DON'T MISS: COLD SPRAY UTILIZED ON BUSH PROJECT

SERVICE TO THE FLEET

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

COMMUNICATION IS KEY

NNSY Team develops and installs Yagi Passive Antenna System onboard the USS San Francisco (SSN 711)

BACKSHIFT DISINFECTANT CREW HELPS MINIMIZE THE SPREAD

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NORFOLK NAVAL SHIPYARD CELEBRATES CONSTITUTION AND CITIZENSHIP DAY

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST

At every New Employee Orientation (NEO), Norfolk Naval Shipyard's (NNSY) Commanding Officer, Capt. Kai Torkelson asks the next generation of shipyard employees to raise their right hand and take an oath swearing to support and defend the Constitution of the United States. This promise is made by every federal employee and a similar oath is taken by those serving in all branches of the U.S. military. The oath asks every employee to make a commitment to his or her nation and provides clarity on the overall mission of all federal employees and service members.

The Constitution of the United States was signed on Sept. 17, 1787 at Independence Hall in Philadelphia. Signed by 39 of the nation's founding fathers, 30 of whom were veterans of the Revolutionary War, the historic document laid a framework for the new nation's federal government and the rights that "We the People" enjoy today.

Constitution and Citizenship Day is celebrated annually on the anniversary of the signing the historic document. The day gives federal employees an opportunity to reflect on the commitment they've made and the oath they've given. Employees are encouraged to enrich their knowledge of the U.S. Constitution and recommit on the oath they have taken.

For more information and resources related to the U.S. Constitution and Constitution Day, visit constitutionday.cpms.osd.mil.

From the Commander, Capt. Kai O. Torkelson:

Driving Culture Change in America's Shipyard

September brings Hispanic Heritage Month, which runs from Sept. 15 to Oct. 15 and celebrates the many achievements of Hispanic Americans. In 1968, President Lyndon Johnson started our nation's tradition of observing Hispanic heritage as National Hispanic Heritage Week, with President Ronald Reagan extending it to a month-long observance twenty years later. As we addressed in our Unity at Our C.O.R.E. command event early this summer, our strength as a workforce owes so much to our diversity and inclusion, in which we all share a variety of life experiences and perspectives, as well as valuable insights on how to meet our mission in ensuring superior quality and reliable delivery back to the United States Navy. I encourage each of you to learn more about notable Hispanic Americans throughout our naval history on the Naval History and Heritage Command website, at https://www.history.navy.mil/browse-by-topic/diversity/hispanic-americans-in-the-navy.html

This month also marks the nineteenth anniversary of the 9/11 attacks. Join us in front of Bldg. 1500 for Morning Colors on Friday, September 11 as we honor those who perished that tragic day while reaffirming our strength and values as proud and vital contributors of the United States Navy. Thank you to our Norfolk Naval Shipyard (NNSY) military members and the Veterans Employee Resource Group (VET-ERG) for coordinating this important event. Our NNSY Memorial Day gathering at Bldg. 1500 set the standard for how to conduct a shipyard ceremony of this nature in the COVID-19 environment, honoring a significant observance while simultaneously ensuring each of us practice prudent behaviors of physically distancing and wearing face masks. Our VET-ERG is also looking into flying flags from all poles on the shipyard installation Sept. 11 to further honor this day in our nation's history.

So while September is here, in many ways it's a different September than we've ever experienced. This is one of the few months of the year in which there seems to be a distinct change in season, at least in activities if not yet in weather. What is typically a month of final summer vacations, Labor Day weekend get-togethers, and returning our children to school won't have any of these things this year, at least in taking their usual forms. I know for many of us, this may feel like yet another month in a seemingly endless season of COVID-19. Though it's been frequently challenging in 2020 to find silver linings given the sickness, the isolation, and the uncertainty, it is important that we do everything we can to stay positive and stay mindful on the needs of each day. We're now six months into dealing with this as a country and a shipyard—believe it or not, that means we're six months closer to eventually returning to a sense of normalcy than we were when this started. This has been a very stressful several months and it's important that we still take time for ourselves, look to a brighter future, and stay connected with our loved ones to the best of our abilities while still exercising the necessary precautions. Many members of our workforce have a lot of annual leave to expend between now and year's end—get that leave scheduled as practical and take time to rest and recuperate. Our families, our work groups, our Navy and our nation need us not only safe, but also healthy and rested, to fulfill our important responsibilities and critical duties.

Speaking of our deliverables, the USS George H.W. Bush (CVN 77) had a safe and successful undocking last month! Congratulations and well done to Project Superintendent Jeff Burchett and ship's Commanding Officer CAPT Robert "Aggs" Aguilar, and to every member of the project team and Ship's Force for getting us to this significant milestone. Undocking Bush is the first of several significant deliverables coming up in the near future at America's Shipyard. Thank you to everyone continuing to maximize the mission in providing timely delivery on these critical assets! Now we focus on the pierside phase of the carrier's availability before returning it to the Fleet in 'like-new' condition ready to conduct its vital mission. On the heels of undocking Bush, the USS San Francisco (SSN 711) project team is preparing to undock that future Moored Training Ship. In addition to that, we're now in the final steps of completing our Engineered Refueling Overhaul on USS Wyoming (SSBN 742). It's

exciting to see these dramatic results on a number of availabilities so many of you have supported day in and day out, working to deliver these critical assets back to the Fleet.

In my Commander's Comments this month, I wanted to update each of you of our continuing journey to ensuring an inclusive culture in America's Shipyard and a level playing field for all our high-performing team members. In my July comments, I mentioned how just as we need daily commitment and dedication to stopping the spread of COVID-19, we need daily commitment and dedication in our shipyard to stamping out racism, injustice, indignity and disrespect. As senior leadership and our workforce agents of change have met and held discussions in recent weeks, we've come to the conclusion we're not moving the needle fast enough in driving the needed change. There are a number of contributing factors, but a noteworthy one we've found is that being focused on the urgent needs of the day is sometimes at odds with focusing on the long-range improvements that take time and investment to ultimately benefit our organization. To make these lasting investments pay long-term dividends, some of us have to adapt our perspective regarding leadership. A quote I've been sharing recently is from one of our former CNOs, Adm. Arleigh Burke, who said, "Leadership is understanding people and involving them to help you do a job. That takes all of the good characteristics, like integrity, dedication of purpose, selflessness, knowledge, skill, implacability, as well as determination not to accept failure."

On that note, to further move the needle in the desired direction, NNSY's Cultural Change Team is establishing a flexible alliance with Employee Resource Groups, the Diversity and Inclusion Team, and other groups that are involved in culture change. This alliance will help identify problem areas, advocate for the workforce and create a shared vision of making Norfolk Naval Shipyard, and all its support sites, free of discrimination, harassment, bullying and disenfranchisement. It is essential every person feels that they matter, their opinions are valued and they have equal opportunities for development and advancement. Some may call this a dream or a fantasy; I call it essential to the future of a nearly 253-year-old organization. It's that important.

I'm excited about the possibilities this flexible alliance will offer as these teams combine their talents and abilities and work to force multiply their efforts throughout the shipyard and its satellite locations. When NAVSEA Commander, Vice Admiral Bill Galinis, visited NNSY earlier this summer, he challenged shipyard leadership to develop our teams and improve diversity of thought by providing advancement opportunities for all, including personnel early in their careers. It shouldn't matter what your race is, your ethnicity is, your gender is, your age is, your sexual orientation is, or your physical ability is, we're looking for the best people available to provide excellence in meeting our mission. People are at the heart of what we do to accomplish the mission of Norfolk Naval Shipyard, and that means all people. We must continue to demonstrate that daily in all facets of our work and career development opportunities.

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

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

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NNSY Team Develops and Installs Yagi Passive Antenna System on the USS San Francisco (SSN 711)

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

Communication is key during an emergency situation. Emergency responders rely on their tools to keep an open line between one another from the pier or drydock to the inner workings of the vessels stationed at the waterfront, allowing information to be relayed as the situation continues to develop. To ensure a strong radio frequency signal was deployed throughout the USS San Francisco (SSN 711), a team of individuals at Norfolk Naval Shipyard (NNSY) banded together to develop and implement a Yagi Passive Antenna System onboard the submarine.

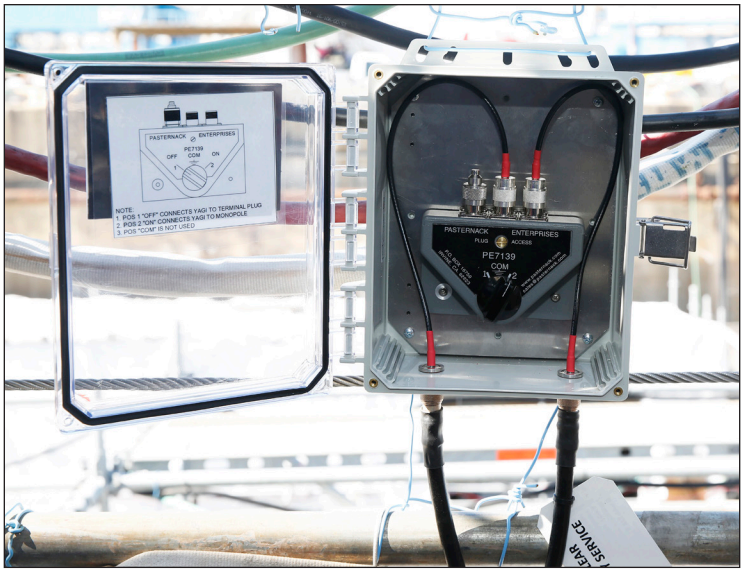
"The Yagi Passive Antenna System is a receiver and transmitter used to extend a radio frequency signal," said Electrical Engineering Division (Code 275) Electrical Engineering Technician Aaron Taylor. "The purpose of it is to boost the signal of Enterprise Land Mobile Radios (ELMR) used by first responders during an incident inside a submarine. Before we utilized this new system, the fire department had to deploy their own antenna system from their first responder vehicles down the hatch of the ships during an emergency to be able to communicate from inside the ship to the pier. This system, now installed on the San Francisco Project, will take care of that communication step which could sometimes be forgotten in an emergency. It will ensure clear communication remains a priority throughout the vessel."

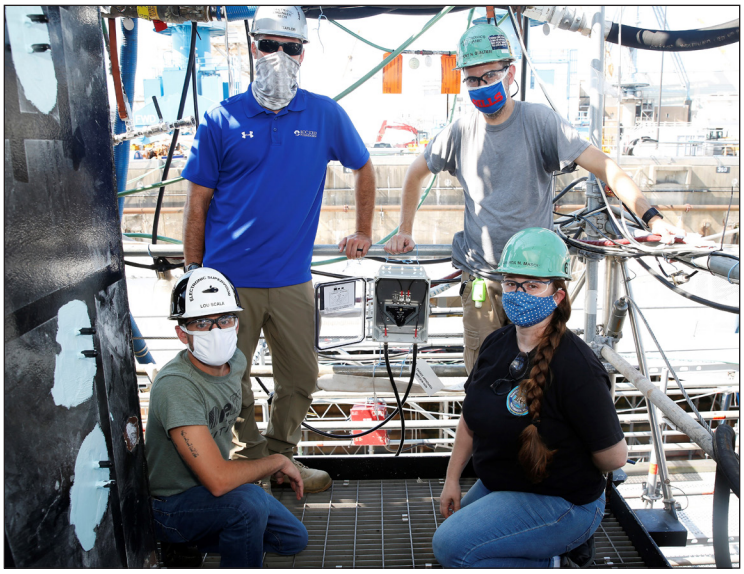
The implementation of this system first began when a new fire safety requirement was put into effect, requiring the use of a specific type of radio in the deployment of situational response. This work had never been done at NNSY previously. As the radios could not be utilized as designed due to interference onboard the vessel, a team began working on a solution to meet the needs of the San Francisco Project.

"Code 275 took the lead in designing the system based on information provided to us by Puget Sound Naval Shipyard and Immediate Maintenance Facility (PSNS&IMF)," said Taylor. "Collaborating with PSNS allowed us to realize and overcome some difficulties and lessons learned in testing and troubleshooting once the system was installed. We developed technical drawings to fabricate the system components, developed TWDs [Technical Work Documents] and ordered material to fabricate, install, and test the antenna systems."

Once the designs were finalized, the Electronics Shop (Code 950, Shop 67) began fabricating the system per Taylor's drafted designs. As it was a first for the shipyard, the team quickly worked to troubleshoot as needed when they discovered that the system was not developing how they intended.

"This job taught us to be ready to adapt," said Shop 67 Electronics Mechanic Anthony Qualtieri. "Once we got the drawings and began working the original design, we drilled the box and started to work on the cables. We found that the design wasn't working out and we





LEFT: The USS San Francisco (SSN 711) has a total of five Yagi Passive Antenna Systems installed onboard. The system was designed by Code 275 and fabricated by Shop 67; Electrical Engineering Technician Aaron Taylor, Electronics Mechanic Anthony Qualtieri, Electronics Supervisor Lou Scala, and Electronics Apprentice Amanda Mason helped develop the Yagi Passive Antenna Systems for the San Francisco Project; ABOVE: Electronics Mechanic Anthony Qualtieri stands with one of the Yagi antennas installed on the USS San Francisco (SSN 711).

were hitting a roadblock. Things don't always work out when you put it into practice so we took a step back and began coming up with suggestions on how to overcome this obstacle."

"It was a brand new job to tackle and we wanted to make sure everything was done as best as it could be," said Shop 67 Supervisor Lou Scala.

Taylor added, "The team passed on their suggestions for how to modify the system without compromising the design intent and functionality. I got to work adjusting the designs and we tried our hand at fabrication again. Together, we were able to come up with the best system to benefit the vessel."

In addition to the adjustments needed to the design, the team found another roadblock – COVID-19. "The job came at the height of everything so we were already working with only a few folks on the project at a time," said Scala. "It took a lot of coordination and phone calls to ensure things continued to be on track – yet we weren't discouraged. We rolled with it and worked together to get the job done."

Taylor said, "I was teleworking and Shop 67 was working second shift at the time to minimize the amount of bodies in their spaces. We had constant communication set up so that I could do what I needed to for the team from home. If they had any questions, they knew I was available to help, even if I wasn't directly at the shipyard. Whatever challenges arose – we rose to meet them head-on."

Qualtieri added, "Once Shop 67 finished fabricating the new system and began installing it on the San Francisco, testing went smoothly. We were able to do the legwork during the later shifts, which meant less traffic throughout the vessel. This also gave us more ability to work directly with ship's forces to make sure they understood the new system as a whole."

The San Francisco now has five antenna systems installed on the vessel. Scala noted that this is due to the fluid teamwork and dedication of those involved. "Even with everything thrown at us, Shop 67 and Code 275 worked hard to ensure the system was ready to go. And with ship's force, the scaffolding team (Shop 89), and the engraving shop providing us assistance, we got it done!"

"It was something exciting for us to tackle," said Qualtieri. "I have a background as a firefighter so this was a project that was very important for me to be part of. It was something new for the shipyard that would help make a difference for ship's force and the emergency responders. It brought a lot of excitement to the team and I look forward to tackling the next system."

Susan Wood: Norfolk Naval Shipyard's New Comptroller

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST

PHOTO BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

In the age of finding a "new normal" during the COVID-19 pandemic, many of Norfolk Naval Shipyard's (NNSY) leaders have risen to the challenge—including new Comptroller (Code 600), Susan Wood.

Wood began her career as a GS-3 clerk in U.S. Fleet Forces Command's Travel Department; between then and now, she has worn many hats. From ship maintenance to Navy reserves, her extensive career experience in different budget positions made her versatile and has prepared her well for her future at the shipyard. She began her NNSY career in 2012, and eventually moved from the Executive Support Department (Code 1100) to the Comptroller Department (Code 600) in 2016.

The Comptroller Department ensures that the shipyard executes all of its funds in accordance with fiscal laws and provides budgeting allocation, execution, oversight, and internal control of funds. Code 600 members work closely with NNSY's Business and Strategic Planning Department (Code 1200) on the execution of direct work and manpower. "Part of our job is to approve purchases," Wood said, "or point the team to other ways to make the purchase legally."

Being the new head comptroller might be daunting, but after serving as Deputy Comptroller for several years, Wood is excited for the challenges ahead. "In the Comptroller Department, it is rare that we have a typical day outside of regularly scheduled meetings," she explained.

For instance, one of Wood's initiatives is to educate the workforce on travel and payroll. "We are constantly educating and reeducating our workforce on the rules of fiscal law, travel and payroll due to 'the telephone game' of misinformation being passed around between coworkers," she said. "Regarding payroll, it can be frustrating for people when their money is being affected and they do not know what to do to fix the problem. That can negatively affect an employee's morale."

As her department's number one ongoing battle, better communication with the workforce will be another top initiative to ensure people are receiving verified information. "The comptroller team is continually trying new things to get information to the appropriate levels with regards to fiscal law," Wood explained. "For instance, 'can we purchase coins or stickers as awards?' or 'can we limit employees movements while on TDY or during non-working hours?' are just a few of the questions we try to answer as we find ways to purchase or accomplish the shipyard mission within the parameters of law and Financial Improvement Audit Readiness (FIAR)."

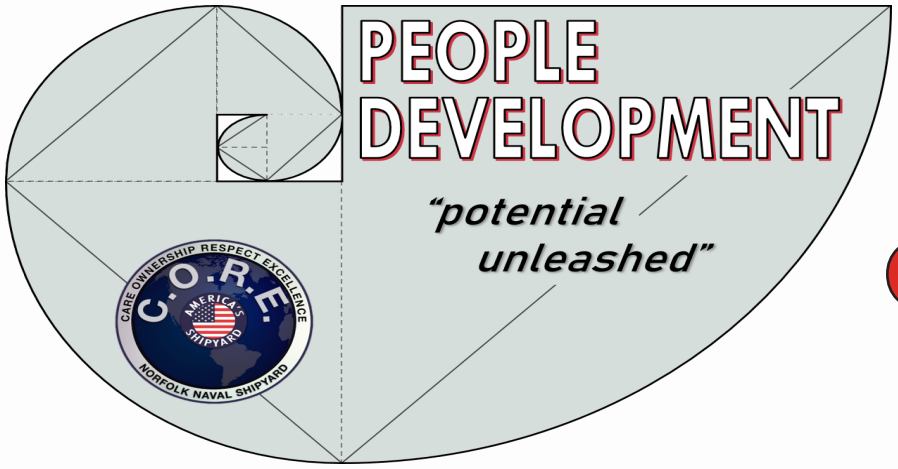
Moreover, the pandemic has also bought on a new onslaught of questions to answer. "The rules that are changing of recently are directly related to COVID-19," Wood explained. "We have received fiscal law questions that have never been addressed before because we have never had a pandemic in any of our workforce careers. Thus, we are trying to make financial decisions within the parameters of fiscal law that we know or through collaboration with the legal office."

Despite the list of challenges she has to face in her new position, Wood hopes to overcome them, and go above and beyond by bringing more shipyard-wide awareness to her department. "We are a very small code and a lot of people here are not familiar with us or what we do—my goal is to get our department more exposure, so employees will know when to come to us for help and how we can help them," she explained.

Being the new head comptroller is also an opportunity for Wood to demonstrate the C.O.R.E. value of Care. "There is nothing greater than human interaction when it comes to meeting my goal—to always help people in any way that I can," said Wood.

Wood made it clear that she was grateful for the help she has received from her shipyard mentors in her development as a leader. "I've had many mentors across my career, but I will have to say that my predecessor, Jim DeAngelis, was one of the main mentors I've had in the shipyard," she recounted.

Now in a position of leadership herself, Wood plans to carry what her mentor taught her into her role as a leader. "The biggest thing any of my mentors taught me was that as a supervisor, it is important to listen to your employees and see where they are coming from," she said. "It's so easy to be consumed and just sit behind your desk. I honestly find that I am mentored by every person I speak with."



Invest in *Your* Future – NNSY Rolls Out its People Development Focus Area

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST

Norfolk Naval Shipyard's (NNSY) Command Philosophy states, "People are at the heart of what we do to accomplish the mission of NNSY." Staying true to this philosophy, the shipyard has launched an effort to better develop its workforce and has made "People Development" one of its long-term focus areas as evidenced by this year's shipyard Campaign Plan. The focus area strives to help each employee reach his or her full potential and to create a capable and determined workforce that successfully executes the shipyard mission.

The effort is being spearheaded by NNSY Production Training Division (Code 900T) Deputy Superintendent Myron Evans and Engineering Planning Department (Code 200) Branch Head Jim Duke. The leaders of NNSY's People Development team believe the resources being poured into this focus area are an investment in the future of every NNSY employee and the shipyard overall. "Management recognizes the development of our workforce is the most important part in being able to accomplish our mission," said Duke.

The team is hoping to educate and inform shipyard employees of the opportunities for growth and development available to them at every stage of their working lives. Evans said, "We want employees to take ownership in their development and to feel empowered to grow and develop in their careers." The effort takes a holistic approach to self-improvement and development focusing on an individual's three sets: the skill set (the ability to do the work), the heart set (the desire to do the work), and the mindset (being ready to do the work).

NNSY employees should be supported by their supervisor to not only focus on developing skills they need to succeed in their current role, but to also devote time and energy to fostering traits and knowledge that will be essential for future positions they hope to fill. Evans said the best place for employees to start is by looking at competencies. "Competencies explain what knowledge, skills, abilities, and behaviors are needed in any career path. An employee can then work on specific competencies that align to their future career goals."

Another tool the People Development team wants to increase knowledge of is Individual Development Plans (IDPs), which, according to Evans, serve as a roadmap for "mapping out where you want to go and what steps it will take for you to get there; whether it's career enrichment in your current career or a future career interest."

The goal of the NNSY People Development team is to increase employees' knowledge of tools, such as IDPs, available to them along with other methods and opportunities to foster their career development and growth. The team has a five-year plan to fully mature this focus area that began in 2020. "We have made great strides with developing workforce development guidance for competency management, career management, succession planning, and workforce training and development," said Evans.

The ultimate goal is to have a sustainable workforce equipped with the tools needed to reach career excellence and fulfill the mission of NNSY. The team is inspired by this goal and hopes to "radically change the way we develop people through purposeful growth leveraging development techniques and tools," said Duke. "We need to stay the course and take advantage of this focus to create a sustainable model for this generation and next."

"There has never been a better time to take ownership of your development as an NNSY employee," said Evans. "It starts with becoming the best version of yourself where you are today. Whether you are a mechanic, engineer, curriculum designer, etc. there are opportunities to develop right within your department. From mentoring and coaching, to leading teams and taking on stretch assignments, there are a variety of possibilities to support each employee in developing their full potential." The question is – will you choose to invest in your future?

Employees looking to learn more can email the People Development team at NNSY_People_Development_Leads@navy.mil. The team is working on creating a SharePoint site that will host resources for employees to access. In addition, employees should regularly review communication tools such as Service to the Fleet, This Week at NNSY, and NNSY's social media for updates and information from the People Development team.

LEFT TO RIGHT: Machinist Sean Schuffert prepares a cold spray booth to repair a critical part for the USS George H.W. Bush (CVN 77); Machinists Sterling Slaughter and Sean Schuffert set up a cold spray booth to cold spray a part for Norfolk Naval Shipyard (NNSY).

NNSY COLD SPRAY TEAM SUCCESSFULLY REPAIRS COMPLEX COMPONENT ON BUSH PROJECT

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

The NNSY Mechanical Group (Code 930) Cold Spray Team performed another first for Norfolk Naval Shipyard (NNSY) – completing a complex cold spray procedure on two seawater check valve disks onboard the USS George H.W. Bush (CVN 77).

"It was decided a year ago that there would be weld repairs on the seawater check valve disks for the Bush project," said Code 930 Trades Manager Nicholas Allen. "The Inside Machine Shop (Shop 31) and Welding Shop (Shop 26) did the prep work and got the repair done. However, in the process of it, the flapper actually bowed. This prompted some hesitation to correct the bow with welding and the shipyard was looking for solutions for how to make this repair as quickly and as durable as possible."

The shipyard has been working to establish its cold spray program since 2016, so the team members threw their hats into the ring as a possible solution for the bowed part. Once approved, the team hit the ground running, preparing for this new endeavor.

"Cold spray is an additive repair process where powdered metal is mechanically bonded to a base material after passing through a nozzle at supersonic speed via a heated carrier gas," said Code 265 Submarine Mechanical/Piping Branch Head Daniel Stanley. "The cold spray process occurs at significantly lower temperatures than traditional repair methods such as welding and thermal spray. In respect to shipyard applications, cold spray has the potential to repair components previously deemed beyond capable repair as well as provide more durable repairs for those items previously epoxy/electroplate repaired. With our Cold Spray Booth now established in Bldg. 163, we were ready to move forward with what repair efforts we could offer."

"When we began to plan out our procedures for the job, it looked like a straightforward operation; however, we quickly learned that this was a far more complex job than we had ever done at NNSY," said Allen. "There were complex angles and low areas we had to maneuver to ensure an even and consistent cold spray application to the part."

The team, including Machinists Sean Schuffert and Sterling Slaughter, had to take a step back from their original planning when they noted that the equipment they had on-hand was not set up to handle such a complex job. They would need a special cutter and fixtures to perform the task and they also needed to develop a new procedure from scratch to accommodate the amount of angles for the part.

"We originally had a small mockup made to test for the part but quickly found that it wasn't going to work for how many angles we would need to spray. So I 3-D modeled the full mockup of the part and CNC Work Leader Patrick Felts machined it for us to use for testing and planning," said Schuffert. "We then moved forward with our Qualified Spray Procedure (QSP) to determine the job, what we have to program, and if it was feasible to perform cold spray for the desired repair. We had 6,200 lines of code established for the part that needed to be entered manually for the job. From there, we ended up with 275 individual datapoints to connect everything together. I wrote a formula for plotting these points so we could get the consistent spray pattern from the robots performing the cold spray."

The team went through a lot of testing to ensure its approach provided full cold spray coverage of the part and met the technical requirements established by the Uniform Industrial

Process Instruction (UIPI). The team also reached out to Penn State Applied Research Laboratory (ARL), one of the shipyard's academic partners in cold spray, to coordinate some of the required material testing. From start to finish, the qualified repair procedure and execution of the first repair was completed in approximately six weeks. Following suit, the NNSY Cold Spray team cold spray repaired the second valve disk in about a week and a half considering the repair procedure was developed.

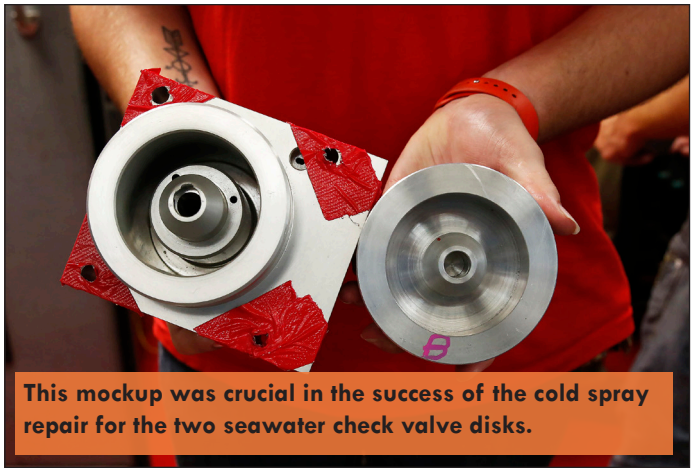
"This was the most complex cold spray job performed at the shipyard to date but also the first time that an existing QSP was used to repair multiple parts at NNSY," said Stanley. "A lot of times when we do cold spray repairs it's a pretty straightforward operation in respect to part geometry. For the check valve disks, however, it was a fairly complex part and there were no spares on a shelf if the team ran into issues. By doing these repairs we were able to return two components to CVN-77 in support of their undocking milestone but also allowed NNSY to demonstrate the cold spray repair time differences when you have a QSP already developed."

"One of the challenges we had was that there was a lot of interest and visibility on us getting the part taken care of so that we could meet the undocking," said Allen. "It was a big win for us to be able to overcome the roadblocks and meet the needs of the Bush. It also helped us showcase what is still a relatively new technology at the shipyard. We've been working hard for years to bring cold spray to NNSY. For many of us, we have spent a majority of our careers using relatively established and older industrial instructions. Now we're flipping the script, taking on something brand new and documenting every feasible piece of information we can to establish it as a set process. The mindset of our team has changed from dealing with those older instructions to developing something more complex that we are building from the ground up, requiring us to shift our mentalities from what we've been used to. We're invested in servicing America's Shipyard and the fleet and we've had support from various shops and codes to make it happen."

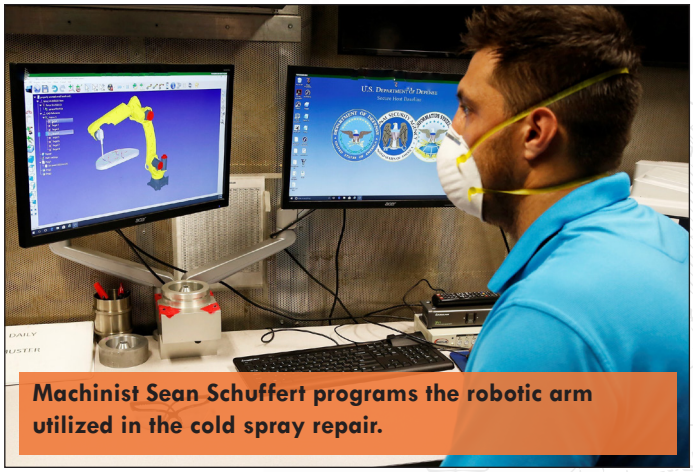
Stanley added, "It's a big win for the shipyard. It took some trial and error but with hammering out everything we were able to get the job done and also establish that process for future jobs at the shipyard. Tackling complex work while also expanding our knowledge so we can utilize those processes for the future is huge. In addition, we have the ability to share what we learned with the other shipyards who are working to get their cold spray programs up and running. It would be less legwork going forward for everyone involved and we can all be aligned."

"This was a long voyage of discovery," said Schuffert. "We were sailing into uncharted territory and though it looked like clear, calm waters – it was actually a path full of obstacles. But we persevered to get the job done for NNSY and the Bush!"

For more information regarding Cold Spray at NNSY, contact Stanley at daniel.p.stanley@navy.mil.



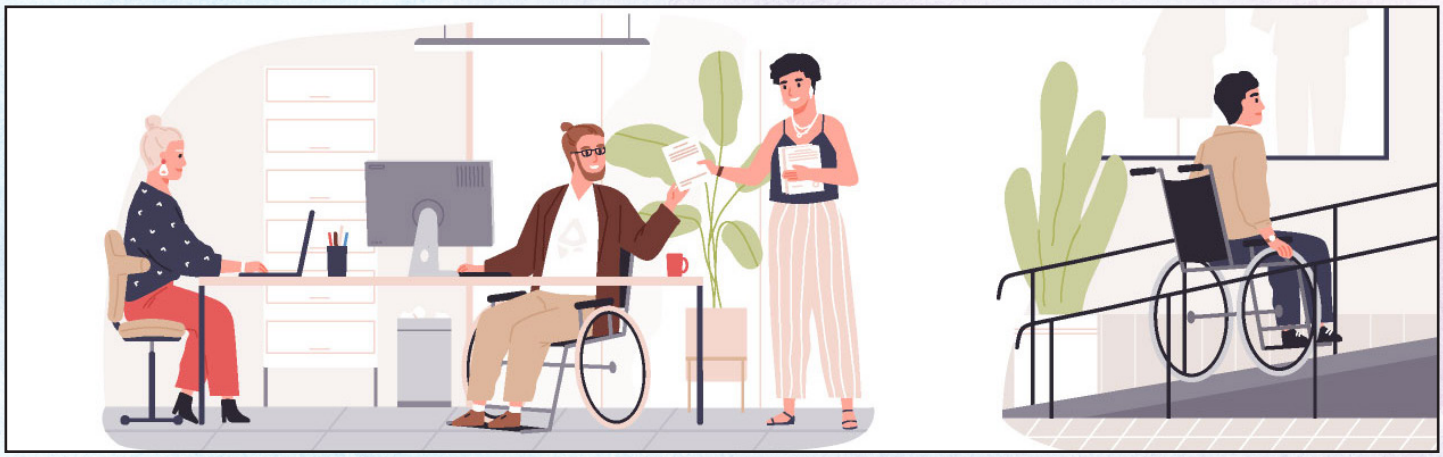
This mockup was crucial in the success of the cold spray repair for the two seawater check valve disks.



Machinist Sean Schuffert programs the robotic arm utilized in the cold spray repair.

FROM LEFT TO RIGHT: Machinist Sterling Slaughter, Machinist Apprentice Jacson Hackley, Code 265 Pathways Intern Graham Fitzgerald, Mechanical Engineer Billy Mudimba, Machinist Sean Schuffert, Machinist Jeffrey Brittingham, Shop 31 Cold Spray Supervisor Jim Wiseman, Code 930 Trades Manager Nicholas Allen, Code 265 Submarine Mechanical/ Piping Branch Head Daniel Stanley. Not Pictured: Mechanical Engineer Aaron Youngblood, CNC Machinist Patrick Felts, C930 Supervisor Eric Davis.

Department of the Navy Requests Your Voluntary Identification of Disability Memorandum – Self-Identify so We Can Meet your Disability Needs



STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST

The Department of Navy (DON) is asking its workforce members to voluntarily identify their disabilities in an effort to further provide equal opportunities to Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD).

Jul. 26, 1990, the United States passed the Americans with Disabilities Act "to prohibit discrimination and to promote inclusivity and equal opportunities for individuals with disabilities across our communities." The DON has honored the law since it was passed in 1990, but is looking for ways to improve. That includes asking its workforce members to report or update their disability status by Oct. 30.

The DON greatly benefits from having accurate workforce disability data in order to assess and enhance its affirmative employment efforts. Having current disability data assists the DON in better understanding how to allocate resources to disability-related programs, such as reasonable accommodations and maximizing accessibility for IWD. This ultimately leads to a better environment for the DON's IWD and IWTD workforce to flourish in as intended by the act.

Additionally, the DON uses the data for statistical purposes at the aggregate level to produce special reports pertaining to hiring, placement and advancement of IWD and IWTD employees. According to a recent Office of Equal Employment Opportunity (OEEO) report, the DON IWD Champions Council data from employee self-identification of disabilities revealed that IWD make up 11.16 percent and IWTD make up 2.11 percent of the workforce.

Employees should know the DON protects its members' privacy. An employee's disability status is protected under the Privacy Act of 1974, and is only accessible to Human Resources and EEO professionals.

For those who have not previously reported and want to participate, there are two ways to update one's disability status:

The first and most convenient method is to register one's CAC-enabled account through their MyBiz account and follow the prompts for "Register Here." After registration, or for returning MyBiz users, log in at MyBiz (https://compo.dcpds.cpms.osd.mil/), and under "Smart Card Access," log in with your CAC (Authentication/PIV certificate).

• Scroll to the bottom of the page and click on the "Personal" detail page

• Expand upon the "Disability" section

• Select one of the 35 disability statuses by choosing the category that pertains to you. To assist in your selection, scroll through the list and read the "Description" to view the complete disability status description with examples

• Click "update" to save the changes

When complete, please remember to click the "Logout" menu item and close the browser.

The SF-256 is a voluntary form issued by the Office of Personnel Management (OPM) and is the second method to gather disability employment information within the federal government. If you do not have easy access to a computer, you can update your disability status by filling out a hard copy of the SF-256, and returning the completed form to your servicing Human Resources Office (HRO). Based on the sensitivity of the medical information being requested and gathered, the completed SF-256 must be delivered directly to FLTHRO – not to the Administrative Services Branch (Code 1102.2). Employees may physically deliver the hard copy form to Gwen Battle at 757-396-5644 or Arthur King at 757-967-5959, at FLTHRO, on the 2nd floor of Bldg. 15. Additionally, these forms can be mailed to:

Fleet Human Resources Office
Norfolk Naval Shipyard
ATTN: Ms. Thompson or Ms. Cermak
Building 15, Floor 2
Portsmouth, VA 23709

True diversity is seeing people with different levels of abilities and backgrounds thrive equally, and fostering the kind of environment that sets the precedent that anyone can thrive if they put in the effort and training. It sets the tone to create a space that its employees can commit to, produce good work, and be satisfied with what they do. This kind of workplace however, can only be brought about by its people.

For more information on voluntary self-identification of disability, contact Jessica Thompson at 757-396-3786 or Lane Cermak at 757-396-7668.

Norfolk Naval Shipyard's COVID-19 Backshift Disinfectant Crew Helps Minimize the Spread

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

Since March, many employees at Norfolk Naval Shipyard (NNSY) have stepped up and done what they can to help fight the spread of COVID-19—some have even pulled great feats in the small hours of the night.

NNSY's Operations Department's (Code 300) Zone Manager Frank Dearman is one of those individuals. Dearman is the leader of the Backshift Disinfectant Crew, a team of employees who clean and sterilize common spaces, turnstiles, and project areas. Since being assigned by the COVID-19 Management Team (CMT), he and his team have been commended for their efforts. "As long as we can help prevent another person from catching COVID-19, we will go beyond what we are supposed to do," Dearman said.

Today, the team has increased to 37 members and is split by specialties of those who can perform preventative treatments and those who can do reactionary treatments. "We currently have 8 out of 37 people on the team who can go into the buildings and disinfect spaces where someone tested positive for COVID-19," said Dearman. "The rest of the crew does preventative cleaning of area around the shipyard."

The team's work in the battle against COVID-19 may be often unseen, but is very important in helping to minimize the spread, according to shipyard leadership. "They've become an arm of the CMT by disinfecting at night to ensure our work areas stay clean and our workforce stays healthy," then Operations Officer (C300) CAPT James "Jip" Mosman said. "I think they are all well deserving of some recognition because a majority of our workforce doesn't know they exist and what they're doing for us all."

From Code 300's Zone Manager Scott Lynch to Code 980's Deputy Superintendent Raphael Gagnon, both Dearman and Williams said that they have many supervisors and zone managers from all over the shipyard to thank for helping make this initiative happen. "We truly are an example of what a good team can accomplish," Dearman said.

Dearman and his team's efforts are also just one example of NNSY's C.O.R.E. values shining brightly in the fight against COVID-19. "Through our efforts, we are demonstrating Respect and Care. Every time we go into an area, we are going into someone's workplace, their home away from home," crew member Electrical Shop (Shop 67) Work Manager Zachary Williams said. "Our job is to make sure they are as safe as humanly possible. We don't skip or cut corners. We demonstrate Excellence by doing a thorough job."

EDP HIGHLIGHT:

Cadre 9's Progress - Team Tattoo

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

2020 has been a whirlwind of a year for many. When COVID-19 hit the United States, Norfolk Naval Shipyard (NNSY) had to make some changes in order to protect its workforce and minimize the spread. This meant physical distancing where it was applicable, less travel, and more. Moreover, for the Executive Development Program (EDP) Cadre 9 team members, this meant adjusting their loaded schedule to best service the shipyard and their professional goals while following the new safety policies and procedures. Nevertheless, they persevered and dove into this leadership experience head-on, ready to meet whatever challenge stood in their way.

NNSY's Cadre 9 welcomed four team members for 2020 - Code 2370 Nuclear Engineering and Planning Department (NEPD) Training Branch Head Matt DeLong, General Arrangements Branch (Code 254) Naval Architect Rachel Yarasavich, Code 105.2 Radiological Engineer Sasha Norfleet, and Code 361 Nuclear Zone Manager Aaron Jarman. As part of their ongoing professional development, the group was split into teams of two to divide and conquer in their goals for enlightenment. Cadre 9's Self-Proclaimed Team Tattoo - Yarasavich and Jarman – first stepped into their roles in the EDP ready to learn from leaders throughout the shipyard and across the enterprise. Branching out from their comfort zones, they began working with mentors to see what senior leaders work towards each day in service to the fleet.

"It was a little unsettling at first being introduced in meetings surrounded by a room of GS-14s and GS-15s," shared Jarman. "However, all the senior managers were excited to see us and were very welcoming. They shared valued information with us and answered questions we had."

"They are all very encouraging and helped me take on the challenge of expanding my horizons at the shipyard," said Yarasavich. "This overall experience has exceeded my expectations. There is no value that you can place on the experiences that we've had – from attending high-level meetings to shadowing and conversing with senior leaders. It has allowed us a 'peek behind the curtain' to see just what it takes to keep the organization functioning effectively."

Jarman added, "It's been an invaluable experience to see the interworking of the Senior Leadership Team (SLT) and how decisions are made and how much effort is put into implementing changes."

The cadre members had opportunities to meet with various mentors in senior leadership, including Quality Assurance Director (Code 130) George Fitzgerald, Engineering Planning Manager (Code 200) Mike Zydron, Nuclear Business Manager (Code 1200N) Gail Coulson, then Operations Officer (Code 300) Capt. Jip Mosman, Nuclear Production Manager (Code 300N) Jim Crunden, Supply Officer (Code 500) Capt. Mark Garrigus, and more. In addition, they each were able to spend a day one-on-one with Shipyard Commander, Capt. Kai Torkelson.

As the program progressed, the team quickly learned that this would not be a normal year of the EDP when COVID-19 became a priority for NNSY. With traveling plans put on an indefinite hold and needs rising up with the approaching virus, Cadre 9 stepped up to the plate.

"At the onset of COVID-19, we were placed on situational telework for 10 days. We used this time to continue our leadership learning through daily online training as well as reading assignments from the 21 Irrefutable Laws of Leadership by John C. Maxwell," said Yarasavich. "We also had daily discussions via video conferencing. We were fully immersed in experiencing the 'new normal' that the shipyard workforce, as well as the entire nation, had to acclimate to."

Jarman added, "At the end of March, we returned back to the shipyard under the direction of EDP Senior Executive Sponsor Zydron. This was in an effort to aid senior leaders and management with the shipyard-wide COVID-19 initiative to provide a safe working environment for the workforce. Because we were here at the shipyard experiencing the dynamic nature of the pandemic, we were able to be a part of the frontline effort to modify the work environment to be COVID-19 friendly. This allowed us to continue in the program, when the other corporate shipyards ended up cancelling their respective EDPs due to the pandemic."

"We were designated as the single point of contact for fielding COVID-19 Personal Protective Equipment (PPE) distribution requests for the various shops, codes, projects and NNSY detachments," said Yarasavich. "This allowed us to not only serve our shipyard family, but also to lighten the load on Code 300 and Code 500 during the onset of the COVID-19 pandemic. It also gave us the opportunity to network with many folks in a short amount of time while working as an effective team."

As the team continues to march towards graduation, taking on the challenges of a "new normal" at NNSY, they look back on what they have accomplished so far fondly.

"I had several goals upon entering the program," said Yarasavich. "My three stand-out goals for the program were: gain a better self-awareness, obtain a broader understanding of shipyard operations, and learn various ways to motivate and engage others towards a shared vision. I have effectively taken a big chunk out of all three of these goals by interviewing and observing senior leaders here at NNSY."

Jarman stated, "I wanted to develop my interpersonal skills and build collaborative partnerships with other departments within America's Shipyard. I believe I have definitely laid the foundation for partnership with many codes I would not have been in contact

with if it was not for the program."

When asked what was one of the most important pieces of knowledge they've received during their time in the program, Team Tattoo members are aligned on what they feel is most important.

"The most important piece of knowledge we have learned is leadership is about people," said Yarasavich. "Getting to know your people is key to being an effective leader. Respecting your people will allow you to have an effective team that will intrinsically get the job done. We as leaders must also understand that people are not perfect. Human relations by default is complex. Being a great leader entails seeing past flaws, loving your people for who they are and motivating them to do great things. This is the sole legacy that I wish to leave at America's shipyard."

So, what's left for Cadre 9? Yarasavich and Jarman both said that they're looking forward to every moment they can get within the program.

"My chief goal is personal mastery. I have learned so much about myself through conversing and shadowing others. It is paramount to be self-aware to fully understand the human condition to be an effective leader," said Yarasavich. "This is of course an evolving process throughout life, but I do believe that EDP has given me a great head start on becoming the person that I want to be."

"As mentioned before, I really desire to fully understand the how and why of the multiple facets of NNSY to allow me to gain a better understanding of the day to day operations in conjunction with the work we do planning for the future of America's shipyard," added Jarman.

As Cadre 9 begins to wind down, it's important to note that the application process will begin for Cadre 10 in the near future.

"If you're interested in taking the next step in your career, I say go for it and apply for this or other leadership programs within the shipyard," said Jarman. "This is an amazing opportunity to get out of your comfort zone and learn both shipyard processes and leadership from a vast array of people with varying backgrounds. It may be intimidating at first, but never leaving your comfort zone will not allow you to grow."

Yarasavich added, "I would fully support and challenge folks to take the next step in their career and apply for the EDP. The program affords you a rare opportunity to 'pick the brains' of the most senior leaders in this industry. I am so very grateful to those who supported me in applying and would pay it forward to anyone that shows initiative to want to 'be the change' here at America's shipyard."

For more information on the EDP, please visit https://webcentral.nnsy.navy.mil/departments/c900/C900CU/leadership%20developement/NNSY%20Executive%20Developement%20Program.aspx.

Mechanical Group (Code 930) Nuclear Continuous Training Development (CTD) Coordinator Kyle Cooper works daily with 3-D printers within the Code 930 3-D printing lab to create prototypes and models for his fellow shipyarders. He currently has 10 ultamaker printers as well as four resin printers in Code 361 with more printers on the way.

SHIPYARD SPOTLIGHT: KYLE COOPER

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

For as long as he could remember, Mechanical Group (Code 930) Nuclear Continuous Training and Development (CTD) Coordinator Kyle Cooper has been told that he thinks differently than other people – constantly pursuing a way to improve a process instead of sticking with the same ways defined in the past. As one of the forward thinkers working 3-D printing at Norfolk Naval Shipyard (NNSY), Cooper strives to help others and help lead the shipyard into the future.

Cooper's journey at NNSY began Sept. 23, 2013 after working diesel engines outside the gates. "When I initially came to the shipyard, I came to work on the waterfront and work with my hands," said Cooper. His first job was working nightshift shafting onboard the USS Dwight D. Eisenhower (CVN 69) before being transferred in the diesel shop. "I wanted to be in the diesel shop and work on diesel engines because I knew that was something I enjoyed. However, I found that it wasn't what I expected and I wasn't enjoying what I was doing. I get bored easily which is why it was so hard for me to stay in one job for a long time. So if I was on a job that wasn't challenging me at all, it wasn't fun and wasn't something I wanted. So I sought a change."

Cooper then was steam plant qualified and worked in cleanliness until he was accepted in the nuclear program. He joined Special Emphasis Group (Code 361) to perform special attention work. "I really liked it in Code 361 because we were always working on and learning something new and inventive. There wasn't a time I wasn't having fun with what I was doing."

Unfortunately, Cooper suffered a back injury during his time in the program, requiring two surgeries with one being a spinal fusion. With such an injury at a young age, Cooper was at a crossroads on which path he should take for his career. He made the call to join in the CTD program to aid in the development of the workforce. Although he was fond of helping others, he didn't find training individuals to be something he enjoyed as it wasn't something fast-paced that challenged him in his day-to-day. Therefore, he continued to look for something new.

An opportunity came when Code 361 brought Cooper along to a trades show where he quickly found his calling. If he couldn't work on the waterfront himself, Cooper wanted to be able to help the others who could – which meant he could help them gain tools at their disposal to aid them in their work. Cooper brought back different tools for the shipyard during the trades show with the Ultimaker S5 3-D printer being one of them and soon was off to the races finding new technologies he could bring back to the workforce. Before long, he was stationed in the Code 930 Nuclear 3-D printing lab, working to 3-D print prototypes and models for those that requested it.

"I always felt like I would get stuck in a rut coming up in my career or I would hit too many impassable roadblocks, making it hard to continue down the path that I was on. But with 3-D printing, I feel like I've been given a chance to not only steer away from those roadblocks and forge a new path, but I've also found something I thoroughly enjoy that can help my shipyard in surging forward towards the future," said Cooper. "There's a culture where we've been doing the same thing over and over again for years because the processes are set in stone and we know they work. But now we can build these processes and procedures from the ground up using the new equipment and tooling and make changes to best benefit the fleet and the employees doing the job every day. Even if it's small changes, little by little, the smallest change can have the greatest impact further down the line. So that's what I want to bring to the table."

Cooper shared that before taking this position in the printing lab, he had little experience with 3-D printing – that didn't stop him from surging forward to learn. "I've always enjoyed going to school and learning new things," he said. "I had some engineering experience with my schooling but I hadn't finishing my degree at the time. Nevertheless I took on the challenge and began searching the internet for everything I could to learn the program, the printers, etc. There's a ton of material out there for those interested in learning. I also had folks here at the shipyard, including Joel and Adam Seamster along with Timothy Edmondson (T.R.), who I've been in collaboration with on the topic of 3-D printing."

One of Cooper's visions at the shipyard is to bring 3-D printers to each department, providing everyone with the tools they need to succeed. "I will print whatever anyone brings me and work with them to make the product they want," he said. "I've also been working with shops and codes to get their own printers installed in their spaces, finding what printers and materials work best with what they need. That way folks are able to take the technology into their own hands and use it to benefit their needs without having to wait on others. This gives everyone a sense of ownership of what they are doing, plus expands our pool of knowledge we can pull from. If folks have questions, they are welcome to reach out to myself or any of the other 3-D printing POCs across the shipyard so we can help and learn from one another. We can all be forward thinkers!"

Cooper was nominated for this month's shipyard spotlight story by the Norfolk Innovation Program to recognize his innovative spirit and active involvement in the Additive Manufacturing (3-D Printing) Subcommittee within the NNSY Technology & Innovation Community of Practice (T&I CoP) which is comprised of representatives from AM Labs across the shipyard. It is innovators like Cooper who push boundaries to implement everyday process improvements to support the mission here at America's shipyard. If you know an innovator you wish to nominate, please contact the NNSY T&I Lab at 757-396-7180 or NNSY_REALIdeas@navy.mil.

Here's Some Facts You May Not Know About Kyle Cooper

1. Cooper currently attends classes full time to fulfill a degree in biomedical engineering.

2. Cooper was the first graduate for the diesel technologies associates' degree at Tidewater Community College in 2015. He was offered a teaching role the next semester; however, he turned it down to focus on his career in Code 361 at NNSY.

3. Cooper has a delta-style printer at home and he uses it to help expand his knowledge on printing. His father has a prosthetic leg that had fasteners catching on furniture and fabric. Looking for a solution, Cooper printed a cover that would not only protect the prosthetic from tearing anything but would also be aesthetically pleasing. With the successful print, Cooper provided the file he used to the 3-D print community so anyone could 3-D print the Ottobock Genesis X3 prosthetic. "It seems like something so simple but this made a big difference not only to my father but can also benefit anyone that has the Genesis X3 prosthetic," said Cooper. "I'm a firm believer in sharing what we learn and providing others with what we develop. It hardly took me any time to design and print this but it can greatly help others who are experiencing similar problems with their Ottobock prosthetic. That's what it's all about to me – helping others."

Shop 17 Helps to Shield NNSY Against the Dangers of COVID-19 by Installing Personnel Guards

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

In early 2020, Norfolk Naval Shipyard (NNSY), along with the rest of the country, found itself facing an unprecedented and unpredictable opponent: COVID-19. The shipyard began its efforts to combat the virus in March, quickly looking for new and innovative ideas to help aid in the fight and keep its workforce safe. One idea that arose was to install personnel guards in spaces where physical distancing wasn't always possible.

Since April, NNSY's Nuclear Sheetmetal Shop (Shop 17) has installed over 6,000 square feet of protective personnel guards at NNSY, its satellite locations at Naval Station Norfolk, and Nuclear Power Training Unit--Charleston. The idea first came about when the shop received a call from the radiation training team asking if there were any safety protections that would allow classroom training to resume. According to NNSY's Structural Group (Code 920) Nuclear Director Brandon Williams, the team began brainstorming ideas that would utilize materials the shop already had on hand.

Williams said, "We built several prototypes to ensure sightlines were maintained for the user while maximizing their protection from others." While working on their initial prototypes, the team quickly determined that there was not a one-size-fits-all solution for the barriers. "Rather than produce standard-sized personnel guards, we decided that the most effective approach would be to take orders, go directly to the site requesting a personnel guard to take measurements, and customize the item for the space where it would be installed."

Five months later, Shop 17 has the process down to a science. Employees who are in need of a personnel guard send an email to the shop with the employee's contact information and location. Within 24 business hours, a team member contacts the requesting employee via telephone and schedules an appointment to get the space's measurements. Once the measurements are secured, the shop begins the fabrication process of creating the custom personnel guards. This process takes approximately five working days, after which the lead team member will contact the requesting employee to schedule a delivery and installation time. The installation of the personnel guards takes about an hour, according to Williams, but the timing can vary depending on the nature of the job. The receiving employee should be present when the team installs the personnel guards to ensure that they will properly serve the individual's needs.

While all of Shop 17 works to fabricate and install the personnel guards, the primary team behind the effort include Nuclear Inside

Shop (Shop 17) Supervisor James Wilkins and Sheetmetal Mechanics Matthew Legg, Brian Nipper, Monica Cooper, Tom Deller, and Steven Myers.

The work being completed by the Shop 17 team is in direct support of guidelines issued by the Centers for Disease Control and Prevention (CDC) in partnership with the Occupational Safety and Health Administration (OSHA). "These guidelines indicate the importance of keeping the workforce healthy during the COVID-19 pandemic," said Williams. "One of the engineering controls recommended by the CDC is the installation of physical barriers where feasible. These personnel guards serve as physical barriers in an attempt to keep the workforce healthy and able to service the Fleet."

The personnel guards are especially important in spaces where physical distancing can be difficult, such as locations on the NNSY waterfront. The project is one of many innovative measures NNSY has utilized to keep its workforce protected and safe - a task directly tied to the shipyard's mission, according to Williams. "By improving our mitigation measures against COVID-19, our workforce can remain healthier which results in increased man-hours, production, and ultimately the readiness of the Fleet," he said.

Williams said he has an immense gratitude for his team members and the continued dedication, hard work, and commitment they've shown in the battle against COVID-19. He said that the work being done by Shop 17 Nuclear is "true to the C.O.R.E. values of NNSY helping to keep coworkers safe." He added that any member of the NNSY workforce can reach out to the shop if they feel they would benefit from having personnel guards in their workspace. "No job is too big or too small, our team values your safety, your security, and your health," Williams said. For more information on how to get personnel guards installed in your space, contact James Wilkins at james.w.wilkins@navy.mil or 396-4141.

LEFT: Norfolk Naval Shipyard's Nuclear Sheetmetal Shop (Shop 17) has installed over 6,000 feet of personnel guards to aid in the fight against COVID-19. The team spearheading this effort is composed of Sheetmetal Mechanics Matt Legg, Thomas Deller, Brian Nipper, Steven Myers, and Monica Cooper; RIGHT: Shop 17 Sheetmetal Mechanic Matt Legg is one member of the team installing personnel guards across NNSY and at its satellite locations.

More Hands Make Less Work: How SurgeMain Assembled Reservists to Support Norfolk Naval Shipyard's Civilian Workforce and Fulfill the Mission

STORY BY HANNAH BONDOC • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

LEFT: SurgeMain East Regional Executive Officer Captain Jonathan Jett-Parmer talks to SurgeMain Sailors and shipyard personnel; RIGHT: SurgeMain East Regional Executive Officer Capt. Jonathan Jett-Parmer meets with two machinists from the Mechanical Group (Code 930).

Norfolk Naval Shipyard's (NNSY) mission is to support the United States Navy by fixing ships and submarines and returning them to the Fleet. This goal became more challenging to meet with the emergence of COVID-19 and its impact on the number of employees available given some personnel were out with high risk conditions. In early July, SurgeMain stepped up to provide assistance with the first phase of over 480 mobilized Navy Reserve Sailors.

"This mobilization is Naval Sea Systems Command's (NAVSEA) COVID-19 recovery response," SurgeMain Program Manager Lt. Cmdr. Manny Sayoc explained. "Our program has been around for 15 years and this is the first time we have been mobilized to help out with shipyard production."

The Sailors reported for duty in several phases. Over 1,620 SurgeMain Sailors are being mobilized in total to the four public naval shipyards based on production resource demands. "This initiative required a culmination of several months of co-preparation between the shipyards, Navy Reserve Units, the Secretary of the Navy's office, and many major commands in between," Sayoc said. "Countless days of planning and coordination were spent considering production, personnel administration and benefits, support and leadership staff, logistics and transportation, supply, berthing, training, and COVID-19 protective measures."

Sayoc pointed out that many of the Sailors have come from across the country on short notice —a lot of them under the minimum mandatory notification period. "They have left their civilian jobs, said goodbye to their family and loved ones, and jumped into the fray of uncertainty to serve their country right here in Portsmouth, Virginia," he said.

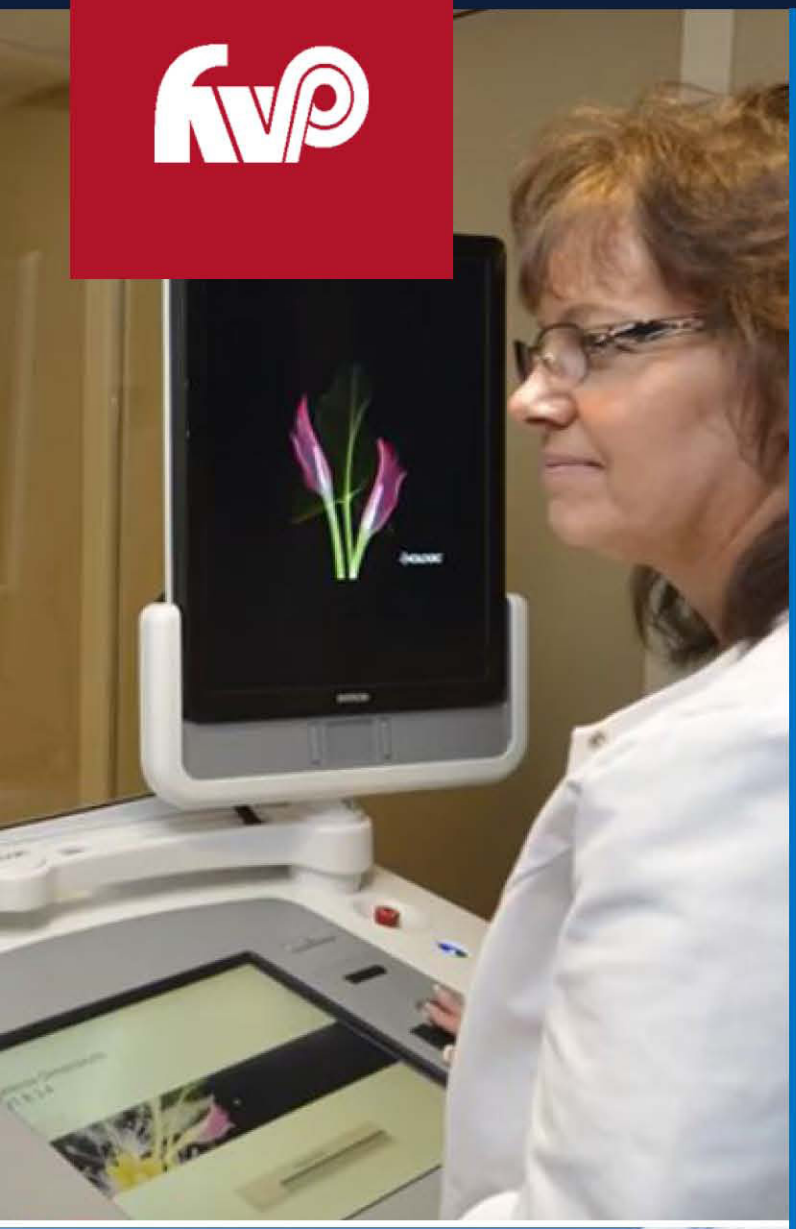
With the help of its local reserve units, SurgeMain called upon its most senior local Sailors first, some of whom have worked in similar civilian positions. "We wanted to provide deckplate leadership and guidance of local knowledge to help our incoming reserve workforce," Sayoc explained. As part of the mobilized force, several personnel also went on short-term military orders to serve as instructors, drivers, administrative staff, and logistical support. "We never expected to have to pull off a project as big as this, but we had a strong leadership staff and everyone wanted this mobilization to be a success," he said.

Safeguarding the reservists against COVID-19 was among the most unique and challenging components in engaging this initiative. "In order for us to help backfill this hole of work, we have—and still need to manage our precautionary methods of minimizing exposure of transmission while staying on task," said SurgeMain East Regional Executive Officer Capt. Jonathan Jett-Parmer. "Methods to do so include managing bubble-to-bubble transitions, putting people on restricted movement when it is applicable, providing personal protective equipment, and all sorts of means to protect our SurgeMain Sailors and the community," added Sayoc.

Despite these challenges, the drive to help accomplish the mission is still present with SurgeMain's personnel, and the goal of the mobilization is not lost on them. "These Sailors are on orders to be here for 15 months," explained Jett-Parmer. "It is going to be a long mobilization to help dig the Navy out of this workload caused by the pandemic, but it's the right thing to do."

There is one goal that SurgeMain has when it comes to this mobilization: fix Navy ships and get them back to the Fleet. "We are in a time of crisis," explained Jett-Parmer. "There has been a large amount of irreplaceable man days lost because of this virus."

"That is the purpose of this mobilization," Sayoc added. "Our program has been training and preparing for such a situation such as this." SurgeMain Sailors might not be in the shipyard long-term, but they are here to help while they are at NNSY. Together, civilians and SurgeMain Sailors will fight the good fight against this backlog, and work together to accomplish the mission.



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NORFOLK NAVAL SHIPYARD RECRUITING RECENT AND UPCOMING COLLEGE GRADUATES FOR ENTRY-LEVEL ENGINEER POSITIONS

STORY BY ALLISON CONTI • PUBLIC AFFAIRS SPECIALIST

Norfolk Naval Shipyard (NNSY) will be recruiting more than 100 recent and upcoming college graduates for entry-level engineer positions in the coming months. This hiring effort, spearheaded by NNSY's Engineer Recruiting and Onboarding Program Lead Charisse Britt, comes as college graduates face one of the worst job markets in recent memory due to COVID-19. The global pandemic has significantly altered the way that the hiring team plans on recruiting new employees.

According to Britt, instead of traveling to colleges to speak with potential hires in-person, the NNSY recruitment team will be utilizing virtual career fairs to meet with, interview, and screen potential applicants. The shipyard plans to have more than 150 recruiters from the hiring departments to provide an overall presence in screening entry-level engineer potential candidates at these fairs. "The shipyard has registered for almost 50 virtual events at colleges and universities as well as national diversity events with organizations such as the Society for Women Engineers, National Society of Black Engineers, and the Society of Asian Engineers," said Britt.

While the virtual nature of these events is a departure from the traditional in-person career fairs NNSY has attended in the past, the qualifications needed for the positions and the benefits offered remain the same. A Bachelor's Degree in any engineering discipline from an Accreditation Board for Engineering and Technology (ABET) accredited college or university paired with being a United States citizen are both necessary to be considered for a position.

Beyond the minimum requirements, Britt said she and her team look at a number of factors when deciding if an application would be a good match for NNSY. "We look at academic strength as well as their personal experiences outside of education. The ability to effectively communicate is key for an engineer to be successful at NNSY due to their engagement with many shipyard project teams and organizations," said Britt. While there are certainly qualifications required for employment and areas of an applicant's background that may help he or she stand out, Britt reported the hiring team looks at the big picture for all candidates and seeks to hire a diverse group of engineers annually.

Many of the shipyard's top leaders have started their careers at NNSY as entry-level engineers. The possibility of a lifelong career and leadership positions are not the only benefits entry-level engineers receive when hired at NNSY. All NNSY employees are offered the government benefits package which contains health insurance plans including dental, vision, and life insurance for the employee and his or her family; flexible spending accounts for the employee and his or her family's medical and childcare expenses; a retirement plan with a government match of up to five percent; and ample paid time off including 13 days of annual leave to start, 13 days of sick leave, and 10 paid holidays annually.

While entry-level engineer positions begin at either a General Schedule (GS) five or seven, all new hires begin their career at NNSY in a training program that gives them the promotion potential to reach a GS-11 or 12 within a few years, depending on what position they are offered and based on their performance.

While the virtual career fairs offer a great opportunity for recent college alumni or current college seniors to meet with NNSY's recruitment team, this is not the only way interested candidates can be considered for an entry-level engineering position at the shipyard. The recruitment team also works closely with FLTHRO to monitor candidates who have applied online and with Naval Sea Systems Command's (NAVSEA) Enterprise Talent Management Office to reach potential hires outside of the local area who have a specific skill set needed at the time.

Interested applicants can always submit a copy of their current resume and unofficial college transcript to NNSY_Engineer_Recruiting@navy.mil. NNSY has Direct Hire Authority (DHA) approval, which according to Britt, gives the Hiring Managers the flexibility to expedite the hiring and onboarding timeline for entry-level engineers. For more information on entry-level engineer positions or for a list of all the virtual career fairs where NNSY plans to attend, contact the team at the email above or visit NNSYJobs.com.

OPSEC: The History of the Purple Dragon

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

If you've explored the expansive installation of Norfolk Naval Shipyard (NNSY), chances are you've seen Operations Security (OPSEC) bulletins posted around the buildings. Each bulletin has a targeted message to its audience, tips of the trade in identifying, controlling and protecting information from adversaries. Towering at the header of each bulletin sits a massive winged beast with purple scales, its yellow eyes staring back at the reader as they take in the useful bits of knowledge.

This purple dragon is the figurehead of the OPSEC program, its presence is a reminder of our nation's journey in protecting the mission so that information does not fall into the wrong hands. But why? What is the history behind the purple dragon that has become such a staple for the program? It all started with a codename.

Dating back to the Vietnam War, seeds were planted for a national OPSEC policy under the unclassified code name, PURPLE DRAGON. PURPLE DRAGON was a one-time Joint Chiefs of Staff (JCS) initiated survey which addressed retaining the element of surprise for fighter-bomber strikes against North Vietnamese military targets in an operation known as "Rolling Thunder" and for B-52 operations known as "Arc Light."

The effort came from early involvements in the war. When several of the military operations were not successful, it was concluded that U.S. forces were inadvertently revealing vital information to the enemy. Military leaders considered what information could be dangerous in the hands of an adversary and how it may be collected. With PURPLE DRAGON in effect and helping to exploit the weaknesses in protecting information, the U.S. military was then able to remedy those weaknesses and keep knowledge contained.

From its inception and throughout the Vietnam War, PURPLE DRAGON proved a major success at improving the combat effectiveness of the units and operations it surveyed. In fact, it was so successful that the JCS led the charge of instilling operations security programs and protocols, based on the PURPLE DRAGON model. These programs became mandatory for all U.S. commands throughout the world, continuing to expand to government agencies and other agencies outside of the Department of Defense (DoD) over the coming years. In 1988, President Ronald Reagan issued the National Security Decision Directive 298 (NSDD-298) which established the national OPSEC policy, outlining the OPSEC five-step process that we follow today: identify critical information; analyze the threat; analyze vulnerabilities; assess the risk; apply countermeasures.

So, whenever you see that purple dragon standing tall, remember that it represents our nation, Navy and shipyard taking the necessary steps to protect information – shielding it from our enemies. To learn more about OPSEC, visit https://www.navy.mil/ah_online/opsec/.

NMCI VS. CODE 109 SERVICE DESK: WHERE DO I GO?

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST I PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

LEFT: Norfolk Naval Shipyard's Information and Technology and Cybersecurity Department's (Code 109) IT Specialist Reginald A. Griffith assists shipyard personnel with their computer accounts at the IT Service Desk; RIGHT: Code 109 IT Specialist Nakeea Logan assists shipyard personnel with their computer accounts at the IT Service Desk.

How ironic is it that the morning I sat down to write this article about Navy Marine Corps Internet (NMCI) and Norfolk Naval Shipyard's (NNSY) Code 109 Information Technology and Cybersecurity Department, I was having computer issues, mainly with Microsoft Outlook? I wasn't receiving any emails. As much as I would like to use the excuse that I didn't receive the email, I knew I had to contact someone to get it fixed. The question was, "who?"

"If a person is having connectivity issues with their NMCI workstations, they need to call the NMCI Help Desk," said NNSY's Code 109.32 Planning & Administration Branch Manager Rachael Peterson. "NMCI also handles share drive issues as well as installing all NMCI software."

If this is the case, then when do I contact Code 109's IT service desk?

"Our service desk assists shipyard personnel to gain or fix access to WebCentral," said NNSY's Code 109.31 Customer Service Branch Manager Beth Smalley. "We also handle the legacy network and all legacy computer hardware."

This all sounded simple enough. I asked Peterson and Smalley about an NMCI printer not working properly since this is where confusion can come into play.

"If the network that connects the printer to the computer station is the issue, then NMCI needs to be contacted," said Peterson. "If it is a hardware problem, then our IT service desk needs to be contacted."

I know when there are computer issues, it is tempting to disconnect it and hide it away in the corner and work at another station--but this is the last thing you want to do.

"Keep it connected to the network and put in a trouble call," said Peterson. This prevents losing track of a computer. NNSY pays a monthly fee for each computer. If we are unable to find that computer and service it, then it's a lost workstation that another employee could be using."

There's been times when I called the IT service desk for assistance and I would get the answering machine. I would send them an email and not get a reply right away. I could walk over to the other side of the shipyard and address my issues in person at the Help Desk, but then the walk-in line is usually long.

"I know people tend to think that Code 109 doesn't care," said Smalley. "We are one of the few IT Help Desks that handles phone calls, emails and walk-ins. We have 13 IT Specialists handling 10,000 plus personnel."

With that said, what is Code 109 doing to overcome this?

"We are in the process of beta testing a new system called Service Now here in Code 109," said Smalley. "This will give the user a chance to fix their issue with self-help articles. If they are still having issues, then they can use the program to submit a trouble ticket. This will allow them to track the progress with their trouble ticket. We plan on launching Service Now by the end of the year."

"We plan on doing the same thing with ADP requests. Although we do not have a start date identified yet," added Peterson.

ADP requests are submitted for new software and hardware for both NMCI and legacy systems, among other things Code 109-related.

"Code 109 has three employees that handle all ADP requests pertaining to NMCI," said Peterson. "What people don't realize is that we have no administrative controls on NMCI. We can escalate the ticket to the best of our ability, but in the end, NMCI will have to take care of it."

To help overcome this challenge, NNSY has a waterfront support team of NMCI personnel. They work diligently to ensure needs are met.

"The latest project was getting NMCI stations installed and operational onboard the USS Harry S. Truman (CVN 75)," said Peterson.

Talking to Peterson and Smalley gave me a new perspective on computer issues. As much as I like to gripe and complain when my computer goes on the fritz, I know there are capable people I can go to for help—just like with my Outlook issue this morning! I contacted NMCI, and the service technician managed to fix my issue in almost no time at all. Because of this, it's time to wrap up this article and attend to some of those emails.

NNSY's IT service desk can be reached at NNSYITServiceDesk@navy.mil and the NMCI's Help Desk can be reached at 1-866-THE-NMCI (1-866-843-6624) or by e-mail at ServiceDesk_Navy@nmci-isf.com.

COMBATTING COVID-19 WITH KNOWLEDGE

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST
PHOTOS BY BIANCA WILSON • NNSY PHOTOGRAPHER

When the first patient in the United States was diagnosed with COVID-19 in January, there was not much known about this deadly virus. Seven months later, Norfolk Naval Shipyard (NNSY) is more informed than ever. To help fight the virus, items like face masks, face shields, and sanitizers are used to help prevent the spread of the disease. Knowing these items work shows that the biggest tool that NNSY has to combat COVID-19 is knowledge.

"The more people who know the policies and safety measures put in place to keep COVID-19 from spreading in the shipyard, the better chance we have of beating this," said Raphael Gagnon, NNSY's COVID Management Team (CMT) member.

NNSY brought in staff from Naval Medical Readiness Training Center Portsmouth to conduct contact and investigative training sessions for case managers, supervisors, and anyone else who seek the knowledge. "The CMT is made up of mostly engineers. This is why we rely on people like Cmdr. Scott Welch from the shipyard's branch medical clinic and other outside sources who are more fit to conduct the training that is needed," said Gagnon.

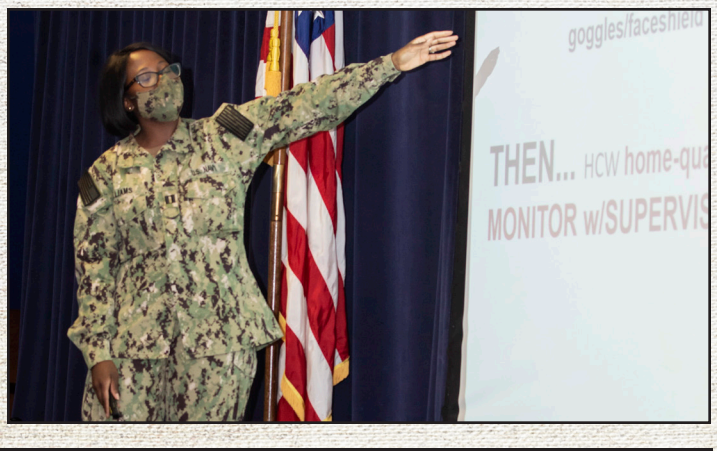
Naval Medical Readiness Training Center Portsmouth's Environmental Health Officer and Preventive Medicine Department Head, Lt. Paris Williams, gave training on how to identify people who may have potentially been in contact with someone who has been diagnosed with COVID-19. "Early on, we found out that one way to combat and keep COVID-19 from spreading is to identify those who are close contacts potentially and to place them in a restriction of movement (ROM) status to protect the public as well to further assess that individual so we can make sure that if they become symptomatic that they get the utmost care," said Williams.

During the training, there were several questions shipyard personnel had. Although Williams answered most of the questions, Gagnon answered them in his head and in doing so, it told him NNSY was doing things right because his answers reflected the answers Williams gave. "One thing that is perfectly clear from the training, physical distancing and face masks go hand in hand toward preventing the spread of COVID-19. This is a lesson we have been trying to make the shipyard population understand, we should all wear our mask and be more than six feet from each other. If we need to be closer, restrict the conversations to less than 15 minutes and wear your mask," said Gagnon. "Everyone in the shipyard should have at least two cloth masks provided through their department. In addition, face masks and disinfecting supplies are also available."

Gagnon found out the training was beneficial to him as well. It provided an opportunity to talk to Lt. Williams to get answers and clarifications on COVID-19 policies to help provide the shipyard workforce the most current and accurate information.

Knowing that not everyone can attend the classroom training, members from the CMT canvas NNSY on a regular basis to answer any questions and help department heads, supervisors, managers and workers. "We want to find areas needing our attention and see how we can help spread the knowledge," said CMT member Jermaine Ellis. "Fighting COVID-19 is a marathon, not a sprint and we will continue to push knowledge to our workforce."

If you are in the need of a face mask or sanitizing supplies, contact your department point of contact or your supervisor. For more information on NNSY's COVID-19 policies and future training opportunities, please contact the CMT at (757) 967-2045 or via email to NNSY_COVID_19WarRoom@navy.mil.



LEFT: Norfolk Naval Shipyard's Emergency Management Officer, Steve Murley, provides NNSY's leadership information on how to prevent the spread of COVID-19; RIGHT: Naval Medical Readiness Training Center, Portsmouth's Environmental Health Officer and Preventive Medicine Department Head, Lt. Paris Williams gives COVID Contact Tracing & Investigation Training to Norfolk Naval Shipyard's leadership.

Morale, Welfare, and Recreation (MWR): The Future of Food and Beverage Service at NNSY

STORY BY JASON SCARBOROUGH • PUBLIC AFFAIRS SPECIALIST

As of Aug. 1, Norfolk Naval Shipyard's (NNSY) Civilian Morale, Welfare, and Recreation (CMWR), previously known as the CO-OP, was disestablished. CMWR was best known for providing food services to the NNSY workforce, its management of vending machine operations, and waterfront support operating the safety shoe store.

With CMWR's disestablishment, the Navy's Morale, Welfare, and Recreation (MWR) program will assume oversight of CMWR's former eating establishments and provide NNSY's food and beverage services now and into the future. The MWR mission is to deliver high quality, customer-focused programs and services that contribute to resiliency, retention, and readiness to the Fleet, Fighter and Family.

The MWR team is excited for the opportunity to enhance the existing services, increase satisfaction and improve the customer experience. While some food service locations such as the Four Flags Café, Ark Café, Rusty Anchor and the North End Krispy Krunchy Chicken will close, others will remain open, such as Dockers Café and Pierside Café. To better support the workforce with food options, MWR will be providing food trucks to support some areas where food facilities have closed.

NNSY's MWR Director Chad Rickner said, "MWR is excited to support the future of food and beverage services at NNSY. The primary objective is to improve the food and beverage experience for shipyard workers and establish an operating model that is sustainable for years to come."

MWR will be generating a Menu Development Team to assess current offerings, while ensuring quality products are provided at reasonable prices. MWR will also be managing vending machine operations within the shipyard industrial area as well as the safety shoe store. These steps will increase MWR's outreach, making recreational opportunities and community events more visible and accessible to the NNSY workforce. Additionally, all revenue generated from MWR operations will support quality of life programs.

The Navy MWR goal is to conduct activities and events, and deliver high quality, innovative recreation programs in state-of-the-art facilities worldwide. Continuing to achieve these goals, NNSY's MWR team will look to enhance the food and beverage services for the workforce while continuing to provide recreational and morale boosting opportunities for the shipyard's civilian and military population.

TAKE THE FEDERAL EMPLOYEE VIEWPOINT SURVEY (FEVS)!

Help NAVSEA enhance the workforce culture! Take time to complete the Federal Employee Viewpoint Survey (FEVS), launching this September. This is an important tool used to identify areas where NAVSEA needs to focus leadership attention and resources to make your work-life better.

BE EMPOWERED AND INSPIRE CHANGE!

Your responses are anonymous. Input, both positive and negative, will inform NAVSEA leadership on strategic actions needed to make NAVSEA the best place to work!

15-20 MIN

Completing the survey should only take 15 - 20 minutes.

The survey will be done electronically for those who have regular NMCI access.

For shipyard employees without a work computer, a paper survey will be available.

If you are on NMCI and have access to a computer, you will recieve an email from "EVNV@opm.gov" with the subject "[Non-DoD Source] The 2020 OPM FEVS: Empowering Employees. Inspiring Change."

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

C-FRAM FRAUD SCHEME AWARENESS

SEPTEMBER EDITION: DEFECTIVE PRICING

Contractors Inflating Their Costs in Order to Increase Profits or Limit Losses

DOD EXAMPLE

In Dec. 2019, the U.S. District Court for the District of Columbia unsealed a 6-year-old complaint filed by a former Navistar Defense employee accusing the company of fraudulent, inflated pricing for the thousands of mine-resistant, ambush-protected vehicles it sold to the U.S. Marine Corps. The whistleblower and former contract director at Navistar, Duquoin Burgess, claimed the company violated the False Claims Act by forging invoices, catalog prices and other information used in negotiations to sell MRAP vehicles to the Marine Corps.

Burgess is seeking at least $1.28 billion in damages, which roughly equates to the amount of money the former employee believes the company reaped from lying about its prices to the government. The complaint, originally filled in 2013, was required to remain sealed until the U.S. government completed its investigation into the claims. The government intervened in the case Dec. 3 with its own filing, which is sealed.

The company allegedly either forged sales history where there was no sales history or its nearly doubled commercial prices for a variety of critical MRAP parts like the chassis, the engine and the suspension system. The complaint claims company took advantage of the very critical need to rapidly procure MRAPs to protect soldiers against improvised explosive devices in Iraq and Afghanistan by inflating its prices for the vehicles.

INDICATORS (RED FLAGS)

Falsification or alteration of supporting data; Failure to update cost or pricing data when costs or prices have decreased; Failure to correct known system deficiencies.

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.