

NNSY PIER GANG CRANE OPERATORS PROVIDES PICK-ME-UPS TO CARRIERS AND SUBS

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

January 2023



**NORFOLK NAVAL SHIPYARD WELCOMES USS HARRY S. TRUMAN FOR
PLANNED INCREMENTAL AVAILABILITY**



IN THIS ISSUE

Features:

COVER NNSY CRANE OPERATOR JOE AMBROSE

3 NNSY VET-ERG BRINGS HOLIDAY CHEER TO COMMUNITY WITH ANNUAL TOYS FOR TOTS COLLECTION

4 FROM THE COMMANDER: READY FOR A GREAT 2023 IN AMERICA'S SHIPYARD!

6 SHIPYARD INSIDER

10 NNSY WELCOMES USS HARRY S. TRUMAN FOR PLANNED INCREMENTAL AVAILABILITY

12 NAVY CUTS RIBBON FOR NEW FACILITIES ONBOARD NNSY

14 NNSY CUTS RIBBON ON NEW PRODUCTION TRAINING FACILITY

15 SAFE WORK PRACTICES AT AMERICA'S SHIPYARD

16 SHIPYARD SPOTLIGHT: DOUGLAS HALL

18 OUR YARD HISTORY: DOCKING THE LINER SS UNITED STATES

20 NNSY PIER GANG CRANE OPERATORS PROVIDE PICK-ME-UPS TO CARRIERS AND SUBS

21 CFRAM FRAUD SCHEME AWARENESS: ASSET MISAPPROPRIATION

22 NNSY'S DE&I OFFICE AND CULTURE CHANGE TEAM MERGE TOWARDS SUCCESS

23 DELIBERATE AND INTENTIONAL WITH DIVERSITY, EQUITY AND INCLUSION

24 NNSY RECOGNIZES EMPLOYEES FOR EFFORTS TO IMPROVE CULTURE

25 PRE-EMPLOYMENT CONTINGENCY TEAM FORMS TO HELP NEW HIRES THROUGH THE ONBOARDING PROCESS

26 ROBERT HANSEN BECOMES NNSY'S LIFTING AND HANDLING DIRECTOR

28 NNSY DEMONSTRATES ROBOTIC TECHNOLOGY TO BRING INNOVATIVE TOOLS TO THE WORKFORCE

30 HOMEGROWN: SHIPYARD PROGRAM DEVELOPS FUTURE LEADERS FROM WITHIN

31 TRAVEL WITH TIP

31 PLANNING FOREIGN TRAVEL? REMEMBER TO FOLLOW THESE STEPS BEFORE TAKE-OFF

32 HAPPY NEW YEAR GRAPHIC BY MARISA BERKEY



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Norfolk Naval Shipyard VET-ERG Brings Holiday Cheer to Community with Annual Toys for Tots Collection

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER



Holiday cheer at Norfolk Naval Shipyard reached new heights Friday when a record 1,256 toys were donated to the Marine Corps Reserve Toys for Tots Program.

“Our actions speak volumes that we care about our community and want to do our part,” said Shipyard Commander Capt. Dianna Wolfson.

The donation, surpassing last year’s total of 621 toys, was led by the shipyard’s Veterans Employee Readiness Group (VET-ERG). “Everyone’s giving spirit makes a difference and I couldn’t be prouder of what we’ve accomplished as a shipyard today,” said Josh Wannemacher, VET-ERG president.

For more than 10 years, the shipyard’s VET-ERG has led the annual effort that reaches children of the Hampton Roads area and as far as Richmond and Emporia.

“This is the best turnout we’ve ever had,” said Jon Echols, VET-ERG member and lead for the NNSY’s Toys for Tots collection. “Being able to ensure that the children of our community receive toys on Christmas is so special – and together with our Navy brothers and sisters, we’re reaching as many families as possible.”

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.

Norfolk Naval Shipyard repairs, modernizes and inactivates our Navy’s warships and training platforms.

To learn more about the Toys for Tots program, visit <https://www.toysfortots.org/>. To learn more about the NNSY VET-ERG, email NNSY_VET-ERG_Officers@us.navy.mil.

From the Commander, Capt. Dianna Wolfson:

Ready for a Great 2023 in America's Shipyard!



Hello, America's Shipyard! In November we bid farewell to USS DWIGHT D. EISENHOWER (CVN 69), and just three weeks later welcomed USS HARRY S. TRUMAN (CVN 75) for its Planned Incremental Availability! Back-to-back carrier overhauls is a testament to the importance of our mission and the need to maintain and modernize our Fleet. We certainly have a packed 2023 in store as we prepare to undock and dock several submarines and continue to accomplish major work on their availabilities too.

We recently got some big news I'm excited to share—CAPT Jip Mosman will be returning to Norfolk Naval Shipyard as our next shipyard commander! CAPT Mosman possesses extraordinary leadership, both in care of people and dedication to mission. His three years of experience at NNSY as Production Resources Officer and Operations Officer, alongside his most recent tour as Commander of Puget Sound Naval Shipyard and Intermediate Maintenance Facility, will serve him very well as your leader. We will share more news about when the Change of Command will be occurring once the details are finalized, but it's currently expected in late spring/early summer.

I've had to depart NNSY on multiple occasions in my career, and it only gets harder. There have been so many wonderful relationships shared here through the years that have only grown deeper. I've talked about our being ONE TEAM a lot, but even more than that—you are family. When I think about this past year, one word continues to come to mind – grit. In the context of behavior, grit is defined as firmness of character or indomitable spirit. Grit captures our fortitude and most importantly, our attitude. From being flexible and adjusting to maintenance challenges, continuing to refine NSS-SY initiatives, and cultivating the desired workplace culture, no matter the roadblock, we persevered. And not only did we get through our obstacles, we came out stronger, tougher and more experienced. By embracing our shortcomings and being vulnerable, we have continued our quest for improvement, and ultimately,

excellence.

It is in difficult times that our true character shows through. Our response during the hard times is truly critical. It defines us. It sets us apart from others. We must Lead with Humility. We must continue to create an environment that has a willingness to seek input, listen carefully to all perspectives and continuously learn as a team. This alignment and drive help Create Constancy of Purpose – ONE MISSION. When we know where we are headed and how we are going to get there, we can continue to focus on long term goals and accomplishments.

We accomplished a lot prior to the holidays that sets us up well for the year ahead. A team of multiple shops and codes—to include Codes 106, 130, 200, 300, 300N, 700, 900 and 2300—was assembled to perform a comprehensive review of the health of work at NNSY and bring improvements to our ONE MISSION. Team members used a combination of surveillances, monitoring classroom training, reviewing self-assessments and performing proficiency checks in production. This review helped target areas of improvement in our training programs, Quality Management System, communication plans and safety. Thanks to this team's "Get Real" efforts in aligning on standards and goals, we can now "Get Better" by focusing on what matters most and improving as ONE TEAM.

We also provided great service supporting our naval submarine force. The USS TOLEDO (SSN 769) project team completed significant special emphasis work Dec. 13, to include all walkthroughs and inspections. Special emphasis work on USS WYOMING (SSBN 742) at Nuclear Regional Maintenance Department—Kings Bay was executed on time, despite docking challenges and destructive weather delays. Additionally, a shipyard team recently completed and certified the operating rod cold spray repair aboard USS HYMAN G. RICKOVER (SSN 795). With a "Don't Give Up the Shift" mindset, the team devoted extra hours and effectively worked through obstacles, earning praise for attention to detail and first-time quality. This

is an unprecedented achievement for our team to complete a shipboard repair using cold spray and points to what 21st century service to the Fleet can look like!

In the week before holiday curtailment, we had not one but two graduations, for both our First Level Supervisors and Executive Development Program Cadre 11. It's always exciting for team members to graduate from a program, with these individuals investing in themselves and our future. Congratulations to all of our graduates!

As you can also see in this edition of Service to the Fleet, thanks to so many of you, we had a record-breaking drive supporting the Marine Corps Reserve Toys for Tots Program. We more than doubled last year's total of 621 toys, donating 1,256 items this year! Thank you to all of you who donated, and BZ to our VET-ERG for coordinating this wonderful drive for more than 10 years.

2022 was such a dynamic year, bringing unexpected challenges and the need to urgently adjust. We've adapted and overcome so much, and we're coming out stronger as we begin the New Year. As a workforce, you've shown true grit. For your grit, you have my gratitude and support. Our work is often challenging and frequently unpredictable, but always vital to our Navy and Nation. Following the holiday, I hope everyone is refreshed and recharged for a great 2023 in America's Shipyard! #wegotthis



Capt. Dianna Wolfson
Commander,
Norfolk Naval Shipyard

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story for Service to
the Fleet?**

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ONE MISSION • ONE TEAM

NE



IKE DEPARTS AMERICA'S SHIPYARD

USS Dwight D. Eisenhower (CVN 69) departs Norfolk Naval Shipyard Nov. 16.

"USS Dwight D. Eisenhower returning to Naval Station Norfolk in preparation for sea trials follows our largest and most complex pierside maintenance availability in order to deliver this vital national asset back to the Fleet and our Navy," said Shipyard Commander Captain Dianna Wolfson. "The shipyard has an extensive history serving IKE, and this particular availability was a major turning point for us as we implemented Naval Sustainment System -- Shipyards (NSS-SY) initiatives and other significant learning into our carrier work. We look forward to leveraging that knowledge and experience on USS Harry S. Truman (CVN 75) and other future carrier availabilities. Thank you to our project team, Ship's Force, all our maintenance partners, and our workforce for your committed ONE TEAM effort!" (Photo by Shelby West, NNSY Photographer)



STEM NIGHT

Another successful event in the books! NNSY representatives and the Military School Liaison participate in STEM night Nov. 16. Thank you all the volunteers from the STEM ERG and NCMA! (Photos by Erica Miranda, Public Affairs Branch Training Coordinator)



USS ALABAMA FLOAT SHARES THE HOLIDAY SPIRIT WITH THE COMMUNITY

Norfolk Naval Shipyard's USS Alabama (BB 60) float participated in seven holiday parades. The USS Alabama was awarded first place in floats category for the second year in a row and third time overall at the City of Suffolk's Annual Holiday Parade Dec. 10. USS Alabama also received first place for best float in its debut appearance at the City of Colonial Heights 69th Annual Christmas Parade Dec. 6. The other 2022 holiday parades the USS participated in were the City of Franklin Christmas Parade, the Dominion Energy Christmas Parade in Richmond, Va., the Elizabeth City Christmas Parade, the Williamsburg Christmas Parade, and the Mathews Christmas Parade. The USS Alabama's next appearance will be at the Norfolk's Saint Patrick's Day Parade March 18, 2023.



NATIVE AMERICAN HERITAGE MONTH EVENT REACHES FOR THE STARS

The Norfolk Naval Shipyard (NNSY) Native American Indian Heritage Employee Resource Group (NAIH-ERG) hosted their annual celebration in honor of Native American Heritage Month (NAHM) Nov. 28. The presentation featured a video press conference from NASA astronaut and Artemis Team Crew-5 Commander Nicole Mann, the first indigenous woman from NASA to go to space and a member of the Wailacki of the Round Valley Indian Tribes. You can view both video presentations provided by NASA at: <https://youtu.be/cyePTXNJ1p4> and <https://youtu.be/2qoD1kebM6U>. (Photos by Shelby West, NNSY Photographer)



1LSHV GRADUATION

Norfolk Naval Shipyard celebrated its 14 newest leaders during the First Level Supervisor High Velocity Program Graduation and Hard Hat Ceremony Dec. 14. 1LSHV is a multiweek course that utilizes on-the-job shadowing, information panels, senior leader interviews, and team learning to ensure participants focus on growing and solving problems faster and more efficiently under three main factors: leading self, leading others, and leading teams and projects.

"You are the present and future of America's Shipyard," said Shipyard Commander and keynote speaker Capt. Dianna Wolfson. "You truly are in key positions at a great time of opportunity as we modernize our facility and implement process improvements in our work. You are leading the charge in driving to delivery on our deckplates every day, and I'm so thankful for everything you do supporting our vision to deliver on time, every time, everywhere to protect America." (Photos by Shelby West, NNSY Photographer)

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

As you may remember from your ethics training or previous ethics notes, there are several exceptions to the general rule against accepting a gift as a government employee. But keep in mind that, regardless of any exception that allows acceptance of a gift, it is never permissible to:

- Accept a gift in return for being influenced in the performance of an official act. This is a bribe!
- Solicit or coerce the offering of a gift.
- Accept gifts from the same or different sources so frequently that a reasonable person would think you're using your office for private gain.

If you have any questions about any of the gift exceptions, you are encouraged to consult an ethics counselor in the legal office to discuss how these rules apply to your specific situation. If you have any questions, please contact the Shipyard Office of Counsel (Code 107) at 757-396-8625.

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.



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SALARY WHILE YOU
LEARN**



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TECHNICIAN CAREER
STUDIES CERTIFICATE**



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ALL YOUR TUITION
AND BOOKS**



ABOUT NNSY

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

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

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

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4. Applications are now being accepted until Jan. 15, 2023. Your application and college placement test must be completed and submitted via www.indeed.com before the deadline.

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Norfolk Naval Shipyard welcomes USS Harry S. Truman for Planned Incremental Availability

STORY BY MICHAEL BRAYSHAW • DEPUTY PUBLIC AFFAIRS OFFICER
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) welcomed USS Harry S. Truman (CVN 75) Dec. 7 in advance of its scheduled Planned Incremental Availability.

Truman entered NNSY following its extended nine-month deployment in response to Russia's invasion of Ukraine. The overhaul on Truman follows USS Dwight D. Eisenhower (CVN 69) departing the shipyard Nov. 16 following its own Planned Incremental Availability.

The Truman project team has been preparing for this availability through the close partnership with Carrier Team One and leveraging lessons learned from recent carrier availabilities at both NNSY and Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF). Truman team members traveled to PSNS & IMF to observe execution in action and discuss challenges that may arise during the availability and how to effectively mitigate them. Project Superintendent B.J. Baker says the Truman team also stands to benefit by “upholding back-to-basics principles with the standards of Project Management Fundamentals.”

An innovation during this availability that will be incorporated across the Naval Sea Systems Command (NAVSEA) corporation is using freeze seals to perform fire main system maintenance. Using freeze seals helps maximize the fire main system remaining online during availability, helping to maintain the

carrier's in-port emergency response capabilities.

Truman will be NNSY's second carrier project to implement Naval Sustainment System—Shipyards (NSS-SY), a process improvement initiative across the four public shipyards to improve on-time delivery of ships back to the Fleet. One of the key practices of NSS-SY Truman is using is an Operations Control Center (OCC) with the team collocated in the hangar bay. “The OCC is set up to drive communication and quickly resolve issues as they occur within the project,” said Shipyard Commander Capt. Dianna Wolfson. “That means when a problem occurs on the deckplates that can't be quickly resolved, mechanics, supervisors and zone managers have a place to take those issues. Like a well-oiled machine, the OCC team works together to find solutions to drive non-stop execution and will also look to the future for removing barriers in advance to ensure being able to execute the plan.”

The majority of the project team and carrier leadership supported Truman's last overhaul at NNSY, an Extended Carrier Incremental Availability which completed in May 2021. “That set the stage for continued collaboration between the shipyard and Ship's Force team,” said Baker. “In addition, the project team worked with the ship's Advanced Planning Team for nine months prior to the original start date of the availability. Weekly calls with the ship six months prior to



its arrival at Naval Station Norfolk were held to build on our communication and teaming. The team also took advantage of opportunities to fly out to the ship to conduct project review conferences and advance training to further build our team.”

“Our preparation for the maintenance mission transition began over a year ago alongside the Norfolk Naval Shipyard project management and trade professionals,” said Truman Commanding Officer Captain Gavin Duff. “The diligence and dedication our crew exemplified during deployment, combined with our opportunity to serve alongside Capt. Wolfson’s professionals, will be key in completing the modernization and repairs needed for Harry S. Truman to return to sea and ready for national tasking. It is also a chance for our team to focus on their personal and professional development as they reinvest in themselves.”

With the availability not scheduled to officially start until early next year, the Truman team is taking advantage of having the carrier in place to get all facilities and services set up to fully execute come January.

“Our extensive preparations for conducting major maintenance on this critical national asset positions us well moving into the start of Truman’s availability in early January,” said Wolfson. “For the past several months, our project team has aligned on goals and standards using proven Project

Management Fundamentals and, with valuable input from our stakeholders, self-assessed some of our biggest challenges on this project. Now as we move into execution, we can self-correct and improve by fixing or elevating barriers as they arise all while continuing to build a winning and unified team founded on ownership, trust and respect. All of this great planning, problem solving and partnership will help us return Truman to the Fleet on time and ready to ‘give ‘em hell!’”





Adm. Daryl Caudle, commander, U.S. Fleet Forces Command, cuts a ribbon with Sailors from the USS Harry S. Truman (CVN 75) during a ceremony to open the Navy's newest auxiliary personnel lighter (APL) 68, Nov. 21, 2022. Truman Sailors will be the first to live and work aboard the barge, which will provide living space and berthing for the crew while the ship undergoes a planned maintenance availability.

Navy Cuts Ribbon For New Facilities Onboard Norfolk Naval Shipyard

STORY BY U.S. FLEET FORCES COMMAND PUBLIC AFFAIRS

PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Navy leadership celebrated two new additions to Norfolk Naval Shipyard (NNSY) with a ribbon cutting ceremony for the Navy's newest barge, Auxiliary Personnel Lighter (APL) 68 as well as a new self-service Navy Exchange (NEX) Micro Mart, Nov. 21.

The facilities aim to provide better living accommodations and improve quality of service for Sailors stationed aboard ships during planned maintenance availabilities. Adm. Daryl Caudle, commander, U.S. Fleet Forces Command, along with additional leadership from Fleet Forces, NNSY, USS Harry S. Truman (CVN 75), and Navy Exchange Service Command (NEXCOM) attended the event and delivered remarks.

"Just as we're committed to improving the quality and sustainability of our warships, we are equally committed to improving the quality of the barges that house the Sailors who live in them," said Caudle. "And this is only the first of many, with more being constructed right now; a testament of our commitment to enhancing Sailors' quality of life."

APL 68 is the second in a new class of berthing barges set to replace the 27 legacy berthing barges that are reaching the end of their service lives. It has berthing for up to 609 personnel

and messing facilities able to accommodate food service for 1,130 personnel to have three meals a day. It also features washrooms, classrooms, lounges, laundry facilities, offices, a barbershop, a fitness center and a medical facility. The barges provide a home away from home for crews of ships - particularly the duty section - while that ship is going through extensive maintenance.

USS Harry S. Truman Sailors will be the first to utilize APL 68. The ship will soon enter a planned maintenance period after returning from a nine-and-a-half-month deployment.

"The Navy has plans to build 12 barges for this new class and we've already taken delivery of our second, APL 70, which will be going into service this spring. The Navy also has plans to build 26 new medium sized berthing barges," said Rear Adm. Bill Greene, Fleet Maintenance Officer, U.S. Fleet Forces Command. "These new barges are designed to support cruisers, destroyers, LPDs, and LSD amphibious ships, and submarines as they undergo depot level maintenance."

As for the new NEX Micro Mart at NNSY, the facility officially opened to Sailors and shipyard workers in October and since then, roughly 1,100 people have passed through the doors. Not

surprisingly, officials say coffee is the number one selling item.

"This Micro Mart is on its way to being one of the busiest in the world. We have 64 of these operating right now and this location is doing over 1,000 transactions a day. The important point is that it's taking care of our Sailors and our civilian workforce team," said Retired Rear Adm. Robert Bianchi, Chief Executive Officer, Naval Exchange Service Command. "This is a great day for all of us, because we're focusing on quality of life and supporting our Sailors and civilians."

The new Micro Mart operates 24-hours a day, seven days a

week, using a self-checkout system and is within a few minutes' walk of APL 68. It provides Sailors and shipyard workers healthy choice food items such as salads, fruit and snack options as well as hot and cold beverages, a variety of heat and serve meals and sandwiches. This Micro Mart was designed as a facility that will save people time and provide more options during work days and during transit to and from the shipyard.

In 2022, NEXCOM opened 10 new Micro Marts with plans for 20 more in the new future.



Left to Right: The Norfolk Naval Shipyard (NNSY) Navy Exchange (NEX) Micro Mart operates 24 hours a day, seven days a week, using a self-checkout system for all shipyard employees, Sailors, contractors, and tenants. It opened in October 2022 and has since handled more than 1,000 transactions a day. "This Micro Mart is on its way to being one of the busiest in the world," said Retired Rear Adm. Robert Bianchi, Chief Executive Officer, Naval Exchange Service Command. "The important point is that it's taking care of our Sailors and our civilian workforce team. This is a great day for all of us, because we're focusing on quality of life and supporting our Sailors and civilians." Below: Shipyard sailors and employees cut the ribbon for the Micro Mart Nov. 21.



Norfolk Naval Shipyard Cuts Ribbon on New Production Training Facility

STORY BY MICHAEL BRAYSHAW • DEPUTY PUBLIC AFFAIRS OFFICER

PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) cut the ribbon on its new Production Training Facility November 30.

This four-story multipurpose building is NNSY's largest completed project to date as part of Naval Facilities Engineering Systems Command's (NAVFAC) Shipyard Infrastructure Optimization Program (SIOP). It will consolidate training that was previously spread across the shipyard into a single 157,000 square-foot, \$73.3 million dollar facility.

Featuring 34 academic classrooms and 26 mock-up areas, this will become the training hub for NNSY's production workforce of more than 4,500 employees as well as personnel in the departments of Quality Assurance, Operations, Engineering and Planning, and Lifting and Handling. It will also support future training requirements associated with Gerald R. Ford Class Carriers and Virginia Class Submarines, strategically positioning the shipyard to support The Navy Our Nation Needs.

The facility will provide applied instruction using drydock, carrier shipboard, and fall protection mock-ups, and features dedicated training areas in pipefitting, welding, crane and rigging, and motor and generator repair. Amenities at NNSY's newest building include outdoor seating areas, break rooms, study rooms and a mini-mart.

"This facility will not only help in meeting our one mission in the repair, modernization and inactivation of our Navy's warships and training platforms, but absolutely to do it as one team," said Shipyard Commander Captain Dianna Wolfson. "From this very place, we will be providing training for ships that will be in service decades from now, and training thousands upon thousands of shipyard employees who will develop and strengthen foundational skills for their entire careers."

At the ceremony, Rear Admiral Maria "Lore" Aguayo, Commander, Naval Facilities Engineering Systems Command (NAVFAC) Atlantic, discussed this "precedence setting" project that involved establishing a Resident Officer in Charge of Construction (ROICC) office for NNSY. The ROICC office is dedicated to overseeing the execution of SIOP projects,

currently estimated to be more than \$2.4 billion dollars. To complete this project, NNSY's ROICC, Commander Kendall Chapman, coordinated with engineering partner Clark Nexsen on developing requirements and completing the initial design, and RQ Construction, LLC, based in Carlsbad, Calif., for completing design and construction of the facility.

"The collective team came together and did a fantastic job delivering this amazing facility," said Aguayo. "It was not always easy. The team overcame the challenges of navigating through unprecedented COVID-19 impacts which caused significant manufacturing delays and skilled labor shortages along with the complexity of working in the shipyard. However, the team worked together seamlessly and always found a way to keep moving forward. I thank everyone who worked so hard to execute this impressive and critically important project for the Navy."

Marrying past and future, this facility includes a number of touches paying tribute to NNSY's 255-year history, including photo murals from as recent as 2020 when NNSY hosted two carriers at the same pier, to imagery of the USS Arizona (BB-39) which was thoroughly modernized at NNSY from 1929-1931 prior to its tragic loss during the Pearl Harbor attack in 1941.

Several community leaders attended the ribboncutting, including Portsmouth Mayor Shannon Glover, Norfolk Mayor Kenny Alexander, and numerous Portsmouth council and school board members.

Prior to cutting the ribbon, NAVSEA Commander Vice Admiral Bill Galinis commended the shipyard workforce for what it achieves every day while now being able to benefit from a facility having academics and application under one roof. "You can have the best facilities, technologies and processes, but it's really about the men and women on our waterfront every day, working day and night to return ships back to the Fleet," said Galinis. "The work that you do every day matters and makes a difference."



Safe Work Practices at America's Shipyard

As we shift from curtailment and modified schedules, we want to remind everyone of the importance of maintaining an active risk management mindset as you settle back in to your normal work routine.

No matter where you work or what your job is, most mishaps, minor, severe or catastrophic, can be prevented by adhering to these simple principles:

- **Self-Care** - Remember fatigue, stressors and your overall health can negatively impact your decision-making and performance at work.
- **Situational Awareness** - Knowing what is happening around you and knowing where you are in relation to the things around you allows you to anticipate changes in your environment and adjust or react accordingly.
- **Follow proper procedures** - Procedures are in place not only to tell you how to complete a specific task or job, but to also protect you, your fellow shipyard workers and Sailors, and the equipment, systems and assets you're working on.
- **Look out for your fellow shipyard workers and Sailors** - Raise awareness and remember - lessons learned are lessons observed! When you see someone struggling, encourage them to seek help. Speak up when you see a potential safety hazard - you may be saving your life and the life of others. If you see someone struggling, be there, listen and encourage them to seek help.

For NNSY safety questions, contact NFSH_NNSY_C900_SAFETY@navy.mil.



SHIPYARD SPOTLIGHT: DOUGLAS HALL

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



Everyone has had one of those mornings where they wished they stayed in bed. Whether it's you spill your first cup of Joe on you, the kids won't get up for school, the dog woke you up two hours before your alarm clock went off, or your significant other kept you up all night with their buzz saw snoring. Then comes the trek to work where you hit dense traffic. At this point, you may just want to go home and go back to bed. Until you reach Norfolk Naval Shipyard's (NNSY) Gate 10 where HANA Security Services officer, Douglas Hall, greets you with a smile and a warm welcome as you arrive to work.

"I love people and I love my job," said Hall. "If I can bring a little happiness into each person entering the gates to the shipyard, then I know I am doing an unwritten rule of my job."

Hall, a Pittsburgh native, has been keeping a watchful eye over NNSY's entry control points for 12 years. For him, it's a way to still stay connected to the U.S. Navy and to Sailors. "I served 26 years in the Navy," said Hall, a retired Religious Petty Officer Senior Chief. "I really enjoyed my time in the Navy working with both Sailors and Marines alike."

It is the Religious Petty Officer's job to protect the chaplain during combat. Chaplain is a noncombatant position in the Navy. "I served with the Marines out in the field, protecting Chaplains," said Hall. "During this time, I got qualified to use a 9 mm and M-16 weapons." Little did he know at the time that his qualifications would help him land his current job.

"When I retired from the Navy in 2007, I got a job as an armored truck driver," said Hall. "Although I enjoyed my job, I knew that wasn't what I wanted to do for the rest of my life. This is when I stopped by Gate 10 to learn that they were hiring

security officers for the gates. I applied and as they say 'the rest is history.'"

Another part of his job he enjoys doing is training young officers. "When we receive a new security officer, they are sent to me to train them and show them how important it is to protect the shipyard and its people around the clock."

During his off time, Hall enjoys building beach cruisers, playing basketball, working out, running and watching the Pittsburgh Steelers play. "I am also very active in my church," said Hall. "I am a man of strong faith and firmly believe in helping others who are less fortunate than I. I've been truly blessed over the years and I love sharing my blessings with others."

Hall has been married to his wife, Venessa, going on 40 years. He has three daughters, a son, and one grandson. "I love spending time with my family. To see them grow up into mature, responsible adults, makes a father proud," he said.

Hall gives credit of his own upbringing to his mom. "My mom raised nine of us. She made me who I am today and it is in my prayers that I play this important and inspirational role in my own family's lives."

Hall will continue to stand watch at NNS's gates and greet everyone that comes through his gate with a "good morning," "hello," or "go steelers!" because that is what he does with love.



TEN THINGS YOU DIDN'T KNOW ABOUT *Douglas Hall*

1. Hall is an avid Pittsburgh Steelers fan.
2. His favorite book is the Holy Bible.
3. His favorite movie is Men of Honor.
4. Hall's favorite television show is anything on ESPN.
5. He enjoys listening Gospel music.
6. His favorite actor is Denzel Washington.
7. His favorite singer is Fred Hammond, a gospel singer.
8. His dream car is a Porsche.
9. Hall's dream vacation is either going to Dubai or the Bahamas.
10. He is a Navy Senior Enlisted Academy Graduate.

Our Yard History:

Unsung Heroes of Public Works Maintenance

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

Unsung heroes; the men of Public Works past are whom we honor.

Those men who kept our facilities functioning within this complex performance of basic shipyard facility support are the true backstage hands that the waterfront audience never really saw yet for brief public appearances such as a road closure for a utility or railroad track repair. Imagine having to take your horse and cart or perhaps an early Model T work truck on a detour to find another way around such a road closure repair that is featured in these images from November 1914 - about 108 years ago.

Facility work is somewhat like an unbroken circle of repair, upgrade and continued modernization in order to support this shipyard. When digging it is always important to attempt to combine all known repair work elements to get the job accomplished once and that is apparent within this series of images.

These various images show McKeever Avenue, the major north-south passage looking to the north with portions of Buildings 33, 32, 60, 65, 17, 16, 15, 14 and Quarters A in the views. I always say that "historic photos are a window upon our past." When you compare the historic Gosport District of the 19th Century to the 21st Century of today, well not much has changed with our building layout. These 1840s to 1900 structures were built to last and stand as a testament to prior Public Works craftsmen's resilient construction techniques.

Building 60 was our original power plant and provided heat to the nearby buildings in the northern end of the shipyard. Heating was conveyed not with steam at that time but by hot water circulating pipes that eventually supplied individual radiators within various work spaces that then drained the cold-water condensate back to the power plant so the process could continue. Well, pipes by their very nature need maintenance and true to form most times these pipes are



found underneath something else, in this case railroad tracks.

Railroad tracks and their ability to convey materials was and still is an essential element of support for this shipyard. Railroad repair work has always been labor intensive yet it must be done right and precise. With many miles of rail upon this shipyard it is truly a never-ending source of work and detours.

The men's names that preformed the pipe and rail work shown in these images are lost to time now but they were members of our local families several generations prior. They

came to work in service to our navy yard in order to serve their country. They were not afraid of hard work because that in itself is honorable and the wage they received in turn supported their families.

These men of Public Works contributed their service by lending the strength of their hands and their backs while performing extreme physical labor so that the industrial machine of this shipyard could continue to serve the waterfront support mission without fail.





Norfolk Naval Shipyard's Pier Gang Crane Operators Provides Pick-me-ups to Carriers and Subs

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

If you would connect a two foot piece of thread to a golf ball and tried lowering it into a coffee cup without touching the sides while someone blew a small breeze over the cup, you would soon realize that it's not an easy task to complete. On a much larger scale, this is what Norfolk Naval Shipyard (NNSY) Crane Operations (Code 742) crane operators do every day on the job.

"Depending on the day's workload, we provide approximately 100 lifts a day on the pier," said Crane Operator Leader Milton Jimison. "We move equipment, food, cargo and anything else a carrier or submarine needs put on or taken off the vessel. It can be something like a pallet of tools weighing 100 lbs. to a shaft that weighs roughly 110,000 lbs."

It takes a minimum team of four to lift something to and from the ship. "Our team consists of a crane operator, a rigger in charge who is overall responsible for planning and executing the lift; crane riggers who safely rigging loads, calculate weight of loads and safely move loads; and a crane walker who ensures the crane has a safe travel path," said Crane Operator Leader Joseph Ambrose. "It takes the whole team to ensure any given lift is done safely and accurately."

Crane Operator James Ruffin added, "crane operators are the first ones on the site. We perform checks to ensure all safety

measures and pre-operations procedures are performed properly, so when the other members of the team arrives, we are ready to start the day."

Although riggers guide the crane operator during a lift, it is up to the crane operator to fine tune the directions. "We see things that the riggers might not be able to see," said Ambrose. "With wind being our biggest enemy and the water causing the boat to shift ever so slightly, trying to lower something into a tight space is a challenging task. We need to be patient, take our time, and use our hand-eye coordination to complete the evolution in a safely manner."

Ruffin, Ambrose and Jimison all agreed that the pier gang is a close knit family. "We have to be," said Ruffin. "We need to trust each other to do our part during a lift evolution. If one person doesn't do their part that weakens the entire team and there is no room for error in lifts."

The camaraderie isn't the only reason NNSY's crane operators enjoy their job. For Jimison it's something more. "I served in the U.S. Navy for 20 years. Working here at the shipyard gives me the opportunity to still support the Navy's mission. I am proud that I served our country wearing a uniform and even prouder supporting those who still wear the uniform. It doesn't get any better than this."

C-FRAM FRAUD SCHEME AWARENESS

JANUARY EDITION: ASSET MISAPPROPRIATION

Theft of Government Funds or Property. Purchase of Requisition of Items by a Government Employee for Personal Use or Resale

NAVY EXAMPLE

A chargeback clerk at Navy Exchange Guam (NEX) stole over \$250,000 worth of electronics, laptops, and other items from June 2016 to October 2019.

Jesse Cruz Camacho then sold these items through Facebook and other means. He was sentenced on August 4, 2021 to twenty-four months imprisonment, two years of supervised release following imprisonment, 100 hours of community service, restitution to the NEX in the amount of over \$260,000 and a special assessment fee of \$1,375. NEX Loss Prevention discovered the thefts and reported them to NCIS.

NAVSEA EXAMPLE

Michael Gamash was sentenced to one year probation October 14, 2021, and ordered to pay over \$62,000 in restitution to the U.S. Navy for theft of government property.

According to court records, from about April 2014 to June 2016, Gamash took scrap metal belonging to the Navy from dumpsters located on the Portsmouth Naval Shipyard (PNSY) and sold the metal to two area metal dealers. Gamash was an employee of PNSY at the time.

When investigators from the NCIS interviewed him, he admitted routinely taking scrap metal items from several dumpsters at PNSY and selling the metal. He acknowledged that he knew it was illegal to take the metal and sell it for his personal profit.

INDICATORS (RED FLAGS)

Living beyond one's means; Never/rarely taking leave; Missing or altered documents

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's DE&I Office and Culture Change Team Merge Towards Success

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER



From Left to Right: Tarane Parker, Talia Crockett, Jason Braun, Jacquelyn Singletary, and Craig Fieldings

Norfolk Naval Shipyard (NNSY) has taken its next step in its efforts to building a better culture across the workforce and shaping organizational culture as a whole. The NNSY Diversity, Equity and Inclusion (DE&I) Office and Culture Change Team (CCT) recently combined into one group under the existing DE&I umbrella to build on the team's strengths and maximize the success of efforts put forth.

Initially, the DE&I group was focused on structure and existing theoretical knowledge, working with the shipyard to ensure DE&I was being utilized across the board. The CCT was developed as part of the organizational efforts to bring about a better cultural shift to the shipyard, the team working to develop programs and go into action to aid the shipyard in those efforts. Tackling similar areas in varying ways, the two groups recently determined that combining their strengths would be the best course of action for NNSY's future.

Code 1130 Emergency Management Specialist Jacquelyn Singletary has been part of the CCT movement since mid-2020 – her journey providing her a deeper appreciation of the efforts

of the team. “When I first joined, I didn’t really understand the importance of a focused effort on shifting culture – I just knew that there needed to be some people who wanted to make NNSY a better place to work and put in that effort. When I came offline to help renovate the Force Multiplier Training to a more discussion-based series, now known as ‘Empowerment Series: The Team’ – I had a better appreciation and understanding that there needed to be a group focusing its time and efforts on improving culture at large. However, the CCT had folks linked on a short-term or rotational basis which wasn’t sustainable for the goals we set for the command. Capt. Dianna Wolfson, our shipyard commander, challenged us to find where the CCT would sit permanently going forward.”

The discussions began to open for DE&I and the CCT to merge into one – and there was some hesitance to that going forward. Each team wanted to ensure everyone was aligned and all questions were answered before the final decision.

Jason Braun, who’d been heavily involved with the CCT as one of the co-leads, said, “I understood the need for a

permanent assigned location for culture but I was unsure of the ideal place. DE&I and culture do have a lot of overlap, especially in the inclusion aspect. However, there were some topics that culture would tackle that would not typically fall under the DE&I radar. There were also some differences in policy requirements as well. As we look towards what's best for NNSY as a whole, I know there isn't one right answer, so I was open to the merger but cautious with expectations. From my experience and research, I do believe that there has to be consensus in the decision for the merger to work. Working as a committed team can thrive regardless of circumstances or potential inefficiencies. The new merger allows us to improve our communication and inclusiveness with the people at NNSY and move to be more proactive with initiatives, education and influence."

"Having the two groups under one umbrella, we now have the ability to look more closely at how policies, current and upcoming, have and will impact people," said Singletary. "We are also able to do quick pulse checks for specific tasking all while expanding our footprint within the shipyard. We've become more robust and are working to improve our efficiency. There's a saying 'Your network is your net worth,' and through this merge, our dividends are increasing. I'm confident that if we stick to our plan and continue to learn and grow from our past behaviors and experiences, we'll begin to more quickly see an exponential positive growth in the shipyard's culture."

Now the DE&I staffing includes core members of the CCT and together they work in several groups to ensure processes and initiatives are moving forward. The Department Command Resilience Team (DCRT) provides an avenue for departmental issues to be addressed year-round, provides analysis and solutions from DEOCS, and provides real-time support to personnel. The DE&I Council is a large forum to discuss the state of the shipyard and provide taskings to share these DE&I initiatives to the workforce. The DE&I Strategic Team coordinates actions from the council and staff tasking to develop actions, rollout, and sustainment plans for all initiatives going forward – working to ensure the success of the program at large. Employee Resource Groups develop programs and host meetings to support the members and the shipyard at large. Each piece works together to continue driving America's Shipyard in building a better culture for its workforce.

"As we continue to move forward, it's important that we work together to make a difference," said DE&I Director Tarane Parker. "This merger brings new opportunities for us to pool our strengths together to best benefit our shipyard. We'll be able to create a lasting environment that motivates innovative ideas and fresh perspectives from our people, with everyone feeling empowered to bring their own experiences to the table in delivering on our mission to service the fleet."

Deliberate and Intentional with Diversity, Equity and Inclusion: Entry Eight

BY JANEL HOFER, DCRT MEMBER

Recently, a lot has been said about diversity, equity, and inclusion in the workforce and how best to achieve this in organizations. As Norfolk Naval Shipyard employees, we work at one of the oldest and most diverse federal bases in the world. There is a long history of this workforce being diverse and it has continued to grow over the years. The question of how best to achieve equity and inclusion in NNSY is a new and evolving process that will need to be answered at every level of the organization. As we move further into the 21st century, the importance of diversity, equity, and inclusion will become more important to the support of the employees' overall personal and professional development.

The meaning and implementation of diversity has evolved over the years. Diversity to some people means race, gender, ethnicity, and religion. However, diversity and its meaning has expanded to LGBTQ+ communities. The question still remains how best to implement diversity at NNSY to all individuals and communities, while supporting the mission of the United States Navy? The implementation is not two separate processes within NNSY, but can be one defining purpose and mission to increase respect, knowledge, and acceptance among the workforce.

How can NNSY be equitable among its workforce? This is a process that can be discussed and reviewed at every level within NNSY. Equity is about creating fairness and being impartial; however everyone's views on fairness is different. Each code and every person within the organization will need to develop what equity looks like for them and their

employees. NNSY will need to have a continual review of the effects that equity is having on the workforce. Having a more equitable workforce will help in creating and developing better relationships among supervisors, employees, and co-workers.

Inclusion and NNSY will be a continued process among the workforce. This is a process that has evolved since the beginning of the shipyard and still continues to grow and develop today. How will NNSY continue to move forward with inclusion further into the 21st century? This question must be answered as part of the process with diversity and equity. Inclusion will need to be developed hand in hand with the implementation of diversity and the impartiality of equity. Inclusion is more than having a seat at the table for individuals to be counted. It is about providing opportunities for education, growth, and development for all individuals to be seen and heard at all levels of NNSY.

Diversity, equity, and inclusion at NNSY is entering a new phase of education, growth, development, and training. Educating each other on our culture and values is the stepping stone towards moving NNSY forward in growing and developing our knowledge of who we are as an organization. As an organization we can help with this process through training and communication at all levels of the workforce. The workforce at NNSY is continually changing. NNSY is not new to change or challenges, and this new phase of growth will bring another opportunity for the shipyard to show its C.O.R.E values to each other and the community at large.



Norfolk Naval Shipyard Recognizes Employees in Efforts to Build a Better Culture

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

The Norfolk Naval Shipyard (NNSY) Department Command Resilience Team (DCRT) recently hosted the first Culture Standout Awards, celebrating the employees who work to build a better culture at the shipyard and exemplify good work standards overall.

“Culture Change is defined as the process where an organization encourages employees to adopt behaviors consistent with organization’s values and goals,” said DCRT Member Maria De Sande. “It is how we treat one another as we want to be treated. If we don’t like what we see or feel, we do something about it. It is resetting expectations, holding accountability, leadership, inclusive decision making, workforce development and embodying our C.O.R.E. values of Care, Ownership, Respect, and Excellence. Each of our recipients embody the organization’s values and drive towards continuous improvement in your area of responsibility to a degree that has earned recognition.”

“Culture is the key to our success and a key to success in any organization,” said DCRT Member Jacquelyn Singletary. “Our DCRT representatives are our eyes on the ground, providing us those opportunities to plug into our departments within the shipyard and find where things are systemic that need to

be fixed. They also provide those wins for us to highlight and share across the board, helping us to improve culture overall. Our team sought out individuals who are inspirations to those around them, who take the time to set the standard for our shipyard family in doing the right thing and helping to improve our culture overall.”

Twenty individuals from across the shipyard were recognized as Culture Standouts – each going above and beyond the call of duty in their everyday workplace.

“Congratulations and well-done to all of you,” said Shipyard Commander Capt. Dianna Wolfson. “This is absolutely incredible. Each of your actions shows that this initiative is running on its own engine – with hard-working individuals like yourselves taking charge in ensuring our shipyard is a better place. You are the sparks that ignite this engine and it means a lot to see how your actions have impacted America’s Shipyard. When we look at our organization overall, one of our most important assets is our people. Your actions speak louder than words – inspiring others to want to come to NNSY and build a positive environment where folks want to do their best every day. Continue to be contagious in your efforts!”

CONGRATULATIONS NNSY CULTURE STANDOUTS!

Loren Lichty
Kent Johnson
Rachel Peterson
Grant High
Melinda Matthews
Ali Gentilini
Maria De Sande

Brittany Tavassoli
Meg McIntosh
Tarnesha Harris
Kenny Bullock
Anita Branch
Alicia Rodgers
Kamaria Clark

Doreka Porter-Wright
Kim Zaner
Troy Martin
Jason Braun
Antonne Smalls
Carlynn Lucas



Pre-employment Contingency Team form to Help New Hires through the Onboarding Process

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

Norfolk Naval Shipyard's (NNSY) new hires have to go through what could be an extensive onboarding process before the first day of New Employee Orientation. Knowing there were areas that could improve the process, NNSY formed the Pre-Employment Contingency Team to own the process as it relates to prospective new hires personnel, ensuring the fulfillment of all the requirements before personnel receive their final job offer to work for NNSY. This was established to meet NNSY Commander Capt. Dianna Wolfson's number one priority: hiring and onboarding.

"The pre-employment contingency team's focus is to schedule physicals, fingerprints/security, drug testing, and recruitment incentives along with superior qualification correspondence to streamline the hiring process," said Administrated Services (Code 1102) Supervisory Administration Management Specialist Jenny Dupree. "This team is also responsible for assisting at job fairs as well."

The Pre-employment Contingency Team formed Nov. 1. The team reached out to all departments to ask if there was anyone who might be interested in assisting with the newly established team.

"Those interested had to go through a selection process," said Resource Coordinator Dwanda Whitehead. "This included an interview to ensure that one could handle the work requirements and be a good fit for the team."

Once the team was selected members immediately took action by reaching out to prospective new hires to schedule their physicals, drug testing and fingerprinting appointments. In addition, members contact the prospective new hire before their appointment to ensure they are still good to go to go to their scheduled appointments.

"We participate in the job fairs and track progression of all pre-employment personnel hired as result of the job fair," said Whitehead. "We work closely with the entities such as security,

dispensary, drug program coordinators and Fleet Human Resource Office to ensure all information on the personnel has been received and is correct."

As with all jobs, there are challenges to overcome and the Pre-Employment Contingency Team is no different. "Currently the team's challenges are filtering through applicant's actions for who are currently in the pipeline to ensure everyone has the required information in order to schedule their pre-employment contingencies and also, ensuring the applicants are showing up for their scheduled appointments daily to reduce the no show rates for medical as well as security," said Dupree. "We overcome these challenges by assisting with reviewing all applicants and taking the appropriate action for each such as getting them scheduled for their contingencies, or connecting with Fleet Human Resource Office to have them removed from the pipeline due to them being no shows or not responding."

The goal for this team is to ensure it is able to streamline the hiring process to meet NNSY's One Mission, which will help with getting the work done and the ships out timely. "The plan is to be in constant communication with the applicants and to ensure contingencies are met immediately by being proactive daily to meet the team's goal," said Dupree.

Since the start of the team, no shows for the three kinds of contingency appointments continues to improve based on the personal attention prior to an applicant's appointment. "Although the team is still new, we are finding that the time between offering the job and getting them to attend New Employee Orientation is steadily improving," said Dupree. "Because of this, we are able to get new America's Shipyard employees on the waterfront to get the shipyards back to the U.S. Navy for operational use."



From Left to Right: Dwanda Whitehead, Kiashia Parker, and Glenda Copeland with the newly formed Pre-Employment Contingency Team; Darlene Barnes and Deputy Executive Director Thomas Tyree discusses goals and functions for hiring going forward; Chris Barnes shows Executive Director Brad Crosby the hiring plan going forward using social media and QRC Codes.



Robert Hansen Becomes Norfolk Naval Shipyard's Lifting and Handling Director

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

Many people attribute life milestones, new chapters in their life, and their successes to a family member, spouse, coworkers, coach, scout leaders, and many more types of people who had a strong impact in their lives. Usually it is someone they know. However, Norfolk Naval Shipyard's (NNSY) Lifting and Handling Department Director (Code 700) Robert Hansen accredits American novelist, the late Tom Clancy in helping him get his start at NNSY.

"I just finished the book by Clancy, *Hunt for Red October*, right before my interview with a NNSY recruiter at Florida Institute of Technology where I was getting to graduate from with a degree in mechanical engineering," said Hansen. "I was able to speak somewhat intelligently about military submarines by using the technical portion of the novel to my advantage."

The Reading, Massachusetts native, began his career at NNSY in July 1991 where he became a Radiological Controls (RADCON) Engineer. After ten years he joined the Reactor Servicing Engineering Division, Code 2370, where he became a Shift Refueling Engineer. He worked his way up to being an Assistant Chief Refueling Engineer to become the chief refueling engineer for USS Rhode Island (SSBN 740) from June 2016 to Jan. 2017 during its Engineered Refueling Overhaul. Hansen then spent time in West Milton, New York, where he was the chief refueling engineer for the S8G prototype at the Kesselring Site where it's a training site for nuclear officers and enlisted Sailors to operate the United States Navy's nuclear-powered aircraft carriers and submarines.

"I learned that the Lifting and Handling Director position was becoming available with the retirement of then Lifting and Handling Department Director Theresa Makely. This caught my attention, because I always wanted to become a member of NNSY's senior leadership team from day one," said Hansen. "When I was contemplating on applying for the position or not, I did quite of abundance of research on the position, including talking to Terri Makely and other leadership and mentors at the shipyard, but it wasn't until my wife, Amy, asked me 'Do you think you can make a difference?' that convinced me that applying for the position was the right thing to do."

Hansen added, "This is the first time I am taking a step outside of the nuke world and into the non-nuke world, so there is a great deal of learning I will have to do, but I do feel that with my experience, passion and dedication to Navy and commitment and loyalty I have what it takes to lead the people of Code 700 to meeting the mission of the shipyard which in turns helps the U.S. Navy as a whole in succeeding in its mission to our country."

Hansen considers Code 700 as a shipyard within the

shipyard, as it has its own engineers, production, quality assurance, maintenance and training divisions. "I feel my experience as a chief refueling engineer has prepared me well to lead a department as complex and vital to the shipyard as Code 700. As a chief refueling engineer, my duties and responsibilities were well defined. Working with my refueling assistant project superintendent, I was responsible for training, quality assurance, manning, work performance, self-assessment, and budget for some of the Navy's most complex nuclear maintenance. All of these responsibilities is what the leadership of Code 700 is responsible for, just on a larger scale."

Although Hansen never joined the military, to him, working at Norfolk Naval Shipyard is his way of supporting not only the U.S. Navy as a whole, but in particular the men and women who volunteer to put themselves in harm's way to defend the United States. He knows firsthand that not everyone gets to come home from serving his country.

"My brother, Bill, was serving onboard the USS Stark (FFG 31) in the Persian Gulf as a Fire Controlman Third Class on May 17, 1987 during the Iran-Iraq war. An Iraqi jet aircraft fired two Exocet missiles which struck the USS Stark on the portside killing 37 Sailors and injuring another 21," said Hansen. "My brother was one of the 37."

Hansen added, "When I have a really bad day at work or things aren't going the way I had hoped, I think about my brother and what he and 36 others sacrificed on the USS Stark to help me put things into perspective and to remind me who and why I am serving our country in this capacity."

During his offtime, Hansen enjoys pistol shooting at the range and spending his time with his family. His daughter, Courtney, completed a culinary apprenticeship in Colonial Williamsburg and is now the Executive Chef for Farmhouse Table Food in Rochester, NY, while his son, Chris is in his sophomore year in NNSY's apprenticeship program working in the welding shop, Shop 26.

"Although my son and I work in two completely different departments, it's nice to know that we can add Norfolk Naval Shipyard to our common interests," said Hansen. "Although he went a different direction at the shipyard than I took, I know he's taking the journey that is best for him, as did I. You can't ask for anything more than that."

Hansen knows he that his current path will have many learning moments, which he invites wholeheartedly, but he looks forward to serving with the men and women of Code 700 as together they show what right looks like for America's Shipyard.





Norfolk Naval Shipyard Demonstrates Robotic Technology to Bring Innovative Tools to the Workforce

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

The Norfolk Naval Shipyard (NNSY) Preservation and Habitability Department (Code 970) recently sought innovative technology to demonstrate at the shipyard in order to bring new ways to conduct blasting work, including hydro, sand, and surface preparation. Code 970 Process Manager Gaston Shaw led the charge and hosted an event Dec. 13, inviting shipyard employees and senior leaders to see the SARCOS Guardian® DX and Guardian® 6M in action and how it could benefit America's Shipyard's mission in servicing the fleet.

"The drive for me is to introduce new innovations and technologies to NNSY," said Shaw. "Safety is always first and paramount and taking care of our employees such as our mechanics and wrench turners by removing a lot of physical barriers and unsafe conditions will produce a better product for the U.S. Navy."

Hydroblasting is the process of using specialized water pumps to intensify water pressure to remove grime and hard deposits from surfaces. Sandblasting similarly uses sand and

surface preparation blasting creates spikes on the surface of an object to help coating adhesion. All processes are used regularly at the shipyard and require employees to follow precise safety guidelines and application requirements in order to complete the work. In order to find ways to bring safer alternatives to the mechanics performing blasting operations, Shaw and his team researched on what could best benefit the shipyard.

Two technologies from SARCOS were brought in that are in the production stages and can be fitted to best meet the needs of the customer. With that in mind, various representatives from across the shipyard including mechanics and senior leaders came out to a demonstration of the technology in action, providing their thoughts and feedback on how this could be implemented on the waterfront.

The Guardian® DX technology is a dexterous mobile manipulation robot that can enhance productive in complex areas, the worker able to teleoperate it from a remote environment utilizing a virtual headset and controls. The robot is



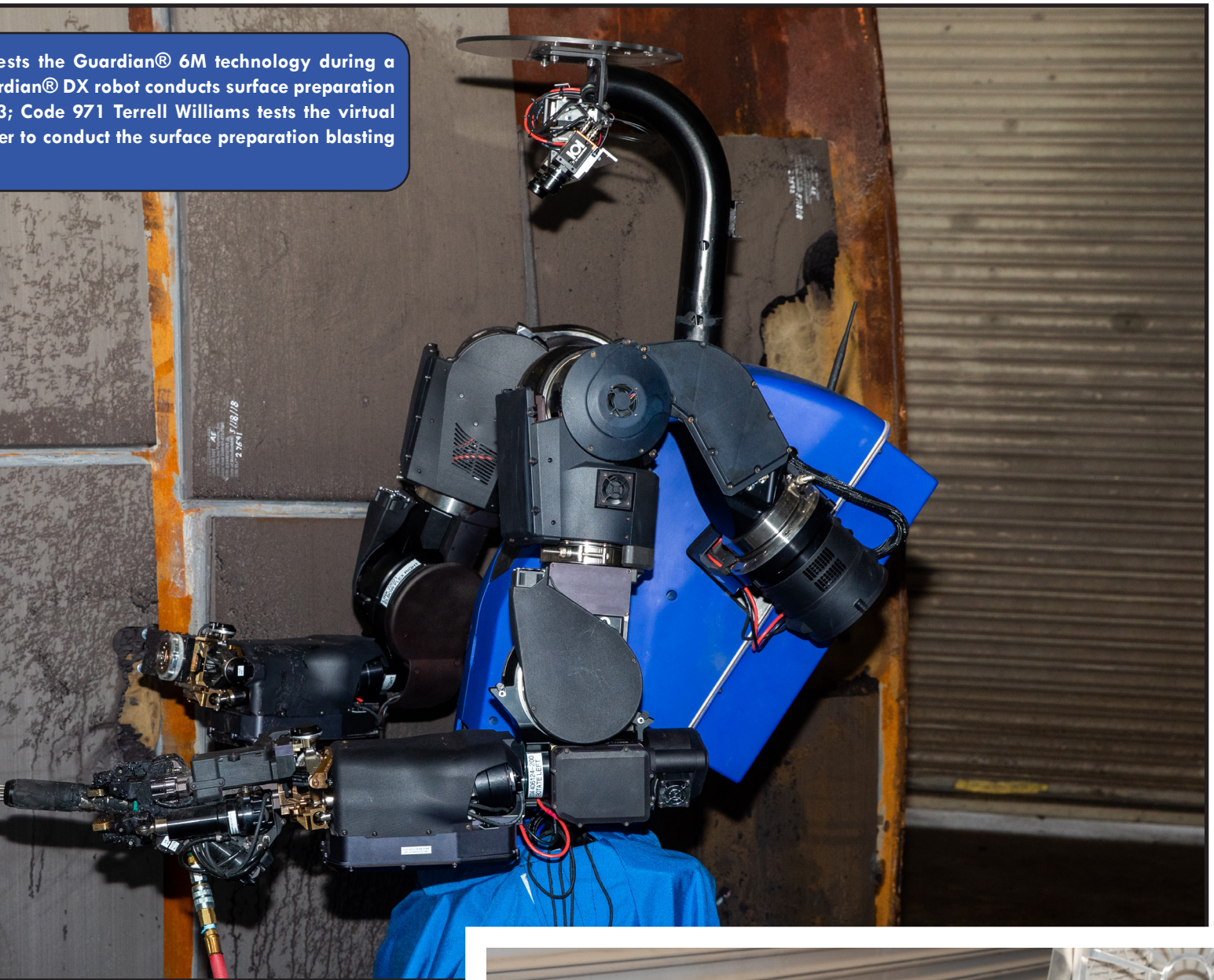
From Left to Right: SARCOS representative to sandblasting demonstration Dec. 13; The Guardian® DX technology in action during a demonstration Dec. 13; A SARCOS reality (VR) headset and hand controls in order to operate the robot during a demonstration Dec. 13.

able to grab tools as well as be fitted with more secure features to meet the needs of the job, providing a wide range of motion for the user. The Guardian® 6M is a robotic arm capable of performing complex algorithms via software and a controller being manned by a user in a remote environment.

"Our people work on state of the art warships and training platforms. Bringing the latest technology to help our craftsmen ergonomically can ensure our greatest assets – our people – are safe and can utilize their valuable skills for many years to come," said Code 900S Safety Advocate Mathew MacCord.

Following the demonstrations, Shaw is gathering the feedback from the shipyarders in attendance and providing that input with SARCOS on how the

ests the Guardian® 6M technology during a
rdian® DX robot conducts surface preparation
3; Code 971 Terrell Williams tests the virtual
er to conduct the surface preparation blasting



products could be improved and adjusted for use at NNSY.

“These innovations could be used onboard ships and across our waterfront with adjustments noted by our personnel,” said Shaw. “As we continue to pursue these innovative solutions for the future, we’re aiming to bring technologies onboard that greatly benefit America’s Shipyard – its people and the work being done by them on a daily basis. This is how we get better at what we do.”

To learn more about the technology used in the demonstration, please visit <https://www.sarcos.com/company/#about-us>.



Homegrown: Shipyard Program Develops Future Leaders from Within

STORY BY NORFOLK NAVAL SHIPYARD PUBLIC AFFAIRS OFFICE
PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER



From Left to Right: Deputy Business and Strategic Planning Office Manager George Fitzgerald, Code 105 Tim McCary, Code 300N Paul Hall, Code 2350 Jahmal Bazil, Code 1253 Tom Angle, and Shipyard Commander Capt. Dianna Wolfson.

Four of Norfolk Naval Shipyard's (NNSY) finest personnel assumed greater responsibility and authority as the latest graduates of the shipyard's Executive Development Program (EDP) Dec. 14.

"This program equips its graduates with skills and knowledge to support our shipyard, what NNSY does, and how we support NAVSEA as well as the other yards," said Danielle Larrew, NNSY EDP program manager.

The NNSY EDP began in 2009 following Puget Sound Naval Shipyard and Pearl Harbor Naval Shipyard. The NNSY's EDP is a competitive program open to all permanent NNSY GS-12 or GS-13 level civilian employees who have been in their current position for at least one year, and the four best qualified applicants to participate per cadre. Successful graduates of the EDP have the opportunity to move to practically any job in the shipyard where there is a need and or an opportunity to make a difference.

The shipyard invests a significant amount of resources each year to send the four cadre members through the program considering six months of salary times four cadre members along with the money spent on TDY (approximately nine weeks TDY times four).

The latest cadre of the six-month program includes:

Tom Angle, C1253
Jahmal Bazil, C2350
Paul Hall, C300N
Tim McCary, C105

"These graduates represent a very diverse, dynamic cadre from all aspects of the shipyard, ranging from a pipefitter to a nuclear engineer. Each participant has learned a lot from the others," said Larrew.

EDP Graduate Tim McCary reflected on what he learned about people. "Caring for people is risky business despite being the most rewarding. The challenge is caring for those who do not deserve it or yields a low return," said McCary.

Additionally, each year NNSY also hosts EDP cadres from Pearl Harbor (one cadre per year), Puget Sound (two cadres per year) and Portsmouth (two cadres per year) throughout the year.

The next iteration of the program is currently in the planning stages – stay tuned for more information on what's next for the EDP. For more information on the program, email danielle.n.larrew.civ@us.navy.mil. To learn more about cadre#11 and their journey through the program, visit <https://flankspeed.sharepoint-mil.us/sites/nnsyedpcadrex>.

Travel With TIP

The Transportation Incentive Program (TIP) offers mass transit benefits for Department of the Navy employees and service members who use a qualified vanpool to commute to and from work. All Navy civilian and military personnel are eligible to participate in TIP.

All interested applicants can enroll by completing an online application in the TIP System at <https://tips.navy.mil/> with access via an active CAC. Once submitted, the application will be validated by the employee's supervisor, and approved by a local reviewing official. Applications approved by the monthly deadline will receive transit benefits during the monthly following when the application is submitted.

For more information on the program and how you can apply, contact NNSY TIP Manager at regina.b.hall.civ@us.navy.mil.



Planning Foreign Travel? Remember to Follow These Steps Before Take-Off

As a member of the federal government, Norfolk Naval Shipyard (NNSY) employees are welcome to take foreign travel both for official business as well as for personal reasons; however, they must reach out to their Department Security Coordinator (DSC) at least 30 days in advance to begin their travel approval process. Per DOD Directive 4500.54G Foreign Clearance Guide (FCG), this instruction governs what is required for government employees to be able to travel to a foreign country.

More information is available at <https://www.fcg.pentagon.mil/fcg.cfm> on requirements for countries or COCOMs. A list of DSCs for each department are located at <https://webcentral.nnsy.navy.mil/Departments/C1100/C1120/DSC/SitePages/Home.aspx>.



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