before. These efforts were due in part of the amplified efforts of the PCC within the Production Department (Code 900) in a way to minimize workflow reductions as well as the increased presence of engineering within the shop to aid in getting the work done as efficiently as possible.

“One of the reasons we’ve been able to get certifications out quicker is using our crew boards. With these boards, everyone knows the jobs coming through and our team takes ownership of those jobs,” said Shop 31 Supervisor Aisha Wood.

Shop 31 Mechanic Janine Swanson added, “We’re definitely a family in this section and the crew boards do bring us together. They help us know who has what jobs, so if something comes in material wise, we know who we need to send it to and keep track of everything. The boards are the first thing you see when you come to work every day and help us as a team ensure we’re getting the job done so we can serve our ONE MISSION.”

Members of Shop 31 say they feel pride in the work they do and have accountability in what they do every day. They work together as a team and look out for each other, helping each member of the team to rise up to the challenge each and every day. From apprentices to supervisors, they prioritize everyone being able to contribute to the mission and feel like a valued member of America’s Shipyard.

Second Year Apprentice Melanie Davis has been at the shipyard for two years with the shop and feels energized every day when she comes to work with the team. She said, “Everyone in this shop is welcoming and encourage questions. They are hands on in the way they teach and make me eager to learn. They make it an environment where you want to learn and stay and improve. I’ve only been here two years but they have truly made this an experience where I want to build my career here.”

Shop 31 Work Leader Travis Taylor has been at the shipyard about ten years and has seen the shop grow with time. “I’ve seen a drastic change from availabilities of the past to where we are today and I truly feel we’re heading in the right direction,” he said. “I see it every day and I think it really starts with caring and understanding the importance of what we do. We have excellent leadership who is engaged with us. With the crew boards, the improvements to the shop, everything adds up to the bigger picture. They add to the mindset that you enjoy where you’re at and the work that you do.”

The Hydraulics Shop has put in the care and investment into their team and they plan to keep charging forward together, finding more ways to improve.

“I’m so impressed with everything you guys are doing in the shop as we work to Get Real, Get Better,” said Capt. Wolfson. “I’ve seen the ownership in this shop and it’s truly impressive. You come every day with such an incredible attitude to get the job done and I’m so proud of you all.”


This series is an ongoing effort and new episodes will be premiering soon. Stay tuned to NNSY’s social media platforms to see the next episode. If you have an idea that should be recognized for a future episode, please email nsfh_nnsy_pao@navy.mil and provide a detailed response of who or what we should recognize and why.
OSHE HONOR ROLL

The Occupational Safety Health and Environment (OSHE) Department (Code 106) would like to acknowledge the following individuals for their hard work and dedication to occupational safety, health, and the environment. Their outstanding performance contributes to furthering the mission of the shipyard and the OSHE Department.

Congratulations to the October 2021 Recipients:
Donnie Chattin - Code 740
Reginald Robinson - Code 740

Congratulations to the November and December 2021 Recipients:
Paul Burdette - Shop 38
Monique Reese - Shop 57
Wonderful Parker - Shop 71
Diego Wheeler - Code 740
Robert Rich - Shop 99

If you know someone who helps to further the mission of the OSHE Department (e.g., works safely, promotes a safe and healthy environment, complies with environmental regulations, etc.), please send an email to Robert Garnett in Code 106.21 detailing who is being recognized, the individual’s shop/code, and a brief description of the achievement.

Stay Healthy! Keep Safe! Be Kind!
Congratulations to NNSY’s Electronics Shop (x. 67), winner of the September 2021 Safety Flag! Shipyard Commander Captain Dianna Wolfson met with shop members to congratulate them and present the flag Dec. 15. Shop 67 had zero injuries or lost workday cases for the month. Code 950 has been maintaining a safe working environment by developing injury reduction action plans that are continually reviewed and updated, promoting personal accountability in maintaining safety, and holding safety discussions in tabletop reviews and pre-shift briefings. This marks Shop 67’s second safety flag for 2021!

(Photos by Shelby West, NNSY Photographer)
ABOUT NNSY
OUR MISSION: We repair, modernize, and inactivate our Navy’s warships and training platforms.

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

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

HOW TO APPLY
1. Complete an admission application for Tidewater Community College (TCC), either online or at the college.

2. Take the Virginia Placement Test (VPT).


4. Applications are accepted from Feb. 1 - Mar. 15, 2022. Your application and college placement test must be completed and submitted via www.indeed.com before the deadline.

START YOUR CAREER TODAY AT AMERICA’S SHipyARD!
C-FRAM FRAUD SCHEME
AWARENESS

FEBRUARY EDITION: BRIBERY AND KICKBACKS
Acceptance of Something of Value in Exchange for Preferential Treatment

**GOVERNMENT EXAMPLE**

On Oct. 20, 2020, David Laufer, the chief of the Prosthetics and Orthotics Department at Walter Reed National Military Medical Center pleaded guilty to acceptance of gratuities by a public official. According to Laufer’s plea agreement, from 2009 to 2019, Laufer used his position to steer Blanket Purchase Agreements (BPA) to an unnamed company in exchange for illicit monetary benefits. In addition, Laufer manipulated the BPA award process to undermine the unnamed company’s competition, which resulted in greater costs to the government. From 2011 to 2019, this scheme resulted in more than $25 million being paid to the unnamed company.

**DOD EXAMPLE**

Two Virginia-based companies agreed to pay a combined $1,174,584 to settle allegations that they solicited and received kickbacks in connection with 8(a) contracts. Index Systems, Inc. (Index) was certified as an 8(a) business. Capital Consulting Group, Inc. (CCG) lacked 8(a) certification. In 2018, Index and CCG agreed that Index would use its 8(a) certification to bid on a contract which CCG was not eligible for. Index and CCG agreed to subcontract the work on that contract to CCG in exchange for a “fee” calculated by each hour of work subcontracted to CCG, and CCG paid Index the agreed upon kickback amount. Index agreed to pay $1,010,084 to settle claims under the Anti-Kickback Act and False Claims Act, and CCG agreed to pay $164,500 to settle claims under the Anti-Kickback Act. Between 2018 and 2020, Index had a similar kickback arrangement with Sage Consulting Group, Inc. (Sage), in connection with three federal 8(a) set-aside contracts. Sage settled the allegations in July 2021.

**INDICATORS (RED FLAGS)**

Overly friendly interaction between government employee and contractor; questionable, undocumented, or frequent requests for change orders for a particular contractor; payment of unjustified high prices, purchase of unnecessary or inappropriate goods/services, or acceptance of late delivery, high-priced, low-quality work.

**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.